

28

MATERIAL SUPPORTING THE AGENDA

Volume XIIIa

September 1965 - November 1965

This volume contains the Material Supporting the Agenda furnished to each member of the Board of Regents prior to the meetings held on October 7-8, and November 23-24, 1965.

The material is divided according to the Standing Committees and the meetings that were held and is submitted on three different colors, namely:

- (1) white paper - for the documentation of all items that were presented before the deadline date
- (2) blue paper - all items submitted to the Executive Session of the Committee of the Whole and distributed only to the Regents, Chancellor, and Chancellor Emeritus
- (3) yellow paper - emergency items distributed at the meeting

Material distributed at the meeting as additional documentation is not included in the bound volume, because sometimes there is an unusual amount and other times maybe some people get copies and some do not get copies. If the Secretary were furnished a copy, then that material goes in the appropriate subject folder.



THE BOARD OF REGENTS OF THE UNIVERSITY OF TEXAS

## Material Supporting the Agenda

Meeting No. .... 638 .....

Name

*Chairman W. W. Heath*  
*Office Copy*

Date ..... NOVEMBER 23-24, 1965 .....

NOVEMBER 1965

CALENDAR  
BOARD OF REGENTS  
OF  
THE UNIVERSITY OF TEXAS  
November 23-24, 1965  
Austin, Texas

Place: Main Building, Rooms 209, 210, and 212

Telephone: GR 1 1265


Tuesday, November 23, 1965

9:00 a. m.	Committee of the Whole -- Executive Session to consider personnel and developmental matters <u>Room 209</u>
12:00 noon	Lunch -- <u>Room 101</u>
12:45 p. m.	Meeting of the Executive Committee <u>Room 209</u>
1:00 p. m.	Meeting of the Standing Committees  Land and Investment Committee <u>Room 210</u>  Academic and Developmental Affairs Committee <u>Room 209</u>
2:00 p. m.	Joint Meeting of Buildings and Grounds and Medical Affairs Committees* (Followed by separate committee meetings.) <u>Room 210</u>  Buildings and Grounds Committee <u>Room 210</u>  Medical Affairs Committee <u>Room 209</u>
3:00 p. m.	Committee of the Whole -- Executive Session (Continued from morning session and will include from Institutional Heads items of an executive nature that have been cleared with the Chancellor.)

---

\* To dispose of those matters of common interest after which Medical  
Affairs Committee will convene in Room 209.

Wednesday, November 24, 1965

9:00 a. m.	Committee of the Whole -- Executive Session to consider any unfinished personnel or develop- mental matters
10:00 a. m.	Meeting of the Board <u>Room 212</u>
12:00 noon	Lunch -- <u>Room 101</u>
1:00 p. m.	Committee of the Whole --  (If matters arise which need attention as may be determined by the Board.)

---

NOTE:            Though the time may vary, the meetings will follow in this order.



## **Executive Committee**

EXECUTIVE COMMITTEE

Date: November 23, 1965 (Tuesday)

Time: 12:45 p.m.

Place: Regent's Room 209

Members:

Regent Brenan, Chairman  
Vice-Chairman Erwin  
Regent Connally  
Regent (Mrs.) Johnson  
Regent Olan  
Chairman Heath, Ex Officio Member

Page  
EXEC

SYSTEM-WIDE

1. Report of Interim Actions

A. Miscellaneous Items

Main University: Contracts with  
Ex-Students' Association,  
26-M-64, Concessions 3  
27-M-64, Laundry Machines 9

B. Amendments to 1965-66 Budget

Central Administration, Item 1 15  
Main University, Items 1-58 15  
Texas Western College, Items 1-3 21  
Medical Branch, Items 1-3 22  
Southwestern Medical School, Items 1-5 22  
Dental Branch, Items 1 and 2 23  
M. D. Anderson Hospital and  
Tumor Institute, Items 1-10 24

C. Travel Item

Main University, 2T-18 25

D. Travel Items

M. D. Anderson Hospital and  
Tumor Institute, 6T-3 and  
6T-4 26

E. Amendments to 1965-66 Budget

Main University, Items 59-62 27  
Texas Western College, Item 4 27  
Arlington State College, Item 1 28  
Medical Branch, Items 4-6 28  
Southwestern Medical School,  
Items 6-9 29  
Dental Branch, Item 3 29

F.	Medical Branch: Land Acquisition 28-M-64, 29-M-64, 32-M-64	30
G.	Main University: Award of Contract For Biological Sciences Experimental Field Laboratory, Brackenridge Tract (31-M-64)	31
H.	Main University: Committee Report and Recommendations, Survey for Power Generation and Related Utilities (33-M-64)	31
I.	M. D. Anderson Hospital and Tumor Institute: W. G. C. MacDonald Fund for Cancer Research, Proposed sale of Acreage in McCulloch County (34-M-64)	31
J.	Main University: Texas Student Publications, Inc., Minutes of Board of Directors (35-M-64)	31

MAIN UNIVERSITY

2.	Appointment, Doctor Arthur Whitaker to Full Time Position for 1966-67	32
----	--	----

REPORT OF INTERIM ACTIONS OF EXECUTIVE COMMITTEE  
.-- Below are actions that have been unanimously approved by the  
Executive Committee and are compiled herein for the full  
Board's consideration and ratification.

Please allow me to call to your attention that the contracts with  
the Ex-Students' Association for vending operations at all athletic  
events and for the coin operated laundry machines and the Budgetary  
Amendments as set out on Pages 3-25 were approved prior to the  
October meeting but after the Supplementary Agenda material had  
been mailed to each of you. I call this to your attention as you may  
think they are unreasonably late in being reported.

A. Main University: Contracts with Ex-Students' Association

-- The Executive Committee has approved the following  
Memorandum Agreements between the Board of Regents  
of The University of Texas and the Ex-Students' Associ-  
ation of The University of Texas providing for (1) vending  
operations at all athletic events, and (2) Coin Operated  
Laundry Machines:

(1) THE STATE OF TEXAS |

COUNTY OF TRAVIS |

This MEMORANDUM AGREEMENT by and between the BOARD OF  
REGENTS OF THE UNIVERSITY OF TEXAS, called "University," and  
the EX-STUDENTS' ASSOCIATION OF THE UNIVERSITY OF TEXAS,  
called "Association," WITNESSETH:

WHEREAS, it has been proven by the experience of other  
universities that vending operations that are conducted by  
one operator only are by far the most efficient and of greater  
service to the students and to the university; and

WHEREAS, Association represents that it has the knowledge,  
ability and personnel to properly conduct vending operations  
in Memorial Stadium, Clark Field, Penick Courts and certain  
events under the jurisdiction of The University of Texas  
Athletic Council in Gregory Gymnasium, and The University of  
Texas Athletic Council, on reliance of such assurance in  
Association's record of service and helpfulness to the  
University, is willing to contract in such capacity on the  
terms and agreements hereinbelow expressed:

NOW, THEREFORE, for and in consideration of the mutual  
benefits and the covenants herein, the parties hereto agree:

1. (a) Except as herein specifically provided, Association agrees to undertake faithfully to perform and conduct the operations of vending services in Memorial Stadium, Clark Field and intercollegiate athletic events under the jurisdiction of The University of Texas Athletic Council in Gregory Gymnasium, and will perform all duties incident to such program, whether itself or through its assignees or vendors, in keeping with the policies and rules of The University of Texas and the provisions of this contract.

(b) The University hereby grants the sole and exclusive right to Association to manage the operation of all vending services in Memorial Stadium, Clark Field, Penick Courts and intercollegiate athletic events under the jurisdiction of The University of Texas Athletic Council in Gregory Gymnasium, but it is understood and agreed that this right shall not extend to food and cold drinks sold in the new "T" Lettermen's Lounge at Memorial Stadium, the same being hereby excluded and shall not be subject to the provisions of this agreement.

(c) Association agrees that it will operate its vending operations under the control, supervision and direction of the University. The University hereby delegates to the Athletic Council authority to control, supervise and direct vending operations at the locations and places specified above.

2. Association agrees:

(a) To sell cold drinks, coffee, ice cream, sandwiches, hot dogs, peanuts, crackerjacks, pop corn, snow cones, cigarettes, cushions, chair backs, cotton candy, other candy, sun visors, donuts, novelties and souvenirs, and other similar items including the sale of programs. Vending operations shall be operated and all sales made in conformity with all federal, state and local building, health and other applicable laws.

(b) To give first preference to University of Texas students as salesmen and no employee shall be less than sixteen (16) years of age unless a special exception is made by Association only after careful screening of the applicant. All personnel working in the concession stands and salesmen in the Stadium, Field and Gymnasium will wear distinctive uniforms (coats, caps and/or aprons) furnished by Association. Association agrees to use its influence to obtain or continue jobs for the Athletic Department in the plants of those companies from which it might purchase its supplies.

(c) To furnish free soda water, hot coffee, and cushions to those in the press box during each athletic event, however, the cost of such service shall be charged against the operation.

(d) The price of items to be sold shall be mutually agreed upon by the Association and The University of Texas. The prices charged shall be posted conspicuously at booths.

It is understood and agreed that University and Association will review the price to be charged during the ensuing school year for each item to be sold during the month of August of each year during the term of this contract. A new schedule of prices shall be agreed to by both parties hereto and will thereafter be incorporated as a part of this contract.

(e) That when serving customers, cold premix drinks shall be sold in paper cups. All drinks taken into the stands shall have a cover over each individual cup.

(f) To employ only a sufficient number of persons to operate and properly manage the vending operation and that a list of the men working at each event shall be left at the ticket office, Gregory Gym 103, on the morning of the game.

(g) To file with The University of Texas Athletic Council within 30 days an itemized report of gross receipts following each contest, or in such form and within such time as the University may from time to time prescribe.

(h) To carry at its own expense a public liability policy to the extent of \$500,000 and \$1,000,000, protecting against any liability incurred by reasons of the concession operation, together with product liability insurance in such amount or amounts customarily carried by business ventures of this type with the amounts and types to be approved by the University.

(i) To dispose of the trash and garbage incident to the concession and vending operations, seeing to it that the same is in closed containers, and shall also be responsible for picking up empty bottles and paper cups which might be scattered around the concession stands. Association further agrees to clean or cause to be cleaned each concession stand, its counters and equipment, and floor areas or ground areas in front of and adjacent to it.

(j) That any permanent improvements or additions to the present concession stands which might be made by the concessionaire shall become the property of The University of Texas at the end of the concession contract. However, any permanent structures, together with all plumbing and electrical installations, are to be performed by University of Texas maintenance staff and billed to Association. The cost thereof is to be added to the cost of operations.

(k) To pay all cost of installation of all movable vending equipment.

(l) To furnish the latest, most modern and best equipment available in its vending operations.

3. University agrees:

(a) That all concession stands which the University now owns may be used by Association in connection with the sale of concessions and vending operations.

(b) To furnish or cause to be furnished electrical energy, gas and water free to Association.

4. In the operation of concessions described herein, Association shall act as an independent contractor and for its own account and not as an agent or representative or employee of The University of Texas. The University of Texas shall not be responsible for wages or salaries of any employee or representative of the concessionaire or for any debts, liabilities or other obligations of Association.

5. That Association agrees to a termination of this contract, without penalty to either party, at the end of the first year, provided the operations of the concession rights by Association, in the opinion of The University of Texas, have not been satisfactory.

6. Association and University agree:

(a) That Association shall pay The University of Texas each school year (September 1 to May 31) during the term of this contract all profits accruing from the operation after the payment of all expenses (cost of operation); such sums to be paid in the manner and on such date or dates as may from time to time be prescribed by the University.

(b) That University shall have the right to audit the records of the Association at all reasonable times. In this connection, within forty-five (45) days after each fiscal year ending August 31, the Association shall submit to the Athletic Council a statement of the gross revenues by location derived by the Association during the preceding year, together with a



detailed statement of all reasonable and necessary direct expenses incurred by Association under the terms of this contract.

7. Association shall have the right to enter upon the premises of the University, referred to above, at all reasonable times for the purpose of servicing, repairing and inspecting its equipment and property and for the removal of such machinery upon termination of this agreement. All equipment shall be kept in a neat and sanitary condition at all times and Association shall cooperate with the University in handling sanitation problems.

8. Association agrees to save the University harmless and free from any loss, cost, damage or expense arising out of any occurrence related to this venture, and will indemnify University against any damage or claim arising from the negligence of its employees, assignees, vendors, their agents or employees, or from any damage or claims suffered by breach of any express or implied warranty.

9. Association further agrees that it will upon the termination of this agreement and within reasonable time thereafter remove all machines placed on the premises and will restore the property to as nearly its original condition as possible.

10. This contract shall become effective immediately upon its execution. After September 1, 1966, this agreement shall remain in effect from year to year from September 1 through August 31 of the following year, unless notified in writing by the mutual agreement of the parties hereto, or terminated by either party upon giving ninety (90) days written notice to the other party.

11. All the rights and privileges hereby granted to Association shall be transferred or assigned only after obtaining the written consent of University to such transfer or assignment, and any attempt to transfer or assign the same without having first obtained such written consent shall be sufficient cause

to cancel this contract. Permission, however, is granted to Association to assign this contract and all rights incident thereto to Campus Services, Inc., a subsidiary of Association existing under the laws of the State of Texas, with its principal place of business in Austin, Travis County, Texas. Association shall at all times remain responsible for the full performance of all obligations under this contract. However, this contract contemplates that Association or Campus Services, Inc., may contract with a vendor or concessionaire to furnish vending services at the locations and places hereinabove described.

EXECUTED this \_\_\_\_\_ day of \_\_\_\_\_, 1965.

ATTEST:

BOARD OF REGENTS OF  
THE UNIVERSITY OF TEXAS

\_\_\_\_\_  
Secretary

By \_\_\_\_\_  
Chairman

ATTEST:

EX-STUDENTS' ASSOCIATION OF  
THE UNIVERSITY OF TEXAS

\_\_\_\_\_  
Secretary

By \_\_\_\_\_  
President

Approved as to Form:

Approved as to Content:

\_\_\_\_\_  
University Attorney

\_\_\_\_\_  
Chancellor

(2) THE STATE OF TEXAS |  
COUNTY OF TRAVIS |

This MEMORANDUM AGREEMENT by and between the BOARD OF REGENTS OF THE UNIVERSITY OF TEXAS, called "University," and the EX-STUDENTS' ASSOCIATION OF THE UNIVERSITY OF TEXAS, called "Association," WITNESSETH:

WHEREAS, it has been proven by the experience of other universities that coin operated machine operations that are

conducted by one organization only is by far the most efficient and of greater service to the students and personnel of the University; and

WHEREAS, Association represents that it has the knowledge, ability and personnel to properly conduct laundering machine operations on the Main University Campus as well as in the New Married Students' Housing Project on Lake Austin Boulevard, and University, in reliance upon such assurance and Association's record of service and helpfulness to the University, is willing to contract in such capacity on the terms and agreements hereinbelow expressed:

NOW, THEREFORE, for and in consideration of the mutual benefits and the covenants herein the parties agree:

1. Association agrees to undertake faithfully to perform and conduct the operations of laundering machines on the Campus of the Main University and in the New Married Students' Housing Project on Lake Austin Boulevard, and will perform all duties incident to such program either itself or through its assignees or vendors in keeping with the policies and rules of the University and the provisions of this contract.

2. University hereby grants the sole and exclusive right to Association to manage the operation of all laundering machines as that term is defined herein which are installed on the Campus of the Main University together with all extensions thereof in Travis County, Texas, including the new Married Students' Housing Project on Lake Austin Boulevard, but it is understood and agreed that this right shall not extend to nor include any laundering machines located in Memorial Stadium, Gregory Gymnasium, or Clark Field, but the same are hereby excluded and shall not be subject to the provisions of this agreement.

3. Association agrees to install on the Campus of the Main University at such locations and places as may be desig-

nated and specified by University an appropriate number of laundering machines for the laundry of clothing. "Laundering machines," as that term is used herein, shall include the following:

- (a) Automatic coin-operated washing machines;
- (b) Automatic coin-operated drying machines;
- (c) Coin-operated soap vending machines.

All laundering machines must be adequate in size and must be new models so as to compare favorably in quality, appearance and performance with the best machines available. University reserves the right to specify the quality of machine and place of installation, at each location as well as the right to determine the price charged for the use of such laundering machines.

In this respect, the price charged for the use of all washing machines located in housing units owned or controlled by the University of Texas except the New Married Students' Housing Project on Lake Austin Boulevard shall be \$0.20 per washing cycle; the price charged for all washing machines located in the washateria in the New Married Students' Housing Project shall be \$0.15 per washing cycle. The price charged for all drying machines shall be \$0.25 per drying machine per drying cycle. These prices shall be in force during the entire term of this agreement except as otherwise directed by the University.

All machines shall be installed and operated in conformity with all Federal, State and local building, health and other applicable laws.

4. In consideration for the privileges granted herein, Association agrees to pay University the sum of Eight Thousand Dollars (\$8,000.00) annually as a guaranteed minimum, plus fifty per cent (50%) of all net income derived from that

certain contract of September 1, 1965, by and between Campus Services, Inc., a subsidiary of Association, and Convenience, Inc. (which contract is made a part hereof for all purposes), in cash for a period of five (5) years.

Such consideration shall be payable to the University in the following manner: the sum of one thousand nine hundred ninety-nine and 98/100 (\$1,999.98) shall be due and payable quarterly to University beginning on December 15, 1965, with a like sum being due and payable on the fifteenth day of each third month thereafter. Also on or before the fifteenth day of October, 1966, and annually on the fifteenth day of October thereafter, Association will pay to University an amount equal to fifty per cent (50%) of its net income as computed before payment of federal income taxes.

5. At the end of the first two (2) years of this Contract, and annually thereafter, the annual consideration payable to University shall be reviewable and renegotiable at the option of either party. In this connection, Association agrees to submit its books of account or the books of account of its assignees which reflect the income of Association from laundering machine operations to University for inspection within forty-five (45) days after August 31, 1967. After August 31, 1967, if either party wishes to renegotiate the terms of this Contract, it shall notify the other party of such fact within sixty (60) days after August 31, 1967.

6. Association agrees to pay all costs of installation of all laundering machines. University agrees to furnish Association with electrical energy, water, electrical outlets and water outlets, free of cost. Association or its assignee shall have the right to enter upon the premises of the University at all reasonable times for the purpose of servicing, repairing and inspecting machines and for the removal of such machines upon the termination of this agreement. All machines shall be serviced as often as is necessary to keep the machines properly supplied and in good working order. All machines shall be kept in a neat and sanitary condition at all times.

All machines shall be maintained in a good state of repair at all times. Association shall cooperate with University in handling sanitation or repair problems. In the event maintenance and/or repair by Association or its assignee becomes unsatisfactory, University shall notify Association of this fact. If after thirty (30) days Association fails to improve maintenance and/or repair service to the satisfaction of University, this Contract shall be terminable at the option of University.

7. As a part of the consideration of this agreement, Association agrees to maintain or to have maintained for the benefit of The University of Texas adequate insurance coverage at all times comparable to that customarily used in business ventures of this type with the amounts and types of such coverage to be approved by University.

Association agrees to save University harmless and free from any loss, cost, damage or expense arising out of any occurrence related to this venture and will indemnify University against any damage or claim arising from the negligence of its employees, assignees, vendors, their agents or employees, or from any damage or claims suffered by breach of any express or implied warranty.

8. University shall have the right to audit the records of the Association at all reasonable times. In this connection within forty-five (45) days after each fiscal year ending August 31, the Association shall submit to the University a statement of the gross revenue by laundering machine location derived by the Association during the preceding year, together with a detailed statement of all reasonable, necessary and direct expenses incurred by Association under the terms of this Contract.

9. Association further agrees that it will upon the termination of this agreement and within a reasonable time

thereafter remove all machines placed on the premises and will restore the property to as nearly its original condition as possible.

10. This agreement shall become effective when executed and shall be in force for a period of five (5) years from such date unless modified in writing by the mutual agreement of the parties hereto or terminated by either party upon giving ninety (90) days written notice to the other party.

11. This agreement is subject to all contracts relating to vending machine operations or laundering machine operations which are in effect at the date of execution of this Contract.

12. All the rights and privileges hereby granted to Association shall be transferred or assigned only after obtaining the written consent of University to such transfer or assignment, and any attempt to transfer or assign the same without having first obtained such written consent shall be sufficient cause to cancel this Contract. Permission, however, is granted to Association to assign this Contract and all rights incident thereto to Campus Services, Inc., a subsidiary of Association existing under the laws of the State of Texas with its principal place of business in Austin, Travis County, Texas. Association shall at all times remain responsible for the full performance of all obligations under this Contract.

13. This Contract contemplates that Association or Campus Services, Inc., may contract with a laundering machine company to furnish, service and maintain laundering machines on the Campus, and in the new Married Students' Housing Project on Lake Austin Boulevard, and any such agreement shall be approved by the University prior to execution.

EXECUTED this \_\_\_\_\_ day of \_\_\_\_\_, 1965.

BOARD OF REGENTS OF  
THE UNIVERSITY OF TEXAS

By: \_\_\_\_\_  
Chairman

ATTEST:

\_\_\_\_\_  
Secretary

EX-STUDENTS' ASSOCIATION OF  
THE UNIVERSITY OF TEXAS

By: \_\_\_\_\_  
President

Approved as to Form:

Approved as to Content:

\_\_\_\_\_  
University Attorney

B. Amendments, 1965-66 Budgets (Central Administration, Main University, Texas Western College, Medical Branch, Southwestern Medical School, Dental Branch, M. D. Anderson Hospital and Tumor Institute).-- Amendments to the 1965-66 Budgets approved for ratification as set out below:

Central Administration

<u>Item No.</u>	<u>Explanation</u>	<u>Present Status</u>	<u>Proposed Status</u>	<u>Effective Dates</u>
1	University Lands, Legal and Surveying Transfer of Funds	From: Available University Fund Unappropriated Balance	To: University Lands, Legal and Surveying, Clerical Assistants	
	Amount of Transfer	\$ 2,000	\$ 2,000	---

Main University

<u>Item No.</u>	<u>Explanation</u>	<u>Present Status</u>	<u>Proposed Status</u>	<u>Effective Dates</u>
<u>School of Architecture</u>				
1	Carl O. Bergquist	Assistant Professor	Assistant Professor	
	Academic Rate: 1964-65	\$ 8,100		
	1965-66	\$ 9,000 (Budget)	\$ 9,500	9/1/65
2	Jorge L. Divino	Assistant Professor	Assistant Professor	
	Academic Rate: 1964-65	\$ 8,000		
	1965-66	\$ 9,000 (Budget)	\$ 9,500	9/1/65



<u>Item No.</u>	<u>Explanation</u>	<u>Present Status</u>	<u>Proposed Status</u>	<u>Effective Dates</u>
3	William Tamminga	Assistant Professor	Assistant Professor	
	Academic Rate: 1964-65	\$ 8,000		
	1965-66	\$ 8,500 (Budget)	\$ 9,000	9/1/65
	Source of Funds: (Items 1-3) Reserve for Teaching Salaries School of Architecture			
4	Namir N. Izzat Botany	Laboratory Research Assistant I (1/2 T.)	Laboratory Research Assistant I (1/4 T.)	
	Salary Rate	\$ 2,064	\$ 3,072	9/1/65
	Source of Funds: U.S.P.H.S. Contract			
5	Forrest G. Hill Economics	Professor	Professor	
	Academic Rate: 1964-65	\$ 12,500		
	1965-66	\$ 13,500 (Budget)	\$ 14,000	9/1/65
	Source of Funds: Dean's Reserve for Teaching Salaries			
6	Ky Fan Mathematics	Visiting Professor	Professor	
	Academic Rate	\$ 26,000	\$ 27,000	9/1/65
	Total Salary (9 months)		\$ 28,000	
	Source of Funds: Departmental Teaching Salaries, plus \$1,000 from Faculty Improvement Fund for 1965-66 Only.			
7	Ted C. Hefner Sociology	Teaching Assistant (1/2 T.)	Teaching Assistant (1/2 T.)	
	Academic Rate	\$ 3,800	\$ 4,800	9/1/65
8	Bruce W. Roberson Accounting	Instructor (2/3 T.)	Instructor	
	Academic Rate	\$ 5,300	\$ 7,500	9/1/65
9	Alfred E. Hofflander Finance	Assistant Professor	Assistant Professor	
	Academic Rate: 1964-65	\$ 8,600		
	1965-66	\$ 10,000 (Budget)	\$ 10,500	9/1/65
	Source of Funds: Dean's Reserve for Teaching Salaries			

<u>Item No.</u>	<u>Explanation</u>	<u>Present Status</u>	<u>Proposed Status</u>	<u>Effective Dates</u>
10	Jerome B. Kernan Marketing Administration	Visiting Associate Professor	Visiting Associate Professor	
	Academic Rate: 1964-65	\$ 11,000		
	1965-66	\$ 11,500 (Budget)	\$ 12,000	9/1/65
	Source of Funds: Dean's Reserve for Teaching Salaries			
11	John J. McKetta Office of the Dean of Engineering	Dean (2/3 T.)	Dean (2/3 T.)	
	Chemical Engineering	Professor (1/3 T.)	Professor (1/3 T.)	
	Academic Rate	\$ 23,000	\$ 23,000	
	Total Salary (12 months)			
	1964-65	\$ 28,000		
	1965-66	\$ 28,000 (Budget)	\$ 30,000	9/1/65
	Source of Funds: Unallocated Salaries			
	<u>Also from Engineering Foundation</u>			
		\$ 3,000	\$ 3,000	
12	W. Kelly Fearing Art	Professor	Professor	
	Academic Rate: 1964-65	\$ 11,300		
	1965-66	\$ 11,300 (Budget)	\$ 13,000	9/1/65
13	F. Frank Elsass Music	Professor	Professor	
	Academic Rate: 1964-65	\$ 10,000		
	1965-66	\$ 11,000 (Budget)	\$ 12,000	9/1/65
14	Roscoe Y. Miller Graduate School of Social Work	Assistant Professor	Assistant Professor	
	Academic Rate: 1964-65	\$ 9,000		
	1965-66	\$ 9,000 (Budget)	\$ 10,000	9/1/65
	Source of Funds: U.S.P.H.S. Grant - Psychiatric Social Work			
15	Paul L. White Student Health Center	Director and Physician, Specialist (Psychiatry)	Director and Physician, Specialist (Psychiatry)	
	Salary Rate: 1964-65	\$ 17,500		
	1965-66	\$ 17,500 (Budget)	\$ 18,500	9/1/65
	Source of Funds: Transfer from Student Services Fees			

<u>Item No.</u>	<u>Explanation</u>	<u>Present Status</u>	<u>Proposed Status</u>	<u>Effective Dates</u>
16	Office of the Dean College of Arts and Sciences Transfer of Funds	From: Unallocated Travel	To: Dean's Office -- Travel for Arts and Sciences Faculty	
	Amount of Transfer	\$ 3,000	\$ 3,000	-----
17	Library Transfer of Funds	From: Unappropriated Balance	To: Purchase of La Farge Collection in Anthropology	
	Amount of Transfer	\$ 22,000	\$ 22,000	-----
18	Unallocated Teaching Equipment Transfer of Funds	From: Unappropriated Balance	To: Unallocated Teaching Equipment	
	Amount of Transfer	\$125,000	\$125,000	---
19	Art Teaching Gallery Transfer of Funds (Current Restricted Fund)	From: Unappropriated Income - Huntington Museum Fund	To: Operating Account - Huntington Museum Fund	
	Amount of Transfer	\$ 5,000	\$ 5,000	---
20	Intercollegiate Athletics Transfer of Funds	From: Athletic Council Balance	To: Intercollegiate Athletics - Travel for Longhorn Band	
	Amount of Transfer	\$ 12,000	\$ 12,000	---
21	Arthur J. Rubel Anthropology Academic Rate: 1964-65 1965-66	Assistant Professor \$ 9,000 \$ 9,000 (Budget)	Assistant Professor \$ 10,000	9/1/65
	Source of Funds: On Leave Without Pay (9/1 - 1/15); H.E.W. Grant (1/16 - 5/31)			
22	Daniel M. Ziegler Chemistry	Associate Professor (1/2 T.)	Associate Professor	
	Academic Rate: 9 mos. 12 mos.equiv.	\$ 12,000 \$ 16,000	\$ 17,300	9/1/65 - 8/31/65
	Source of Funds: U.S.P.H.S. Career Development Award			

Item No.	Explanation	Present Status	Proposed Status	Effective Dates
23	Fred M. Bullard Geology	Professor	Professor	1/16/66 - 5/31/66
	University Research Institute	Professor	Professor	9/1/65 - 1/15/66
	Academic Rate: 1964-65	\$ 13,500		
	1965-66	\$ 13,500 (Budget)	\$ 14,500	
	Source of Funds: Excellente Program (9/1 - 1/15); Dean's Reserve for Teaching Salaries (1/16 - 5/31)			
24	George G. Arnakis History	Professor	Professor	
	Academic Rate: 1964-65	\$12,000		
	1965-66	\$ 12,000 (Budget)	\$ 13,000	9/1/65
	Source of Funds: Dean's Reserve for Teaching Salaries			
25	Emmett L. Hudspeth Physics	Professor	Professor	
	Academic Rate: 1964-65	\$ 14,500		
	1965-66	\$ 15,500 (Budget)	\$ 16,500	9/1/65
	Source of Funds: Dean's Reserve for Teaching Salaries			
26	John H. Turner Drama	Teaching Assistant (1/4 T.)	Teaching Assistant (1/4 T.)	
	Academic Rate	\$ 4,000	\$ 6,000	9/1/65
27	Jack W. Belt Drama	Teaching Assistant (1/4 T.)	Teaching Assistant (1/4 T.)	
	Academic Rate	\$ 4,000	\$ 6,000	9/1/65
28	Patricia M. ten Broeke English		Teaching Assistant (1/2 T.)	
	Speech	Teaching Assistant (1/2 T.)		
	Academic Rate	\$ 3,600	\$ 4,800	9/1/65 - 1/15/66
29	Ralph E. Van Atta Testing and Counseling Center	Psychologist III - Faculty (2/3 T. Long Session; F.T. Summer)	Psychologist III - Faculty (2/3 T. Long Session; F.T. Summer)	
	Educational Psychology	Assistant Professor (1/3 T.)	Assistant Professor (1/3 T.)	
	Academic Rate	\$ 8,500	\$ 8,500	
	Non-Teaching Salary Rate (12 mos.)	\$ 10,100	\$ 11,333	9/1/65

Engineering Foundation Faculty Improvement Grants. Dean McKetta writes:

"On behalf of the Engineering Foundation, the Board of Grants recommend that Faculty Improvement Grants be awarded for outstanding performance as shown on the following list. This year it is necessary to hold back about \$8,000 for special programs. This money will be taken from faculty improvement grant money. Hence, the total is less than the \$35,000 budgeted. The total amount of these grants is \$27,000. It is recommended that payment be made in equal monthly payments over the 1965-66 long session.

"In accordance with previously established policies, a letter will be sent to every recipient stating that the grant is for outstanding services and development during the past year and is not a continuing obligation of the Engineering Foundation or of the University."

<u>Item Number</u> <u>Department and Name</u>	<u>Engineering</u> <u>Foundation</u> <u>Grant</u>	<u>1965-66</u> <u>Academic</u> <u>Rate</u>
<u>Chemical Engineering</u>		
Professor		
30 William A. Cunningham	\$ 1,000	\$16,000
31 Howard F. Rase	1,000	18,000
32 W. F. Bradley	500	17,000
33 Hugo Steinfink	1,000	17,000
<u>Civil Engineering</u>		
Professor		
34 Earnest F. Gloyna	1,500	19,000
35 J. Neils Thompson	1,000	17,000
36 Raymond F. Dawson	500	13,000
Associate Professor		
37 John E. Breen	500	12,000
38 Joseph F. Malina	500	12,000
39 Clyde E. Lee	1,000	12,500
40 Carl W. Morgan	500	10,000
Assistant Professor		
41 Ned H. Burns	500	10,500
<u>Drawing</u>		
Assistant Professor		
42 Clayton W. Chance	500	8,500
<u>Electrical Engineering</u>		
Professor		
43 C. L. Coates	1,500	21,000
44 A. A. Dougal	1,000	21,000
45 A. H. La Grone	1,500	15,000
Assistant Professor		
46 J. K. Aggarwal	500	10,500
<u>Engineering Mechanics</u>		
Professor		
47 E.A. Ripperger	\$ 1,000	\$ 18,500
Associate Professor		
48 B.D. Tapley	500	12,000

<u>Item Number</u>	<u>Department and Name</u>	<u>Engineering Foundation Grant</u>	<u>1965-66 Academic Rate</u>
<u>Mechanical Engineering</u>			
Professor			
49	W.R. Upthegrove	1,500	18,000
50	B.E. Short	1,000	17,000
51	V.L. Doughtie	500	15,000
Associate Professor			
52	C.S. Beightler	500	12,500
Assistant Professor			
53	J.P. Lamb	500	11,500
Lecturer			
54	J.L. Bruns	500	9,000
<u>Petroleum Engineering</u>			
Associate Professor			
55	B.H. Caudle	500	15,000
56	K.E. Gray	1,000	13,500
<u>Office of the Dean</u>			
Dean, Professor (Chemical Engineering)			
57	John J. McKetta	3,000	23,000
Assistant Dean, Professor (Mechanical Engineering)			
58	B.H. Amstead	2,000	17,500
		<u>\$ 27,000</u>	

Texas Western College

<u>Item No.</u>	<u>Explanation</u>	<u>Present Status</u>	<u>Proposed Status</u>	<u>Effective Dates</u>
1	Floyd B. O'Neal Chemistry (p.23)	Professor	Professor	
	Academic Rate: 1964-65	\$ 11,000		
	1965-66	\$ 11,500 (Budget)	\$ 12,000	9/1/65
	Source of Funds: Unallocated Salaries			
2	Sachindranarayan Bhaduri Mechanical Engineering (p.50)	Associate Professor	Associate Professor (1/2 T.)	
	Schellenger Research Laboratory (p. 79)		Engineer (Faculty) (1/2 T.)	
	Academic Rate:	\$ 9,000	\$ 10,200	9/1/65
	Source of Funds: Departmental Salaries and Contract Research			
3	Florence W. Munn Education (p. 27)	Instructor (3/4 T.)	Instructor	
	Academic Rate	\$ 5,200	\$ 6,500	9/1/65

Medical Branch

<u>Item No.</u>	<u>Explanation</u>	<u>Present Status</u>	<u>Proposed Status</u>	<u>Effective Dates</u>
1	George T. Bryan Pediatrics (P. 65)	Assistant Director, Clinical Study Center; Assistant Professor	Assistant Director, Clinical Study Center; Assistant Professor	
	Salary Rate	\$ 17,800	\$ 19,600	9/1/65
	Source of Funds: U.S.P.H.S. Contract			
2	Robert D. Baker Physiology (P. 73)	Associate Professor; Assistant Program Director	Associate Professor; Assistant Program Director	
	Salary Rate	\$ 11,360	\$ 12,560	9/1/65
	Source of Funds: Department of H.E.W. Contract			
3	John E. Overall Preventive Medicine and Public Health (P. 76)	Director, Research Computation Center; Associate Professor	Director, Research Computation Center; Associate Professor	
	Salary Rate	\$ 20,000	\$ 21,000	9/1/65
	Source of Funds: U.S.P.H.S. Contract			

Southwestern Medical School

<u>Item No.</u>	<u>Explanation</u>	<u>Present Status</u>	<u>Proposed Status</u>	<u>Effective Dates</u>
1	Alan K. Pierce Internal Medicine (p. 25)	Assistant Professor	Assistant Professor	
	Salary Rate: 1964-65	\$ 14,500		
	1965-66	\$ 16,000 (Budget)	\$ 17,000	9/1/65
	Source of Funds: Unallocated Salaries			
2	Stuart Tauber Internal Medicine (p. 25)	Assistant Professor	Assistant Professor	
	Salary Rate: 1964-65	\$ 2,000		
	1965-66	\$ 4,000 (Budget)	\$ 5,000	9/1/65
	Source of Funds: Unallocated Salaries			
	Direct U.S.P.H.S. Fellowship	\$ 8,500	\$ 9,500	

<u>Item No.</u>	<u>Explanation</u>	<u>Present Status</u>	<u>Proposed Status</u>	<u>Effective Dates</u>
3	Kenneth C. Haltalin Pediatrics (p. 40)	Instructor	Instructor	
	Salary Rate	\$ 9,000	\$ 10,000	9/1/65
	Source of Funds: Unallocated Salaries			
4	Michael McNalley Internal Medicine (p.25)	Instructor	Instructor	
	Salary Rate	\$ 12,000	\$ 13,000	9/1/65
	Source of Funds: U.S.P.H.S. Grant			
5	Transfer of Funds	From: Unappropriated Balance - General Funds	To: Microbiology - Non-Teaching Salaries (including Fellows)	
	Amount of Transfer	\$ 24,220	\$ 3,400 --- Pediatrics - Non-Teaching Salaries (including Fellows) \$ 4,800 --- Surgery - Teaching Salaries: Appoint Instructor Albert Vaiser at \$ 12,000 9/1/65 Surgery - Classified Personnel Salaries: Appoint Senior Secretary Amy H. Vowell at \$ 4,020 9/1/65	

Dental Branch

<u>Item No.</u>	<u>Explanation</u>	<u>Present Status</u>	<u>Proposed Status</u>	<u>Effective Dates</u>
1	Jess C. Galbreath Surgery	Associate Professor (1/2 T.)	Associate Professor (1/2 T.)	
	Medicine (Roentgenology)		Associate Professor (1/2 T.)	
	Salary Rate	\$ 13,000	\$ 15,000	9/1/65
2	Albert C. Taylor Anatomy (Dental Anatomy and Histology)	Professor	Professor	
	Salary Rate	\$ 19,000	\$ 20,000	9/1/65



M. D. Anderson Hospital and Tumor Institute

<u>Item No.</u>	<u>Explanation</u>	<u>Present Status</u>	<u>Proposed Status</u>	<u>Effective Dates</u>
1	Jess F. Gamble Medical Staff - Medicine	Associate Internist; Associate Professor	Associate Internist Associate Professor	
	Salary Rate	\$ 12,000	\$ 20,000	9/1/65
	Source of Funds: Departmental Salaries and NCI Grant, and Reserve for Salaries			
2	John A. Shively Medical Staff - Pathology	Pathologist; Professor	Pathologist; Professor	
	Salary Rate: 1964-65	\$ 18,000		
	1965-66	\$ 19,000 (Budget)	\$ 20,000	9/1/65
	Source of Funds: Reserve for Salaries			
3	Jose M. Trujillo Medical Staff - Pathology	Assistant Pathologist; Assistant Professor	Assistant Pathologist; Assistant Professor	
	Salary Rate: 1964-65	\$ 16,000		
	1965-66	\$ 19,000 (Budget)	\$ 20,000	9/1/65
	Source of Funds: NCI Grant			
4	Julian P. Smith Medical Staff - Surgery	Fellow in Gynecology	Fellow in Gynecology	
	Salary Rate	\$ 3,000	\$ 5,000	9/1/65
	Source of Funds: National Advisory and Health Council Grant			
5	Earl F. Walborg, Jr. Research - Biochemistry	Assistant Biochemist	Assistant Biochemist	
	Salary Rate	\$ 11,000	\$ 12,000	9/1/65
	Source of Funds: Reserve for Salaries			
6	David E. Anderson Research - Human Genetics	Biologist; Professor	Biologist; Professor	
	Salary Rate: 1964-65	\$ 12,000 (On leave)		
	1965-66	\$ 15,000 (Budget)	\$ 16,500	9/1/65
	Source of Funds: Reserve for Salaries			

<u>Item No.</u>	<u>Explanation</u>	<u>Present Status</u>	<u>Proposed Status</u>	<u>Effective Dates</u>
7	Anastasia P. Miller Education - Office of Education	Fellow in Pediatrics (1/2 T.)	Fellow in Pediatrics (1/2 T.)	
	Salary Rate	\$ 6,600	\$ 8,000	9/1/65
8	Glenn M. Johnson Patient Care Activities - Administrative Office	Assistant Adminis- trator	Assistant Adminis- trator	
	Salary Rate	\$ 8,000	\$ 9,000	9/1/65
9	Transfer of Funds	From: Unappropriated Balance	To: Medical Staff - Medicine, Professional Salaries	
	Amount of Transfer	\$ 10,000		
	To Appoint Associate Internist, Associate Professor Thomas P. Haynie National Advisory Health Council Grant		\$ 8,000	
	Unappropriated Balance		<u>\$ 10,000</u>	
	Total Salary		<u>\$ 18,000</u>	9/1/65
10	Transfer of Funds	From: Unappropriated Balance	To: Research - Developmental Therapeutics, Professional Salaries	
	Amount of Transfer	\$ 16,000		
	To Appoint Internist, Professor Emil J. Freireich		\$ 16,000	9/1/65

C. Main University: Permission to Jeanne M. Lagowski for Travel (2T-18). -- Permission was granted to Jeanne M. Lagowski, Research Scientist, Genetics Foundation, Department of Zoology, to go to Norwich, England from October 15 to December 15, 1965, to work on heterocyclic N-oxides with Professor A. R. Katritzsky, School of Chemical Science, University of East Anglia. This trip will be at personal expense for a period of 62 days with salary to come from Career Development Award from National Institute of General Medical Sciences, National Institutes of Health.

D. M. D. Anderson Hospital and Tumor Institute:  
Permission to (1) Dr. W. W. Sutow (6T-3) and  
to (2) William O. Russell, M. D. (6T-4) for  
Travel.--Permission was granted to:

(1) Dr. W. W. Sutow, Associate Pediatrician, Department of Medicine, to go to San Francisco, California; Tokyo, Japan; Kyoto, Japan; and Philadelphia Pennsylvania from November 3 to December 8, 1965, to present papers on:

- a. "Management of Malignant Solid Tumors in Children" at Stanford University.
- b. "Modern Therapy of Childhood Leukemia, Therapy during Remission" at Tokyo, Japan.
- c. "Modern Treatment of Acute Leukemia" at Kyoto University, Kyoto, Japan, and to lecture on Pediatric Cancer at Okayama University, Hiroshima University and Kurume University, and
- d. To attend the annual meeting of the American Society of Hematology in Philadelphia, Pennsylvania.

The estimated expenses to be reimbursed are \$170.00 for transportation, payable from USPHS Grant CA 03713 and non-institutional sources.

(2) William O. Russell, M. D., Head of Department of Pathology, to go to Guadalajara, Jalisco, Mexico; Lima, Peru; Rio de Janeiro, Brazil from November 4 through December 4, 1965, to attend the First Annual Meeting of the Society of Clinical Pathology of Western Mexico in Guadalajara and to present a paper on behalf of the American Society of Clinical Pathologists, to present papers and a workshop at the V Latin American Congress of Anatomical Pathology in Lima, Peru. Doctor Russell will spend the remainder of his trip in Rio de Janeiro, Brazil holding conferences with Doctor Ernami Broga, Executive Director of the Pan American Federation of Associations of Medical Schools relating to an educational exchange between The University of Texas M. D. Anderson Hospital and Tumor Institute and the Latin American Medical Schools and to development of clinical pathology in Latin America, with no expenses to the institution.

E. Amendments, 1965-66 Budgets (Main University, Texas Western College, Arlington State College, Medical Branch, Southwestern Medical School, Dental Branch). -- Amendments to the 1965-66 Budgets approved for ratification as set out below:

Main University

<u>Item No.</u>	<u>Explanation</u>	<u>Present Status</u>	<u>Proposed Status</u>	<u>Effective Dates</u>
59.	Dan P. Jones English	Teaching Assistant (1/2 T.)	Teaching Assistant (1/2 T.)	
	Academic Rate	\$ 4,600	\$ 5,600	9/1/65
60.	Alan Y. Schaevitz General Business	Teaching Assistant (1/2 T.)	Teaching Assistant (1/2 T.)	
	Academic Rate	\$ 3,600	\$ 5,400	9/1/65
61.	Language and Area Center for Latin American Studies Transfer into Travel	From: Departmental Maintenance and Operation	To: Departmental Travel	
	Amount of Transfer (Current Restricted Funds)	\$ 1,000	\$ 1,000	---
62.	Data Processing Division Transfer of Funds	From: Unappropriated Balance	To: Data Processing - Maintenance and Operation	
	Amount of Transfer	\$60,000	\$60,000	---

Texas Western College

<u>Item No.</u>	<u>Explanation</u>	<u>Present Status</u>	<u>Proposed Status</u>	<u>Effective Dates</u>
4.	Carole C. Ezzell Mathematics (p. 37)	Instructor (3/4 T.)	Instructor (3/4 T.)	
	Academic Rate	\$ 5,200	\$ 6,500	9/1/65

Arlington State College

Item No.	Explanation	Present Status	Proposed Status	Effective Dates
1.	Auxiliary Enterprise - Student Center Facilities (p. 215)			
	Transfer of Funds	From: Student Center Fee - Balance	To: Student Center Facilities: (1) Alteration and Repair Account	
	Amount of Transfer	\$ 24,377	\$ 17,500	-----
			(2) Capital Outlay \$ 6,877	-----

Medical Branch

Item No.	Explanation	Present Status	Proposed Status	Effective Dates
4.	Ted P. Bond Physiology (p. 73)	Research Associate II	Research Associate II	
	Salary Rate	\$ 7,440	\$ 8,520	9/1/65
	Source of Funds: Department of H.E.W. Contract			
5.	Jane T. Stevens Moody State School (p.180)	Supervising Teacher - Special Education	Supervising Teacher - Special Education	
	Salary Rate	\$ 8,100	\$ 9,264	10/1/65
	Source of Funds: Unallocated Salaries			
6.	Jack B. Alperin Internal Medicine (p.41)	Instructor	Instructor	
	Salary Rate	\$10,500	\$12,000	10/1/65
	Source of Funds: Current Restricted Funds - Professional Fees			

Southwestern Medical School

Item No.	Explanation	Present Status	Proposed Status	Effective Dates
6.	David P. Nicholson Internal Medicine (p.25)	Assistant Professor	Assistant Professor	
	Salary Rate	\$ 15,500	\$ 17,500	10/1/65
	Source of Funds: Parkland Memorial Hospital Service Funds			
7.	James A. Belli Radiology (p.54)	Assistant Professor	Assistant Professor	
	Salary Rate	\$ 16,000	\$ 18,000	10/1/65
	Source of Funds: U.S.P.H.S. Research Career Development Grant			
8.	Antonio Giachetti Pharmacology (p.43)	Fellow	Fellow	
	Salary Rate	\$6,000	\$7,000	10/5/65
	Source of Funds: U.S.P.H.S. Grant			
9.	Unallocated Accounts Transfer of Funds	From: Unappropriated Balance	To: Unallocated Salaries - Classified Personnel	
	Amount of Transfer	\$25,000	\$25,000	

Dental Branch

Item No.	Explanation	Present Status	Proposed Status	Effective Dates
3.	Ivor I. Smith Institute for Dental Science (p. 51)	Visiting Professor	Visiting Professor	
	Salary Rate	\$12,000	\$16,000	11/1/65
	Source of Funds: U.S.P.H.S. Research Grant			

F. MEDICAL BRANCH: ACQUISITION OF PORTION OF LOT 7, BLOCK 490; LOT 14, BLOCK 549; AND LOT 8 AND PORTION OF LOT 9, BLOCK 550.--In compliance with the policies and procedures for the acquisition of properties previously approved by the Board of Regents the following contracts of sale are approved as set out below for the full Board's consideration with authority (1) for vouchers and checks to be issued and said checks delivered in exchange for warranty deeds and evidences of good titles to the properties, (2) for funds to pay for these properties from funds previously received from The Sealy and Smith Foundation and/or the appropriations previously made by the Board of Regents for acquisition of this property, and (3) for Mr. E. D. Walker or his successor to sign the contracts on behalf of the Board of Regents:

<u>Block</u>	<u>Lot</u>	<u>Seller</u>	<u>Purchase Price</u>
490	South 35 feet of Lot 7	Isidoro Garcia and wife	\$ 7,591.00
549	14	Estate of Fred Wimhurst, Jr.	15,118.00
550	Lot 8 and the East 32 feet 1-1/2 inches of Lot 9	Estate of Fred Wimhurst, Jr.	25,148.00
TOTAL			\$ 47,857.00

The contract of sale for the South 35 feet of Lot 7, Block 490, is subject to lease to present owner from date of closing until August 31, 1966 for \$100.00, and sale is to be consummated on or before November 12, 1965.

With reference to Lot 14, Block 549, the contract of sale is subject to the lease of the property to the seller to August 31, 1966, providing the use of this property to the seller with the condition that the seller shall have the right and option to purchase and remove from the above described lot at Lessees' sole cost and expense, all or any of the improvements situated on said lot for a price of \$100.00 for each house purchased, and sale is to be consummated on or before September 30, 1965.

With reference to Lot 8 and the East 32 feet 1-1/2 inches of Lot 9, Block 550, the contract of sale is subject to the lease of the property to the seller to August 31, 1966, with the conditions, Lessees may sublet all or any part of the demised premises, but Lessees shall not assign their leasehold in said demised premises without the prior written consent of Lessor, and sale is to be consummated on or before September 30, 1965.

- G. MAIN UNIVERSITY: AWARD OF CONTRACT FOR BIOLOGICAL SCIENCES EXPERIMENTAL FIELD LABORATORY ON BRACKENRIDGE TRACT.-- The recommendation of the appropriate officials through Chancellor Ransom that a contract award be made for the Biological Sciences Experimental Field Laboratory on Brackenridge Tract to the low bidder, Everhard Construction Company, Austin, Texas, on the company's base bid in the amount of \$384,081.00, was approved.

This bid did not contain a completion time for the project, as Mr. Everhard said that he did not receive Addendum No. 3 which called for the completion time to be inserted on the bid; however, Mr. Everhard has stated orally that he will finish the contract within 330 calendar days from the date of work order, and this time limit will be inserted in the contract.

- H. MAIN UNIVERSITY: COMMITTEE REPORT AND RECOMMENDATIONS ON SURVEY FOR POWER GENERATION AND RELATED UTILITIES FOR THE MAIN UNIVERSITY.-- The Administration's recommendation to award a contract for a survey for Power Generation and related utilities for the Main University to Stone and Webster Service Corporation, New York City, New York, on their fixed firm bid of \$35,000 to come from the Available University Fund, was approved. The statement as to what the survey would include was not un-animously approved by the members of the Executive Committee; and, in accordance with our usual procedure, this portion of the recommendation will be on the Agenda of the Committee of the Whole, and at the time that it is decided what the survey will include authority will be granted to Chairman Heath to sign a contract for this work.

- I. M. D. ANDERSON HOSPITAL AND TUMOR INSTITUTE: W. G. C. MACDONALD FUND FOR CANCER RESEARCH, PROPOSED SALE OF ACREAGE IN MCCULLOCH COUNTY.-- Of the W. G. C. MacDonald Estate, there are 73.5 acres, a few miles from Brady on the San Saba River (to be more particularly described in the minutes). The Executor of the Estate has taken sealed bids for the sale of this acreage, with no stipulation of mineral reservation. They have asked the Board of Regents to approve the sale of this acreage, on which there is an old house and 17 acres of which has been farmed for feed crops, to the highest bidder, Mr. and Mrs. W. B. Thompson of San Antonio, Texas, for \$12,000 cash. The Executive Committee, upon recommendation of the Administration, has unanimously approved the request of the Executor, Commercial National Bank, Brady, Texas, to accept the top bid.

- J. MAIN UNIVERSITY: TEXAS STUDENT PUBLICATIONS, INC. MINUTES OF BOARD OF DIRECTORS.-- The Executive Committee has approved the minutes of the meeting of the Board of Directors of Texas Student Publications, Inc., held on Thursday, October 14, 1965, and thereby approved the following actions of the Texas Student Publications Board. (These are listed below as a matter of informations but will not be incorporated in the Regents' minutes since by virtue of the approval of the TSP minutes, the actions therein are approved. The listing of the students who serve in paid positions (Item 5) on The Daily



Texan, the Ranger, and the Riata, including the time, rates, and amounts to be paid, has been attached to the official copy of the minutes of Texas Student Publications, Inc.)

- (1) Purchase of a van type vehicle for about \$2,000. for the circulation department. Source of funds: Transfer \$2,000 from Unappropriated Income to establish an Equipment account in the General Overhead section. This vehicle will be used to alleviate the heavy demands made on student carriers' private cars which are now being used for distribution of the Texan. About 8,000 papers will be distributed daily from the van to about 40 different places which normally get 100 or more papers. The van will also be used in distribution of student directories, the Cactus and magazines.
- (2) Investment of \$20,000. in the TSP Facilities and Contingency Fund after consultation with Dr. J.C. Dolley. This amount represents the net income from operations during 1964-65, and will make a total of \$182,000 invested in the long range fund. Goal adopted by TSP in 1958 was for \$200,000. by 1970. The primary purpose for the fund is for a TSP building and to replace printing equipment.
- (3) Short term investment of \$60,000 in Texas Savings and Loan Institutions. This amount represents part of the income from subscription sales at registration which is paid to TSP in a lump sum, but which is used gradually during the year. Each year the practice has been to deposit some of the money in Savings and Loan Companies to draw interest until it is needed.
- (4) Cash in a \$5,000 2½% Government Bond purchased in 1944 to mature in 1965, and reinvest the returns in a higher yield security after consultation with Dr. Dolley. This bond is presently part of the TSP long range fund (Facilities and Contingency Fund).
- (5) Included in the minutes on page 2 is a listing of students named to serve in paid positions on The Daily Texan, the Ranger, and the Riata. Subsequently, additional information was obtained relating to periods of time, rates, and amounts to be paid. This listing is attached to the copy of the minutes. Texas Student Publications was reminded that no payroll check was to be issued to any of the students until these budget items have been considered and action taken by the Board of Regents.

(NOTE: If the foregoing report of Interim Actions is satisfactory, no action is required by the Executive Committee--only ratification by the Board.)

---

2. MAIN UNIVERSITY: APPOINTMENT, DOCTOR ARTHUR WHITAKER TO FULL TIME POSITION FOR 1966-67.-- Below is a xerox copy of Chancellor Ransom's recommendation:

Chancellor Ransom concurs in the recommendation of the Chairman of the Department of History, Dean of the College of Arts and Sciences, and Vice-Chancellor Hackerman that Dr. Arthur P. Whitaker be appointed to the position of Visiting Professor of History for the nine-month period September 1966 to May 1967 at a salary of \$18,000 for nine months. Dr. Whitaker reached the age of 70 on June 6, 1965. We request permission to employ Professor Whitaker on a full-time basis for the 1966-67 year in spite of his age. Professor Whitaker is teaching at Princeton University this year and is scheduled to be a visiting professor at the University of Wisconsin in 1967-68. Professor Whitaker is a distinguished scholar and is one of the outstanding authorities in Latin American History in the country. Professor Whitaker would teach the courses and supervise the graduate students normally handled by Professor Thomas McGann, who will be on leave from the University for the 1966-67 year.

**Academic and Developmental Affairs  
Committee**

ACADEMIC AND DEVELOPMENTAL AFFAIRS COMMITTEE

Date: Tuesday, November 23, 1965  
Time: 1:00 p. m.  
Place: Regents' Room 209

Members:

Regent Olan, Chairman  
Regent Connally  
Regent (Mrs.) Johnson  
Regent Josey  
Chairman Heath, Ex Officio Member

Page  
A & D

MAIN UNIVERSITY

- |    |  |       |
|----|--|-------|
| 1. | Texas Student Publications, Inc.: Minutes of Meeting of Board of Directors, October 25, 1965 | Below |
| 2. | Campus Services, Inc.:   |       |
|    | (a) Report of Retained Earnings  | 3     |
|    | (b) Proposed 1965-66 Budget  | 3     |

- 
1. TEXAS STUDENT PUBLICATIONS, INC.: MINTUES OF MEETING OF BOARD OF DIRECTORS, OCTOBER 25, 1965.  
--On Page A & D - 2 are the Minutes of the meeting of the Board of Directors of Texas Student Publications, Inc., held on Monday, October 25, 1965.

Below is Chancellor Ransom's recommendation:

Chancellor Ransom recommends that the Board of Regents receive the Minutes of the Board of Directors of Texas Student Publications, Inc., of Monday, October 29, 1965. There is no action by the Texas Student Publications Board that requires action by the Board of Regents.

Minutes  
Meeting of the Board of Directors  
Texas Student Publications, Inc.  
Monday, October 25, 1965

Voting members present: John Orr, Norris Davis, David Carlock, Jim Lederer, Olin Hinkle, Barry Margolis, Ed Bowden.

Non-voting members present: Loyd Edmonds, Clint Dare, Kaye Northcott, Lyn Reeder, Sid Nolan, Bill Towery, Jack Holland, Richard Bond.

Visitors present: DeWitt Reddick, Carol Cooke, LaVan Harris.

Vice-Chairman Davis announced that Chairman John Orr would not be present until about 9:00 p.m. Davis opened the meeting at 8:45 p.m. He said the purpose of the called meeting was to consider a protest concerning Texan editorial policy. The question was raised as to whether or not the meeting should be executive.

MOTION: Lederer moved, seconded by Holland that the Board go into executive session. After discussion the motion failed to pass with 3 voting against and 2 for.

MOTION: Carlock moved, seconded by Margolis that visitors be allowed to stay with the understanding that no report would be made concerning the meeting other than a statement made by the Board at the close of the meeting. This motion passed by unanimous approval.

Discussion followed this motion concerning just how the meeting might be reported, and questions were raised as to the meeting being reported to others who might make news reports in other papers.

MOTION: Carlock moved, seconded by Lederer that the Board go into executive session. This motion passed. All visitors left.

MOTION: Carlock moved, seconded by Holland that DeWitt Reddick, Carol Cooke and LaVan Harris be allowed to stay. This motion passed by unanimous approval.

Holland opened the discussion by explaining that he and John Orr with others had been called to the Chancellor's office to discuss the editorial headed "Here's One That'll Really Kill You" that had appeared in the Sunday, October 24 issue of The Daily Texan. One of the Regents present asked what the Texan editorial policy was concerning the running of such editorials. Ransom requested that an answer be given him by Tuesday morning, October 25.

After considerable discussion, the following motion was made:

MOTION: Norris Davis moved, seconded by Jim Lederer that the following four points concerning the editorial policy of The Daily Texan be reported to Dr. Ransom:

1. There will be an explanation in the Wednesday, October 27 issue of The Daily Texan written by the Editor of possible misunderstandings concerning the editorial "Here's One That'll Really Kill You" in the October 24 issue of the Texan.
2. The TSP Board has discussed problems of lack of balance in the presentation of editorial views in the Texan earlier this fall. There has since been evidence of greater effort to present both sides of controversial issues.
3. The Texan staff and the Editorial Manager were instructed to follow the policy statement in the TSP Handbook which provides that "when a discussion of a controversial nature is strongly presented in The Daily Texan, provisions shall be made to present fairly a diversity of opinion while the Texan is maintaining its position, or else the expression of one point of view shall be dropped."
4. Discussion of editorial policies and procedures and how editorial policies are to be set will be continued at TSP Board meetings in the near future.

The motion passed with unanimous approval of the quorum present.

The meeting adjourned at 11:00 p.m.

2. **CAMPUS SERVICES, INC.: (A) REPORT OF RETAINED EARNINGS (B) PROPOSED 1965-66 BUDGET.** -- Chancellor Ransom recommends that the Board of Regents adopt the following proposed budget for the Retained Earnings of Campus Services, Inc., for the 1965-66 fiscal year. Additional appropriation items from the Unallocated Appropriation will be reported to the Board as allocations are approved or requested.

**PROPOSED BUDGET**  
For  
**RETAINED EARNINGS OF CAMPUS SERVICES, INC.**  
September 1, 1965 - August 31, 1966

Operation Brainpower	\$ 4,000.00	
Publication of EYES ON TEXAS	3,000.00	
Alumni Continuing Education	<u>3,000.00</u>	\$ 10,000.00
Committee of Governing Boards		2,000.00
Contribution to Cost of Feeding Bevo		300.00
Support of Law Day		500.00
Publication Costs of Monthly Program Guide (KUT-FM)		300.00
Contribution to Costs of Putting the New York Philharmonic Concerts On KUT-FM		780.00
<u>Daily Texan</u> - Freshman Edition		875.00
AIESEC-Texas to Finance Its Student Exchange Program--To Send Representatives To The Organization's National Convention In Chicago		<u>250.00</u>
SUB-TOTAL		\$ 15,005.00
Unallocated Appropriation--(to be reported to Board as allocations are approved or requested)		<u>20,201.77</u>
		<u>\$ 35,206.77</u>

For your information a report of Retained Earnings for the five years ending August 31, 1965, is on the following page. A copy of the audit report for Campus Services, Inc., for the period ended August 31, 1965, has been filed with the Secretary of the Board for permanent records.

CAMPUS SERVICES, INC.  
 THE UNIVERSITY OF TEXAS - AUSTIN, TEXAS  
 (From the Audit Reports)

	YEAR ENDED AUGUST 31					TOTAL
	<u>1961</u>	<u>1962</u>	<u>1963</u>	<u>1964</u>	<u>1965</u>	
Gross Receipts	\$ 75,180.91	\$ 73,611.76	\$ 81,156.09	\$ 87,339.72	\$ 90,750.75	\$ 408,039.23
Expenses	<u>15,676.52</u>	<u>17,850.42</u>	<u>18,538.14</u>	<u>18,247.67</u>	<u>19,218.77</u>	<u>89,531.52</u>
Net Before University's Share	59,504.39	55,761.34	62,617.95	69,092.05	71,531.98	318,507.71
University's Share of Net Income	<u>37,470.62</u>	<u>36,449.31</u>	<u>37,897.41</u>	<u>39,123.11</u>	<u>39,480.74</u>	<u>190,421.19</u>
Net Income from Operations	22,033.77	19,312.03	24,720.54	29,968.94	32,051.24	128,086.52
Federal Income Tax	<u>6,267.76</u>	<u>5,493.01</u>	<u>7,045.35</u>	<u>8,126.78</u>	<u>7,690.13</u>	<u>34,623.03</u>
Income for the Benefit of UT	15,766.01	13,819.02	17,675.19	21,842.16	24,361.11	93,463.49
Income Used for Benefit of UT	<u>4,348.39</u>	<u>9,876.43</u>	<u>11,004.03</u>	<u>13,955.33</u>	<u>19,072.54</u>	<u>58,256.72</u>
Retained Earnings for Benefit of UT	<u>\$ 11,417.62</u>	<u>\$ 3,942.59</u>	<u>\$ 6,671.16</u>	<u>\$ 7,886.83</u>	<u>\$ 5,288.57</u>	<u>\$ 35,206.77</u>
Retained Earnings for Benefit of UT 8-31-65 (5 year Accumulation)						<u>\$ 35,206.77</u>

Prepared in the Office of the Chancellor  
 November 1, 1965

## **Buildings & Grounds Committee**

BUILDINGS AND GROUNDS COMMITTEE AND  
MEDICAL AFFAIRS COMMITTEE

Date: November 23, 1965 (Tuesday)

Time: 2:00 p. m.

Place: Main Building 210 (Office of the Secretary)

Members: Buildings and Grounds Committee:

Mrs. J. Lee Johnson III, Chairman

W. H. Bauer

Walter P. Brennan

Frank C. Erwin, Jr.

Medical Affairs Committee:

H. Frank Connally, Jr., M. D.,

Chairman

Frank Ikard

Jack S. Josey

Rabbi Olan

Ex Officio Member:

Chairman Heath

Page  
B & G  
& MED

SOUTHWESTERN MEDICAL SCHOOL

1. Issuance of Purchase Orders for Equipment for Skillern  
Student Union Building.

2

2. Approval of Final Plans and Specifications for Storage  
Building.

2

M. D. ANDERSON HOSPITAL AND TUMOR INSTITUTE

3. Renewal of Lease Agreements.

3



THE UNIVERSITY OF TEXAS  
OFFICE OF THE DIRECTOR OF  
FACILITIES PLANNING AND CONSTRUCTION  
AUSTIN, TEXAS 78712

RECOMMENDATIONS TO THE  
REGENTS' BUILDINGS AND GROUNDS COMMITTEE  
AND MEDICAL AFFAIRS COMMITTEE

November 5, 1965

1. SOUTHWESTERN MEDICAL SCHOOL - ISSUANCE OF PURCHASE ORDERS FOR EQUIPMENT FOR SKILLERN STUDENT UNION BUILDING.--In connection with the equipping of the Skillern Student Union Building at Southwestern Medical School, bids were called for on Billiard Tables and equipment and on other recreation equipment, including Table Tennis tables, Gym Mats, Skip Ropes, Bicycle Exerciser, Chinning Bar, Bar Bell Set, etc.

On the three billiard tables and equipment, bids were received as follows:

Rockford Furniture Associates, Austin, Texas	\$1,647.95
Brunswick Corporation, Chicago, Illinois	2,455.70
Fort Worth Billiard Supply, Fort Worth, Texas	2,521.04

The low bid of Rockford Furniture Associates was based on supplying a billiard table which was not equal to the specifications as set out in the call for bids and is, therefore, not acceptable. It is recommended by Dean Gill, Mr. Thompson, Mr. Walker, and Chancellor Ransom that the second low bid of Brunswick Corporation, Chicago, Illinois, in the amount of \$2,455.70, which complies with the specifications, be accepted, and that a purchase order be issued to this company covering the three billiard tables and equipment.

On the other recreation equipment, bids were received as follows:

Cullum and Boren, Dallas, Texas	\$688.35
Rawlings Sporting Goods, Dallas, Texas	No Bid
Doak Walker Sport Center, Dallas, Texas	713.75

It is recommended by Dean Gill, Mr. Thompson, Mr. Walker, and Chancellor Ransom that the low bid of Cullum and Boren, Dallas, Texas, be accepted, and that a purchase order covering the items bid on be issued to this company.

2. SOUTHWESTERN MEDICAL SCHOOL - APPROVAL OF FINAL PLANS AND SPECIFICATIONS FOR STORAGE BUILDING.--At the Regents' Meeting held October 7, 1965, authorization was given for the preparation of working drawings and specifications for a Storage Building to be constructed at Southwestern Medical School. These final plans and specifications have now been completed by the Southwestern Medical School Physical Plant staff and have been approved by Dean Gill, Mr. Thompson, Mr. Walker, and Chancellor Ransom. It is recommended that they be approved by the Board and that Mr. Walker be authorized to advertise for bids to be presented to the Board for consideration at a later meeting.

3. M. D. ANDERSON HOSPITAL AND TUMOR INSTITUTE - RENEWAL OF LEASE AGREEMENTS.--The recommendations shown below have been made by Dr. R. Lee Clark and are recommended for approval by Comptroller Sparenberg and Chancellor Ransom:

1. "At the May, 1963, Board of Regents Meeting, an item was submitted for ratification of a lease with the Hermann Hospital Estate for space in the Hermann Garage Building. This lease, covering 20,862 gross square feet of ground-level space in the Hermann Garage Building, was for the period May 1, 1963, through midnight, October 31, 1965. On Page 8 of this lease agreement, the Hermann Hospital Estate grants to the University three options to renew and extend this lease agreement.

"The Hermann Hospital Estate has been advised in writing of our intent to exercise option No. 1 which would extend the period of the lease to October 31, 1966, at midnight. Under the terms of the original lease, there will be a slight reduction in the amount of rental to be paid; the total to be \$75,103.20 payable in twelve equal monthly installments, in the amount of \$6,258.60.

"It is recommended that the necessary action be taken to obtain authorization from the Board of Regents for the extension of this lease agreement."

2. "At the March, 1964, Board of Regents Meeting, authorization was given to negotiate sub-lease agreements with Clemmensen Brothers and Associates, Inc. for 1,536 square feet of space in the Hermann Garage Building at 6414 Fannin Street, Houston, Texas. These leases were for approximately 43 cents per square foot, and the two leases have expiration dates of December 14, 1965, and February 15, 1966.

"At the expiration of these sub-lease agreements, it is our recommendation that leases be executed with the Hermann Hospital Estate for this area at a cost of 35 cents per square foot; the leases to be for the period of one year."

The new lease agreements, in accordance with the usual practice, will be approved and signed by Comptroller Sparenberg and approved as to legal form by Attorney Waldrep.

BUILDINGS AND GROUNDS COMMITTEE

Date: November 23, 1965 (Tuesday)  
Time: Following Joint Meeting with Medical Affairs Committee  
at 2:00 p.m.  
Place: Main Building 210 (Office of the Secretary)

Members: Mrs. J. Lee Johnson III, Chairman  
W. H. Bauer  
Walter P. Brennan  
Frank C. Erwin, Jr.  
Chairman W. W. Heath, Ex Officio

Page  
B & G

MAIN UNIVERSITY

1. Allocation of Available University Fund Appropriation for Major Repair and Rehabilitation Projects for 1965-66. 2
2. Furniture and Equipment for Married Student Apartments on Brackenridge Tract. 3
3. Approval of Preliminary Plans and Specifications for Dormitory-Academic Complex. 3

ARLINGTON STATE COLLEGE

4. Authorization for Preparation of Preliminary Plans for Faculty Office Building and Administration Building. 3
5. Authorization to Construct Additional Parking Facilities. 4
6. Issuance of Purchase Order for Equipment for Auditorium. 4

THE UNIVERSITY OF TEXAS  
OFFICE OF THE DIRECTOR OF  
FACILITIES PLANNING AND CONSTRUCTION  
AUSTIN, TEXAS 78712

RECOMMENDATIONS TO THE  
REGENTS' BUILDINGS AND GROUNDS COMMITTEE

November 5, 1965

1. MAIN UNIVERSITY - ALLOCATION OF AVAILABLE UNIVERSITY FUND APPROPRIATION FOR MAJOR REPAIR AND REHABILITATION PROJECTS FOR 1965-66.--The budget for 1965-66 included an appropriation of \$300,000.00 from the Available University Fund for Major Repair and Rehabilitation Projects at the Main University. This is the same amount included for Main University Major Repair and Rehabilitation Projects in the Available University Fund Request for Legislative Appropriations for 1965-66.

It is recommended that this \$300,000.00 be allocated to projects as indicated below:

APPROPRIATIONS TO BE CARRIED IN CENTRAL ADMINISTRATION ACCOUNTS  
TO BE HANDLED BY DIRECTOR OF FACILITIES PLANNING AND  
CONSTRUCTION THROUGH CHANCELLOR AND REGENTS'  
BUILDINGS AND GROUNDS COMMITTEE

BUILDINGS:

- |  |              |
|--|--------------|
| 1. Installation of Elevator in Taylor Hall | \$ 50,000.00 |
|--|--------------|

STREETS, WALKS, AND GROUNDS:

- |   |                  |
|---|------------------|
| 2. Replacement and Extension of Campus Lighting Systems | <u>35,000.00</u> |
| Subtotal  | <u>85,000.00</u> |

APPROPRIATIONS TO BE CARRIED IN MAIN UNIVERSITY ACCOUNTS  
TO BE HANDLED BY MAIN UNIVERSITY BUSINESS MANAGER AND  
DIRECTOR OF PHYSICAL PLANT

BUILDINGS:

- |   |           |
|---|-----------|
| 3. Old Library Building - Repair and Refurbishing of Cornice  | 4,000.00  |
| 4. Waterproofing Sub-Surface Walls of Taylor Hall             | 3,000.00  |
| 5. Balcones Research Center:                                  |           |
| a. Bldg. 10. Remove boilers and close up north wall openings  | 7,500.00  |
| b. Bldg. 5. Modernize present heating facilities              | 3,000.00  |
| c. Bldg. 21. Repair and/or replace roof                       | 2,500.00  |
| d. Bldg. 21-A. Repair and/or replace roof                     | 3,000.00  |
| e. Bldg. 27. Repair and/or replace roof                       | 2,500.00  |
| f. Bldg. 16. Repair roof                                      | 10,000.00 |
| g. Bldg. 17. Repair roof                                      | 6,000.00  |
| 6. Restoration and Waterproofing of Stonework on Main Campus: |           |
| a. Texas Memorial Museum                                      | 7,500.00  |
| b. Architecture Building                                      | 10,000.00 |
| c. Main Building  | 19,500.00 |
| d. Physics Building   | 4,000.00  |
| e. Chemistry Building   | 7,500.00  |
| f. Biological Laboratory Bldg.                                | 4,000.00  |
| g. Garrison Hall Building                                     | 4,000.00  |

7. Replacement of Obsolete Office Furniture	\$ 14,000.00
8. Replacement of Obsolete Classroom Furniture	15,000.00
9. Institute of Marine Science - Repair and Refurbishing of Main Dormitory	4,000.00
10. Replacement of Emergency Power Generating Unit at Student Health Center	15,000.00
11. Protection of Buildings against Vandals	15,000.00
<u>STREETS, WALKS, AND GROUNDS:</u>	
12. Repair of Sidewalks	10,000.00
13. Replacement of Inadequate Irrigation and Drainage Systems	18,000.00
<u>OTHER PROJECTS:</u>	
14. Balcones Research Center:	
h. Renovate primary electrical distribution system and increase transformer capacity	11,500.00
i. Install pumping facilities to increase water pressure	10,000.00
15. Resurfacing of Women's Tennis Courts	<u>4,500.00</u>
Subtotal	<u>215,000.00</u>
Total for All Projects	<u>\$300,000.00</u>

2. MAIN UNIVERSITY - FURNITURE AND EQUIPMENT FOR MARRIED STUDENT APARTMENTS ON BRACKENRIDGE TRACT.--In the Married Student Apartments (Colorado Apartments) now being constructed on the Brackenridge Tract, a kitchen range and a refrigerator will be furnished in each of the 200 apartments, and under present plans, the University will furnish 24 of the one-bedroom apartments and 48 of the two-bedroom apartments. It is estimated that the total cost of this furniture including the ranges and refrigerators will be approximately \$125,000.00. It is, therefore, recommended by Mr. McConnell and Mr. Colvin, which recommendation is concurred in by Mr. Walker and Chancellor Ransom, that \$125,000.00 be appropriated for this purpose from Account No. 28-8328-F - Reserve - Division of Housing and Food Service - Major Repairs, Remodeling and Replacement, and Operating Reserve.

3. MAIN UNIVERSITY - APPROVAL OF PRELIMINARY PLANS AND SPECIFICATIONS FOR DORMITORY-ACADEMIC COMPLEX.--At the Regents' Meeting held May 22, 1965, authorization was given for the Consulting Architects to prepare preliminary plans and outline specifications for the Dormitory-Academic Complex. We have been advised by the Consulting Architects that complete preliminary plans will be delivered to the Office of Facilities Planning and Construction on November 15, 1965. These plans will be reviewed by the Office of Facilities Planning and Construction, the Faculty Building and Space Allocation Committee, and the special committee appointed for this project between November 15 and November 22, 1965. Recommendations concerning the approval of preliminary plans, together with suggestions, recommendations, or comments occasioned by the review of the plans, will be presented at the November 23 meeting of the Board of Regents.

4. ARLINGTON STATE COLLEGE - AUTHORIZATION FOR PREPARATION OF PRELIMINARY PLANS FOR FACULTY OFFICE BUILDING AND ADMINISTRATION BUILDING.--The Constitutional Amendment No. 1, which will provide substantial amounts of building funds for State Colleges, was passed on November 2, 1965. President Woolf has stated that it seems highly desirable to the administration of Arlington State College that they be in a position to make an application for Federal matching funds for educational buildings for an anticipated application date of about July 1, 1966. President Woolf further states as follows:

"Faculty office space is one of our most critical needs at the present time and will continue to be a critical need in the years ahead. It is our thinking that a faculty office building located in the vicinity of Preston Hall and the present administration building would enable those two buildings to become primarily classroom buildings, with this faculty office building housing the faculty who teach primarily in those two buildings. The new faculty office building and the two classroom buildings would serve primarily the liberal arts departments of English, History, Government and Sociology.

"Administrative office space is quite crowded at the present time and will become even more critical as additional offices are established in the years immediately ahead and as the enrollment continues to grow. The size of this building was determined by applying the projected enrollment for 1975 of 21,000 full time equivalent students times a base standard of 5 gross square feet for each full time equivalent student. This project might not be in one building but might consist of finishing the auditorium basement to serve certain administrative service functions, such as the print shop, as a part of the total planning for administration and administrative services."

It is, therefore, recommended by President Woolf, which recommendation is concurred in by the Office of Facilities Planning and Construction and Chancellor Ransom, that an appropriation of \$30,000.00 be made from Unappropriated Income at Arlington State College to cover Consulting Architect's Fees for the projects as listed below, with authority to the Consulting Architects to begin preparation of preliminary plans for these projects:

1. A Faculty Office Building of between 35,000 and 40,000 gross square feet, with an estimated total project cost, including all fees and furnishings, of \$900,000.00.

2. An Administration Building of 105,000 gross square feet and an estimated total project cost, including all fees and furnishings, of \$2,100,000.00

5. ARLINGTON STATE COLLEGE - AUTHORIZATION TO CONSTRUCT ADDITIONAL PARKING FACILITIES.--President Woolf has requested the construction of additional parking lots on the campus of Arlington State College to accommodate approximately 600 cars, which he believes will be necessary by the summer of 1966. The construction of the Mathematics-Language Building will eliminate one parking area which now contains 300 parking spaces. President Woolf estimates that sufficient funds will be available in the parking facilities revenue fund to finance the construction of these parking lots. President Woolf further states that the plans and specifications necessary for this work can be prepared by his own physical plant staff.

It is, therefore, recommended by the Office of Facilities Planning and Construction and Chancellor Ransom that the physical plant staff of Arlington State College be authorized to prepare plans and specifications for parking lots to accommodate approximately 600 cars at an estimated cost of approximately \$60,000.00. It is further recommended that the Physical Plant staff work with the Consulting Architects as to location of these parking lots as may be determined by the development of the Master Plan of Arlington State College. These plans will be submitted to the Board for approval at a later meeting.

6. ARLINGTON STATE COLLEGE - ISSUANCE OF PURCHASE ORDER FOR EQUIPMENT FOR AUDITORIUM.--In accordance with authorization of the Board of Regents given at the meeting held August 28, 1965, bids were called for on pianos for the Auditorium at Arlington State College. Bids received, which covered 1 Grand Piano and 3 School Pianos are listed below:

Bruce Piano Company, Fort Worth, Texas	\$ 6,993.50
Beasley Music Company, Texarkana, Arkansas-Texas	9,915.00
Whittle Music Company, Dallas, Texas	8,391.00
J. R. Reed Music Company, Austin, Texas	10,850.00

It is recommended by President Woolf, Mr. Barnes, Mr. Walker, and Chancellor Ransom that the low bid of Bruce Piano Company in the amount of \$6,993.50 be accepted and that a purchase order be issued to this company for the pianos covered by the bid.

# **Medical Affairs Committee**

MEDICAL AFFAIRS COMMITTEE

Date: Tuesday, November 23, 1965

Time: Following Joint Meeting with B & G Committee at 2:00 p.m.

Place: After the Joint Meeting in Room 210 (Office of the Secretary) with Buildings and Grounds Committee, the Medical Affairs Committee will meet in Room 209.

Members:

Regent Connally, Chairman  
Regent Ikard  
Regent Josey  
Regent Olan  
Chairman Heath, Ex Officio Member

Page  
MED

MEDICAL BRANCH

1. Amendment to Bylaws of Medical Staff 1

SOUTH TEXAS MEDICAL CENTER

2. Proposed Dental School 2
3. Development of Medical Institutions:  
Statement of Policy and Proposed  
Committee for University of Texas in  
Houston 2

- 
1. MEDICAL BRANCH: AMENDMENT TO BYLAWS OF MEDICAL STAFF OF THE UNIVERSITY OF TEXAS MEDICAL BRANCH HOSPITALS.--Chancellor Ransom presents the following:

The Medical Staff of the Medical Branch has adopted a change in the By-Laws as indicated by the following paragraph, which is to be added to the Rules and Regulations of the Medical Staff in conformance with the requirements of the Joint Commission on Accreditation of Hospitals:

When deemed necessary by hospital administration because of an inadequate number of beds, adult females being treated for uncomplicated gynecological and surgical conditions may



be admitted to the private obstetrical facilities, after consultation with and professional clearance from the Chairman of the Department - Obstetrics and Gynecology or his designate, providing there is an adequate number of beds available within the private obstetrical facilities to allow for total physical separation of these patients from the private obstetrical patients. If at any time after admission to the private obstetrical areas an infection or any other complications develop that may possibly be harmful to maternity patients and/or their newborn infants, the patient in question will be transferred to an appropriate area elsewhere in the hospital.

Chancellor Ransom concurs in the recommendation of Dr. Truman Blocker that the Board of Regents approve this change.

(As a matter of information: the Rules and Regulations of the Medical Staff followed bylaws of the Medical Staff and this is the first amendment to that portion since they were initially adopted November 1957. This will be Rule 22.)

---

2. SOUTH TEXAS MEDICAL CENTER: PROPOSED DENTAL SCHOOL.  
-- There are called to your attention resolutions that have been passed by the San Antonio Medical Foundation and the San Antonio Chamber of Commerce requesting the Board of Regents to give serious consideration to the need for a new University of Texas dental school to be located in the South Texas Medical Center in San Antonio. These resolutions have previously been distributed by the Secretary at Chairman Heath's request.
- 

3. DEVELOPMENT OF MEDICAL INSTITUTIONS: STATEMENT OF POLICY AND PROPOSED COMMITTEE FOR UNIVERSITY OF TEXAS IN HOUSTON.-- On the following page are a recommended statement of policy by Chancellor Ransom regarding development of medical institutions and a suggested committee for development of The University of Texas in Houston.

RECOMMENDED STATEMENT OF POLICY REGARDING DEVELOPMENT OF MEDICAL INSTITUTIONS. The Chairman of the Medical Affairs Committee asked the Chancellor to prepare a proposed statement of policy pertinent to several issues discussed at the meeting of the Medical Affairs Committee on October 22. A formal statement is considered highly desirable to reassure potential donors to our programs, to guide the Regents and their administrative officers in developmental activities, and to furnish assurance to the Chancellor in responding to inquiries from the Coordinating Board and other governmental agencies. The following is proposed for consideration:

The University of Texas considers its responsibilities for planning and operating state-supported medical and dental institutions as one of its greatest opportunities. It proposes to devote concentrated effort to producing for the State of Texas, through the network of its medical-dental institutions, a comprehensive, coordinated system which will be of highest stature in quality. Close collaboration and mutual support will be established between the centers it operates. The programs at each institution will be strong and distinguished, complementing and enriching each other. Local support and leadership will be encouraged to give each center unique specializations and distinctions, while coordinative direction and guidance from The University of Texas System will be employed to achieve in Texas a coordinated total biomedical program which with maximum economy will achieve outstanding quality.

In pursuit of this intention, the University will seek vigorously the necessary financial support from private philanthropy, from appropriations by the Legislature of the State of Texas, and from appropriate Federal government sources. It sees as a first imperative significantly increased support for the University's existing institutions.

The University is aware of grave doubt that the existing complement of Texas institutions providing education for the health professions will be sufficient to meet the needs of the state. It welcomes study of this problem by the Coordinating Board, Texas College and University System, and by the Legislature of the State of Texas, and is anxious to assist with such study by making its experience, conclusions and opinions available upon request and by undertaking such inquiries and securing such consultative advice as may be desired. Facts available to the University indicate that the present capacity to produce new dentists should be increased sharply by 1970, and that such increased capacity can be provided better by a new school than by expanding The University of Texas Dental Branch in Houston. If it is determined that additional physicians and surgeons should be produced by a new state-supported medical school and the advice of The University of Texas is sought with regard to location, administration and activation, the Chancellor is fully authorized to provide professional advice on behalf of the Board of Regents.

It would not be desirable to make reference to any particular institution in the foregoing statement. However, there is peculiar need for a declaration which the Chancellor and others may use in representations to the Board of Directors of the Texas Medical Center, to private foundations, and to other supporters in Houston. The following is suggested:

The intention of The University of Texas is to accelerate in Houston the development of one of the nation's outstanding university biomedical centers, working in close conjunction and cooperation with the Texas Medical Center. Building upon the strong foundations already laid by the University of Texas units based in Houston, this center will be devoted to distinguished achievements in research, in graduate education, in preparatory and continuing education for selected health professions, in patient care, and in contributions to the advancement of health for all people.

COMMITTEE FOR UNIVERSITY OF TEXAS IN HOUSTON. Chancellor Harry Ransom makes the following report for consideration by the Medical Affairs Committee:

It is my understanding that your Committee is recommending to the Board of Regents that a committee be appointed to prepare a Master Plan for the Houston institutions. If that recommendation is approved by the Board, the Chancellor proposes to appoint as that committee Doctor R. Lee Clark, Doctor John V. Olson, Doctor Grant Taylor, Mr. Landrum, and Vice-Chancellor Haskew as chairman. The committee will be asked to include a concrete definition of the Institute of Environmental Health in its relation to existing University of Texas institutions and administrative structure. Since this committee will be so intimately connected with all aspects of development in Houston, I suggest that it replace former ad hoc groups and become the continuing representative of the Chancellor in formulating proposals, plans, and guidelines for the development of The University of Texas in Houston.

## **Committee of the Whole**

COMMITTEE OF THE WHOLE  
Chairman Heath, Presiding

Date and Time: November 23, 1965, 9:00 a.m. and 3:00 p.m.  
November 24, 1965, 9:00 a.m. and 1:00 p.m. if  
necessary

Place: Regents' Room 209

- A. REPORTS AND SPECIAL ITEMS BY CHANCELLOR RANSOM  
(Orange Book -- Items not Listed on Agenda -- Executive Session)\*
- B. REPORTS AND SPECIAL ITEMS BY REGENTS (Not Listed on  
Agenda -- Executive Session)
- C. REPORTS AND SPECIAL ITEMS OF AN EXECUTIVE NATURE  
BY INSTITUTIONAL HEADS (These Items to have been previously  
cleared with Chancellor.)

D. SPECIAL ITEMS	<u>Page</u> <u>C of W</u>
1. Minutes of the Board of Regents: Addition to Distribution List	4
2. Hogg Foundation: W. C. Hogg Memorial Fund -- Town House Property	5
3. Main University: Survey for Power Generation and Related Utilities	30
4. Main University: E. M. Pease Papers and Instruments, Authorization to Acquire Paul Crusemann Collection of	31
5. Main University: Intercollegiate Athletics, Complimentary Ticket Procedure	32
6. Texas Western College: Bowl Game Policy	33
7. Main University: Men's Intramural Facilities	34
8. Arlington State College: Approval of Final Plans and Specifications for Library Project	35
9. Arlington State College: Proposed \$1,750,000 Student Fee Revenue Bonds for Addition to Library and Gymnasium; Bond Counsel and Authorization to Advertise for Bids on the Bonds, for Printing, and for Paying Agency	35
10. Arlington State: Requested Refund by Texas A & M University for Certain Advances Made	36

---

\* At 9:00 a.m. on Tuesday to be followed by Item B.

**ASCG** **ARLINGTON STATE COLLEGE** of the University of Texas System

ARLINGTON, TEXAS 76010

Office of the President

November 18, 1965

Dr. Harry Ransom, Chancellor  
The University of Texas  
Austin, Texas

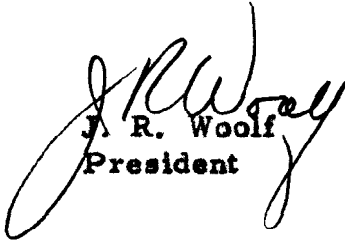
Subject: Confidential Nature of Change in Intercollegiate Athletics

Dear Dr. Ransom:

Reference is made to the item on the Board agenda for November 23-24, 1965, which pertains to authorization to make budget changes in the intercollegiate athletic program at Arlington State. Inasmuch as there are certain personnel arrangements to be made over the next several weeks, it is hoped that the Board of Regents might be able to consider this item in executive session and that any news release on the item can be kept to a minimum until I can discuss this matter with the present coaching staff.

Your consideration of this request will be deeply appreciated.

Respectfully yours,

  
J. R. Woolf  
President

JRW:md

Joe R. ...

11.	Arlington State: Program for Intercollegiate Athletics <i>See Table 10</i>	37
12.	Southwestern Medical School: Physical Plant Development	41
13.	Main University: Classified Personnel Pay Plan: Amendments, Effective December 1, 1965	44
14.	M. D. Anderson Hospital and Tumor Institute: Classified Personnel Pay Plan: Amendments, Effective December 1, 1965	46
15.	M. D. Anderson Hospital and Tumor Institute: Classified Personnel Pay Plan: Upgrading of Nursing Salaries, Effective December 1, 1965	52
16.	Arlington State College: Classified Personnel Pay Plan: Amendments, Effective December 1, 1965	54
17.	System-Wide: Recommended Budget Policies and Limitations for 1966-67	55

NOTE: Please allow me to alert you that there will be listed in the Supplementary Agenda material the following two items:

- a. System-Wide: Classified Personnel Pay Plan for 1966-67 (Amendments to 1965-66)
- b. Salary Scale Adjustments for Classified Personnel Plan for Main University for 1966-67

COMMITTEE OF THE WHOLE  
Chairman Heath, Presiding

A. REPORTS AND SPECIAL ITEMS BY CHANCELLOR RANSOM  
(Orange Book -- Items not Listed on Agenda -- Executive Session)

B. REPORTS AND SPECIAL ITEMS BY REGENTS (Not Listed on  
Agenda -- Executive Session)

1. Chairman W. W. Heath
2. Vice-Chairman Frank C. Erwin, Jr.
3. Regent W. H. Bauer
4. Regent Walter P. Brennan
5. Regent H. F. Connally, Jr., M. D.
6. Regent Frank N. Ikard
7. Regent (Mrs.) J. Lee Johnson III
8. Regent Jack S. Josey
9. Regent Levi A. Olan

C. REPORTS AND SPECIAL ITEMS OF AN EXECUTIVE NATURE  
BY INSTITUTIONAL HEADS (These items to have been previously  
cleared with Chancellor.)

1. Texas Western College (Doctor Ray)
2. Medical Branch (Doctor Blocker)
3. Dental Branch (Doctor Olson)
4. M. D. Anderson Hospital and Tumor  
Institute (Doctor Clark)
5. Southwestern Medical School (Doctor Gill)
6. Graduate School of Biomedical Sciences  
at Houston (Doctor Weiss)
7. South Texas Medical School (Doctor Pannill)
8. Division of Continuing Education (Doctor Taylor)
9. Arlington State College (Doctor Woolf)



D. SPECIAL ITEMS

---

---

1. MINUTES OF BOARD OF REGENTS: ADDITION TO DISTRIBUTION LIST.--Below is a xerox copy of Chancellor Ransom's recommendation:

Chancellor Ransom concurs in Dean Burdine's request that the Dean of the College of Arts and Sciences be furnished with a copy of the minutes of each Board of Regents' meeting.

Dean Burdine states, "Since almost every action of the Regents concerning educational policy affects the College of Arts and Sciences, I am wondering if the Dean might be reinstated on the mailing list."

Chancellor Ransom has stated that the Dean of the College of Arts and Sciences' reference file is an important reference file and requests that the Regents approve distribution of the Regents' Minutes to the Dean of the College of Arts and Sciences.

(With the addition of those on the distribution list, it will be necessary that additional copies of the dockets be furnished to the Secretary of the Board to append to the Minutes. )

---

---

2. HOGG FOUNDATION: W. C. HOGG MEMORIAL FUND, TOWN HOUSE PROPERTY.--For several months the Board has had before it proposals for sale of the subject property to the lessees, W. Howard Lee et al., or renegotiation of the current lease. At the October 8, 1965 meeting of the Board in Dallas, Regent Josey reported on the status of his negotiations with the lessees and presented a new proposal for renegotiation of the lease, since the Board has previously decided the property would not be sold. A counter proposal by the Board was for an extension of the lease for 50 years (to 2046) at \$30,000 rental for the first 10 years, \$35,000 for 10 years, \$40,000 for 10 years, \$60,000 for 10 years, with net rental thereafter based on 6% of appraised value, but not less than \$75,000. This proposal was turned down by the Lee's.

This means there are no pending negotiations to sell or renegotiate the lease. The Endowment Office, with particular reference to Paragraphs IV, VII, and X (Page Nos. 19, 22, & 23 ) of the lease, requests the advice of the Board's intentions regarding enforcement of the lease provisions; and (2) in taking steps to enforce the provisions of the lease. On the following pages are:

- A. University Attorney's opinion, Pages 5-8
- B. Opinion of Mr. A. E. Amerman, Jr, Mr. Lee's attorney, Pages 9-10
- C. The Memorandum of March 9, 1965, Pages 10-15
- D. Lease Contract, Pages 15-29

THE UNIVERSITY OF TEXAS  
 LEGAL OFFICE  
 P. O. BOX 7727, UNIVERSITY STATION  
 AUSTIN, TEXAS 78712

March 10, 1965

BURNELL WALDREP  
 LAND AND TRUST ATTORNEY

ENDOWMENT OFFICE, U OF T	
Approved.....	.....
Answered.....	File.....
REC'D MAR 11 1965	
Refer to.....	.....
Please Answer.....	.....
Read and Return.....	.....

W. R LONG  
 ASSISTANT LAND AND TRUST ATTORNEY

Mr. Wm. W. Stewart  
 Endowment Officer  
 The University of Texas  
 Main Building 205

Dear Mr. Stewart:

Your request for an opinion of this office is predicated upon the following factual situation:

On May 21, 1946, the Board of Regents of The University of Texas, as Lessor, and W. Howard Lee, et al, of Houston, Harris County, Texas, as Lessee, executed a lease agreement relating to that property in Houston, Texas, commonly referred to as the "Walne-Hall Property" owned by The University of Texas. The lease is recorded in Volume 460, page 13 of the Contract Records of Harris County, Texas, and is for a term of fifty

years beginning on May 1, 1946, and terminates on April 30, 1996. Provision is made in the lease for an annual rental of \$6,000 per year for ten years, a rental of \$7,500 per year for the next fifteen years, and a rental of \$9,000 for the remaining twenty-five years of the lease.

At the beginning of the lease consideration was given to the question of improvements on the premises. Section 4 of the lease created an obligation upon the Lessee to construct initially new buildings and other improvements in an amount of \$150,000 suitable for use in the operation of a modern tourist residential or apartment hotel or any other business complementary thereto, said buildings or other improvements to belong to and be delivered to Lessor, Board of Regents, at the termination of the lease. Section 7 of the lease states:

"Lessees further covenant, agree, and obligate themselves to keep the said buildings so to be erected and all other buildings and improvements which may at any time during the term of this lease be erected upon the demised premises, and all appurtenances thereto, in good condition and repair, and shall not make any material changes or alterations in said buildings or improvements or injure or remove any of the materials or timbers thereof without the written consent of the Lessor."

Section 10 of the lease reads in part:

"Lessees shall not sell or assign this lease or any part thereof until the buildings and improvements contemplated to be made on said demised premises, as hereinbefore set out, shall have been fully completed. Lessees may, however, when and after said new buildings and improvements have been erected upon the said premises and the same shall be free from all mechanics' liens, sell or assign their leasehold in said premises, provided, that all taxes, assessments, and other charges shall have been fully paid to the date of such sale or assignment; and provided, further, that all other covenants and agreements herein contained to be kept and performed by the Lessees shall have been fully complied with; . . ."

The files reflect that in addition to the initial improvements there have been constructed on the premises the offices of the Lee Oil Company and other facilities related to the motor hotel operation. Also, there have been three instances of subletting by the Lessee for use as a parking lot.

You have specifically submitted two questions for determination, namely:

1. May the Lessee construct new improvements on the leased premises?
2. Does the Lessee have the right under the provisions of the lease to sublet the leased premises without the consent of the Lessor?

The general rule is that in construing ambiguous provisions leases are construed against the Lessor and in favor of the Lessee. Dedear v. Wilson, 220 S.W.2d 534 (Tex.Civ. App., 1949, err.ref.); Richker v. Georgandis, 323 S.W.2d 90 (Tex.Civ.App., 1959, err.ref. NRE).

The lease is not clear, but construing the same from its four corners and the several references in the lease to other improvements of a permanent nature, it appears that the parties intended for the Lessees to have the right to construct other improvements on the premises, which become a part of the realty and belong to the Lessor at the termination of the lease. Moreover, the lease contains no restrictive language in the granting clause or elsewhere. On the contrary, all that is required is the obligation for construction created in paragraph 4. It should be pointed out, however, that it is quite clear that the Lessee is precluded from making any material change or alteration in the existing structures without the consent of the Lessor, as provided in paragraph 7. The general rule is that a tenant may not be permitted to make a change or alteration in the premises in the absence of an express authorization so to do. Halsell v. Scurr, 297 S.W. 524 (Tex.Civ.App., 1927, err.dism.) Therefore, there would be no prohibition against the Lessee constructing additional improvements on the leased premises, but no alteration or material change in existing buildings may be made without the written consent of the Lessor. All of the improvements become a part of the realty and belong to the Lessor at the termination of the lease.

Passing to your second question relative to the right of the Lessee to sublet the premises or a part thereof, the answer becomes rather complex in view of the language throughout the lease. Leases are construed as to give effect to the intention of the parties having regard to the situation of the parties, subject matter of agreement and object in view and intended to be accomplished. Ervay, Inc. v. Wood, 373 S.W.2d 380 (Tex.Civ.App., 1963, err.ref. NRE). An examination of the records reflect that consent of the landlord was obtained only once, and the Lessee has at all times contended that consent was not necessary to permit a sublease by Lessee in conformity with paragraph 10.

Article 5237, Vernon's Civil Statutes, states that a person renting said lands or tenements shall not rent or lease the same during the term of said lease to any other person without first obtaining the consent of the landlord, his agent or attorney. The right to assign was the subject of paragraph 10 of the lease, and it states that the Lessee may not sublease until the buildings and improvements contemplated on the premises as set out shall have been completed, which, it appears, had reference to the \$150,000 complement of buildings. In the next sentence it is stated "Lessees may, however, when and after said new buildings and improvements have been erected upon the said premises and the same shall be free from all mechanics' liens, sell or assign their leasehold in said premises, etc." What buildings and improvements were contemplated by the provisions of paragraph 10" It is not clear, but construing paragraphs 10 and 4 together, which we would be compelled to do, then paragraph 10 is to be construed as including buildings and improvements to be constructed as provided in paragraph 4, and releases the Lessee from the prohibition of the provisions of Article 5237, supra.

Consequently, when both paragraphs are construed together, the answer is that consent would not be required of the Lessor for the Lessee to sublet, provided the other conditions for subletting are satisfied. In my opinion, this conclusion finds support in Young v. De La Garza, 368 S.W.2d 667 (Tex.Civ.App., 1963), which states in part:

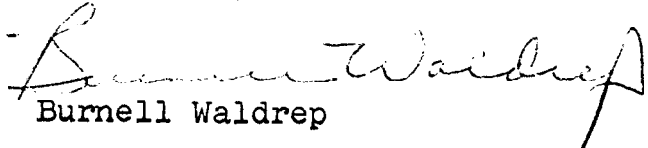
"To properly construe the provisions of the lease agreement we must be ever mindful of certain basic and cardinal rules of construction. The first of such rules is that the intention of the parties be ascertained and given effect. As we pointed out in Davis v. Andrews, Tex.Civ.App., 361 S.W.2d 419, even this primary rule of construction must be immediately modified with the restriction that it is not the intention which the parties may have had, but failed to express in the instrument, but it is the intention which by said instrument they did express. The question is not what the parties meant to say but the meaning of what they did say. 19 Tex.Jur.2d sec. 111, p. 401. Provisions in a contract which are apparently conflicting are to be reconciled and harmonized, if possible, by reasonable interpretation, and the contract as a whole given effect. To accomplish this the court will look to the entire instrument and not to isolated parts thereof. 10 Tex.Jur. sec. 179, p. 311. In the event of conflict between the clauses of an agreement whereby the meaning is obscured or rendered doubtful the expression in the clause first appearing will control. . . ." (Emphasis added.)

". . . By paragraph three the parties expressly stated that the lease could not be assigned without the consent of the lessor in writing. This provision is nothing more than the statutory prohibition of reassignment contained in Art. 5237, Vernon's Ann.Civ.St. Such statute is made a part of every lease contract by operation of law. So, in order to change or modify the express and statutory prohibition of reassignment without written consent, the parties must necessarily clearly express their intent. . . ."

In view of the foregoing and construing the instrument in its entirety, it is our opinion that the Lessee may construct other permanent improvements on the premises, but such buildings become the property of the Lessor upon the termination of the lease. The Lessee may not make any material change or alteration without consent, but the lease may be sublet without consent of Lessor if the conditions of paragraph 10 are met.

Please let us know if additional information is desired.

Sincerely yours

  
Burnell Waldrep

BW:tr

cc: Dr. J. C. Dolley

A. E. AMERMAN, JR.  
ATTORNEY AT LAW  
830 BANKERS MORTGAGE BUILDING  
HOUSTON, TEXAS 77002

January 20, 1965

ENDOWMENT OFFICE, U OF T	
Approved.....	
Answered.....	File.....
REC'D JAN 22 1965	
Refer to.....	
Please Answer.....	
Read and Return.....	

Town House  
P. O. Box 13374  
Houston, Texas 77019

Gentlemen:

At your request I have examined the lease contract between the BOARD OF REGENTS OF THE UNIVERSITY OF TEXAS (Lessor) and W. HOWARD LEE, ET AL (Lessees), dated May 21, 1946, recorded in Vol. 460, Page 13, of the Contract Records of Harris County, Texas, for the purpose of advising you as to the rights and obligations of the Lessees granted and imposed by the lease with respect to the construction of additional buildings and improvements on the leased premises.

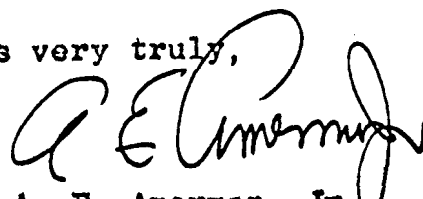
This lease demises, leases and lets the tracts of land described therein "together with all and singular the rights and appurtenances thereunto in any wise belonging, unto the Lessees for the term of fifty (50) years, beginning with the 1st day of May, 1946, and ending with the 30th day of April, 1996;" and further provides for the construction of new buildings and other improvements of a permanent and substantial type of construction appropriate for use in the operation of a modern tourist residential or apartment hotel and/or other business complementary thereto;" and obligates the Lessees, so long as the lease shall be in force, "to keep any and all buildings and improvements that shall at any time be upon" the demised premises insured, and further obligates the Lessees "to keep said buildings so to be erected, and all other buildings and improvements which at any time during the term of this lease may be erected upon the demised premises, and all appurtenances thereto, in good condition and repair" The lease also contains other provisions which are designed to protect the Lessor and the leased premises from any liens or claims of third parties arising from the construction of buildings and improvements by the Lessees, and further provides that at the expiration and termination of the lease "all improvements of every kind and character then occupying the demised premises shall be and become the property of the Lessor." The lease contains no covenant or provision which in any way restricts or denies the Lessees the right to construct additional buildings or improvements after the completion of the initial improvements which the Lessees obligated themselves to construct as a part of the consideration for the lease.

I am of the opinion that this lease, which demises, leases and lets the lands here involved for a term of fifty (50) years "together with all and singular the rights and appurtenances thereunto in any wise belonging" and which contains the above quoted provisions which apply not only to the initial buildings and improvements which the Lessees agreed and obligated themselves to construct, but also to "all other

buildings and improvements which may at any time during the term of this lease be erected upon the demised premises, and all appurtenances thereto", and which contains no covenant or provision which in any way restricts the right of the Lessees to construct additional buildings and improvements after the completion of the construction of the initial improvements called for in the lease, clearly grants to the Lessees the right to construct such additional buildings and improvements on the leased premises.

With respect to such additional improvements, the obligations of the Lessees are those imposed by the above quoted provisions and other provisions pertaining to improvements contained in the lease, to which you are referred, which provisions, as well as all other provisions of the lease, extend to and inure to the benefit of the Lessees' respective heirs, executors, administrators and assigns.

Yours very truly,



A. E. Amerman, Jr.

AEAjr:nr

MEMORANDUM

March 9, 1965

W. C. HOGG MEMORIAL FUND - WALNE-HALL PROPERTY - TOWN HOUSE LEASE

In January, 1946, the Finance Committee of the Board of Regents unanimously declined to recommend to the Board that it accept an offer from Mr. W. Howard Lee to buy the tract of approximately 6.3766 acres for \$67,500 cash.

At the April, 1946 meeting, the Board of Regents authorized a lease for 50 years to W. Howard Lee et al on this tract at rentals of \$6,000 per year for first 10 years, \$7,500 for next 15 years and \$9,000 for last 25 years. Nothing is shown in the minutes of that meeting as to purposes for which the ground will be used except an agreement of the lessees to spend "a minimum of \$150,000 on the construction of buildings to be begun and finished as soon as it is possible to secure the necessary labor and materials." The lease provides of course for deposit of \$50,000 in escrow to guarantee the performance of the building requirements. Of course, there is nothing in the minutes as to the right to assign or sublet.

By escrow agreement, apparently dated May 1, 1946, the effective date of the lease which is dated May 21, 1946, Government Bonds were deposited with Second National Bank of Houston to satisfy the \$50,000 escrow provision.

Letter of May 8, 1946, from W. Howard Lee to Mr. Simmons inquires about copies of "the Gulf Refining Company lease, the cafe lease, and the lease upon the house." There is no reference in the lease between the Board of Regents and W. Howard Lee et al to leases in effect at that time. By letter of May 14, to Mr. Lee, Mr. Simmons told him that he was having photostatic copies of those three leases, and, in addition, copy of an agreement regarding signs on the property "which allows us upon notice to cancel the agreement." That letter further stated that we would arrange to give notice if Mr. Lee wanted the contracts cancelled. If not, we would make an accounting with them for rental income beginning May 1, 1946. Though copies may be in closed files, we do not have copies of those agreements in current files, and I have not thought it necessary to search for them.

By letter of May 21, to Mr. Simmons, Mr. Lee acknowledged receipt of copies of the four lease contracts, further stating that they did not have clearance from Civilian Production Administration for their construction and until they received the necessary approval they did not wish to have the four contracts cancelled.

By letters of June 6, Mr. Simmons notified Gulf Oil Corporation, J. H. Dover, (a small cafe or hamburger stand, as I understand it, at the corner of Waugh Drive and D'Amico Street), W. J. Sloan (507 Peveto Street, residence as I understand it), and Houston Poster Advertising Company of the lease to W. Howard Lee et al and asked that they account to W. Howard Lee et al for future rentals.

By letter of October 24, 1946, to Mr. Simmons, Mr. Lee reported that they still did not have approval from Civilian Production Administration to proceed with their buildings and reported that Carnation Milk Company on the adjoining property had requested a temporary lease on about 10,000 square feet for parking which lease would contain a 30-day cancellation provision. Mr. Lee stated that they would be inclined to enter into the agreement if "you have no objection."

Letter of October 30, 1946, from Judge Gaines to Mr. Simmons concludes as follows: "In my opinion, any such sublease would require the approval of the Regents, because the property was leased to Lee Brothers for a specific purpose, and even a temporary subleasing for another purpose necessitates the consent of the Board." Mr. Simmons wrote Mr. Lee on October 31, to that effect, reporting that the next meeting of the Board of Regents would be on November 29. The matter was submitted at that meeting, and the Board authorized execution by the Chairman of an appropriate instrument to evidence the Board's consent. The sublease agreement was sent by Mr. Lee to Mr. Simmons on December 10. The instrument, apparently with the consent written here and attached, was sent to Chairman Woodward and apparently signed by him around December 14. Mr. Simmons forwarded the instrument to Mr. Lee by letter of December 16, pointing out that the consent provision had been re-written by Judge Gaines. On December 18, Mr. Lewis Dickson, Attorney for the Lees, wrote Mr. Simmons that the inclusion in the consent of "and that no further sub-letting of the premises covered by said lease shall hereafter be made without the written consent of Lessor" is objectionable in that its acceptance by the Lessees might operate to modify the terms of the original lease contract. Judge Gaines wrote Mr. Simmons that in view of Mr. Dickson's objections, he could see no reason why this phrase should not be stricken from the approval. This change was made and initialed by Chairman Woodward and the revised instrument was returned to Mr. Lee on January 2, 1947.

On November 2, 1953, Town House wrote to borrow the abstracts on this property stating that they had arranged with Great Southern Life Insurance Company for a loan. Apparently, Mr. Taylor talked with Mr. Bradley C. Phair of Town House and, in his letter of November 13 to Mr. Phair transmitting the abstracts, he stated that in the light of the lease terms there might be some question about the use of the new buildings which had been constructed on the property, further stating that the Land and Finance Committee would consider the matter at its next meeting. Mr. Phair wrote back on November 16, stating an opinion that paragraphs 4 and 10 of the lease set out the applicable provisions, and that they had fully complied by the expenditure of \$150,000 and the \$50,000 escrow had been released by the University. He further stated that "with the addition of the 22-room hotel building and an office building, our expenditures have exceeded \$1,000,000." Mr. Phair in addition cited the matter of the subletting to Carnation and the acquiescence of the Board of Regents in their contention as to the consent agreement. On December 2, Mr. Phair wrote again asking for letter confirming that the University had made no advances for taxes or the like, and that all lease rental payments were current. Mr. Taylor mailed Mr. Phair a letter dated December 7, to that effect.

Then on December 10, Mr. Taylor reported to Town House by letter that the construction of the new buildings had been considered by the Land and Finance Committee at its last meeting (December 4) and stated as follows: "The committee does not feel that the construction of a general office building is in compliance with the terms of the lease. However, they do



not propose to take any action regarding the matter but they are advising you that their failure to do so shall not be construed as a waiver of the lease terms nor shall it be construed as a precedent for any action which they might wish to take in the future as to any additional improvements which might be placed on the property contrary to the terms of the lease." On December 21, Mr. Phair replied to Mr. Taylor as follows: "In reply to your letter of December 10th, we appreciate very much the attitude of the Board of Regents in not making an issue of this question at this time; however, it is not our opinion that we have failed to comply with the terms of this lease." (see copy of notes of committee meeting of December 4, 1953, on this matter, attached hereto).

On July 25, 1955, Mr. Phair of Town House wrote Stewart stating that they had just completed a 22-room cabana-type building around their swimming pool, that Great Southern Life Insurance Company had loaned them additional money to build this, and asked for letter that all rental payments were current and that they were not in default with respect to any lease obligations. On July 26, Stewart signed and furnished to Great Southern Life Insurance Company a letter stating that rental payments were current and that "we know of no default of any nature in the obligations imposed upon the lessees under the terms of this lease."

On August 27, 1956, Phair wrote Stewart that they had just completed an 8-room cabana-type building across from their swimming pool with an additional loan from Great Southern and requested a letter similar to that furnished in 1955. The requested letter was furnished by Stewart on August 30, 1956.

On May 23, 1963, the firm of Vinson, Elkins, Weems & Searls wrote to Stewart requesting a certificate from the Board of Regents in connection with a loan to W. Howard Lee et al from American General Life Insurance Company secured by deed of trust on the leasehold. Stewart signed this certificate, enclosed with that letter, on May 28, 1963, and returned it. A copy is attached.

On July 2, 1963, Vinson, Elkins, Weems & Searls wrote again, stating that due to delays in closing the loan, it was necessary for them to request a current certificate. Stewart signed this one on July 3, 1963, and returned it to them. Copy is attached.

On copy of survey plat furnished by the Lees in connection with their pending proposals, two rectangular tracts on the south side of the property show as leased to other parties. One shows to Electro-Technical Laboratories and the other to Carnation Company. Mr. Donald Lee has told me that both tracts are now sublet to Carnation Company, the one shown on the plat for Carnation Company being under sublease to 1971 and the other tract being under a month-to-month rental to them. I understand that both sublettings have been for parking only, and that this is the only use now being made by Carnation Company. The sublease to Carnation in 1946 ran only to December 10, 1947. Subject to further confirmation, I understand that the sublease to Electro-Technical Laboratories and a new sublease with Carnation, the Carnation lease running to 1971, were made without notice to the Board of Regents on the basis of the lessee's contention that no notice to or permission of the University was necessary under the terms of the lease, once the minimum \$150,000 improvements were made by the lessor.

Notations on the plat referred to above, revised to May 2, 1963, shows the general location of the hamburger stand, the old residence, and the Gulf service station, all of which were removed by the Lees without notice to the University.

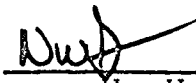
Subject to further confirmation of details, I understand that the old Gulf station was torn down when the first phase of construction was completed and a new station built which was operated by Gulf for about 10 years. Then this station was torn down and the Town House Motel office built on the site, or the station was converted into this motel office.

Further, as shown on the plat, the building which was formerly the motel office has been converted to a private club, known as Buffalo Club.

Since the office building which raised some questions is referred to in one or two places in the file as a general office building, I might mention that it is a one-story building of masonry construction which fits into the architecture of the motel buildings and, so far as I know now, is used only for offices of Lee Brothers Oil Company and perhaps other enterprises of the Lees. I do not believe any space is rented out.

Mr. Donald Lee and their Attorney, Mr. A. E. Amerman, Jr., came back by on the afternoon of the last meeting of the Land and Investment Committee meeting at which they had appeared. Since the question of use of the property had been touched on with them at the Land and Investment Committee meeting, I asked if they cared to comment any further as to what they thought of that problem. In connection with their proposal for an extension of the term of their lease, there had been nothing specific as to what they might be expecting in the way of a new lease or an amendment of any of the terms as to use or the like. Though this could well be taken as negotiation talk, they told me that they would be willing for the current lease to stand as it is except for amending the term and rental.

WWS:cs



Wm. W. Stewart

THE STATE OF TEXAS §  
  §  
COUNTY OF TRAVIS §

THE BOARD OF REGENTS OF THE UNIVERSITY OF TEXAS, Lessor  
in that certain lease agreement dated May 21, 1946, executed  
by The Board of Regents of The University of Texas, as Lessor,  
and W. Howard Lee, et al, as Lessees, recorded in Volume 460,  
page 13 of the Contract Records of Harris County, Texas, cov-  
ering parts of Lots Nos. 17 and 18 in Block No. 2 of the  
Hollingsworth Subdivision of the John Austin Two League Survey  
in the City of Houston, Harris County, Texas,

DOES HEREBY CERTIFY to American General Life Insurance  
Company that said lease is in full force and effect with all  
rent which is due and owing paid to date and that no default  
exists on the part of Lessees thereunder with respect to the

performance of or compliance with any of the terms, covenants  
or conditions of said lease.

IN WITNESS WHEREOF, this certificate has been executed  
this 28th day of May, 1953.

THE BOARD OF REGENTS OF THE  
UNIVERSITY OF TEXAS

Original Signed by  
Wm. W. Stewart  
Endowment Officer

By Wm. W. Stewart, Endowment Officer

THE STATE OF TEXAS §  
§  
COUNTY OF TRAVIS §

THE BOARD OF REGENTS OF THE UNIVERSITY OF TEXAS, Lessor  
in that certain lease agreement dated May 21, 1946, executed  
by The Board of Regents of The University of Texas, as Lessor,  
and W. Howard Lee, et al, as Lessees, recorded in Volume 460,  
page 13 of the Contract Records of Harris County, Texas, cov-  
ering parts of Lots Nos. 17 and 18 in Block No. 2 of the  
Hollingsworth Subdivision of the John Austin Two League Sur-  
vey in the City of Houston, Harris County, Texas,

DOES HEREBY CERTIFY to American General Life Insurance  
Company that said lease is in full force and effect with all  
rent which is due and owing paid to date and that no default  
exists on the part of Lessees thereunder with respect to the  
performance of or compliance with any of the terms, covenants  
or conditions of said lease.

IN WITNESS WHEREOF, this certificate has been executed  
this 3rd day of July, 1963.

THE BOARD OF REGENTS OF THE  
UNIVERSITY OF TEXAS

By Wm. W. Stewart  
Wm. W. Stewart,  
Endowment Officer

LAND AND FINANCE COMMITTEE, December 3, 1953 - page 2

Mr. Taylor discussed the possible violation of the lease terms by Howard Lee and associates, as Lessors, of the property in Hogg Estate known as Walne-Hall on which Town House tourist courts are located. Mr. Taylor thought that the building of an office building on the site might possibly be a violation. Mr. Jeffers stated that he was not disposed to oppose this. They have all the tenants leased and he did not see any objections to having the building on the grounds. Mr. Sorrell said that knowing the Lee boys as he did that they would take advantage in every way they could. He thought we should serve notice on them that we think they have violated the lease terms but that the University is not terminating the lease at this time. He was not in favor of stopping them but only in serving notice that we are aware of the violation. Mr. Jeffers thought that letting them know that in the future they are not to make any other improvements without the approval of the Board of Regents would be sufficient to restrain the Lee boys.

LEASE CONTRACT  
between  
THE BOARD OF REGENTS OF  
THE UNIVERSITY OF TEXAS  
and  
W. HOWARD LEE, ET AL

THE STATE OF TEXAS    |  
                          |  
COUNTY OF TRAVIS    |

THIS LEASE CONTRACT this day made and entered into by and between the Board of Regents of The University of Texas, acting herein by and through its Chairman, D. K. Woodward, Jr., thereunto duly authorized so to act by a resolution of said Board, of Austin, Travis County, Texas, hereinafter called "Lessor," and W. Howard Lee, Willard Shuart, Thomas P. Lee, Donald A. Lee, and Ronald E. Lee, all of whom are residents of Houston, Harris County, Texas, hereinafter called "Lessees,"

W I T N E S S E T H :

I.

The Lessor, in consideration of the rents hereinafter reserved and to be paid and of the covenants and agreements of the Lessees hereinafter contained, does hereby demise, lease, and let unto the Lessees all those certain tracts or parcels of land, with all improvements thereon, situated in the City of Houston, Harris County, Texas, known and described as follows:

(a) Walne Property: Five and two hundred fifty-one/one thousandths (5.251) acres of land, being parts of Lots Nos. Seventeen (17) and Eighteen (18) in Block No. Two (2) of the Hollingsworth Survey, a subdivision of the John Austin Two League Survey in the City of Houston, Harris County, Texas, conveyed by Margaret B. Walne, joined by her husband, Walter H. Walne, by deed of date January 22, 1926 of record in Vol. 642, page 292 of the Deed Records of Harris County, Texas, beginning at a pipe in a fence line, which said pipe is located Eight Hundred Six and Ninety-three/one-hundredths feet (806.93') north, and Fifty and three/one-hundredths feet (50.03') south, Eighty-eight degrees east from the City Monument, marking the intersection of the center line of West Dallas Avenue and the center line of Waugh Drive, said point being on the south line of Tract No. Three (3), as described in deed from H. E. Detering to M. Butler and M. K. Sachs, dated May 2, 1902, which said deed is recorded in Volume 143, page 38 of the Deed Records of Harris County, Texas;

Thence along said fence south Eighty-eight (88) degrees, 00' east Two Hundred thirty-five and Ninety-seven/one-hundredths (235.97') feet to an iron pipe;

Thence north no degrees Fifty-seven (57) minutes east Three Hundred Fifty-eight and Seventy-nine/one-hundredths feet (358.79') to an iron pipe;

Thence south Eighty-nine (89) degrees Thirty-seven (37) minutes east along a fence line Two Hundred feet (200') to an iron pipe;

Thence north Four Hundred Forty-three and Seventy-six/one-hundredths feet (443.76') to an iron pipe on the south line of Buffalo Drive, and said point being Fifty feet (50'), measured at right angles from the center line of said Buffalo Drive;

Thence along the south side of Buffalo Drive south Sixty-two (62) degrees, Thirty minutes (30'), west Four Hundred Sixty-seven and Sixty-eight/one-hundredths feet (467.68') to an iron pipe, said pipe being at the point of tangency of a curve having a radius of Fifty feet (50') and having an interior angle of Sixty-two (62) degrees Thirty (30) minutes;

Thence following said curve through an angle as stated of Sixty-two (62) degrees, Thirty (30') minutes to an iron pipe on the east side of Waugh Drive Fifty feet (50') from the center line of said Waugh Drive;

Thence south with the east line of said Waugh Drive Five Hundred Thirty-two and Sixty-three/one-hundredths feet (532.63') to the place of beginning;

Except that certain tract of land Thirty (30) feet in width out of and along the most southerly part of the above described tract running from

Waugh Drive in an easterly direction to Link Road, conveyed to the City of Houston for street purposes only, by deed dated the 27th day of April, A. D. 1927, recorded in Vol. 708, page 215 of the Deed Records of Harris County, Texas.

(b) That certain tract of land containing Thirty-two/one-hundredths (.32) of an acre of land out of Lot No. 18 in Block No. 2 of the Hollingsworth Subdivision of a part of the John Austin Two League Grant on the south side of Buffalo Bayou in the City of Houston, Harris County, Texas;

Beginning at the intersection of the center line of Buffalo Drive where the same intersects the center line of Waugh Drive;

Thence south 56.37 feet to the southeast line of Buffalo Drive as fixed by the City of Houston;

Thence along the south line of Buffalo Drive north 62 degrees 30 minutes east 328-92/100 feet for the beginning of the tract herein sought to be described, said point being the northwest corner of said tract;

Thence south 498-58/100 feet to an iron rod in the west line of Link Road;

Thence south 89 degrees 37 minutes east 40 feet to an iron pipe marking the southwest corner of a tract of land sold by Jay L. Hall to Varner Realty Company;

Thence north 519.40 feet to the south line of Buffalo Drive;

Thence along the south line of Buffalo Drive south 62 degrees 30 minutes west 45.09 feet to the place of beginning, and being that portion of what is known as Link Road lying between the south line of the Jay L. Hall Tract extended westwardly across Link Road and the south line of said Buffalo Drive;

Being the same tract of land conveyed to Varner Realty Company by the City of Houston by deed of date the 9th day of February, 1928 of record in Vol. 741, page 383 of the Deed Records of Harris County, Texas.

(c) Hall Property: That certain tract or parcel of land in the City of Houston, Harris County, Texas, on the south side of Buffalo Bayou and being out of and a part of Lot No. 17, Block No. 2 of the Hollingsworth Subdivision in the John Austin Two League Grant, and more particularly described as follows, to wit:

Beginning at the northwest corner of the Herman Rolke homestead tract as it existed on July 1, 1918 on the east side of Irvine Street (or Link Road), on the southwest corner of a tract of land sold by Herman Rolke and wife to M. Butler and M. K. Sachs, by deed dated February 26, 1902, and recorded in Vol. 137, page 253, Deed Records of Harris County;

Thence east along the dividing line between Rolke and Butler, 313 feet, more or less, to the northeast corner of the Rolke tract on the east line of said Lot 17;

Thence south along the east line of Lot 17, 160 feet for corner;

Thence west parallel with the dividing line between Rolke and Butler 313 feet, more or less, to the east side of Irvine Street (or Link Road);

Thence north along the east line of Irvine Street (or Link Road), 160 feet to the place of beginning, being a part of the land conveyed to Herman Rolke by Louis Tuffly by deed dated January 12, 1887 and recorded in Vol. 36, page 393 of the Deed Records of Harris County, Texas; and being the same property conveyed to Mrs. Annie E. Soule, wife of A. M. Soule, by Minnie Rolke, widow, by deed dated July 1, 1918 and recorded in Vol. 407, page 15, Harris County Deed Records;

And being the same land conveyed to Varner Realty Company by Jay L. Hall by deed of date September 6, 1927 of record in Vol. 714, page 523 of the Deed Records of Harris County, Texas.

Being the same land described in Item "Ninth" in that certain deed dated July 1, 1939, from Mike Hogg, et al, to the Board of Regents of The University of Texas, recorded in Volume 1127, pages 463 et seq., of the Deed Records of Harris County, Texas, to which reference is hereby made for all purposes.

TO HAVE AND TO HOLD the above-described premises and improvements, together with all and singular the rights and appurtenances thereunto in anywise belonging, unto the Lessees for the term of fifty (50) years, beginning with the 1st day of May, 1946, and ending with the 30th day of April, 1996, unless said term shall be sooner terminated under the provisions hereof.

## II.

In consideration of the leasing aforesaid, the Lessees covenant, agree, and obligate themselves to pay to the Lessor rent for and during said fifty (50) year period for the demised premises an annual fixed rental of Six Thousand (\$6,000.00) Dollars per year for the first ten (10) year period beginning May 1, 1946, and ending April 30, 1956; an annual fixed rental of Seven Thousand Five Hundred (\$7,500.00) Dollars per year for the next fifteen (15) year period beginning May 1, 1956, and ending April 30, 1971; and an annual fixed rental of Nine Thousand (\$9,000.00) Dollars per year for the succeeding twenty-five (25) year period beginning May 1, 1971, and ending April 30, 1996; and each year's rental shall be due and payable in equal monthly installments in advance on the first day of each and every month during the term of this lease, without offset or deduction of any kind, except that, upon the execution and delivery hereof, the sum of Five Hundred (\$500.00) Dollars shall be paid by Lessees to Lessor as rent for the first month of May, 1946, the receipt of which is hereby acknowledged, and all said payments of rental shall be paid to the Houston Bank and Trust Company of Houston, Texas, for the use and benefit of, and to the credit of the Lessor, or to or at the place of business of any other bank or trust company in Houston, Texas, as the Lessor may hereafter designate by notice in writing.

All past due rent shall bear interest from the time it becomes due until it is paid at the rate of ten (10%) per cent per annum, and if there should be default in the payment of any rent or any money which, under the terms of this contract, the Lessees are or may become obligated to pay to the Lessor, and if it should become necessary for the Lessor to employ an attorney to collect the same, the Lessees shall pay and hereby bind and obligate themselves to pay ten (10%) per cent additional to the Lessor as attorney's fees.

### III.

The Lessees covenant with the Lessor that they will pay, and hereby bind and obligate themselves to pay, in full, as they become due, all taxes and assessments, all water, gas, light, and fuel rents and all other impositions of every kind whatsoever which may be levied, charged, or imposed upon said premises, or improvements, or any part thereof, or which may be levied or imposed upon the leasehold estate hereby created, by City, County, State, Federal, or other governmental agencies, including such assessments as may be levied for improvements to the sidewalks, streets, or highways, upon which the said property abuts, for and during each and every year this contract continues in effect, beginning with the year 1946 and inclusive of the year 1996, and receipts showing such payments shall be exhibited to the Lessor upon demand therefor.

Lessees shall at all times have the right to contest in good faith and upon reasonable grounds in any proper proceedings in the name of Lessor, if necessary, the payment or satisfaction of any taxes, assessments, charges, liens, penalties, or claims, including liens or claims of materialmen, mechanics, or laborers, or any part thereof, so agreed to be paid by Lessees, if the amount thereof or the validity thereof or the right to assess or levy the same against or collect the same from or on account of said premises or this lease, or the estate created hereby, or the improvements on the demised premises, be disputed by Lessees, but the Lessees shall in any and all such proceedings protect and save harmless the Lessor from attorneys' fees, costs, loss, or damage resulting from any such proceedings, and from the failure of the Lessees to make such payments; provided, that Lessees shall in the event of such contest immediately upon the filing of any contest execute and deliver to Lessor a good and solvent bond in double the amount of such taxes, assessments, charges, or claims in dispute; conditioned, that Lessees shall pay immediately upon the termination of such litigation all such taxes, assessments, charges, penalties, claims, damages, costs, and expenses that may be adjudged to be a valid charge against the demised premises, against this lease, or the estate created thereby, against the improvements on the demised premises or against the Lessor, and to pay such attorneys' fees and other expenses as are incurred by reason of such contest. During the time any such taxes, assessments, or other public charges and other claims or demands are being contested in good faith, the said Lessor shall have no right to pay the same, and the said Lessees shall not be considered in default in respect to said subject matter of such litigation until after the termination of such contest, including any and all appeals, whereupon the said Lessees shall immediately and before the issuance of process to enforce collection thereof, be bound to pay any amount so found due, and failing so to do, shall be considered in default; but upon full payment thereof with all costs incurred and other charges herein provided for, the bond so executed by said Lessees shall be returned by the Lessor.

### IV.

Lessees further covenant, agree, and obligate themselves to construct, erect, and complete upon said demised premises, at their own cost and expense, as soon as it is possible for them to secure the necessary labor and materials for said purpose, new buildings and other improvements of a permanent and substantial type of construction appropriate for use in the operation of a modern tourist resi-



dential or apartment hotel and/or any other business complementary thereto and costing not less than the sum of One Hundred Fifty Thousand (\$150,000.00) Dollars. All construction shall be in full compliance with the requirements of the public laws of the State of Texas and the municipal ordinances, rules, and regulations of the City of Houston, Texas, governing the construction of such improvements. Said buildings or other permanent improvements erected on said premises shall become a part of the realty, and at the termination of this lease, to belong and to be delivered to the Lessor in good condition, ordinary wear and tear alone excepted.

To guarantee the erection by the Lessees of the buildings and other improvements in the manner and at the time specified, the Lessees have deposited with the depository hereinafter named money and/or United States Government securities in the aggregate principal amount of Fifty Thousand (\$50,000.00) Dollars to be held in escrow by said depository conditioned that the work shall be begun upon the construction of said new buildings and improvements within the time specified, and that same shall be expeditiously carried to a full completion within a reasonable time, in which event said money and/or securities shall be paid over to said Lessees; but it is further agreed that in the event Lessees shall fail to erect said buildings or improvements in the manner and at such time, then said money and/or securities shall be forfeited and paid over to the Lessor as its liquidated damages for the breach of the Lessees' covenant to erect said buildings and improvements on said premises. Any and all interest accruing on said deposit of Fifty Thousand (\$50,000.00) Dollars shall, the Lessees not being in default at the time, be paid over to the Lessees when and as the same are collected by the depository. It is further agreed and understood that after any securities have been so deposited by the Lessees in said depository, the same may be, with the consent of the depository, substituted by and with other United States Government securities of equal value.

The payment to Lessor of said Fifty Thousand (\$50,000.00) Dollars as liquidated damages shall not, however, impair or injuriously affect in any way the Lessor's right to terminate this lease for failure of the Lessees to perform said building requirement.

The money and/or securities so deposited with the depository shall remain in the hands of the depository until the full amount of the improvements, as hereinabove defined, have been placed upon the demised premises, whereupon all such money and/or securities shall be returned to the Lessees.

Should the parties hereto not be able to agree upon the value of the improvements placed upon said premises under the provisions of this contract, then the value of such improvements shall be determined in the following manner:

The Lessor shall, by instrument in writing, appoint an appraiser, copy of which said appointment shall be mailed or delivered to the Lessees, and the Lessees shall thereupon, within five days thereafter, in writing appoint another appraiser, copy of which said appointment shall be mailed or delivered to the Lessor, and such two appraisers shall, within five days thereafter, appoint a third appraiser in writing, copy of which said appointment shall be mailed or delivered both to the Lessor and to the Lessees, and said three appraisers, or any two of them, shall, within thirty (30) days thereafter, make an appraisalment of the value of

such improvements as may be under inquiry and consideration, and deliver a written copy of said appraisalment to both the Lessor and the Lessees and said depositary and such appraisalment so made shall be binding and conclusive upon the parties hereto as to the value of such improvements. In the event that any one or more of such appraisers hereinabove provided for under appointment shall fail or refuse to act, then successors thereto shall be appointed respectively in the manner hereinabove provided for the appointment of each of said appraisers. In the event either of the parties hereto refuses to appoint an appraiser for the purpose or purposes as aforesaid, then the Judge of any Civil District Court of Harris County, Texas, or of such court as may exist in such county having jurisdiction similar to that now enjoyed by such District Courts, shall, upon application by the other party or parties to this contract, appoint such appraiser in writing, giving notice thereof, as aforesaid, and such appraisalment shall then proceed as above outlined.

#### V.

The Second National Bank of Houston, Texas, is named as depositary to serve as such for all purposes designated in this lease, except for payment of rentals hereunder, and the Second National Bank shall continue to be depositary hereunder until a substitute shall be appointed depositary in its stead by writing duly signed and acknowledged by both Lessor and Lessees. Upon signing and delivery to the Second National Bank and the new depositary each an executed original of such new designation, the Second National Bank will forthwith turn over to the new depositary all funds and/or securities deposited with it under the terms of this lease contract. The parties at interest may from time to time throughout the life of this lease successively change such trustee and depositary by signing and delivering to the then depositary one of the executed copies of such new designation.

#### VI.

It is further covenanted and agreed that Lessees will, at their own expense and so long as this lease shall be in force, keep any and all buildings and improvements that shall at any time be upon said demised premises insured against loss or damage by fire or tornado, for their full insurable value in companies satisfactory to the Lessor, and to furnish the Lessor with a complete list of all of such insurance, to pay all the premiums necessary for the purposes immediately as they become due and payable, and to deliver to the Lessor receipts and policies of all insurance, and that the Lessees will cause the policies therefor at all times to be payable, in the event of loss, to Lessor, its successors or assigns; provided, however, that if the Lessees shall at any time fail to insure or keep insured as aforesaid, the Lessor may do all things necessary to effect or maintain such insurance and any moneys expended by it for that purpose shall be repayable by the Lessees, with interest at the rate of ten (10%) per cent per annum on demand. In the event of damage or destruction from time to time by fire or otherwise, Lessees shall, at their own cost and expense and without expense to Lessor, its successors or assigns, repair, restore, or rebuild the buildings and improvements on the demised premises with all reasonable dispatch so that the buildings or improvements shall be of equal or greater value than as before said fire or other casualty; or the buildings or other improvements

may be restored or repaired upon some other general plan then mutually deemed by Lessor and Lessees to be reasonable and appropriate for the premises; provided, however, that in case of any such damage or destruction, the Lessor shall apply any insurance money paid to it to such repair, restoration, or rebuilding so far as same may prove sufficient for said purpose in order to restore said buildings or improvements to their previous condition, but Lessees to furnish any additional funds necessary for said purpose; and provided also that in case the Lessees shall not so repair, restore, or rebuild said buildings or improvements within a reasonable time, then such insurance money recovered by the Lessor may be retained by it as liquidated damages for the breach of the Lessees' covenant so to repair, restore, or rebuild. Should this lease be terminated before such repairs are made or said buildings restored, then the Lessor shall thereupon acquire absolute title to such insurance money whether collected or not, and Lessees shall be relieved from the performance of their obligation to repair or restore any such building or buildings.

In the event the buildings or improvements are damaged or destroyed by act of God or otherwise, Lessees shall not be entitled to any abatement of rent because thereof, but shall continue to pay all rents and charges on the demised premises as herein stipulated.

#### VII.

Lessees further covenant, agree, and obligate themselves to keep the said buildings so to be erected and all other buildings and improvements which may at any time during the term of this lease be erected upon the demised premises, and all appurtenances thereto, in good condition and repair, and shall not make any material changes or alterations in said buildings or improvements or injure or remove any of the materials or timbers thereof without the written consent of the Lessor.

#### VIII.

It is further understood and agreed that the Lessees shall not suffer the demised premises or any buildings or other improvements thereon at any time during the term of this lease to become subject to any lien, charge, or encumbrance whatsoever, other than a mortgage as hereinafter provided, and to indemnify and keep indemnified the Lessor against all such liens, charges, or encumbrances; it being hereby expressly agreed that the Lessees shall have no authority, express or implied, to create any lien, charge, or encumbrance upon the demised premises or the improvements thereon, other than a mortgage upon the leasehold estate of the Lessees in the same as hereinafter provided, and that, in the event of any lien attaching thereto, and Lessees not contesting same as provided in Paragraph III, Lessees shall pay and fully discharge the same within thirty (30) days after written notice to do so by the Lessor, Lessor having full and complete authority to discharge and pay off all liens, taxes, assessments, or other form of encumbrance against said premises or the improvements thereon, growing out of any default of payment by Lessees, and for such payment, if any, by Lessor, it shall

be reimbursed on demand by the Lessees for such payments with interest at the rate of ten (10%) per cent from the time of such payment; provided, however, subject only to the terms and conditions of this contract, the Lessees shall have, and they are hereby given the right to mortgage or otherwise encumber their leasehold interest in the demised premises, provided nevertheless, that any and every such mortgage, deed of trust, lien, or other encumbrance shall be, and the same is hereby in all things subject to each and every one of the terms, conditions, covenants, and stipulations of this contract. It is further expressly understood and agreed that any such mortgage, deed of trust, lien, or other encumbrance shall always be subject, subordinate and secondary, to any and all liens and rights which Lessor may have at any time for rents, taxes, or other charges accruing under this lease as herein reserved, and which Lessor may have to secure the performance and observance of all and singular the covenants, conditions, and obligations assumed to be performed and observed by the Lessees.

#### IX.

The Lessees further covenant to and with the Lessor that during the full term of this lease they will keep, and conform to, the municipal and all other laws, rules, regulations, stipulations, provisions, and requirements affecting the demised premises, and every part thereof, including the improvements, sidewalks, highways, streets, sewers, electric wiring, gas pipes, and in every other way; that they will use said premises only in a proper and legitimate manner; and that they will not do or suffer any act calculated to injure the good name or reputation of the premises. And the Lessees hereby agree to save the Lessor forever harmless from any penalty, damage, charge, loss, or imposition, whether ascribable to the Lessees or otherwise occurring, and to indemnify, save and keep the Lessor harmless and fully protected against and from all loss, damage, costs, attorneys' fees, and expenses arising out of any accident, or other occurrence due directly or indirectly to the use or occupancy of the demised premises, or any part thereof, by the Lessees, or any person holding under them, or any contractor, laborer, or servant working upon or about said premises, or any other person whomsoever, or against any claim for any unlawful use of the premises.

#### X.

Lessees shall not sell or assign this lease or any part thereof until the buildings and improvements contemplated to be made on said demised premises, as hereinbefore set out, shall have been fully completed. Lessees may, however, when and after said new buildings and improvements have been erected upon the said premises and the same shall be free from all mechanics' liens, sell or assign their leasehold in said premises, provided, that all taxes, assessments, and other charges shall have been fully paid to the date of such sale or assignment; and provided, further, that all other covenants and agreements herein contained to be kept and performed by the Lessees shall have been fully complied with; and provided, further, that in the event of such sale or assignment, the same shall be evidenced in writing, properly executed and acknowledged by the parties thereto and duly recorded in the office of the County Clerk of Harris County,

Texas, in which instrument the assignee or assignees shall expressly accept, assume, and agree to perform all the terms, conditions, and limitations thereafter to be kept and performed by the Lessees hereunder; and Lessees agree that they will not make any sale or assignment, except in this manner and upon the above conditions, it being understood that a sale or assignment in any other form shall be ineffective and void.

XI.

The statutory landlord's lien is hereby reserved by Lessor, and in addition thereto, Lessees hereby expressly give and grant to Lessor a special contract lien upon the leasehold herein created and upon all and any improvements which may at any time occupy the demised premises, and which may be constructed thereon under the terms hereof, to secure the payment of any and all rents, taxes, levies, charges, insurance premiums, and assessments which may hereafter become due upon the demised premises or any part thereof, and as well to secure the reimbursement to Lessor of all amounts which it may at any time pay out for the purpose of discharging any such lawful taxes, levies, charges, insurance premiums and/or assessments, which said lien may be enforced and foreclosed in any court of competent jurisdiction, and enforced from time to time as the payment by Lessor of any such sums may be required; and such lien is hereby declared to be a first and superior lien to any and all other liens which Lessees may in any manner create upon the improvements so situated upon the demised premises at any time or upon the leasehold created by this instrument.

XII.

The Lessor or its duly authorized agent shall have the right and privilege at all reasonable times to enter upon the demised premises for the purpose of inspecting and viewing the condition and use being made of said premises and buildings thereon.

XIII.

It is further covenanted, stipulated, and agreed by and between the parties hereto that if default shall be made by the Lessees in the payments of any monthly installments of rent herein provided for upon the day when the same shall become due and payable; or in the payment of any other amount herein stipulated to be paid by the Lessees or which shall become due and payable hereunder; or in the event of any default in relation to liens as herein provided; or upon failure of the Lessees to erect on the demised premises the buildings and improvements, in the manner and at the time herein specified; or failure of the Lessees to repair or restore said buildings and improvements when and as required herein; or upon failure of the Lessees to pay any tax or assessment lawfully levied upon said premises or the improvements thereon; or failure of the Lessees to carry insurance on said improvements as required herein; or upon failure of the Lessees to perform any other obligation by this lease or by operation of law imposed upon them, if such default continues for thirty (30) days after written notice thereof from Lessor to Lessees, in all or either of such events occurring, shall, at the option of the Lessor, thereupon terminate this lease, and Lessor be entitled to immediate possession of the demised premises and all improvements thereof, free and clear of this lease and free and clear of

any encumbrance, right, title, or interest of any other person whatever, and the Lessor may enter upon said premises, with or without process of law, and take possession thereof, with any and all buildings and other improvements thereon, the Lessees hereby waiving any demand for rent on the premises and any demand for possession thereof, and all such buildings and other improvements shall be and become the property of Lessor.

It is further mutually covenanted and agreed that the various rights, powers, options, elections, appointments, and remedies of the Lessor contained in this lease shall be construed as cumulative and no one or more of them as exclusive of the other or others, or exclusive of any rights or remedies allowed Lessor by law, and the exercise of any such right, power, or remedy by the Lessor shall not be considered a waiver or prejudice the right of the Lessor to exercise any other remedy.

XIV.

It is further covenanted and agreed that no waiver by Lessor of any breach of any of said covenants herein contained to be performed by Lessees shall be construed to be a waiver of any succeeding breach of the same covenant or agreement.

XV.

It is hereby covenanted and agreed that all the expressions, terms, conditions, covenants, stipulations, and provisions of this lease shall extend to and be binding upon and inure to the benefit of the successors and assigns of the Lessor and each and every one of the heirs, executors, administrators, and assigns of the Lessees; and all the conditions, covenants, and limitations of this agreement shall be and are hereby made covenants running with the land.

XVI.

At the expiration and termination of this lease, whether from lapse of time or from breach of any term, covenant, or condition herein imposed upon Lessees, all improvements of every kind and character then occupying the demised premises, shall be and become the property of the Lessor, and the Lessees shall have no claim for, or upon or against the same of any kind or character whatsoever; and the Lessees hereby covenant and agree that neither they, nor anyone holding their estate, or claiming under them, or through them, shall in such event have, hold, make, or assert any claim of any kind or character whatsoever against said premises, or against the improvements thereupon at the time of such expiration of this lease.

XVII.

All notices required and permitted under the terms hereof shall be given in writing by registered mail, properly addressed to the party for whom such notice is intended, and a registered receipt from the postal authorities of the United States showing the mailing to such party by registered mail at the proper address, together with a copy of the notice sent in the hands of the sending party, shall conclusively establish the giving of such notice, and the date of mailing shall be considered the date of the giving of such notice. The present address of Lessor is The Board of Regents of The University of Texas, University Station, Austin 12, Texas; and the present address of the Lessees is W. Howard Lee,

care Lee Brothers Oil Company, 1626 Commerce Building, Houston, Texas, to which addresses, until changed as hereinafter provided, all notices required or permitted hereunder shall be made.

In the event the address or addresses of any party hereto is or are changed or desired to be changed, it shall be the duty of the party making or desiring to make such change, to notify the other party hereto of such change, giving in such notice his or its new address, which notice shall likewise be given by registered mail.

#### XVIII.

In consideration of the rental payments made and to be made to the Lessor by the Lessees, the Lessor does hereby assign, transfer, deliver, and set over unto the Lessees, all tenancy contracts of every sort and nature now in existence relating to the demised premises, and all beneficial interest in said tenancy contracts, and all rentals to become due thereunder, and in the event the Lessor should under any said existing tenancy contracts acquire the right and privilege of removing or demolishing any improvements now on said premises, said right and privilege is hereby granted and assigned to the Lessees to be exercised by them.

#### XIX.

If any public authority for any public use shall, at any time during the term of this lease, acquire title to the whole, or any part, of the said demised premises or to the whole, or any part, of any buildings or other improvements thereon erected by the Lessees, in pursuance of any law, the Lessor shall be entitled to, and shall, receive any and all awards or payments that may be made therefor; and the Lessees hereby assign and transfer any and all such awards or payments to the Lessor, and the Lessor shall pay to the Lessees out of such award or payment any amount to which the Lessees shall be entitled by reason of their leasehold interest therein. If any such acquisition shall result in the taking of the entire demised premises, this lease and the term thereof shall absolutely terminate and come to an end; but if such acquisition shall result in the taking of only a part of the demised premises, this lease shall terminate only as to the portion so taken, and the rent to be thereafter paid by the Lessees, for the part of the premises remaining for the balance of the term of this lease, shall be fixed, in the event of a disagreement of the parties hereto in regard thereto, by arbitration as hereinafter provided. If, however, only a part of the demised premises shall be taken, and any building thereon shall be only partially removed or taken as the result thereof, the Lessees shall, with all reasonable dispatch, repair the remaining portion of the building, so as to restore such remaining portion as a building complete within itself and so as to put the same into condition to be used by the Lessees as a complete building; but the Lessees shall not be obligated to expend thereon more than the sum allowed to the Lessees for damage to the said building; and it is further understood and agreed that if any assessments are levied against the premises by any public authority for any public improvements occasioned by any acquisition by public authority, then the cost thereof shall be borne proportionately by the parties as their interest may appear.



If in any such acquisition the whole of the demised premises shall be taken, the entire damages which may be awarded for such taking shall be apportioned between the Lessor and the Lessees, if they cannot agree upon such apportionment between themselves, by the arbitration of three persons, to whom such apportionment shall be referred, one of such persons to be nominated by the Lessor, and one to be nominated by the Lessees, and the third to be appointed in writing by the two so nominated, and the decision of any two of said arbitrators shall be final and binding upon the parties; and if either the Lessor or the Lessees shall refuse or neglect to appoint an arbitrator within thirty (30) days after the other shall have appointed an arbitrator and served written notice upon the other requiring it or them to appoint an arbitrator, then upon such failure the party making the request and having itself or themselves appointed an arbitrator may appoint another arbitrator to act on behalf of the party so failing to appoint, and the arbitrator so appointed may proceed and act in all respects as if appointed by the party so failing to make such appointment. And provided, further, that in case a part only of the demised premises shall be so taken for public use, the rights, duties, and obligations of the Lessor and the Lessees shall be determined, if they cannot agree in the premises, by the arbitration of three persons to be nominated and appointed as hereinbefore provided, to whom such determination shall be referred, and who shall have full power and authority to make any determination which they shall deem just and equitable, taking into consideration the quantity and value of the land and improvements so taken, the extent of the injuries thereby caused to the buildings or other improvements on said premises, the cost of restoring the buildings and the value of the same, if restored, the period of the unexpired term of this lease, and all the other facts and circumstances which the arbitrators shall deem material, including full power and authority to determine, among other things, as they shall deem just and equitable, any one or more of the following matters, viz.: That the whole or any part of the damages which may be awarded or paid by the public authorities for such taking shall be applied to the restoration of the buildings which may be upon the premises at the time of such taking; that such damages shall be apportioned between the Lessor and the Lessees or be paid to either one of them; that the whole or any part of the rent shall be abated from the time of the taking thenceforth or for any less time; that the lease shall be otherwise modified; or that the lease shall determine--and to award and direct specific performance of any one or more of the same or any other matters which they shall determine, to the end that the rights, duties, and obligations of the parties shall be justly and equitably and finally determined upon all the facts and circumstances as they shall then exist. The costs of the reference of the arbitrators shall be paid by the parties thereto in equal moieties.

IN TESTIMONY WHEREOF, the parties hereto have executed this instrument in four copies, each having the force and effect of an original, on this the 21<sup>ST</sup> day of May, 1946.



THE BOARD OF REGENTS OF  
THE UNIVERSITY OF TEXAS

ATTEST:

Betty A. Theblor  
Secretary

By D. K. Woodward  
Chairman LESSOR

W. Howard Lee  
W. Howard Lee

Willard Shuart  
Willard Shuart

Thomas P. Lee  
Thomas P. Lee

Donald A. Lee  
Donald A. Lee

Ronald E. Lee  
Ronald E. Lee LESSEES

APPROVED BY THE  
BOARD OF REGENTS OF  
THE UNIVERSITY OF TEXAS  
APR 26 1946  
Betty A. Theblor  
SECRETARY

APPROVED AS TO FORM  
[Signature]  
ATTEST

THE STATE OF TEXAS  
COUNTY OF TRAVIS

Before me, the undersigned authority, on this day personally appeared D. K. Woodward, Jr., as Chairman of the Board of Regents of The University of Texas, known to me to be the person and officer whose name is subscribed to the foregoing instrument and acknowledged to me that the same was the act and deed of the Board of Regents of The Univer-

sity of Texas, and that he executed the same as the act and deed of such Board for the purposes and consideration therein expressed, and in the capacity therein stated.

Given under my hand and seal of office, this the 27<sup>th</sup> day of May, 1946.

Virginia Ruth Allen  
Virginia Ruth Allen  
Notary Public in and for  
Travis County, Texas

THE STATE OF TEXAS

COUNTY OF HARRIS

Before me, the undersigned authority, on this day personally appeared W. Howard Lee, Willard Shuart, Thomas P. Lee, Donald A. Lee, and Ronald E. Lee, known to me to be the persons whose names are subscribed to the foregoing instrument, and acknowledged to me that they executed the same for the purposes and consideration therein expressed.

Given under my hand and seal of office, this the 21<sup>st</sup> day of May, 1946.

William C. Paine

Notary Public in and for  
Harris County, Texas

(Signed) William C. Paine

Filed with County Clerk of Harris County, Texas, on June 17, 1946.  
Recorded May 2, 1947, in Volume 460, Page 13 of Contract Records  
of Harris County, Texas.

3. MAIN UNIVERSITY: SURVEY FOR POWER GENERATION AND RELATED UTILITIES.-- The Executive Committee has unanimously approved the award of the Survey of Power Generation and Related Utilities to Stone and Webster Service Corporation of New York City for \$35,000, but the Executive Committee has not unanimously approved what the survey will include.

The October minutes includes the following as a part of the report of the Buildings and Grounds Committee which was unanimously approved:

15. Appointment of Consulting Engineers to Make Long-Range Study of Future Needs for Power, Heating, Cooling, Etc.

--It is recommended that the Executive Committee of the Board of Regents be authorized, after recommendations by the Administration, to approve the appointment of Consulting Engineers to make a long-range study of the future needs of the Main University for power, heating, cooling, etc., the possibility of a combined power source for all State institutions in the City of Austin including the Main University, and also the possibility of participating in a power pool with some utility company. It is further recommended that authorization be given to the Chairman of the Board of Regents to execute the contract with the Consulting Engineers for the University.

The Administration's recommendation to the Executive Committee indicated that the survey would include a study of the University's participation in a power pool, the possibility of providing power for all State agencies in Austin from one or several sources, and a study of the energy source (fuel) to serve the power plant. These additional studies would be in lieu of the previously requested study of whether or not to purchase power from the City of Austin. Stone and Webster Service Corporation has agreed to include the above items in the survey within that company's original proposed cost of \$35,000.00, as stated in the attached letter dated October 13, 1965.

When the Board has agreed upon what the survey shall include, the recommendation should authorize Chairman Heath to sign the contract.

---

4. E. M. PEASE PAPERS AND INSTRUMENTS, AUTHORIZATION  
TO ACQUIRE PAUL CRUSEMANN COLLECTION OF. --Below  
is a xerox copy of Chancellor Ransom's recommendation:

Mr. Robert McGinnis, attorney for Mr. Paul C. Crusemann, has requested a minute order from the Board of Regents accepting as a gift an undivided two-fifths interest in and to the Paul C. Crusemann Collection of E. M. Pease Papers and Instruments and for the purchase of the remaining undivided three-fifths interest in and to said collection. Chancellor Ransom recommends the adoption of the following statement which has been prepared by University Attorney Waldrep:

MAIN UNIVERSITY--PAUL C. CRUSEMANN COLLECTION OF  
E. M. PEASE PAPERS AND INSTRUMENTS. Mr. Paul C. Crusemann of Austin, Travis County, Texas, has donated to the Board of Regents of The University of Texas an undivided two-fifths interest in and to the Paul C. Crusemann Collection of E. M. Pease Papers and Instruments and offers the remaining undivided three-fifths interest in and to said collection to the Board of Regents of The University of Texas for the sum of \$30,000. This collection is now with the Texana Program of The University of Texas and consists of many valuable documents of material benefit to the Texana Program. The staff has carefully evaluated the collection and recommends that the undivided three-fifths interest be purchased from Paul C. Crusemann at a consideration of \$30,000 and that the Board of Regents accept with gratitude the undivided two-fifths interest remaining in and to said collection.

---

---

5. MAIN UNIVERSITY, INTERCOLLEGIATE ATHLETICS:  
COMPLIMENTARY TICKET PROCEDURE.--

Chancellor Ransom has previously furnished you a report on complimentary ticket procedures which included two recommendations for consideration. The recommendations are:

1. The complimentary ticket list for 1966-67 should be established by the Board of Regents.
  2. The procedures now followed for complimentary ticket distribution should be continued.
- 
-

6. TEXAS WESTERN COLLEGE: BOWL GAME POLICY.-- President Ray has requested that the following bowl game policy statement adopted by the Athletic Council at Texas Western College be approved by the Board of Regents:

BOWL GAME POLICY

- I. Acceptance of bowl game bids requires the approval of:
1. The members of the Varsity Football Squad
  2. The Varsity Football Coaches
  3. The Athletic Council
  4. The President
  5. The Chancellor
  6. The Board of Regents.
- II. At the time that Texas Western College of The University of Texas shall become a member of some athletic conference, the College will abide by the conference rule pertaining to the acceptance of bowl bids.
- III. Payment of extra compensation from intercollegiate athletic funds for participation in bowl games shall be made according to the following schedule:

All football coaches	8% of annual salary
Trainer	5% of annual salary
Other employees of the Athletic Department designated by the Athletic Council	5% of annual salary.

- This schedule shall be adapted to conform to the rules of any athletic conference of which Texas Western College of The University of Texas shall become a member.
- IV. All policies relating to complimentary tickets and transportation of College personnel will be determined by the Athletic Council upon the acceptance of any bowl bid.

The Administration recommends that the following items be added to the Bowl Game Policy statement:

- V. Expenses of bowl game participation shall not exceed the amount received for bowl game participation.
- VI. Other employees of the Athletic Department designated by the Athletic Council as shown in item III above to receive additional compensation shall be approved by the President, the Chancellor, and the Board of Regents.

---

#### 7. MAIN UNIVERSITY: MEN'S INTRAMURAL FACILITIES.--

The construction of the Dormitory-Academic Complex will occupy approximately 2/3 of the present Men's Intramural Field. Mr. A. A. Rooker, Director of the Intramural Program, presented to the Faculty Building and Space Allocation Committee a plan to rearrange an improvised program on the remaining portion of the present Intramural Field. This would require the reconstruction of lighting towers and the construction of high fencing immediately adjacent to the proposed new Dormitory-Academic Complex, which would greatly reduce the Intramural program as well as detract from the appearance of the new Dormitory.

In addition, no provisions adjacent to the new Dormitory-Academic Complex have been made for parking, and approximately 400 parking spaces are eliminated by construction of this building.

It is the recommendation of the Faculty Building and Space Allocation Committee that a new Men's Intramural Facility be constructed on the Brackenridge Tract, preferably near the corner of Exposition and Enfield Road. The usable space which was released by the city to the University at this particular location contains approximately 11.6 acres. An investigation of this site reveals the fact that there is not sufficient space to provide Men's Intramural facilities equal to the size of the present facilities, and that it would be necessary to have more of the golf course land released by the city if the proper Intramural facilities are provided on the Brackenridge Tract.

It is the recommendation of the Faculty Building and Space Allocation Committee and the Office of Facilities Planning and Construction, which recommendation is concurred in by Vice-Chancellor Hackerman, Dean Holland, and Chancellor Ransom that the Board consider the moving of the Men's Intramural facilities to the Brackenridge Tract even though this move will require the release of additional land from the city to install the facilities that will be needed.

If the Board concurs in this recommendation, cost estimates will then be prepared by the Consulting Architects and the Office of Facilities Planning and Construction for submission to the Board at a later meeting.

8. ARLINGTON STATE COLLEGE - APPROVAL OF FINAL PLANS AND SPECIFICATIONS FOR LIBRARY ADDITION PROJECT.--At the May meeting of the Board of Regents the firm of George L. Dahl, Inc. of Dallas, Texas was authorized to proceed with the completion of the final plans and specifications on the above project. This firm had previously been appointed by the Texas A&M Board of Directors and approved by Governor Connally. These final plans have been completed and approved by President Woolf, Chancellor Ransom, and the Office of Facilities Planning and Construction. It is recommended that they be approved by the Board and that authorization be given to the Office of Facilities Planning and Construction to advertise for bids to be presented to the Board for consideration at a later meeting.

A recommendation is being made to the Board through the Land and Investment Committee concerning the issuance of bonds to cover part of the cost of this project, the balance of the cost to be covered by a Federal Grant already approved. It is, therefore, recommended that an appropriation of \$2,100,000.00 be made for the Addition to the Library at Arlington State College, \$700,000.00 to come from the Federal grant and \$1,400,000.00 to come from Student Fee Revenue Bonds, Series 1966, it being understood that money borrowed from other funds in order to pay Architect's Fees will be repaid from the proceeds of the bond sale.

---

9. ARLINGTON STATE COLLEGE - PROPOSED \$1,750,000 STUDENT FEE REVENUE BONDS FOR ADDITIONS TO LIBRARY AND GYMNASIUM - RECOMMENDATION FOR EMPLOYMENT OF BOND COUNSEL AND FOR AUTHORIZATION TO ADVERTISE FOR BIDS ON THE BONDS AND FOR PRINTING AND PAYING AGENCY.-- The Bond Resolution of the Student Fee Revenue Bonds of Arlington State College, Series 1964, in the amount of \$3,250,000, provided in Section 16 for the issuance of additional parity bonds which, when issued, would be secured by and payable from liens on and pledges of the revenues from an auditorium use fee and a gymnasium use fee, each at \$4.00 per student per semester, and by excess collections from a use fee pledged to secure Student Center Fee Bonds, Series 1960, and a use fee pledged to secure Gymnasium Fee Bonds of 1961.

The Minutes of the Board of Regents of its meeting of May 22, 1965, included a recommendation concerning the issuance of additional bonds for the proposed Library Addition Project and the Addition to Physical Education Building (Gymnasium) and appropriations were made for architects' fees. The Library Addition is estimated to cost \$2,100,000, of which \$700,000 is covered by a Federal grant already approved in Washington. Both of these additions had already been planned prior to Arlington State College's becoming a part of The University of Texas System, and planning has gone forward since that time, with Board approval.

It has been recommended by President Woolf, concurred in by Central Administration, that the Board authorize plans for issuance of Student Fee Revenue Bonds, Series 1966, in the amount of \$1,750,000, \$1,400,000 for the Library Addition and \$300,000 for the Gymnasium Addition, plus a small contingency of \$50,000 for the two projects, to be secured by excess collections from the four fees mentioned above and by a new library use fee at \$4.00 per student per semester to be levied, effective in September, 1967, by the Board of Regents when the bonds are sold. The sale of the bonds would be timed with the awarding of construction contracts for the Library Addition which will be in the first few months of 1966.

It is recommended that the Board of Regents employ the firm of McCall, Parkhurst & Horton of Dallas as bond counsel for the \$1,750,000 Arlington State College Student Fee Revenue Bonds, Series 1966, and authorize the Endowment Office to advertise for bids on the bonds and bids for printing and for paying agency, with these bids to be received and opened for consideration by the Board at the meeting at which construction bids on the Library Addition will be considered.



SPECIAL ITEM

10. ARLINGTON STATE COLLEGE - REQUESTED REFUND OF \$11,316.86 BY TEXAS A & M UNIVERSITY WHICH SUM HAD BEEN ADVANCED FROM PERMANENT UNIVERSITY FUND BOND PROCEEDS AND EXPENDED PRIOR TO APRIL 23 IN CONNECTION WITH THE EXPANSION OF THE ARLINGTON STATE COLLEGE POWER PLANT. -- Below is a xerox copy of the Administration's recommendation.

As of April 23 about noon the Arlington State College was transferred from the Texas A&M University System to The University of Texas System. As of that hour, we were assigned complete responsibility for the management and operation of that institution, including such matters as their budgets, payrolls, dockets, construction contracts, revenue bond issues and the service thereof, to mention but a few.

At the time of the transfer the apparently most pressing problem was to arrange for the completion of the power plant expansion, which expansion was necessary because certain new buildings were going into use in September. Many months before April 23, the A&M Board of Directors had approved this project, expecting that the project would be financed eventually by a revenue bond issue. In order to cover the cost of engineering plans, site survey, etc., that Board appropriated \$120,000 from Permanent University Fund bond proceeds and actually transferred to Arlington State College the sum of \$59,911.17. As of April 23, \$11,316.86 had been expended from this account, chiefly for engineering plans and specifications, leaving an unexpended balance of \$48,594.31, which sum was returned to Texas A&M University on August 20 by voucher approved by Vice-Chancellor Dolley. A&M now requests that we return the remaining \$11,316.86 (which was expended prior to April 23) of the original transfer from Permanent University Fund bond proceeds. Their contention very simply is this: (1) The Permanent University Fund bond proceeds advance was intended only to speed up an emergency project; (2) that it was intended from the beginning that this advance would be repaid from the proceeds of a subsequent revenue bond issue; (3) that after April 23, The University of Texas had sold the planned revenue bond issue (although not on the basis originally planned); and (4) that the money on hand for this project is now more than adequate to provide the originally intended repayment.

In this request, there are involved the question of legal liability and the problem of public relations with a branch of The University of Texas System, namely Texas A&M University.

There is no question that we have any legal liability for expenditures incurred prior to April 23. We could flatly refuse to repay and we would be sustained. However, the matter of equity and good public relations pose different problems. It is true that we have sold a revenue bond issue for this project in the amount of \$325,000 (and at a good price). It is also true that \$325,000 is much more than the cost of the project, as witness the accompanying letter from President Woolf; and it is also true that from the beginning it was intended that this project be financed entirely by revenue bond proceeds.

Accordingly, the Staff recommends, the Chancellor concurring, that the sum of \$11,316.86 which had been previously expended (before April 23) from Permanent University Fund bond proceeds transferred to the Arlington State College be returned to the Texas A&M University System from the proceeds of the revenue bond issue sold in July to the Fort Worth National Bank.

JCD:as  
October 21, 1965

- 
11. **ARLINGTON STATE COLLEGE: PROGRAM FOR INTERCOLLEGIATE ATHLETICS.** --Chancellor Ransom concurs in the recommendations set out by President Woolf in the following letter dated October 19, 1965:

**ARLINGTON STATE COLLEGE** of the University of Texas System

ARLINGTON, TEXAS 76010

Office of the President

October 19, 1965

Draft of Agenda Item

Dr. Harry Ransom, Chancellor  
The University of Texas  
Austin, Texas

Dear Dr. Ransom:

The intercollegiate athletic program at Arlington State College consists of competition in the major sports of football, basketball, and track. Minor sports include tennis, golf, and swimming. At present no athletic scholarships are given except in the major sports. The Athletic Council also awards letters to the bowling team. The College is a member of the Southland Conference which includes Abilene Christian College, Arkansas State College (Jonesboro), Lamar State College of Technology, and Trinity University.

The athletic coaching staff consists of eight men. All of these men hold an 80% teaching appointment in the Department of Physical Education. The remaining 20% of their salaries is paid by the Athletic Department. Three of the men are on 12 months appointment and the remainder are on a 9 months appointment. Prof. C. R. Gilstrap holds the three positions of Head of the Department of Physical Education, Director of Athletics, and Head Football Coach.

For a long time, it has been evident that a greater division of the physical education and athletic programs would be very desirable. The availability of funds has prevented separation at an earlier date. A proposal is now to be made to take a big step in this direction. Mr. Gilstrap has asked to be relieved of his responsibilities as head football coach. The proposal will involve an increase in annual salaries for personnel from the \$14,364 now budgeted to about \$60,000. Analysis of income available show that this can be possible if the operations of three activities are combined: namely, athletics, intramural athletics, and the Physical Education Towel and Uniform Account.

The proposed athletic personnel and salaries are as follows:

Position	Time	Salary Range	Maximum Total
Head Football Coach	100%	\$12,000 - 15,000	\$15,000
Asst. Football Coach	100%	9,500 - 11,000	11,000
Asst. Football Coach	100%	9,500 - 11,000	11,000
Freshmen Football Coaches	2 @ 20%	8,000	3,200
Head Basketball Coach	100%	10,000 - 12,000	12,000
Asst. Basketball Coach	20%		
Trainer & Track Coach	40%	8,000 - 9,000	3,600
Intramural Director	50%	8,000 - 9,000	<u>4,500</u>
Total Maximum			\$60,300

It is proposed that the minor sports (golf, tennis, and swimming) be coached as extra duties by full time physical education faculty members.

We propose to hire new personnel in all of the full time positions proposed above (the head football coach, the two assistant football coaches, and the head basketball coach) and that they have faculty status but without the privilege of acquiring tenure.

In order to implement the proposals, and to be in a position to hire a new head football coach by February 1, 1966, the following specific actions are recommended to the Board of Regents for approval at this time.

1. Effective February 1, 1966, the departments of Athletics, Intramural Athletics, and the Towel and Uniform Fee are consolidated into the Department of Intercollegiate and Intramural Athletics. The total budget of the department is increased by \$24,000 - \$15,000 from funds to be transferred from the Student Service Fee Account and an increase of \$9,000 from Towel and Uniform Fee income.

2. As teaching personnel complete their duties to athletics, they may be re-assigned to full time teaching duties and the portion of their salaries from teaching salaries increased to 100% from teaching salary savings.

3. The following new full time athletic positions are authorized to be created on or after February 1, 1966:

a. Head Football Coach at a salary not to exceed \$15,000 per year.

b. Two Assistant Football Coaches at a combined salary rate not to exceed \$22,000 per year.

c. Head Basketball Coach at a salary not to exceed \$12,000 per year.

The complete implementation of all the changes proposed above will be accomplished with the start of the next fiscal year. All coaching personnel, save one who does not hold a master's degree in physical education, who are not continued in a full or part time coaching job, will be tendered a full time teaching position. The one without the master's degree will be required to earn the degree in a reasonable length of time or be terminated.

Respectfully submitted,

Justification for these items is set out in the following letter from President Woolf:

**ARLINGTON STATE COLLEGE** of the University of Texas System  
 ARLINGTON, TEXAS 76010

Office of the President

October 28, 1965

Dr. Harry H. Ransom, Chancellor  
 The University of Texas  
 Austin, Texas

CHANCELLOR'S OFFICE U. OF T.

Acknowledged..... File.....

REC'D OCT 29 1965

TO..... FOR INFO AND RETURN  
 TO..... PLEASE ADVISE ME  
 TO..... GWL PLEASE HANDLE

Dear Dr. Ransom:

The following is information in support of the suggested Agenda Item on Athletics:

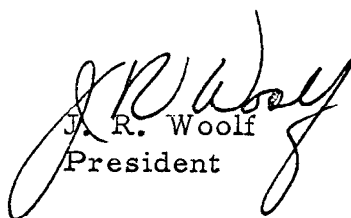
Department of Intercollegiate and Intramural Athletics

	<u>1965-66</u> <u>Operations</u>	<u>1966-67</u> <u>Operations</u>
Estimated Balance to Begin	\$ <u>38,783.00</u>	\$ <u>43,563.00</u>
<u>Estimated Income</u>		
Student Service Fee	, 134,544.00	159,000.00
Football	31,800.00	34,980.00
Basketball	2,500.00	2,750.00
Stadium Rental	7,300.00	8,030.00
Gifts and Miscellaneous	9,900.00	10,890.00
Towel and Uniform Fee	<u>21,800.00</u>	<u>23,980.00</u>
	<u>207,844.00</u>	<u>239,630.00</u>
<u>Estimated Expenditures</u>		
Salaries	22,029.00	60,300.00
Wages	5,000.00	5,500.00
Travel	909.00	1,000.00
Other Expenses	163,163.00	179,500.00
Capital Outlay	<u>191,101.00</u>	<u>246,300.00</u>
Less Bond Requirements	<u>11,963.00</u>	<u>12,225.00</u>
Estimated Balance to End	\$ <u><u>43,563.00</u></u>	\$ <u><u>24,668.00</u></u>

You will note that we have consolidated the above budgets of the Department of Athletics, Intramural Athletics and the Towel and Uniform Fee, showing the present 1965-66 budget of these three areas, and an estimated 1966-67 budget. It will be noted that the estimated income for 1966-67 is less than the estimated expenses by \$18,895. However, this difference can be made up from the estimated balance at the beginning of the year of 1966-67, and will leave a balance at the end of the year of \$24,668.

It is my opinion that after the first year of this changeover, the income will be sufficient to support this program. Therefore, I recommend that the change be made based on the fact that it can be supported financially. This change will increase the teaching salary budget by \$14,364, which is the 20% paid by athletics at the present time to physical education teachers in the athletic program.

Very truly yours,

  
J. R. Woolf  
President

BCB/vs

- 
12. SOUTHWESTERN MEDICAL SCHOOL: PHYSICAL PLANT DEVELOPMENT PLAN.-- Chancellor Ransom concurs in the recommendations prepared by Vice-Chancellor Haskew incorporating recommendations made by Dean Gill and the Faculty Building Committee of Southwestern Medical School. This item is submitted through the Medical Affairs Committee for their policy recommendations to the full Board.

SOUTHWESTERN MEDICAL SCHOOL: AUTHORIZATIONS TO MODIFY AND PROCEED WITH PHYSICAL PLANT DEVELOPMENT PLAN. Dean A. J. Gill and the Faculty Building Committee of Southwestern Medical School have submitted recommendations to move ahead with immediate activation of program additions and construction projects, in close correspondence with plans previously endorsed by the Chancellor's Office and the Board of Regents. The recommendations involve one modification in educational policy, escalation in the size and cost of two construction projects, and two risk-taking investments in architectural fees. The Chancellor's Office has revised in only minor respects (administrative execution) the recommendations submitted by Dean Gill.

Background: The Existing Plan. The following construction now has Legislative and Ten Year Plan, or subsequent Regental, endorsement:

1. Fred Florence Biomedical Information Center (Library), \$2,000,000.
2. Basic Sciences Research Building, \$2,000,000.
3. Physical Plant Building, \$50,000.
4. VA Research Hospital, no cost to University except site. Negotiations only authorized.
5. Auditorium and Continuing Education Facilities, \$1,000,000.
6. Animal Facility, no cost estimate.
7. Central Power and Water Chilling Plant, no cost estimate.

Federal Government grants and private gifts are counted upon heavily to execute these projects. The Ten Year Plan shows \$3,000,000 in Permanent University Fund bonds for Southwestern Medical School through 1972-73. From this, the Regents have already authorized \$2,000,000 to match gifts and grants on Projects 1 and 2 above. The Southwestern Medical Foundation has made a grant of \$1,000,000 toward Project 1. Current Restricted Funds are appropriated for Project 3.

Enactments and appropriations by the United States Congress in 1965 open up tremendously expanded opportunities for construction grants in the immediate future for those institutions which move with sufficient rapidity and aggressiveness. This fact accounts chiefly for the present recommendations. As the Regents know, applications for Federal funds require formal authorizations and plans.

Modifications proposed and recommendations. In order to move aggressively toward execution of the necessary next phase of physical plant development at Southwestern Medical School, it is proposed that (1) the Fred Florence Biomedical Information Center be enlarged to a \$4,000,000 attempted project, (2) the Basic Sciences Research Building be attempted as a \$4,000,000 project, (3) the possibility of increasing the medical school enrollment from 400 to 480 be introduced into planning physical plant expansion, (4) schematics, project descriptions and proposed funding for the other projects listed be prepared, (5) the administration be authorized to contemplate the use of at least \$1,000,000 in PUF bond proceeds in funding such projects, and (6) Dean Gill be requested to pursue vigorously the donation of private funds toward these projects. A target date of March 1966 for concrete recommendations pursuant to (3), (4), (5) and (6) is proposed. Details now follow.

(1) Biomedical Information Center. It is proposed that the building be increased in cost-size from \$2,000,000 to \$4,000,000, with authority to scale it down to the size made possible by the Federal grant secured. (Legislation authorized up to three-for-one matching by Federal Government; regulations are not yet established). Also proposed is exclusive use of the Southwestern Medical Foundation grant of \$1,000,000 as local matching funds (that is, no Permanent University Fund bond proceeds), with the understanding that the University is bound to provide dollar-for-dollar matching from some source for the Foundation's grant and construct a library building. If no grants are received, therefore, \$1,000,000 in PUF bond proceeds will be used for this structure, taking priority over all other contemplated construction. To get Federal grants, preliminary architectural plans are necessary. Consulting Architects are now authorized to prepare such within a cost estimate of \$2,000,000. It is proposed that the Regents make a risk investment in architectural fees for this project by authorizing an escalation in cost estimate to \$4,000,000 which is to include provision of power generation, steam generation, and chilled water, either integral with this project or at a separate location, with the proviso set forth in the recommendation following.

Recommendation: That the foregoing proposals be adopted and the Consulting Architects authorized to prepare preliminary plans and outline specifications sufficient for grant application purposes for a \$4,000,000 building and to revise such plans as necessary to coincide with grant funds available, provided that the maximum fee paid to the Consulting Architects shall not exceed their contractual fee on the building actually constructed plus such payment for additional work involved and not used as is provided for in their contract for campus development assignments. Appropriation of an additional \$20,000 from Permanent University Fund bond proceeds to the account for architectural fees for this project is likewise recommended, making the total appropriation \$40,000.

(2) Basic Sciences Research Building. It is proposed that the total estimated cost-size of this project for grant application purposes be increased from \$2,000,000 to \$4,000,000; that not to exceed \$2,000,000 in PUF bond proceeds be allocated as local matching funds (\$1,000,000 already allocated plus transfer of the \$1,000,000 previously allocated to the library project); that the project shall be scaled down if Federal matching funds of less than \$2,000,000 are made available; and that the project and cost estimates therefor shall include power generation, steam production and water chilling either within the building or as a pro rata part of a central facility. Contingency of scaling down is included because Health Research Facilities grants have exacting requirements for amounts of space justifiable and it may be impossible to meet at this time these requirements for the full square footage proposed.

Recommendation. That the proposals above be accepted and that the Consulting Architects be authorized to prepare preliminary plans and outline specifications sufficient for grant application purposes, with the same proviso with regard to fees as for the Fred Florence Biomedical Information Center, and that an additional \$20,000 from Permanent University Fund bond proceeds be appropriated to the account for architects' fees for this project, making the total appropriation \$40,000.

3. Medical School Enrollment. The possibility of increasing medical school enrollment has been explored by Dean Gill and the Southwestern Medical School faculty. Much Federal funds support may be made contingent upon modest increases -- three to five per cent. Even larger increases may prove desirable. Some additional teaching space will be necessary for any significant increase, although the amount depends upon the extent to which the increase is accomplished by transfer of third and fourth-year students from other schools. Location of such space should be planned for now if the Regents think it desirable to accept the following recommendation transmitted by Dean Gill with concurrence of the faculty.

Recommendation. That the Regents approve eventual expansion of the enrollment capacity of the medical school from 400 to 480, if (a) such expansion becomes desirable, and (b) funds are made available, and (c) it is in accord with plans and recommendations of the Coordinating Board and the Legislature, and that the Master Campus Plan for Southwestern Medical School be modified to accommodate such contingent expansion.

4. Other Projects. The projects for a Central Power Plant and Water Chilling Facility, for an Animal Facility, and for an Auditorium - Continuing Education Facility should be completed at the earliest possible date. The long-range choice between self-production and purchase of electric power, steam and chilled water should be studied with care first; if we are to continue self-production the characteristics of the facility should be determined at once because of its relation to plans for the Library and Basic Sciences Research Building designs, and to the existing production facilities. Then, cost and funding must be worked out. The same general approach is indicated for the other two projects. All three projects are matchable in some degree under Federal grant programs, and private gifts should be available. Obviously, seed money is desirable for funding negotiations which have to be concrete if the projects are to be undertaken.

Recommendation. That the Director, Facilities Planning and Construction determine, securing such engineering and other technical consultation as necessary, the most feasible arrangements for electric power, steam and chilled water, and in consultation with the Dean and Faculty Building Committee of Southwestern Medical School and with the Chancellor, cause to be prepared the necessary layouts, schematics and cost estimates for all three projects, defraying such costs as are incurred from the Campus Development Account. It is further recommended that Dean Gill and the Chancellor's Office be authorized to make approaches to Federal agencies and to others regarding funds for these projects, and that the Regents indicate at this time their willingness to allocate the remaining \$1,000,000 in PUF bond proceeds toward funding these projects. Definite proposals are to be formulated for consideration by the Chancellor and Regents by March, 1966. It is understood that the proposals may of necessity call for more than \$1,000,000 in PUF bond proceeds to be applied, but that the Regents have made no commitment beyond willingness to study the proposals in relation to other needs of The University of Texas System and the availability of funds.



13. MAIN UNIVERSITY: CLASSIFIED PERSONNEL PAY PLAN,  
 AMENDMENTS, EFFECTIVE DECEMBER 1, 1965.-- Below is  
 a xerox copy of Chancellor Ransom's recommendation:

Chancellor Ransom concurs with Vice-Chancellor Hackerman and Director  
 of University Personnel Office Kennedy that the following changes in  
 our Classified Personnel Pay Plan be made effective December 1, 1965:

<u>Code</u>	<u>Title</u>	<u>Present Monthly Range</u>	<u>Proposed Monthly Range</u>
3303	Chief, Traffic and Security Officer	\$460-592	\$565-710
3304	Assistant Chief, Traffic and Security Officer	(new position)	482-620
2321	Senior Procurement Officer	460-565	514-620
9012	Administrative Secretary	319-419	366-460
9013	Senior Secretary	292-382	319-400
9014	Secretary	267-350	279-350

DELETE:

4360 Glassblower Supervisor 680-870

ADD:

4362 Glassblower III 770-950

It is felt that these requested changes are in a critical area and  
 need adjusting before September 1, 1966. Justifications for these  
 changes are more fully detailed in Mr. Kennedy's letter to Dr. Hackerman  
 of October 27, 1965.



THE UNIVERSITY OF TEXAS  
 AUSTIN, TEXAS 78712

*gwl*

October 27, 1965

UNIVERSITY PERSONNEL OFFICE

Dr. Norman Hackerman  
 Vice-Chancellor for Academic Affairs  
 The University of Texas  
 Austin, Texas

VICE CHANCELLOR FOR  
 ACADEMIC AFFAIRS, U. OF T.  
 REC'D OCT 28 1965  
 REFER TO *Dr. Ransom*  
 HANDLE.....READ & RETURN.....

Dear Dr. Hackerman:

Several situations have arisen since the approval of the 1965-66 University  
 Personnel Pay Plan which make it necessary to ask for special Regental  
 action regarding changes which should become effective December 1, 1965.  
 These requested changes are in very critical areas and need adjusting before  
 we make other changes in the pay plan for 1966-67. Intensive study and re-  
 view indicates the importance of making these limited number of changes at  
 this time.

1. The twenty-four hour a day schedule of our traffic and security force requires that we establish a position of Assistant Chief, Traffic and Security Officer. This will provide for additional coverage when the Chief cannot be present, and will provide for better supervision of traffic and security matters for our growing campus. With this added position, the following salary ranges should apply:

<u>Code</u>	<u>Title</u>	<u>Present Monthly Range</u>	<u>Proposed Monthly Range</u>
3303	Chief, Traffic and Security Officer	\$460-592	\$565-710
3304	Assistant Chief, Traffic and Security Officer	(new position)	482-620

2. The increased student load has resulted in significantly greater duties and responsibilities for the position of Senior Procurement Officer. Additionally, the growth of our research effort and availability of funds from outside sources has added to the complexity and scope of this class. Consequently, the following change in salary range is recommended:

<u>Code</u>	<u>Title</u>	<u>Present Monthly Range</u>	<u>Proposed Monthly Range</u>
2321	Senior Procurement Officer	\$460-565	\$514-620

3. Our daily experience has indicated that we cannot wait until September 1, 1966, to adjust the salary ranges of our secretarial classes if we are to obtain a fair share of the qualified secretaries available on the Austin labor market. There has been a noticeable decline in the number of applicants possessing the minimum of qualifications and skills expected of even beginning-level secretaries. The rates established under the State Classification Schedule for their secretaries beginning September 1, 1965, range from a minimum of \$277 per month to a maximum of \$468 per month. The rates recommended below (from \$279 per month to \$460 per month) will place the University on a par with the State Classification Schedule.

So that we might improve our position as an employer, we request approval of the following rates to be effective December 1, 1965:

<u>Code</u>	<u>Title</u>	<u>Present Monthly Range</u>	<u>Proposed Monthly Range</u>
9012	Administrative Secretary	\$319-419	\$366-460
9013	Senior Secretary	292-382	319-400
9014	Secretary	267-350	279-350

It is not the intent or desire of this request to give all secretaries an automatic salary increase. Rather, the purpose is to insure that our ranges are competitive. Certain adjustments may be necessary within ranges and those individuals below the newly established minima may be adjusted to the minimum for their classification, but there may be extenuating circumstances where adjusting even to the minimum should not be done immediately. It is requested, therefore, that this action be considered permissive for the balance of this fiscal year. There are funds available in departmental budgets as well as unallocated accounts to handle the adjustments necessary for the balance of this fiscal year.

4. It has become increasingly difficult to secure Glassblowers of sufficient skill to complement the necessary and outstanding research conducted by The University of Texas. Since there is a very limited number of available individuals possessing this skill, the "supervisor" classification is not often needed. The new class of Glassblower III can perform the supervisory function, if needed. This classification will also be the most experienced and best qualified of the three classes. Due to the critical shortage and the consequent competition for this skill, the following is recommended effective December 1, 1965:

DELETE:

<u>Code</u>	<u>Title</u>	Present Monthly <u>Range</u>
4360	Glassblower Supervisor	\$680-870

ADD:

<u>Code</u>	<u>Title</u>	Proposed Monthly <u>Range</u>
4362	Glassblower III	\$770-950

Very truly yours,

*J. Kennedy*  
 Joseph C. Kennedy  
 Director

fw

Distribution of Approved Copies:  
 Office of the Chancellor  
 Mr. J. H. Colvin  
 University Personnel Office

*Agree to A...  
 10/31*

"Agree but any general change for 1966-67 to take these changes into account."

10/31/65

*Agree H.R. 11/1/65*

14. M. D. ANDERSON HOSPITAL AND TUMOR INSTITUTE: CLASSIFIED PERSONNEL PAY PLAN, AMENDMENTS, EFFECTIVE DECEMBER 1, 1965.-- Doctor Clark recommends the following changes in the Classified Personnel Pay Plan of M. D. Anderson Hospital and Tumor Institute, effective December 1, 1965; he has been experiencing an increasing rate of turnover in clerical positions and also in some of the research positions, some of the former having been unfilled for months which requires an excessive amount of overtime on the part of other employees and is creating delays.

Chancellor Ransom concurs in Doctor Clark's recommendations.

<u>CLASS NUMBER</u>	<u>CLASS TITLE</u>	<u>TYPE OF CHANGE AND FOOTNOTE REFERENCE *</u>	<u>PRESENT MONTHLY RANGE</u>	<u>RECOMMENDED MONTHLY RANGE</u>
0391	Systems Analyst II	Delete - D-1	\$710 870	\$ -- --
0374	Computer Programmer IV	Add - A-1	NONE	910 1150
4206	Assistant Chief Elevator Opr.	Add - A-2	NONE	225 279
4207	Chief Elevator Operator	Add - A-2	NONE	256 319
4300	Guard	Add - A-3	NONE	305 382
4305	Guard Supervisor	Add - A-3	NONE	350 439
0001	Clerk I	Change - C-1	235 292	245 305
0002	Clerk II	Change - C-1	256 319	279 350
0003	Senior Clerk	Change - C-1	292 366	319 400
0004	Administrative Clerk	Change - C-1	335 419	350 439
0009	Clerk Typist I	Change - C-1	245 305	256 319
0010	Clerk Typist II	Change - C-1	267 335	292 366
0011	Clerk Typist III	Change - C-1	292 366	335 419
0012	Medical Typist	Change - C-1	305 382	319 400
0013	Medical Stenographer	Change - C-1	350 439	366 460
0021	Secretary I	Change - C-1	350 439	366 460
0022	Secretary II	Change - C-1	382 482	419 539
0023	Secretary III	Change - C-1	419 539	460 592
0100	Accounting Clerk I	Change - C-1	279 350	319 400
0101	Accounting Clerk II	Change - C-1	335 419	382 482
0371	Computer Programmer II	Change - C-2	620 770	650 800
0372	Computer Programmer III	Change - C-2	680 835	770 950
0390	Systems Analyst I	Change - C-2	650 800	1000 1250
2200	Research Technician I	Change - C-3	292 366	319 400
2201	Research Technician II	Change - C-3	400 514	439 565
2202	Research Technician III	Change - C-3	460 592	539 680
2203	Research Assistant	Change - C-3	514 650	592 740
2204	Research Scientist Engineer	Change - C-3	565 710	620 770
2215	Junior Physicist	Change - C-3	539 680	592 740
3100	Apprentice Stationary Engineer	Change - C-4	256 292	305 350

\* Justifications on Pages 37 - 40.

DELETE

Footnote - D-1

It is recommended that this position be eliminated and the duties combined with those of Systems Analyst I. Please refer to Footnote C-2.

ADD

Footnote - A-1

By adding the position of Computer Programmer IV to this series it will permit retention of present EDP personnel with extensive experience. Recruitment of qualified personnel for newly created positions will also be significantly improved. This proposed addition relates to changes recommended in Footnote C-2 below.

Footnote - A-2

The Assistant Chief Elevator Operator and Chief Elevator Operator positions are new classes necessitated by an overall expansion in the Housekeeping Department. By relieving the Executive Housekeeper of the immediate and day-to-day responsibility for schedules for coverage and for on-the-job training, it will permit a more profitable utilization of her time. No salary information is available on these positions although \$1.10 per hour (\$190 per month) was the average in Houston industry for Elevator Operators during June 1963 to June 1964, according to the Bureau of Labor Statistics. The average starting and maximum salaries paid were found to be \$175 and \$245 for the Elevator Operator, according to a current survey made by the Hospital Personnel Association of the Houston Area. The proposed salary ranges recognize the experience and supervisory responsibilities of these positions in relation to those positions over which supervision is provided.

Footnote - A-3

During the past several years security at the hospital has been furnished on a contractual basis. Discontinuance of this arrangement necessitates providing institutional security service with employees of the hospital. In most Texas Medical Center Institutions the security and guard service is provided by off-duty City of Houston Police at an hourly rate of \$3.00 (\$618 per month on a full-time basis).

According to Bulletin NO. 1385-82, published by the Bureau of Labor Statistics entitled Wages and Related Benefits, the average hourly salary for Guard-Watchman in the Houston area was reported as \$1.76 per hour (\$363 per month). Two other institutions in the University System have a starting salary of \$305 for a comparable position.

CHANGE

Footnote - C-1

The turn-over of employees in these positions has gradually been increasing. For example in the fiscal year 1964-65 this figure was 59.7%. Although every source of recruitment has been and is being utilized these positions frequently remain vacant for extended periods of time.

Current information which points to the necessity for an immediate adjustment in the clerical class of positions include:

- (1) The 1964-65 Directory of Office Salaries for the Houston area, which was compiled by the Administrative Management Society (formerly identified as the NOMA Survey of the National Office Management Association), reported the following salaries:

<u>POSITION</u>	<u>INTERQUARTILE RANGE (MONTHLY)</u>
Clerical Assistant	\$232 - 282
General Clerk	280 - 382
General Clerk (Senior)	335 - 482
Typist Clerk	262 - 348
Secretary A	370 - 456
Secretary	430 - 538
Accounting Clerk (Junior)	353 - 538
Accounting Clerk (Senior)	473 - 667

- (2) "Salaries of office workers in Houston increased an average of 2.5 percent between June 1964 and June 1965 (emphasis added) the Bureau of Labor Statistics said Saturday", according to a recent issue of the Houston Chronicle. At a national level the average salaries of all clerical workers increased 8.6% from 1961 to 1964, according to a National Survey of Professional, Administrative, Technical and Clerical Pay, February-March 1964, prepared by the Bureau of Labor Statistics. This survey reported the interquartile range for Clerk Typist I as \$259-328 and for the Clerk Typist II as \$311-395.

CHANGES

Footnote - C-2

Probably in no other area in the Classification Plan has there been a more rapid change in salaries than in those being paid to electronic data processing personnel. The demand for qualified and experienced personnel far exceeds the present supply, as illustrated by the numerous help-wanted advertisements for this type of personnel which appear daily in the local newspapers. For example, the August 22, 1965, issue of a local paper listed ten different firms which were seeking EDP personnel and in the Employment Agencies' columns there were thirteen listings with salaries ranging from \$475 to \$1000 per month. One agency specializing in EDP personnel stated that scientific programmers with three to five years experience commanded a salary from \$10,000 to \$12,000 per annum with the supply very limited. A representative of another well known local employment service stated that \$500 to \$550 was the average starting salary for inexperienced applicants, but with three to five years experience these same persons would command from \$8400 to \$10,800. A local oil company reported an average salary of \$798 was paid their Analysts with only two years experience.

Salaries for computer personnel as advertised by Career Consultants, a nationwide computer personnel placement service, are best described as fantastic with vacancies listed from \$10,000 to \$15,000 per annum.

By improving the ranges of these categories beyond the entry level, adding the Computer Programmer IV class, and eliminating the Systems Analyst II class and combining it with the Systems Analyst I, the salaries for the EDP group of positions will be more competitive.

Footnote - C-3

According to the College Placement Council the average salary offer to a male applicant with a Bachelor's Degree and a major in the physical sciences in 1962 was \$542 per month, while in 1965 it was \$580. The starting salary was \$584 for a male graduate with a Bachelor's Degree and a major in chemistry, according to Trends in Employment of College and University Graduates in Business and Industry, 1965, published by the Dartnell Management Services. In this same report college women with a Bachelor's Degree majoring in the biological sciences were being offered \$505 per month as an average starting salary. The 1964 National Survey of Professional Scientific Salaries, conducted annually by the Los Alamos Scientific Laboratory of the University of California, Los Alamos, New Mexico, reported an average salary of \$551 per month for employees with a Master's or Bachelor's Degree, with less than one year's experience and employed in research institutions. In 1960 this amount was reported as \$461 per month.

CHANGE

The Chemical Engineer News, January 1964 issue, page 62, reported a mean monthly salary of \$541 for chemistry majors. A National Survey of Professional, Administrative, Technical and Clerical Pay, conducted by the Bureau of Labor Statistics in Marh 1964, gave a mid-range for chemists of \$492-582. On the Main Campus of The University there is a published report announcing \$482 as the authorized maximum recruiting salary for persons with a Bachelor's Degree in a basic science. The State Classification Plan in the 1964-65 biennuim provides a salary of \$424-551 for persons with a Bachelor's Degree and a major in either immunology, bacteriology or chemistry - 1965-66 ranges for these positions are unavilable to us at this time.

These recommended changes will bring us in line with similar positions in other component institutions of The University System.

Footnote - C-4

It has been exceedingly difficult to maintain a competitive balance between our own Apprentice Stationary Engineer salaries and those paid in the down-town buildings. High turn-over among the apprentices (eight within the past ten months), an unrealistic salary range, and the results of a salary survey make it imperative that the range for this position be adjusted as soon as possible. According to informants from Texas Medical Center institutions, as well as down-town buildings, the following are some ranges which are in effect: (1) \$300-350, (2) \$300-350, (3) \$295 minimum with \$10 increase each six months, (4) \$300 - no maximum, (5) \$276-414 with adjustments at six month intervals.



15. M. D. ANDERSON HOSPITAL AND TUMOR INSTITUTE: CLASSIFIED PERSONNEL PAY PLAN, UPGRADING OF NURSING SALARIES, EFFECTIVE DECEMBER 1, 1965.-- Below is a xerox copy of Chancellor Ransom's recommendation:

Chancellor Ransom concurs in the recommendation of Dr. R. Lee Clark that:

The current shortage of nursing staff, the difficulty in attracting replacements, recent actions of certain medical center institutions in upgrading their nursing salaries all combine to create an emergency and the need for making an immediate adjustment in the salary ranges for nursing personnel effective December 1, 1965.

In order to make the necessary salary adjustments, we recommend changes in the present Classified Personnel Pay Plan effective December 1, 1965, as follows:

		<u>Present</u>	<u>Proposed</u>
1005	Vocational Nurse	\$267-335	\$279-350
1007	Operating Room Technician	292-366	305-382
1010	Staff Nurse	400-514	419-539
1019	Assistant Head Nurse	439-565	460-592
1020	Head Nurse	460-592	482-620
1025	Assistant Nurse Supervisor	482-620	514-650
1026	Nurse Supervisor	539-680	565-710
1030	Assistant Director, Nursing Service	592-740	620-770

Dr. Clark's justification in a letter to Dr. Ransom dated October 22, 1965 is included for your information.

REC'D - U P C OCT 27 1965

THE UNIVERSITY OF TEXAS

M. D. ANDERSON HOSPITAL  
AND TUMOR INSTITUTE



R. LEE CLARK, M.D.  
DIRECTOR

APPROVED *Harry Ransom*  
October 22, 1965  
Chancellor  
The University of Texas

TEXAS MEDICAL CENTER  
HOUSTON 25

Dr. Harry H. Ransom  
Chancellor  
The University of Texas  
Austin, Texas 78712

CHANCELLOR'S OFFICE U. OF T.  
Acknowledged..... File.....  
REC'D OCT 22 1965  
TO *Mr. Kennedy* FOR INFO AND RETURN  
PLEASE ADVISE US  
PLEASE HANDLE

Dear Doctor Ransom:

Recently changes have been made in the salaries for professional nursing personnel in certain Texas Medical Center hospitals. An immediate and noticeable result of these changes has been the difficulty in attracting qualified nurses. At this time 30 per cent of all professional nurse positions are vacant with 44 per cent of the Inpatient Units' positions being unoccupied. In the Vocational Nurse group 36 per cent of the positions are unfilled with 38 per cent in the Inpatient Units' positions being open.

One local hospital reported that by adjusting their salaries they have been able to adequately staff their hospital without the expense of advertising in professional journals. This same hospital has the following salary structure:

- \$400 - two-year graduate, no experience
- \$420 - three-year graduate, no experience
- \$430 - degree program graduate, no experience
- \$ 15 - per month increase for each year of experience

Most new hires have had previous experience and are employed at a salary of \$445 - \$475. By comparison this hospital could employ a graduate nurse with a B. S. degree and four years of experience at \$490, while M. D. Anderson Hospital's maximum for the same nurse would be \$439.

Another institution in the Medical Center recently made the following adjustments:

- \$425 - minimum starting salary
- \$ 20 - per month for each year's experience up to five years

Nurses can be employed up to \$525 but the majority of in-hire rates are at \$485. This same institution is presently reviewing their budgets for possible changes effective January 1, 1966.

There is an additional factor, while intangible, of considerable importance to the nurse applicant: the fact that we are a cancer hospital. The care of the cancer patient in comparison with the care of the short-term patient is a prime consideration to many nurses. The difficulty of TB and psychiatric nursing is usually recognized by a salary range above that of the general-duty nurse. In these recommendations we are attempting to remain competitive with the general-duty nurse salary.

Whenever considering adjustments in the professional nurse category, consideration must also be given to the Vocational Nurse salaries. There is a need to be competitive with salaries being paid in institutions as well as nursing homes. In 1964 several graduates of the Houston Independent School of Vocational Nurse Training were employed by us. None was employed by Anderson Hospital in 1965, explained by the Program Director as being directly attributable to the salary of \$279 offered by other medical center institutions. Among eight major institutions in the Houston area, \$270 was the average starting salary of a Vocational Nurse—which did not include incentives such as extra pay for the hospital's own graduates, for duty in the operating room and intensive care units, plus a provision for three, six and twelve-month increases.

The current shortage of nursing staff, the difficulty in attracting replacements, recent actions of certain medical center institutions in upgrading their nursing salaries all combine to create an emergency and the need for making an immediate adjustment in the salary ranges for nursing personnel effective December 1, 1965, as follows:

		<u>Present</u>	<u>Proposed</u>
1005	Vocational Nurse	\$267-335	\$279-350
1007	Operating Room Technician	292-366	305-382
1010	Staff Nurse	400-514	419-539
1019	Assistant Head Nurse	439-565	460-592
1020	Head Nurse	460-592	482-620
1025	Assistant Nurse Supervisor	482-620	514-650
1026	Nurse Supervisor	539-680	565-710
1030	Assistant Director, Nursing Service	592-740	620-770

Sincerely yours,

*R. Lee Clark*

R. Lee Clark, M. D.  
Director

Approved copies sent to  
Joe Boyd  
Joe Kennedy  
11/2/65

RLC/cjs

cc: Mr. Joe Kennedy  
Mr. Joe E. Boyd, Jr.

APPROVAL RECOMMENDED:  
*J. Kennedy*  
Director  
University Personnel Office

16. ARLINGTON STATE COLLEGE: CLASSIFIED PERSONNEL PAY PLAN, AMENDMENTS, EFFECTIVE DECEMBER 1, 1965. -- Chancellor Ransom concurs in the recommendation of President Woolf that the following additions to the Classified Personnel Pay Plan at Arlington State College be approved, effective December 1, 1965:

<u>Code</u>	<u>Title</u>	<u>Recommended Monthly Range</u>
1014	Assistant Dean of Student Life	\$582-730
4180	Construction Inspector	555-700

17. SYSTEM-WIDE: RECOMMENDED BUDGET POLICIES AND LIMITATIONS FOR 1966-67.-- Chancellor Ransom recommends that the Board of Regents adopt the following 1966-67 budget policies and limitations:

1966-67 BUDGET POLICIES AND LIMITATIONS

The general academic institutions, in accordance with the terms of the appropriation bill, reserved funds in 1965-66 to help meet additional faculty salary costs attributable to increased student enrollment. These same institutions received additional appropriated funds for faculty salary increases during the second year of the biennium. In most other areas in these academic institutions, as well as in the medical and dental units, the second year of the biennium affords limited opportunity for additional improvement of salaries or expansion of services. Considering the above facts, it is recommended that the policies listed below be followed in the preparation of the 1966-67 operating budgets:

1. Over-all budget totals, including reasonable reserves, must be limited to the funds available for the year.
2. Selective merit salary advances should be provided for the faculty and professional staff. In the case of faculty, merit advances should be on the basis of teaching or teaching and research.
3. Merit salary advances for classified personnel who have been in the position for at least six months should not exceed 1/2 of the total institutional staff.
4. New positions should be provided only where increased work-load justifies.
5. Maintenance, Operation, and Equipment items should be based only on such amounts as are needed, but increases are not to exceed 10% in total over amounts budgeted in 1965-66.  

Justify all increases in Maintenance and Operation and Travel with performance type data. Prior year expenditures are not to be considered as adequate justification.
6. Travel funds are to be shown as separate line items.
7. All requests for Special Equipment must be supported with detailed description and justification.

Items Relating Only to the Main University

1. The limit for the Main University general operating budget (excluding the Excellence Program) is not to exceed \$35.8 million. A summary by fund sources used in arriving at this limit is set out below:

General Revenue Appropriations for 1966-67	\$25,338,496
General Revenue Reappropriations from 1965-66	536,000
Estimated Local Income	6,200,000
Unappropriated Balances	725,504
Available University Fund	<u>3,000,000</u>
Total	<u>\$35,800,000</u>

2. Floors for academic salaries were established in 1965-66. These are to be retained for the first three ranks, but adjusted for the two ranks of Instructors. The minimum salary, by rank, is to be as follows:

Professor	\$11,000
Associate Professor	9,500
Assistant Professor	8,500
Instructor	7,500
Assistant Instructor	6,500

Salary ranges for Teaching Assistants and Teaching Associates on a full-time equivalent basis are to be as follows:

Teaching Associates	\$5,000 - \$7,400
Teaching Assistants	\$4,400 - \$7,000

3. The Excellence Program is to be funded from the Available University Fund in an amount not to exceed \$1,500,000.

# **Land & Investment Committee**

LAND AND INVESTMENT COMMITTEE

Date: Tuesday, November 23, 1965

Time: 1:00 p.m.

Place: Regents' Room 210

Members:

Regent Erwin, Chairman  
Regent Bauer  
Regent Brenan  
Regent Ikard  
Chairman Heath, Ex Officio Member

LAND AND INVESTMENT COMMITTEE

November 23, 1965

I. PERMANENT UNIVERSITY FUND

	<u>Page</u> <u>L &amp; I</u>
I N D E X	1
A. INVESTMENT MATTERS:	
1. Report of Purchases of Securities.	4
2. Report on Permanent University Fund Investments for the Fiscal Year Ended August 31, 1965.	8
B. LAND MATTERS:	
1. Surface Lease No. 2080 (Residence Site), S. E. Stewart, Reagan County	9
2. Pipe Line Easement No. 2081, El Paso Natural Gas Company, Reagan County.	9
3. Power Line Easement No. 2082 (renewal of 753), Southwest Texas Electric Cooperative, Inc., Reagan County.	9
4. Surface Lease No. 2083 (Residence Site), C. G. Ponder, Andrews County.	9
5. Pipe Line Easement No. 2084, Texaco Inc., Winkler County.	9
6. Pipe Line Easement No. 2085, Texaco Inc., Ward County.	9
7. Pipe Line Easement No. 2086, Comanche Pipe Line Company, Ward County.	9
8. Pipe Line Easement No. 2087, Comanche Pipe Line Company, Pecos County.	9
9. Pipe Line Easement No. 2088, Comanche Pipe Line Company, Ward County.	9
10. Power Line Easement No. 2089, (renewal of 746), Texas Electric Service Company, Ector County.	9
11. Power Line Easement No. 2090 (renewal of 747), Texas Electric Service Company, Andrews County.	10
12. Power Line Easement No. 2091 (renewal of 755), Texas Electric Service Company, Ward County.	10
13. Pipe Line Easement No. 2092 (renewal of 846), Phillips Petroleum Company, Andrews County.	10
14. Pipe Line Easement No. 2093 (renewal of 743), Texas-New Mexico Pipe Line Company, Crane and Upton Counties.	10
15. Pipe Line Easement No. 2094 (renewal of 741), Texas- New Mexico Pipe Line Company, Andrews County.	10
16. Power Line Easement No. 2095 (renewal of 754), Texas Electric Service Company, Andrews County.	10
17. Pipe Line Easement No. 2096 (renewal of 749), Pan American Petroleum Corporation, Andrews County.	10
18. Pipe Line Easement No. 2097, Amerada Petroleum Corporation, Reagan County.	10
19. Highway Easement No. 2098, Texas Highway Depart- ment, Crockett County.	10
20. Material Source Permit No. 290, L. C. Younger Construction Company, Inc., Andrews County.	11

I. PERMANENT UNIVERSITY FUND  
(Continued)

	Page
B. LAND MATTERS: (Continued)	<u>L &amp; I</u>
21. Grazing Lease No. 961 (renewal of 821), John MacGuire, Hudspeth County.	11
22. Grazing Lease No. 962 (renewal of 824), Arnold P. Scharbauer, Andrews, Gaines, Martin and Dawson Counties.	11
23. Grazing Lease No. 963 (renewal of 829), Mrs. Doc Turk, Terrell County.	11
24. Grazing Lease No. 964 (renewal of 834), J. E. Baylor, Hudspeth County.	11
25. Grazing Lease No. 965 (renewal of part of 830), James R. and Bob Childress, Crockett County.	11
26. Grazing Lease No. 966 (renewal of part of 830), W. A. Childress, Crockett County.	11
27. Grazing Lease No. 967 (renewal of 820), Gene O'Dell and B. A. Randall, Hudspeth County.	11
28. Grazing Lease No. 968 (renewal of 823), Scharbauer Cattle Company, Andrews and Gaines Counties.	12
29. Salvage of Material at Former Pyote Air Force Base, Ward County.	13
30. Grazing Lease No. 894, Reagan County - Assignment from Walter Young to Walter Louis Young.	13
31. Grazing Lease No. 909, Franco Wyoming Oil Company, Crane and Upton Counties - Consent to Assignment to Clinton Manges, Trustee, of Raymondville, Texas.	13



## II. TRUST AND SPECIAL FUNDS

	<u>Page</u> <u>L &amp; I</u>
A. INVESTMENT MATTERS:	
1. Report of Purchases, Sale and Calls of Securities.	14
2. Report on Trust and Special Funds Investments for the Fiscal Year Ended August 31, 1965.	15
3. Funds Grouped for Investment - Recommendations re Additions.	16
B. GIFT, BEQUEST AND ESTATE MATTERS:	
1. Bequest under the Will of Mrs. Estelle Boughton Sharp - Recommendation for Acceptance of Bequest.	18
C. REAL ESTATE MATTERS:	
1. Hogg Foundation: W. C. Hogg Memorial Fund - Proposal from E. J. Stone for Oil, Gas and Mineral Lease on Two Tracts in Manvel Area, Brazoria County.	19
2. Hogg Foundation: W. C. Hogg Memorial Fund - Proposal from Tennyson Oil Company for Oil, Gas and Mineral Lease on 40 Acres, Union County, Arkansas.	19
3. Hogg Foundation: Varner Properties - Report and Recommendation on Suit on Claims for Refund of Unrelated Business Income Taxes.	19

PERMANENT UNIVERSITY FUND -- INVESTMENT MATTERS.--

REPORT OF PURCHASES OF SECURITIES.--The following purchases of securities from September 13 through October 27, 1965, have been made for the Permanent University Fund. We ask that the Board ratify and approve these transactions:

PURCHASES OF SECURITIES

COMMON STOCKS

Date of Purchase	Security	No. of Shares Purchased	Market Price at Which Purchased	Total Principal Cost*	Indicated Current Yield on Cost**
9/13/65	Norfolk & Western Railway Co. Common Stock	200	124-3/4	\$ 25,052.96	5.19%
9/13/65	Sears, Roebuck and Co. Common Stock	400	64-3/4	26,081.92	1.69
9/13/65	Southern Co. Common Stock	400	65-1/8	26,232.04	2.93
9/14/65	American Telephone & Telegraph Co. Capital Stock	400	68-3/4	27,683.52	2.89
9/14/65	Oklahoma Gas & Electric Co. Common Stock	900	29-1/2	26,853.75	2.82
9/15/65	American Smelting & Refining Co. Common Stock	400	57-1/4	23,078.92	4.85
9/15/65	General Motors Corp. Common Stock	200	103	20,698.60	4.83
9/15/65	R. J. Reynolds Tobacco Co. Common Stock	500	44-7/8(100) 44-3/4(400)	22,594.46	4.43
9/16/65	Gulf States Utilities Co. Common Stock	900	26-3/4	24,366.42	2.66
9/16/65	National Dairy Products Corp. Common Stock	200	88-3/8	17,770.68	2.93
9/16/65	Texaco Inc. Capital Stock	300	81-3/4	24,666.54	2.92
9/17/65	First National Bank in Dallas Common Capital Stock	200	47-3/4 Net	9,550.00	2.43
9/17/65	Morgan Guaranty Trust Co. of New York Capital Stock	100	107-3/8 Net	10,737.50	3.73
9/20,21 & 22/65	Cleveland Electric Illuminating Co. Common Stock	600	40-7/8(200) 42 (300) 41-3/4(100)	25,188.76	3.43

\*Includes brokerage commissions paid.

\*\*Yield at present indicated dividend rates.

COMMON STOCKS (Continued)

<u>Date of Purchase</u>	<u>Security</u>	<u>No. of Shares Purchased</u>	<u>Market Price at Which Purchased</u>	<u>Total Principal Cost*</u>	<u>Indicated Current Yield on Cost**</u>
9/20/65	Consumers Power Co. Common Stock	400	58	\$ 23,379.20	3.08%
9/21/65	Addressograph-Multigraph Corp. Common Stock	500	55	27,722.50	2.53
9/21/65	General Electric Co. Common Stock	200	113	22,700.60	2.29
9/21/65	Texaco Inc. Capital Stock	300	82-3/4	24,966.84	2.88
9/22/65	American Home Products Corp. Common Stock	400	74-3/4	30,085.92	2.53
9/22/65	Eastman Kodak Co. Common Stock	200	97-3/4	19,647.56	1.63
9/22/65	General Foods Corp. Common Stock	300	84-1/4	25,417.29	2.36
9/23/65	E. I. du Pont de Nemours & Co. Common Stock	100	245-3/4	24,638.58	2.13
9/23/65	Ingersoll-Rand Co. Common Stock	400	50-1/4(200) 50-1/8(200)	20,251.08	3.95
9/23/65	Otis Elevator Co. Common Stock	400	50-7/8(200) 50-3/4(200)	20,501.34	3.90
9/24/65	Mellon National Bank & Trust Co. Capital Stock	100	87-7/8 Net	8,787.50	3.19
9/24/65	Aetna Life Insurance Co. Capital Stock	200	59.35 Net	11,870.00	1.35
9/24/65	Federal Insurance Co. Capital Stock	200	57.98 Net	11,596.00	2.07
9/24/65	National Bank of Detroit Capital Stock	100	65-1/2 Net	6,550.00	3.05
9/27/65	Borden Co. Capital Stock	600	45-7/8	27,776.64	2.40
9/27/65	International Paper Co. Common Stock	800	31-1/8	25,176.48	3.81
9/28/65	Commonwealth Edison Co. Common Stock	500	54-1/8	27,284.55	3.67
9/28/65	Goodyear Tire & Rubber Co. Common Stock	500	51-1/2	25,970.75	2.41
9/28/65	Southern Co. Common Stock	300	69-7/8	21,100.47	2.73
9/29/65	C. I. T. Financial Corp. Common Stock	700	31-1/4	22,117.41	5.06
9/29/65	Ford Motor Co. Common Stock	400	56-1/2	22,778.60	4.21

\*Includes brokerage commissions paid.

\*\*Yield at present indicated dividend rates.

COMMON STOCKS (Continued)

<u>Date of Purchase</u>	<u>Security</u>	<u>No. of Shares Purchased</u>	<u>Market Price at Which Purchased</u>	<u>Total Principal Cost*</u>	<u>Indicated Current Yield on Cost**</u>
9/29/65	Houston Lighting & Power Co. Common Stock	400	54-1/8	\$ 21,827.64	1.83%
9/30/65	Caterpillar Tractor Co. Common Stock	500	46-1/2(200) 46-1/4(300)	23,385.89	2.14
9/30/65	Owens-Illinois Inc. Common Stock	500	58	29,224.00	2.31
9/30/65	Standard Oil Co. (New Jersey) Capital Stock	300	78-3/4	23,765.64	3.91
10/1/65	Chase Manhattan Bank (New York) Capital Stock	200	70-5/8 Net	14,125.00	2.83
10/1/65	Security First National Bank (Los Angeles) Common Stock	200	49-1/2 Net	9,900.00	2.59
10/4/65	American Electric Power Co., Inc. Common Stock	500	43	21,702.50	3.04
10/4/65	American Home Products Corp. Common Stock	300	78-7/8	23,803.17	2.39
10/4/65	General American Transporta- tion Corp. Common Stock	700	39	27,569.50	3.43
10/4/65	Westinghouse Electric Corp. Common Stock	500	56-5/8	28,535.80	2.45
10/6/65	Cincinnati Gas & Electric Co. Common Stock	800	29	23,468.00	3.41
10/6/65	Corn Products Co. Common Stock	500	51-3/8	25,908.20	2.89
10/6/65	Phillips Petroleum Co. Common Stock	500	56-5/8	28,535.80	3.85
10/6/65	Pittsburgh Plate Glass Co. Capital Stock	300	74	22,339.20	3.49
10/8/65	Baltimore Gas & Electric Co. Common Stock	600	39	23,631.00	3.66
10/8/65	Ex-Cell-O Corp. Common Stock	400	55-3/8	22,328.16	3.22
10/8/65	Kroger Co. Common Stock	600	38-7/8	23,555.64	3.31
10/8/65	Monsanto Co. Common Stock	400	83-1/2	33,589.40	1.67
10/11/65	E. I. du Pont de Nemours & Co. Common Stock	100	239-1/2	24,012.95	2.19
10/11/65	General Foods Corp. Common Stock	200	84-5/8	17,019.92	2.35
10/11/65	International Business Machines Corp. Capital Stock	100	516-1/2	51,725.00	1.16

\*Includes brokerage commissions paid.

\*\*Yield at present indicated dividend rates.

COMMON STOCKS (Continued)

Date of Purchase	Security	No. of Shares Purchased	Market Price at Which Purchased	Total Principal Cost*	Indicated Current Yield on Cost**
10/11/65	Potomac Electric Power Co. Common Stock	1,100	23-1/8	\$ 25,768.93	3.41%
10/13/65	Honeywell Inc. Common Stock	300	74-7/8(100) 74-5/8(200)	22,551.91	1.46
10/13/65	Public Service Co. of Colorado Common Stock	800	29 (500) 28-7/8(300)	23,430.32	3.07
10/13/65	United States Gypsum Co. Common Stock	300	68	20,537.40	4.67
10/15/65	General Motors Corp. Common Stock	200	109-5/8(100) 109-7/8(100)	22,049.95	4.54
10/15/65	Shell Oil Co. Common Stock	400	65-7/8(200) 65-3/4(200)	26,507.34	2.57
10/15/65	Southern California Edison Co. Common Stock	600	40-1/4(200) 40 (400)	24,284.26	3.09
10/18/65	Chemical Bank New York Trust Co. Capital Stock	100	57-3/4 Net	5,775.00	3.67
10/18/65	Republic National Bank of Dallas Common Capital Stock	200	51-3/4 Net	10,350.00	3.71
10/18/65	Continental Casualty Co. Common Stock	200	46-1/8 Net	9,225.00	3.25
10/18/65	Connecticut General Life Insurance Co. Capital Stock	100	137-3/4 Net	13,775.00	0.78
10/20,21 & 22/65	Baltimore Gas & Electric Co. Common Stock	600	39-3/8(200) 40 (100) 39-5/8(200) 39-7/8(100)	24,020.44	3.60
10/20 & 21/65	Parke, Davis & Co. Common Stock	800	30-1/2(600) 31-7/8(100) 31-3/8(100)	24,900.13	3.69
10/20 & 21/65	R. J. Reynolds Tobacco Co. Common Stock	600	46-1/2(100) 46-3/8(300) 46 (200)	28,015.32	4.28
10/22/65	American Telephone & Telegraph Co. Capital Stock	300	67-1/8	20,274.63	2.96
10/22/65	Atchison, Topeka & Santa Fe Railway Co. Common Capital Stock	700	32-3/4	23,172.66	4.83
10/22/65	Caterpillar Tractor Co. Common Stock	500	48-1/4(300) 48 (200)	24,290.39	2.06
10/22/65	Minnesota Mining & Manufacturing Co. Common Stock	400	60-1/2(200) 60-3/8(200)	24,355.18	1.81

\*Includes brokerage commissions paid.

\*\*Yield at present indicated dividend rates.

COMMON STOCKS (Continued)

<u>Date of Purchase</u>	<u>Security</u>	<u>No. of Shares Purchased</u>	<u>Market Price at Which Purchased</u>	<u>Total Principal Cost*</u>	<u>Indicated Current Yield on Cost**</u>
10/25/65	Central & South West Corp. Common Stock	500	48-7/8	\$ 24,654.70	2.80%
10/25/65	Continental Oil Co. Common Stock	300	72-1/8	21,776.13	3.31
10/25/65	Household Finance Corp. Common Stock	400	68	27,383.20	2.63
10/25/65	Libbey-Owens-Ford Glass Co. Common Stock	500	57-7/8	29,161.45	5.06
10/27/65	Bankers Trust Co. (New York) Capital Stock	200	63.84 Net	12,768.00	3.45
10/27/65	First National Bank of Chicago Common Stock	100	59-5/8 Net	5,962.50	3.02
	Total Common Stocks Pur- chased (TOTAL CORPORATE SECURITIES PURCHASED)	<u>32,100</u>		<u>\$1,775,817.63</u>	<u>3.04%</u>

\*Includes brokerage commissions paid.

\*\*Yield at present indicated dividend rates.

REPORT ON PERMANENT UNIVERSITY FUND INVESTMENTS FOR THE FISCAL YEAR ENDED AUGUST 31, 1965.--Under separate bound cover, the Land and Investment Committee presents a report on the Permanent University Fund investments for the fiscal year ended August 31, 1965. During the year, the Committee made periodic reports of purchases, sales and calls of securities for the Fund, all of which transactions were duly approved by the Board of Regents. The present report summarizes the investment transactions for the fiscal year and indicates the status of the Fund's portfolio as of August 31, 1965.

PERMANENT UNIVERSITY FUND - LAND MATTERS.--

LEASES AND EASEMENTS.-- The Land and Investment Committee has given consideration to the following applications for various leases and easements on University Lands. All are at the standard rates, unless otherwise stated, are on the University's standard forms, with grazing leases carrying provisions for renewal for an additional five years at negotiated terms. Payments for easements and material source permits have been received in advance unless otherwise stated. All have been approved as to form by the University Attorney and as to content by the Endowment Officer. Approval of the applications and execution of the instruments involved by the Chairman of the Board is recommended.

EASEMENTS AND SURFACE LEASES

No.	Grantee	Type of Permit	County	Location	Distance or Area	Period	Consideration
2080	S. E. Stewart	Surface Lease (Residence Site)	Reagan	Block 49	180' x 225'	10/1/65-9/30/66*	\$ 50.00
2081	El Paso Natural Gas Company	Pipe Line	Reagan	Blks. 10,58	20.61 rds. 4-1/2" 168.42 rds. 6-5/8" 529.55 rds.10-3/4"	10/1/65-9/30/75	708.28
2082	Southwest Texas Electric Cooperative, Inc. (renewal of 753)	Power Line	Reagan	Block 48	346 rds.	10/15/65-10/14/75	173.00
2083	C. G. Ponder	Surface Lease (Residence Site)	Andrews	Block 10	200' x 200'	10/1/65-9/30/66*	50.00
2084	Texaco Inc.	Pipe Line	Winkler	Block 20	331.27 rds.4-1/2"	10/1/65-9/30/75	165.64
2085	Texaco Inc.	Pipe Line	Ward	Block 18	220 rds. 4"	10/1/65-9/30/75	110.00
2086	Comanche Pipe Line Company	Pipe Line	Ward	Block 16	33.3 rds. 3" & 4"	9/1/65-8/31/75	50.00 Min.
2087	Comanche Pipe Line Company	Pipe Line	Pecos	Block 16	808.5 rds. 2"	9/1/65-8/31/75	404.25
2088	Comanche Pipe Line Company	Pipe Line	Ward	Block 16	144.5 rds. 2"	9/1/65-8/31/75	72.25
2089	Texas Electric Service Company (renewal of 746)	Power Line	Ector	Block 35	58.18 rds.	11/1/65-10/31/75	50.00 Min.

EASEMENTS AND SURFACE LEASES - Continued

No.	Grantee	Type of Permit	County	Location	Distance or Area	Period	Consideration
2090	Texas Electric Service Company (renewal of 747)	Power Line	Andrews	Blks. 3,8,11, 13 & 14	3,903.81 rds.	11/1/65-10/31/75	1,951.90
2091	Texas Electric Service Company (renewal of 755)	Power Line	Ward	Block 16	150.25 rds.	12/1/65-11/30/75	75.13
2092	Phillips Petroleum Company (renewal of 846)	Pipe Line	Andrews	Block 11	1,058.9 rds.3-1/2"	12/1/65-11/30/75	529.45
2093	Texas-New Mexico Pipe Line Company (renewal of 743)	Pipe Line	Crane and Upton	Block 30	793.6 rds.4-1/2"	11/1/65-10/31/75	396.80
2094	Texas-New Mexico Pipe Line Company (renewal of 741)	Pipe Line	Andrews	Blocks 6,7	2,209 rds.6-5/8" 78.7 rds. 4-1/2"	11/1/65-10/31/75	2,248.35
2095	Texas Electric Service Company (renewal of 754)	Power Line	Andrews	Blks. 9,13	660.18 rds.	12/1/65-11/30/75	330.09
2096	Pan American Petroleum Corp. (renewal of 749)	Pipe Line	Andrews	Block 13	2,901.69 rds. various sized pipe	12/1/65-11/30/75	2,223.37
2097	Amerada Petroleum Corporation	Pipe Line	Reagan	Block 48	232.61 rds.3-1/2"	11/1/65-10/31/75	116.31
2098	Texas Highway Department	Highway right- of-way	Crockett	Block 51	1.180 ac. approx.	So long as used for highway purposes	None

\*Renewable from year to year, not to exceed a total of 10 years. Consideration shown for first year.



MATERIAL SOURCE PERMIT

No.	Grantee	County	Location	Quantity	Consideration
290	L. C. Younger Construction Company, Inc.	Andrews	Block 9	1,008 cubic yards	\$252.00

GRAZING LEASES

New No.	Old No.	Lessee	County	Location	Acreage	Period	Annual Rate Per Acre	Semi-Annual Payments 1/1 - 7/1	Total Annual Rental
961	821	John MacGuire	Hudspeth	Blks. H,I,M	75,842.3	1/1/66-12/31/70	.15	\$ 5,688.17	\$11,376.34
962	824	Arnold P. Scharbauer	Andrews, Gaines, Martin & Dawson	Blks. 6,7	25,657.23	1/1/66-12/31/70	.31	3,976.87*	7,953.74*
963	829	Mrs. Doc Turk	Terrell	Block 34	551.5	1/1/66-12/31/70	.38		209.58
964	834	J. E. Baylor	Hudspeth	Blks. J,K,L, M & N	164,622.5	1/1/66-12/31/70	.15	12,346.69	24,693.38
965	830 part	James R. and Bob Childress	Crockett	Blks. 29,30	12,016.0	1/1/66-12/31/70	.50	3,004.00	6,008.00
966	830 part	W. A. Childress	Crockett	Block 30	10,668.0	1/1/66-12/31/70	.50	2,667.00	5,334.00
967	820	Gene O'Dell and B. A. Randall	Hudspeth	Blks. D,E, F & H	117,143.2	1/1/66-12/31/70	.15	8,785.74	17,571.48

L - 11  
&

GRAZING LEASES - Continued

New No.	Old No.	Lessee	County	Location	Acreage	Period	Annual Rate Per Acre	Semi-Annual Payments 1/1 - 7/1	Total Annual Rental
968	823	Scharbauer Cattle Company	Andrews and Gaines	Blks. 3-8 incl.	80,243.45	1/1/66-12/31/70	.33	\$13,240.17**	\$26,480.34**

\*Since 828.5 acres are unavailable for lessee's use because of boundary dispute, semi-annual rental payments are reduced to \$3,848.45, annual rental to \$7,696.90 until such time as acreage is made available for use.

\*\*Since 1,082.99 acres are unavailable for lessee's use because of boundary dispute, semi-annual rental payments are reduced to \$13,061.48, annual rental to \$26,122.96 until such time as acreage is made available for use.

PERMANENT UNIVERSITY FUND - LAND MATTERS.--

SALVAGE OF MATERIAL AT FORMER PYOTE AIR FORCE BASE, WARD COUNTY.--At the July, 1965, meeting of the Board of Regents, approval was given for the sale of approximately 140 tons of rail, four Wier switches and 3,000 cross ties from the railroad spur built by the Government when the base was in full operation. None of this material was needed by the University or its tenants.

Mr. Billy Carr, University Land Agent, was authorized to advertise for bids on the material and sell it on the basis of the best bids, with right to reject all bids, upon approval of the Endowment Officer and the Vice Chancellor (Fiscal Affairs). The results of the sale were to be reported to the Board.

An advertisement was run in the Odessa American and the San Angelo Standard Times and the high bid was received from West Texas Metals Company of Odessa of \$33.64 per gross ton for the rail, \$55 each for the switches and \$.20 each for the cross ties. Three other bids were received, all well below that of West Texas Metals.

On recommendation of Mr. Carr, the Endowment Officer and the Vice Chancellor (Fiscal Affairs) approved sale of the material to West Texas Metals Company and full payment of \$5,775.96 has been received for the following:

146.61 gross tons of rail @ \$33.64	\$4,931.96
3,120 cross ties @ \$.20	624.00
4 Wier switches @ \$55.00	220.00
	<hr/>
	\$5,775.96

The checks have been deposited to Miscellaneous Income - Other (non-divisible with A&M) as have previous payments for salvage.

GRAZING LEASE NO. 894, REAGAN COUNTY - ASSIGNMENT FROM WALTER YOUNG TO WALTER LOUIS YOUNG.--This grazing lease covers 4,227.8 acres in Blocks 48 and 49, Reagan County, for the period January 1, 1964, through December 31, 1968. Annual rental is \$.50 per acre, payable \$1,056.95 on January 1 and July 1 during the term of the lease.

Application has been made for the assignment of the lease from Walter Young to Walter Louis Young, effective October 1, 1965. There is no bonus involved and the University's fee of \$25 has been received. It is recommended that the assignment be approved.

GRAZING LEASE NO. 909, FRANCO WYOMING OIL COMPANY, CRANE AND UPTON COUNTIES - CONSENT TO ASSIGNMENT TO CLINTON MANGES, TRUSTEE, OF RAYMONDVILLE, TEXAS.--At the October 7 meeting, the Board of Regents approved Assignment by Franco Wyoming Oil Company to Clinton Manges of Raymondville of Grazing Lease No. 909, from which assignment the University has received \$10,000 as its one-half of the bonus. Mr. Tom Sealy, attorney for Franco Wyoming Oil Company in this matter, has now pointed out that an error was made in the consent instrument executed on behalf of the Board of Regents, and that it was intended for the assignment to be to Clinton Manges, Trustee. This change has been made on all copies of the consent instrument, and it is requested that the Board of Regents ratify this action.

TRUST AND SPECIAL FUNDS -- INVESTMENT MATTERS.--

REPORT OF PURCHASES, SALE, AND CALLS OF SECURITIES.--The following purchases of securities from October 11 through November 1, 1965, a sale on October 26, 1965, and calls on September 1 and October 15, 1965, have been made for the Trust and Special Funds. We ask that the Board ratify and approve these transactions:

PURCHASES OF SECURITIES

<u>Date of Purchase</u>	<u>Security</u>	<u>Principal Cost</u>
10/11/65	\$1,950 par value Austin National Bank 4% Time Certificate of Deposit, dated 10/11/65, due 10/11/66 at par (Carolyn G. and George M. Knebel Fund - Geology Foundation - Temporary)	\$ 1,950.00
10/18/65	\$98,000 maturity value U. S. Treasury Bills, dated 7/31/65, due 7/31/66 to yield 4.16% to maturity at a dollar price of 96.7337755 (includes \$3.92 wire transfer fee) (College of Engineering - Ford Foundation Grant for Various Purposes - Temporary)	94,799.10
	\$20,000 maturity value Ditto at a dollar price of 96.7338 (includes \$0.80 wire transfer fee) (Charlotte Warmoth Fund - Medical Branch - Temporary)	19,346.76
	\$7,000 maturity value Ditto at a dollar price of 96.7337142 (includes \$0.28 wire transfer fee) (Mabel Meier Estate - M. D. Anderson Hospital and Tumor Institute - Temporary)	6,771.36
11/1/65	\$102,000 maturity value U. S. Treasury Bills, dated 9/30/65, due 9/30/66, to yield 4.12% to maturity at a dollar price of 96.22607843 (includes \$2.80 wire transfer fee) (J. C. Thompson Memorial Fund - Temporary)	98,150.60
	\$42,000 maturity value Ditto at a dollar price of 96.2260714 (includes \$1.15 wire transfer fee) (Joe C. Thompson Memorial Fund - Southland Corporation Employees - Temporary)	40,414.95
	\$38,000 maturity value Ditto at a dollar price of 96.2261052 (includes \$1.05 wire transfer fee) (Joe C. Thompson Memorial Fund - Various Donors - Temporary)	36,565.92
	\$16,000 maturity value U. S. Treasury Bills dated 1/31/65, due 1/31/66, to yield 3.95% to maturity at a dollar price of 99.0656875 (includes \$5.00 wire transfer fee) (Murray Case Sells Foundation Student Loan Fund - Temporary)	15,850.51

PURCHASES OF SECURITIES  
(Continued)

Date of Purchase	Security	Principal Cost
11/1/65	\$50,000 par value Indiana Bell Telephone Co. 4-3/4% Debentures dated 10/1/65, due 10/1/2005, at 102-5/8 Net to yield 4.61% to maturity	\$51,312.50
	200 Shares Baltimore Gas & Electric Co. Common Stock at 39 (Funds Grouped for Investment)	7,877.00
	200 Shares Baltimore Gas & Electric Co. Common Stock at 39 (The James W. McLaughlin Fellowship Fund - Reserve for Depletion - Medical Branch)	7,877.00
	50 Shares Philadelphia Electric Company Common Stock at 37-3/4 (Rosalie B. Hite Endowment for Cancer Research)	1,911.38

SALE OF SECURITIES

Date Sold	Security	Principal Proceeds
10/26/65	250 Shares Houston Farms Development Co. Capital Stock at 44 (Thomas Flaxman Estate distribution to M. D. Anderson Hospital and Tumor Institute)	\$10,893.10

CALL OF SECURITIES

Date Called	Security	Principal Proceeds
9/1/65	\$2,000 par value Consolidated Natural Gas Co. 5% Debentures, dated 9/1/57, due 9/1/82, at 101.61% plus accrued interest (Loss on call over book value \$87.81)(\$11,000 par value of \$13,000 holding not called) (Funds Grouped for Investment)	\$ 2,032.20
10/15/65	100 Shares Bristol-Myers Co. 3-3/4% Cumulative Preferred Stock at 104.50 (Gain on call over book value \$150.00) (Hogg Foundation: W. C. Hogg Estate Fund)	10,450.00

REPORT ON TRUST AND SPECIAL FUNDS INVESTMENTS FOR THE FISCAL YEAR ENDED AUGUST 31, 1965.--Under separate bound cover, the Land and Investment Committee presents a report on the Trust and Special Funds Investments for the Fiscal Year Ended August 31, 1965. During the year, the Committee made periodic reports of purchases, sales, calls, and redemption of securities for the various funds, all of which transactions were duly approved by the Board of Regents. The present report summarizes the investment transactions for the fiscal year and indicates the status of the investments for the various funds as of August 31, 1965.

FUNDS GROUPEd FOR INVESTMENT - RECOMMENDATIONS RE ADDITIONS.--Pursuant to a policy adopted by the Board of Regents on February 27, 1948, as amended on July 9, 1948, the Staff Investment Committee submits for approval of the Land and Investment Committee a supplemental addition made to the Funds Grouped for Investment endowment account on September 1, 1965. This addition of cash is as follows:

Fund	Recommended Addition
Thos. E. Hogg - Residuary Legacy (\$2,411.13 already in Grouped)	\$ 33.47*

\*The total of \$33.47, submitted for approval of the Land and Investment Committee, supplements additions previously made to Funds Grouped for Investment on September 1, 1965, in the amount of \$56,761.88, making a total of \$56,795.35 (\$55,908.85 in cash and \$886.50 in stocks) added to Funds Grouped on September 1, 1965, for a new book value for the endowment account of \$2,950,676.55.

It is also recommended that the following additions of cash to be made to the "Funds Grouped for Investment" as of December 1, 1965, be approved:

Fund	Recommended Addition
Albert A. Bennett Mathematics Prizes (\$4,843.37 already in Grouped)	\$ 400.00
The Accounting Education Fund (College of Business Administration Foundation) (\$36,227.35 already in Grouped)	105.00
J. Anderson Fitzgerald Special Scholarship Fund (College of Business Administration Foundation) (\$5,284.94 already in Grouped)	134.00
D. A. R. Scholarship (\$10,000.00 already in Grouped)	5.00
Edward Louis Dodd and Alice Laidman Dodd Fellowship Fund (\$49,604.63 already in Grouped)	86.70
Mary E. Gearing Bequest for Child Welfare and Parent Education Foundation (\$27,893.25 already in Grouped)	122.33
Hal P. Bybee Memorial Fund (Geology Foundation) (\$105,997.75 already in Grouped)	1,541.25
Robert H. Cuyler Memorial Scholarship in Geology (Geology Foundation) (\$11,482.42 already in Grouped)	55.00
Frederick W. Simonds Memorial Scholarship in Geology (Geology Foundation) (\$11,585.00 already in Grouped)	500.00
Dr. F. L. Whitney Memorial Scholarship Fund (Geology Foundation) (\$15,467.13 already in Grouped)	291.62
H. R. Henze Teaching Excellence Award (New Fund)	1,510.00
Interfraternity Council - Panhellenic Council Trust Fund (\$69,604.96 already in Grouped)	6,000.00
Library Memorial Fund - Various Donors (\$2,156.75 already in Grouped)	25.00
Lora Lee Pederson Scholarship Fund, Graduate School of Social Work (\$2,477.62 already in Grouped)	15.00

FUNDS GROUPED FOR INVESTMENT - RECOMMENDATIONS RE ADDITIONS  
 (Continued)

Fund	Recommended Addition
W. F. Gidley Appreciation Endowment Fund (Pharmaceutical Foundation) (\$2,110.56 already in Grouped)	\$ 100.00
The Senior Class Endowment Fund (Pharmaceutical Foundation) (\$6,618.95 already in Grouped)	433.00
Spain-Leff Memorial Scholarship Fund (\$3,530.00 already in Grouped)	100.00
W. G. C. Macdonald Fund for Cancer Research (M. D. Anderson Hospital and Tumor Institute) (New Fund)	18,000.00
Lloyd A. Nelson Professorship in Geology (Texas Western College) (\$2,604.52 already in Grouped)	3,679.33
Additions to be made to Funds Grouped on December 1, 1965	<u>\$33,103.23</u>

TRUST AND SPECIAL FUNDS - GIFT, BEQUEST AND ESTATE MATTERS.--

BEQUEST UNDER THE WILL OF MRS. ESTELLE BOUGHTON SHARP - RECOMMENDATION FOR ACCEPTANCE OF BEQUEST.-- We have been advised by the Houston Bank & Trust Company, Independent Executor, with Mr. Dudley Sharp, of the Estate of Mrs. Estelle Boughton Sharp (Mrs. Walter B.), of the following bequest:

Section 1, Article III of the Will has the following preamble:

"To the organizations and institutions named in the following paragraphs, I give and bequeath from my personal estate the sums indicated, to be used by each of them exclusively within the State of Texas for the purpose stipulated."

One of the paragraphs following reads as follows:

"(7) To the University of Texas, Austin, Texas, I give Twenty-Five Thousand Dollars (\$25,000.00), to be used in the Archives Department of said University for the purposes of editing the tape recordings and other information and gathering and assembling material in connection with the Pioneer Oil Project."

Mrs. Sharp died on August 30, 1965. She has previously made several gifts for the Pioneer Oil Project. When the bequest is received, probably not for several months, recommendations for its use will be made through appropriate administrative channels. The acceptance of the bequest is recommended.



TRUST AND SPECIAL FUNDS - REAL ESTATE MATTERS.--

HOGG FOUNDATION - W. C. HOGG MEMORIAL FUND - PROPOSAL FROM E. J. STONE FOR OIL, GAS AND MINERAL LEASE ON TWO TRACTS IN MANVEL AREA, BRAZORIA COUNTY.-- Mr. E. J. Stone, an independent operator of Houston, proposes to pay the Board of Regents \$125 for a paid-up 5-year oil, gas and mineral lease on the Hogg Foundation's undivided 1/64 of the minerals under a 10-acre tract and 1/8 of the minerals under a 20-acre tract in the Manvel area, Brazoria County. Mr. Stone is assembling a block of about 1,350 acres and has already located a drill site about 1,500 feet from one of the Hogg Foundation tracts for a well to test the Vicksburg formation at about 8,000 feet. Mrs. Margaret Wells Hogg, Mrs. Alice Nicholson Hanszen, and Miss Ima Hogg expect to lease their undivided interests in the two tracts under the same terms, and it is recommended that the Board of Regents accept Mr. Stone's proposal and authorize the execution of the lease by the Chairman when approved as to form by the University Attorney and as to content by the Endowment Officer.

HOGG FOUNDATION: PROPOSAL FROM TENNYSON OIL COMPANY FOR OIL, GAS AND MINERAL LEASE ON 40 ACRES, UNION COUNTY, ARKANSAS.-- A proposal has been received from Tennyson Oil Company for an oil, gas and mineral lease on the undivided 7/64 of the minerals under 40 acres, being the NW/4 of SW/4 of Section 34, Township 15 South, Range 16 West, Union County, Arkansas, owned by Hogg Foundation. A draft in the amount of \$48.12 has been forwarded with this proposal to cover bonus at the rate of \$10.00 per acre and an additional \$4.37 as delay rental for one year in order to make it a paid-up lease for two years. This tract is in the Smackover Field area, and there is at least a good chance that the lessees will drill on the tract. Miss Ima Hogg and Mrs. Alice Nicholson Hanszen are executing leases on their undivided interests under the same terms, and it is recommended that the Board of Regents accept the lease proposal and authorize the execution of the instrument when approved as to form by the University Attorney and as to content by the Endowment Officer.

HOGG FOUNDATION: VARNER PROPERTIES - REPORT AND RECOMMENDATION ON SUIT ON CLAIMS FOR REFUND OF UNRELATED BUSINESS INCOME TAXES.-- At its September, 1964 meeting, the Board of Regents authorized suit against the U. S. Government on rejected claims for refund of certain Unrelated Business Income Taxes. The petition, signed by Benjamin L. Bird of the firm of Weeks, Bird, Cannon & Appleman as special tax counsel for the Board of Regents, by the Attorney General, and by University Attorney Waldrep, was filed on February 15, 1965. With claims now filed for refunds covering the fiscal years 1960 through 1965, the total amount of refunds claimed is \$55,907.59. Government attorneys have recently asked Mr. Bird if he would like to propose a compromise of the suit. In his letter of October 20, reproduced on L & I-20, Mr. Bird recommends against any efforts to compromise and that the case be pursued to trial. Mr. Waldrep concurs, and it is recommended that the Board of Regents express its agreement with Mr. Bird's recommendation.

Mr. William W. Stewart  
Endowment Office  
The University of Texas  
P. O. Box 7968  
Austin 12, Texas

Dear Bill:

As I mentioned to you the other day, Mr. Edward Copley, the attorney in the Fort Worth office of the Tax Division of the Department of Justice--which has primary responsibility for trying all tax cases filed against the Government in Texas--suggested to me that we might consider the possibilities of making an offer of compromise in the Hogg Foundation-State of Texas case against the United States now pending in the Federal Court at Austin.

It is the policy of the Internal Revenue Service and the Justice Department to suggest to taxpayers that the possibilities of making a settlement offer be considered. It is the abstract desire, of course, of all Government agencies to decrease the amount of litigation pending in the Federal Courts. Such suggestion, of course, does not mean that the offer, whatever it may be, will be accepted, although all offers are given serious consideration.

All Government agencies favor settlements based on an evaluation of the merits of the lawsuit--that is, if there are several issues, some of which they feel to be against them and some for them, they like a settlement based upon concessions of issues. In our case, there is only one issue and it is of the type that is either all for us or all against us. Consequently, the only kind of settlement we could propose would be a percentage settlement--that is, that the Government refund us some percentage of the total amount claimed. Such a settlement could be justified only on the ground that the Government thinks they might lose and, hence, desires to get out as cheaply as possible.

Consequently, I do not believe that settlement of our case is feasible for at least two reasons:

1. I doubt if litigation between Sovereigns should be compromised. You will recall that I recommended this litigation only on the ground that an issue existing between an agency of the State of Texas and the Federal Government should be determined by a Court judgment. Any type of compromise would, of course, not determine this issue.

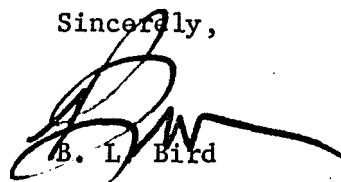
2. Any settlement we made with Justice would be a settlement only of the pending litigation and would not be determinative of subsequent years.

In brief, all we could do would be to say to the Internal Revenue Service as to each later year that Justice settled a case involving an identical issue for a prior year in such and such a way, and that the year at hand should be settled in the same way. This might or might not be persuasive to the Internal Revenue Service.

Consequently, from the viewpoints of policy and feasibility, I do not believe that a proposal in compromise of the pending litigation should be made.

However, I would suggest that this matter be submitted to the appropriate authorities for decision.

Sincerely,



B. L. Bird

BLB:bl

# **Meeting of the Board**

AGENDA  
MEETING OF THE BOARD OF REGENTS  
OF  
THE UNIVERSITY OF TEXAS

November 24, 1965  
10:00 a. m.

Main Building 212

	<u>Page</u> <u>B of R</u>
A. INVOCATION	2
B. REPORTS AND SPECIAL ITEMS BY CHANCELLOR RANSOM	
1. Main University: W. J. McDonald Observatory, Housing of Telescope (1) Preliminary Plans (2) Appointment of Special Committee, etc.	2
2. Texas Western College: Sewer Line Easement for City of El Paso	3
3. Texas Western College: Proposed Student Union Building Expansion	8
C. APPROVAL OF MINUTES, October 7-8, 1965	8
D. INFORMATIONAL REPORTS BY INSTITUTIONAL HEADS, IF ANY	9
E. REPORTS OF STANDING COMMITTEES	9
1. Executive Committee by Committee Chairman Brenan	
2. Academic and Developmental Affairs Committee by Committee Chairman Olan	
3. Buildings and Grounds Committee by Committee Chairman Johnson	
4. Land and Investment Committee by Committee Chairman Erwin	
5. Medical Affairs Committee by Committee Chairman Connally	
F. REPORT OF BOARD FOR LEASE OF UNIVERSITY LANDS (If there has been a meeting since October 9, 1965)	10
G. REPORT OF SPECIAL COMMITTEES, IF ANY	10
H. REPORT OF COMMITTEE OF THE WHOLE BY CHAIRMAN HEATH	10

A. INVOCATION, Wednesday, November 24, 1965, 10:00 a.m.

B. REPORTS AND SPECIAL ITEMS BY CHANCELLOR RANSOM

1. MAIN UNIVERSITY: W. J. MCDONALD OBSERVATORY,  
HOUSING OF TELESCOPE (1) PRELIMINARY PLANS  
(2) APPOINTMENT OF SPECIAL COMMITTEE, ETC.--

Below is a xerox copy of Chancellor Ransom's recommendation:

At the October 8, 1965 meeting of the Board, the Consulting Architects were authorized to proceed with preliminary plans for the Dome and Building to house a telescope for the Transient Quarters.

We have now been advised by the Consulting Architects that completed preliminary plans will be delivered to the Office of Facilities Planning and Construction on or about November 15, 1965.

Dr. Harlan J. Smith has advised us that a site visitation committee from NSF will be in Austin on November 15 - 17 and at that time will also visit McDonald Observatory. Dr. Smith further states that it is imperative that this project move as quickly as possible and recommends that the preliminary plans be submitted to the Board for approval at the November 23 Board meeting. Chancellor Ransom and Dr. Hackerman concur in this recommendation.

These plans will be reviewed by the Office of Facilities Planning and Construction and the Faculty Building and Space Allocation Committee between November 15 and November 22, 1965. Recommendations concerning the approval of these preliminary plans will be presented at the November 23 meeting of the Board of Regents.

Dr. Smith further recommends, with the concurrence of Vice-Chancellor Hackerman, that an Associate Architect be selected at the November 23 meeting to prepare the final plans and specifications for the Dome and structure to house the telescope. It is the opinion of the Office of Facilities Planning and Construction and the Consulting Architects that a project of this nature requires the services of an engineering firm with experience in this type of work rather than an architectural firm. If an engineering firm is selected, the firm could be required to employ the services of an architect to work under the supervision of the

Consulting Architects and the Office of Facilities Planning and Construction, in order that the architectural features of this complicated structure would be in keeping with the overall project.

It is recommended that a committee consisting of E. D. Walker, Vice-Chancellor Hackerman, Dr. Harlan Smith, Regent Erwin, and Regent Heath be appointed to negotiate a contract with an engineering firm to prepare the working drawings and specifications for the Dome to house the 105-inch telescope, with authority to Chairman Heath to sign a contract with the engineering firm selected.

It is the opinion of the Office of Facilities Planning and Construction and the Consulting Architects that the preparation of final plans for the transient dormitory could be finished in a much shorter time than the plans and specifications for the dome and building to house the telescope, and that it is not necessary to appoint an associate architect for the transient dormitory at this time. In fact, it may be possible that the original architects, Garland and Hilles of El Paso, who prepared the plans for the original dormitory building could revise these plans, thereby saving a part of the fee for this work.

2. TEXAS WESTERN COLLEGE: SEWER LINE EASEMENT FOR CITY OF EL PASO.--

President Ray recommends the execution of an easement to the City of El Paso which provides for the construction, maintenance, and operation of a sewer line. The recommended document replaces a document executed on November 5, 1960, which incorrectly described the real estate involved. University Attorney Waldrep has examined the proposed easement as corrected and has approved the document as presented. Mr. Waldrep has pointed out that one of the provisions in the easement is to the effect that no building, reservoir, structure, or other improvement should be constructed or maintained on said right of way without Grantee's prior written consent. Mr. Waldrep has indicated that the changes in the field note description are insignificant.

Chancellor Ransom concurs in the recommendation of Vice-Chancellor Dolley that the Chairman of the Board of Regents be authorized to execute the corrected easement for The University of Texas.

(Copy of easement on Pages 4 - 7 )

THE STATE OF TEXAS )  
COUNTY OF EL PASO )

CORRECTION EASEMENTS

WHEREAS, on the 5th day of November, 1960, the Board of Regents of The University of Texas as Grantor, executed and delivered to the City of El Paso as Grentee, an easement to construct, maintain and operate a sewer line on the following described real estate, to-wit:

A ten (10.0) feet wide strip of land, five (5.0) feet each side of centerline, which is intended to be the centerline of an existing sewer line, being a portion of and located in Alexander Addition, Blocks 156, 157, 158, and 122A, City and County of El Paso, Texas, and more particularly described as follows:

BEGINNING at a point which is the southwest corner of Block 161, Alexander Addition, said point bears south  $37^{\circ} 37'$  East along the easterly right of way line of Los Angeles St., a dedicated city street, a distance of fifteen and four tenths (15.4) feet more or less to a point; thence North  $52^{\circ} 23'$  East a distance of one and nine tenths (1.9) feet more or less to a point which lies or is intended to lie on the center of an existing sanitary sewer manhole, said center of manhole being the true point of beginning.

THENCE South  $31^{\circ} 33' 31''$  East a distance of eighty-nine and five tenths (89.5) feet more or less to a point, which lies or is intended to lie on the center of an existing sanitary sewermanhole;

THENCE South  $2^{\circ} 39' 30''$  West a distance of two hundred nineteen and seven tenths (219.7) feet more or less to a point, which lies or is intended to lie on the center of an existing sanitary sewer manhole;

THENCE South  $58^{\circ} 01' 30''$  West a distance of four hundred eighty-one and three tenths (481.3) feet more or less to a point which lies or is intended to lie on the center of an existing sanitary sewer manhole;

THENCE South  $5^{\circ} 57' 30''$  West a distance of two hundred sixteen and four tenths (216.4) feet more or less to a point which lies or is intended to lie on the center of an existing sanitary sewer manhole;

THENCE South  $12^{\circ} 16'$  East a distance of four hundred fourteen and nine tenths (414.9) feet more or less to a point which lies or is intended to lie on the center of an existing sanitary sewer manhole, said center of the manhole marks the end of required strip of land.

Above described tract of land contains three hundred and twenty-six thousandths (0.326) of an acre more or less.

and;

WHEREAS, the metes and bounds description as above set forth incorrectly sets forth the true and intended location of said easement and the location wherein it was intended said Grantee's sewer facilities were to be emplaced; and

WHEREAS, it is expedient to correct said erroneous metes and bounds description; NOW, THEREFORE, KNOW ALL MEN BY THESE PRESENTS:

That the Board of Regents of The University of Texas, Grantor, in consideration of the premises and of one dollar (\$1.00) to it in hand paid by the City of El Paso, Grantee, does hereby grant, sell and convey unto said Grantee, its successors and assigns, perpetual rights of way and easements to construct, maintain and operate a sewer line, with appurtenances thereto, being hereinafter sometimes collectively called "facilities", over and through the hereinafter below described parcel of land; said right of way and easement being 10 feet in width.

This grant shall carry with it the right of ingress and egress to and from said right of way at all reasonable times, with the right to use existing roads for the purpose of constructing, inspecting, repairing and maintaining the facilities, and the removal or replacement of same at will, either in whole or in part, and the replacement of said sewer line with like or different size pipe. During temporary periods, Grantee may use such portion of said property along and adjacent to said right of way as may be reasonably necessary in connection with the construction, maintenance, repair, removal or replacement of the facilities. The Grantee shall promptly repair and restore said premises, including paving, if any, so far as possible to their original condition to the reasonable satisfaction of the Grantor herein.

TO HAVE AND TO HOLD the above described rights and easements, together with all rights necessary to operate and maintain the facilities over the right of way hereby granted unto said Grantee, its successors and assigns, and the Grantee may assign the rights and easements herein granted, either in whole or in part, subject to the terms of this grant, and such rights and easements shall be covenants running with the land and be binding upon the Grantor, its successors and assigns.

Grantor reserves the right to full use and enjoyment of said property except for the purposes herein granted, but such use shall not hinder, conflict or interfere with the exercise of Grantee's rights hereunder, and no building, reservoir, structure or other improvement shall be constructed or maintained on said right of way without Grantee's prior written consent.

There is hereby granted to the Grantee herein the right to construct, maintain and operate on said right of way, an additional sewer line or lines, appurtenances, and Grantee shall in such case have the same rights with respect to such additional lines and appurtenances to be constructed.

Grantor represents and warrants that it is the owner in fee simple of the land hereinafter described, subject only to outstanding mortgages, if any, now of record in said County, and agrees that in the event of default by Grantor, Grantee shall have the right to discharge or redeem for Grantor, in whole or in part, any mortgage, tax or other lien on said land and thereupon be subrogated to such lien.



The right of way and easement which is granted herein is located in the City of El Paso, El Paso County, Texas, and is described as follows, to-wit:

A ten (10.0) foot wide strip of land, five (5.0) feet each side of centerline, which is intended to be the centerline of an existing sewer line, being a portion of and located in Alexander Addition, Blocks 156, 157, 158, and 122A, City and County of El Paso, Texas, and more particularly described as follows:

Beginning at an existing brass monument which is located (10.0) feet north and ten (10.0) feet east of the point of intersection of the College Avenue centerline and the Randolph Street centerline; thence S 37° 37' E a distance of forty five and no tenths (45.0) feet to a point on the south property line of College Avenue; thence N 52° 23' E along the south property line of College Avenue a distance of three hundred forth nine and three tenths (349.3) feet to the point of intersection of the south property line of College Avenue and the existing 8 inch sewer line, said point also marking the true point of beginning;

Thence S 29° 39' 31" E a distance of thirty five and one tenth (35.1) feet to a point which marks the center of an existing sewer manhole;

Thence S 2° 28' 29" W a distance of two hundred twenty and no tenths (220.0) feet to a point which marks the center of an existing sewer manhole;

Thence S 59° 15' 29" W a distance of four hundred seventy nine and four tenths (479.4) feet to a point which marks the center of an existing sewer manhole;

Thence S 11° 50' 29" W a distance of two hundred sixteen and five tenths (216.5) feet to a point which marks the center of an existing sewer manhole;

Thence S 7° 42' 31" E a distance of three hundred fifty three and seven tenths (353.7) feet to a point of intersection of the existing sewer line and the Texas Western College property line, the latter line also being the north property line of Blacker Street, Alexander Addition, City of El Paso, Texas.

The above described strip of land contains three hundred thousandths (0.300) acres more or less.

EXECUTED, this the \_\_\_\_\_ day of \_\_\_\_\_, A.D. 1965.

BOARD OF REGENTS OF THE UNIVERSITY OF TEXAS

By \_\_\_\_\_ Grantor

Attest:

\_\_\_\_\_  
Secretary

THE STATE OF TEXAS }  
COUNTY OF TRAVIS }

BEFORE ME, the undersigned authority, on this day personally appeared \_\_\_\_\_ of the BOARD OF REGENTS OF THE UNIVERSITY OF TEXAS, known to me to be the person whose name is subscribed to the foregoing instrument, and he acknowledged to me that he executed the same for the purposes and consideration therein expressed, in his official capacity, and as the act and deed of the BOARD OF REGENTS OF THE UNIVERSITY OF TEXAS.

GIVEN UNDER MY HAND AND SEAL OF OFFICE, this the \_\_\_\_\_ day of \_\_\_\_\_, 1965.

\_\_\_\_\_  
Notary Public  
Travis County, Texas

Approved as to Form

Date 9/10/65

[Signature]

Attorney for Public Service Board

---

---

3. TEXAS WESTERN COLLEGE: PROPOSED STUDENT UNION BUILDING EXPANSION. --Below is a xerox copy of Chancellor Ransom's recommendation:

President Ray has stated in a letter to Dr. Ransom dated October 20, 1965:

At a meeting on October 15, 1965, the Building Committee recommended to me, and I here recommend to you, that we be authorized to undertake a project of expanding and remodeling the Student Union Building, with the addition not to exceed 114,000 square feet. Our present Union Building has approximately 57,000 square feet. I further recommend that the Consulting Architects be authorized to prepare preliminary plans and cost estimates for the proposed expansion and remodeling. If we calculate costs at \$20 per square foot, our proposed extension would cost somewhat more than \$2,250,000. We will be more confident of our calculations for financing, however, after we have the mature advice of the Consulting Architects.

Our calculations thus far indicate, on the basis of current and projected enrollments, that the figure mentioned above would be well within our means for retirement of the debt incurred for the expansion. We might later need some increase in the building use fee for the purpose of financing the expanded program. If this authorization is granted, the preliminary plans and cost estimates will be submitted to Central Administration for consideration and approval, and authorization will be requested for filing a preliminary application with the Housing and Home Finance Agency for a loan commitment to finance the project.

Vice-Chancellor Dolley and Attorney Waldrep have examined the bond indenture for the bonds that are now outstanding on the original Student Union. They find the total Student Union income pledged for the initial bond issue. Therefore, if an expansion is to be made, any new bond issue would carry

a second lien. Although FHA attorneys advise Mr. Waldrep that the FHA has no prohibition against buying second lien bonds, we doubt the advisability of issuing second lien bonds. Vice-Chancellor Dolley recommends that the Board of Regents have a discussion of this item with President Ray and members of the Central Administration for policy determination.

---

---

C. APPROVAL OF MINUTES, OCTOBER 7-8, 1965.--

D. INFORMATIONAL REPORTS BY INSTITUTIONAL HEADS,  
IF ANY

1. Texas Western College (Doctor Ray)
2. Arlington State College (Doctor Woolf)
3. Medical Branch (Doctor Blocker)
4. Dental Branch (Doctor Olson)
5. M. D. Anderson Hospital and Tumor Institute  
(Doctor Clark)
6. Southwestern Medical School (Doctor Gill)
7. Graduate School of Biomedical Sciences  
(Doctor Weiss)
8. Division of Continuing Education (Doctor Taylor)

E. REPORTS OF STANDING COMMITTEES

1. Executive Committee by Committee Chairman Brenan
2. Academic and Developmental Affairs Committee by  
Committee Chairman Olan
3. Buildings and Grounds Committee by Committee  
Chairman Johnson
4. Land and Investment Committee by Committee  
Chairman Erwin

5. Medical Affairs Committee by Committee Chairman  
Connally

F. REPORT OF BOARD FOR LEASE OF UNIVERSITY LANDS  
(If there has been a meeting since October 9, 1965)

G. REPORT OF SPECIAL COMMITTEES, IF ANY

H. REPORT OF COMMITTEE OF THE WHOLE BY CHAIRMAN  
HEATH

SUPPLEMENTARY AGENDA

BOARD OF REGENTS

OF

THE UNIVERSITY OF TEXAS

MEETING NO. 638

November 23-24, 1965

NAME \_\_\_\_\_

## **Executive Committee**

EXECUTIVE COMMITTEE

No Items submitted for the Supplementary Agenda material.



**Academic and Developmental Affairs  
Committee**

ACADEMIC AND DEVELOPMENTAL AFFAIRS COMMITTEE

No Items submitted for the Supplementary Agenda Material.

## **Buildings & Grounds Committee**

SUPPLEMENTARY AGENDA  
BUILDINGS AND GROUNDS COMMITTEE AND  
MEDICAL AFFAIRS COMMITTEE

Page  
B & G  
& MED

MEDICAL BRANCH

4. Approval of Preliminary Plans for Laundry Expansion

Below

---

---

4. MEDICAL BRANCH - APPROVAL OF PRELIMINARY PLANS FOR LAUNDRY EXPANSION.--  
At the Regents' meeting held September 19, 1964, the Consulting Architects were instructed to proceed with the preparation of preliminary plans and outline specifications for laundry expansion at the Medical Branch. At the time it was stated that it was estimated that the expansion would cost approximately \$200,000.00 including the building, new equipment, and replacement of certain old equipment.

The Consulting Architects have now completed the preliminary plans and outline specifications and their cost estimate for their work is \$250,000.00. The primary reason for the cost estimate exceeding the original \$200,000.00 is due to the inclusion of air conditioning and some remodeling in the old building to provide a more functional operation and the replacement of additional obsolete equipment. It is the recommendation of the Medical Branch Faculty Building Committee, Dr. Blocker, and Mr. Walker that the Board approve these preliminary plans and outline specifications, and that an appropriation of \$250,000.00 be made to cover this work. This appropriation is to come from funds available in the Five-Year Building Program approved by the Board on September 27-28, 1963.

---

---

SUPPLEMENTARY AGENDA  
BUILDINGS AND GROUNDS COMMITTEE

Page  
B & G

MAIN UNIVERSITY

7. Revision in Estimate of Cost of Women's Cooperative Housing Below

---

7. MAIN UNIVERSITY - REVISION IN ESTIMATE OF COST OF WOMEN'S COOPERATIVE HOUSING.--The original estimated cost of the Women's Cooperative Housing at the Main University for 96 occupants was \$350,000.00 to \$375,000.00, it being understood that \$95,000.00 was to come from the Cooperative Housing Reserve and the balance from Revenue Bonds through an application to H. H. F. A. When the preliminary plans and outline specifications were prepared, the estimate was \$375,000.00 based on 100 occupants; however, this estimate did not include the following items, most of which are necessitated by the fact that an H. H. F. A. application is to be filed on this project, which was not taken into consideration in preparing the estimate.

1. Legal Expenses
2. Contingency required by H. H. F. A.
3. Interest during construction
4. Electrical utility connections to University utility systems
5. H. H. F. A. Field Expenses
6. Preliminary Expenses

The inclusion of these items raises the estimate from \$375,000.00 to \$415,000.00, \$95,000.00 of which is to come from the Cooperative Housing Reserve at the Main University. It is, therefore, recommended that authorization be given to file an application in the amount of \$320,000.00 with H. H. F. A. for the Women's Cooperative Housing at Main University.

## **Committee of the Whole**

COMMITTEE OF THE WHOLE

Supplementary Agenda

	<u>Page</u> <u>C of W</u>
18. Classified Personnel Pay Plan for 1966-67 (Amendments to 1965-66 Plan), System-Wide	56, 58- 174
19. Salary Scale Adjustments for Classified Personnel Effective September 1, 1966, Central Administra- tion and Main University	57
20. Appointment of Special Committee to Approve Final Plans and Specifications for South Mall Office Building, Main University	175
21. Sale Offer of Two Private Dormitories, Main University	175
22. Relocation of Facilities for Intercollegiate Athletics Removing Non-University Traffic from San Jacinto Boulevard, Main University	176
23. Rules and Regulations: Amendment, Part II, 1943 Edition re Texas Union Board of Directors	181
24. Chancellor's Docket No. 3, System-Wide	183
25. Scheduled Meetings of the Board	183
26. Emergency Administrative Recommendations, If Any	183

---

18. SYSTEM-WIDE: CLASSIFIED PERSONNEL PAY PLAN FOR 1966-67  
(AMENDMENTS TO 1965-66 PLAN).--

Chancellor Ransom concurs in the recommendations of the respective institutional heads; Mr. J. C. Kennedy, System Personnel Adviser; and Vice-Chancellor Dolley that the recommended changes in the 1965-66 Classified Personnel Pay Plans to become effective September 1, 1966, be approved as presented:

Central Administration and Main University  
Texas Western College  
Arlington State College  
Medical Branch  
Dental Branch  
M. D. Anderson Hospital and Tumor Institute  
Southwestern Medical School  
Graduate School of Biomedical Sciences and Division of Continuing  
Education (same as M. D. Anderson)  
South Texas Medical School (same as Main University)

The recommended adjustments are submitted for approval in order that they may be used in preparation of the 1966-67 budgets. Exhaustive studies have been conducted by the respective personnel offices; and in arriving at the recommendations, we have taken into account the State Classification Plan as modified by the Legislature, numerous surveys which we have conducted or in which we have participated, as well as pay schedules of other institutions and prevailing rates in the applicable area of competition. In the proposed recommended changes we show a comparable State range where applicable, using the rate that will be effective for the State beginning September 1, 1966. We feel that the recommended changes in the Classified Personnel Pay Plans are necessary for us to maintain a competitive position for qualified applicants. We have not adjusted all of our classes on a straight two-step basis as was done by the Legislature for the State Pay Plan, but we have considered each classification on its own merits and have included recommendation for changes according to the individual requirements of each classification.

(NOTE: Because of the close relationship between this item and the following item, and the bulkiness of the material of Item 8 the proposed changes in the 1965-66 Classified Personnel Pay Plans are on the following pages 58 - 174 .)



---

19. CENTRAL ADMINISTRATION AND MAIN UNIVERSITY: SALARY SCALE ADJUSTMENTS FOR CLASSIFIED PERSONNEL EFFECTIVE SEPTEMBER 1, 1966.--

The State Classification Plan adopted for the current biennium provides for a one-salary step increase for all employees for each year of the biennium. This means a two-step increase for each State employee during the biennium.

In the proposed revisions in the Classified Personnel Pay Plan to become effective September 1, 1966 many of the classifications have a two-step increase in the minimum salary for the classification. We feel that the principle of adjusting only the minimum salary level is not sound, since this enables new employees to have a salary at the same level of employees who have worked one year or more with the University. In order that we may keep pace and have an equitable adjustment, Chancellor Ransom concurs in the recommendation of the administrative staff that a scale adjustment involving a two-step increase should be made effective for all classified employees for the Main University and Central Administration with the new budget beginning September 1, 1966. We would propose that a two-step salary scale adjustment in individual salaries be made within approved ranges for those full-time regular salaried employees who have on September 1, 1966 been in the continuous service of the University for at least twelve months.

The Budget Policies and Limitations for 1966-67 recommended for adoption at this Board of Regents' meeting include funds sufficient to provide the adoption of the recommended changes in the Classified Personnel Pay Plan and for this two-step scale adjustment for full-time regular salaried employees who have been in continuous service for twelve months as at September 1, 1966. Adoption of such a policy would keep us in a competitive position with state agencies but still leave us behind recent increases in salaries for people employed by the Federal Government, industry, and commerce.

---

THE UNIVERSITY OF TEXAS

Austin, Texas 78712

University Personnel Office

October 28, 1965

Dr. Norman Hackerman  
Vice-Chancellor for Academic Affairs  
The University of Texas  
Austin, Texas

Dear Dr. Hackerman:

We have completed an exhaustive study of our Classified Personnel Pay Plan and are recommending the adjustments indicated in the attached pages to become effective September 1, 1966. These recommended adjustments are submitted for approval in order that they may be used in the preparation of the 1966-67 budget.

Deans, Directors, and Departmental Chairmen were requested in July to submit for consideration their recommendations for changes in the current Pay Plan. Moreover, we reviewed the Pay Plan for classes which, in our judgment, require changes for the 1966-67 fiscal year.

In arriving at our recommendations, we have taken into account the State Classification Plan as modified by the Fifty-ninth Legislature, numerous surveys which we have conducted or in which we have participated, pay schedules of other educational institutions, and prevailing rates in the applicable area of competition. We have also been influenced by our own experience in recruiting personnel for University positions during this year. We have considered Federal Civil Service rates and information recorded in various governmental wage-living cost studies, but have recognized our inability to achieve a competitive status with the U. S. Government.

In submitting our proposals, we have continued to show a comparable State range where one can be identified. We have used the rate which will be effective for the State during the second year of the biennium, but must point out that we are one year behind the State in making an extensive adjustment in our rate schedule. We should point out also that rather than to adjust all of our classes on a straight two-step basis as was done by the Legislature for the State schedule, we have considered each class on an individual basis and are making variable changes according to the individual requirements of each class. We feel that a better rate structure will exist as a result of this method of adjustment.

As nearly as we can estimate, raising the salaries of present employees, where necessary, to the recommended minimums will approximate an expenditure of \$206,000 in the general budget for the 1966-67 fiscal year. We consider these recommended adjustments in the Pay Plan as extremely important.

In addition to the recommendations given above, we also strongly feel that the principle of adjusting each individual employee's salary within the new range should be on the same general across-the-board nature as was done for other State employees, which has been in effect since September 1, 1965. It should be noted also that Senate Bill 563 authorizes merit salary increases for State employees in addition to the across-the-board increases for each year of the biennium where funds are available (lapsed increments) in the various departmental budgets as a result of employee turnover.

It is of great importance to the general welfare of our classified force that a two-step adjustment in individual salaries be made within approved

Dr. Norman Hackerman  
October 28, 1965

Page 2

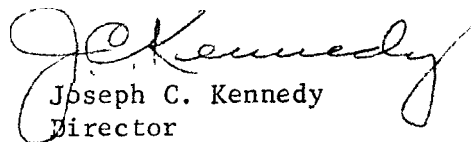
ranges for those full-time, regular salaried employees who have, on September 1, 1966, been in the continuous service of the University for at least one year. It is estimated, with the limitations indicated, that an additional \$580,000 in general revenue funds will be required for these increases. As you and others know, there have been numerous recent increases in salaries for people in civil service, in industry, and in commerce. There is no question, in my opinion, that we need to make these adjustments also. Classified employees serve a most important function at the University, and we simply must recognize that salaries for these individuals must be more competitive.

not  
necessarily  
revenue  
NH  
10/31/65

I should like to repeat that it is strongly urged that the Administration and the Board of Regents approve both of the recommendations listed above. It is suggested that we also continue the merit increase principle, since it is essential in an equitable salary pay plan to recognize those individuals who have performed their duties in a consistently outstanding manner.

In addition to the usual number of copies for distribution after approval, I am enclosing thirty-five copies for the Chancellor's Office and the Board of Regents.

Very truly yours,

  
Joseph C. Kennedy  
Director

lf

Enclosures

Distribution of Approved Copies:  
Office of the Chancellor  
Office of the Business Manager  
University Personnel Office

*These changes are needed & I urge  
their acceptance.*

Original Signed by  
NORMAN HACKERMAN  
10/31/65

THE UNIVERSITY OF TEXAS SYSTEM

COMPONENT: Main University

Recommended Adjustments in the Classified Personnel Pay Plan

EFFECTIVE DATE: September 1, 1966

Basic Rate Schedule			Type of Adjustment and Footnote No.	Class Code	Class Title	Present Monthly Range	Recommended Monthly Range	Identifiable State Range	
Step	Monthly	Annual						(class code)	(monthly)
1	\$128	\$1,536	DELETIONS						
2	135	1,620							
3	142	1,704							
4	149	1,788	D-1	2203	Director, Data Processing Division				
5	156	1,872							
6	164	1,968	D-2	2206	Supervisor, Data Processing Division				
7	172	2,064							
8	181	2,172							
9	190	2,280	D-3	2209	Assistant Supervisor, Data Processing Division				
10	200	2,400							
11	215	2,580							
12	225	2,700							
13	235	2,820	D-3	2330	Athletic Equipment Supervisor				
14	245	2,940							
15	256	3,072							
16	267	3,204	D-2	2403	Assistant Land and Trust Attorney				
17	279	3,348							
18	292	3,504	D-1	2502	Associate Director, University Personnel				
19	305	3,660							
20	319	3,828							
21	335	4,020							
22	350	4,200	D-2	3003	Director of Student Activities				
23	366	4,392							
24	382	4,584							
25	400	4,800	D-2	3072	Dormitory Resident Counselor II				
26	419	5,028							
27	439	5,268							
28	460	5,520	D-2	3075	Dormitory Resident Counselor I				
29	482	5,784							
30	514	6,168							
31	539	6,468	D-2	3242	Clinic Nurse				
32	565	6,780							
33	592	7,104							
34	620	7,440	D-1	3403	Director, Texas Union				
35	650	7,800							
36	680	8,160	D-1	3530	Intramurals Director				
37	710	8,520							
38	740	8,880							
39	770	9,240	D-3	3590	Intramurals Official				
40	800	9,600							
41	835	10,020							
42	870	10,440	D-3	4218	Field Operations Specialist				
43	910	10,920							
44	950	11,400							
45	1000	12,000	D-3	5000	Architect and Assistant to the Comptroller				
46	1050	12,600							
47	1100	13,200							
48	1150	13,800							
49	1200	14,400	D-1	5503	Manager, Printing Division				
50	1250	15,000							
51	1325	15,900	D-2	5533	Offset Press Operator				
52	1400	16,800							
53	1475	17,700							

C of W-

THE UNIVERSITY OF TEXAS SYSTEM

COMPONENT: Main University

Recommended Adjustments in the Classified Personnel Pay Plan

EFFECTIVE DATE: September 1, 1966

Basic Rate Schedule			Type of Adjustment and Footnote No.	Class Code	Class Title	Present Monthly Range	Recommended Monthly Range	Identifiable State Range	
Step	Monthly	Annual						(class code)	(monthly)
1	\$128	\$1,536	D-3	5590	Bindery Foreman				
2	135	1,620							
3	142	1,704							
4	149	1,788	D-3	5593	Press Foreman				
5	156	1,872							
6	164	1,968							
7	172	2,064	D-3	6060	House Supervisor				
8	181	2,172							
9	190	2,280							
10	200	2,400	D-2	6193	Food Preparation Worker				
11	215	2,580							
12	225	2,700							
13	235	2,820	D-3	7072	Geophysical Inspector				
14	245	2,940							
15	256	3,072							
16	267	3,204	D-3	8003	Law Librarian				
17	279	3,348							
18	292	3,504	D-3	8109	Vocational Teacher Trainer				
19	305	3,660							
20	319	3,828							
21	335	4,020	D-3	8339	Studio Technician, Art				
22	350	4,200							
23	366	4,392							
24	382	4,584	D-3	8363	Band Leader				
25	400	4,800							
26	419	5,028	D-3	8366	Professional Musician				
27	439	5,268							
28	460	5,520							
29	482	5,784	D-3	8367	Actor				
30	514	6,168							
31	539	6,468							
32	565	6,780	D-3	8369	Instrumentalist				
33	592	7,104							
34	620	7,440							
35	650	7,800	D-3	8372	Vocalist				
36	680	8,160							
37	710	8,520	D-2	9003	Executive Assistant				
38	740	8,880							
39	770	9,240							
40	800	9,600							
41	835	10,020	ADDITIONS						
42	870	10,440							
43	910	10,920							
44	950	11,400	A-3, C-1	2206	Assistant Director, Data Processing Division	\$539-680	\$650-800	0239	\$630-768
45	1000	12,000							
46	1050	12,600							
47	1100	13,200							
48	1150	13,800	A-1	2240	Computer Programmer-Assistant		400-514		
49	1200	14,400							
50	1250	15,000							
51	1325	15,900	A-2	2396	Stores Clerk III		366-482		
52	1400	16,800							
53	1475	17,700							

C of W-

THE UNIVERSITY OF TEXAS SYSTEM

COMPONENT: Main University

Recommended Adjustments in the Classified Personnel Pay Plan

EFFECTIVE DATE: September 1, 1966

Basic Rate Schedule			Type of Adjustment and Footnote No.	Class Code	Class Title	Present Monthly Range	Recommended Monthly Range	Identifiable State Range	
Step	Monthly	Annual						(class code)	(monthly)
1	\$128	\$1,536	A-3, C-2	2403	Assistant University Attorney	\$650-800	\$680-835		
2	135	1,620							
3	142	1,704							
4	149	1,788	A-4	2603	Administrative Services Officer		680-870		
5	156	1,872							
6	164	1,968							
7	172	2,064	A-3, C-1	2606	Executive Assistant	482-650	565-710	1503	\$590-719
8	181	2,172							
9	190	2,280							
10	200	2,400	A-3	3003	Coordinator of Student Activities	650-910	650-910		
11	215	2,580							
12	225	2,700							
13	235	2,820	A-5	3072	Dormitory Resident Counselor	128-225	200-256		
14	245	2,940							
15	256	3,072							
16	267	3,204	A-3, C-1	3242	Emergency Nurse, Clinic	335-400	382-460	4433	453-552
17	279	3,348							
18	292	3,504							
19	305	3,660	A-2	4029	Social Science Research Assistant III		292-382		
20	319	3,828							
21	335	4,020							
22	350	4,200	A-2	4129	Humanities Research Assistant III		292-382		
23	366	4,392							
24	382	4,584							
25	400	4,800	A-2	4259	Laboratory Research Assistant III		292-382		
26	419	5,028							
27	439	5,268							
28	460	5,520	A-6	4403	Marine Laboratory Manager		620-800		
29	482	5,784							
30	514	6,168							
31	539	6,468	A-7	5348	Deckhand		245-319	9221	397-484
32	565	6,780							
33	592	7,104							
34	620	7,440	A-2	5532	Offset Press Operator II		335-439		
35	650	7,800							
36	680	8,160							
37	710	8,520	A-2	5533	Offset Press Operator I		279-366		
38	740	8,880							
39	770	9,240							
40	800	9,600	A-2	6192	Food Preparation Worker II		267-335	8103	268-326
41	835	10,020							
42	870	10,440							
43	910	10,920	A-2	6193	Food Preparation Worker I		200-256	8102	213-259
44	950	11,400							
45	1000	12,000							
46	1050	12,600	A-9	8070	Bibliographer		382-514		
47	1100	13,200							
48	1150	13,800							
49	1200	14,400	A-8	8627	Staff Writer		539-680	1895	630-768
50	1250	15,000							
51	1325	15,900							
52	1400	16,800	A-2	8674	Informational Writer III		539-680	1895	630-768
53	1475	17,700							

C of W-

THE UNIVERSITY OF TEXAS SYSTEM

COMPONENT: Main University

Recommended Adjustments in the Classified Personnel Pay Plan

EFFECTIVE DATE: September 1, 1966

Basic Rate Schedule			Type of Adjustment and Footnote No.	Class Code	Class Title	Present Monthly Range	Recommended Monthly Range	Identifiable State Range	
Step	Monthly	Annual						(class code)	(monthly)
1	\$128	\$1,536	CHANGES						
2	135	1,620							
3	142	1,704							
4	149	1,788	C-2	2006	Assistant to the Business Manager	\$680-910	\$740-1000		
5	156	1,872							
6	164	1,968							
7	172	2,064	C-2	2009	Branch College Auditor	620-800	710-950		
8	181	2,172							
9	190	2,280	C-2	2012	Auditor, Oil and Gas Production	650-800	680-835		
10	200	2,400							
11	215	2,580							
12	225	2,700	C-2	2015	Assistant Auditor, Oil and Gas Production	514-650	539-680		
13	235	2,820							
14	245	2,940							
15	256	3,072							
16	267	3,204	C-2	2030	Assistant to the Endowment Officer	650-910	740-1000		
17	279	3,348							
18	292	3,504							
19	305	3,660	C-2	2033	Senior Security Analyst	740-1000	800-1100		
20	319	3,828							
21	335	4,020							
22	350	4,200	C-2	2034	Security Analyst	514-620	539-650		
23	366	4,392							
24	382	4,584							
25	400	4,800	C-2	2060	Assistant University Auditor	740-910	770-950		
26	419	5,028							
27	439	5,268	C-2	2061	Assistant to the Auditor	620-770	650-800		
28	460	5,520							
29	482	5,784							
30	514	6,168	C-2	2062	Internal Auditor	620-770	650-800		
31	539	6,468							
32	565	6,780							
33	592	7,104	C-2	2063	Chief, Accounting Division	680-870	710-910		
34	620	7,440							
35	650	7,800							
36	680	8,160	C-2	2066	Bursar	650-835	680-870		
37	710	8,520							
38	740	8,880	C-2	2069	Accounting and Procurement Officer, DRL	592-770	620-800		
39	770	9,240							
40	800	9,600							
41	835	10,020							
42	870	10,440	C-6	2072	Supervisor, Payroll Division	539-710	650-835		
43	910	10,920							
44	950	11,400							
45	1000	12,000	C-2, C-3	2075	Accounting Group Supervisor	539-710	565-740	1163	\$590-719
46	1050	12,600							
47	1100	13,200							
48	1150	13,800	C-2	2078	Inventory Supervisor	460-592	482-620		
49	1200	14,400							
50	1250	15,000							
51	1325	15,900							
52	1400	16,800							
53	1475	17,700							

C of W.

THE UNIVERSITY OF TEXAS SYSTEM

COMPONENT: Main University

Recommended Adjustments in the Classified Personnel Pay Plan

EFFECTIVE DATE: September 1, 1966

Step	Basic Rate Schedule		Type of Adjustment and Footnote No.	Class Code	Class Title	Present Monthly Range	Recommended Monthly Range	Identifiable State Range	
	Monthly	Annual						(class code)	(monthly)
1	\$128	\$1,536	C-1	2084	Accountant II	\$514-680	\$539-710	1162	\$484-590
2	135	1,620							
3	142	1,704							
4	149	1,788	C-1	2085	Accountant I	439-592	460-620	1161	424-517
5	156	1,872							
6	164	1,968							
7	172	2,064	C-1	2090	Cashier II	350-482	366-514	1002	326-397
8	181	2,172							
9	190	2,280							
10	200	2,400	C-1	2091	Cashier I	279-350	292-366	1000	305-372
11	215	2,580							
12	225	2,700							
13	235	2,820	C-1	2096	Accounting Clerk II	305-400	335-419	1002	326-397
14	245	2,940							
15	256	3,072							
16	267	3,204	C-1	2097	Accounting Clerk I	267-350	292-366	1001	286-348
17	279	3,348							
18	292	3,504							
19	305	3,660	C-1	2160	Clerk-Draftsman	235-305	256-335		
20	319	3,828							
21	335	4,020							
22	350	4,200	C-2, C-7	2209	Assistant Supervisor, Data Processing Division	439-565	514-650		
23	366	4,392							
24	382	4,584							
25	400	4,800	C-2, C-7	2218	Supervisor, Computer Equipment Operations	482-592	539-650		
26	419	5,028							
27	439	5,268							
28	460	5,520	C-2, C-7	2222	Supervisor, Auxiliary Equipment Operations	419-539	460-592		
29	482	5,784							
30	514	6,168							
31	539	6,468	C-1, C-7	2230	Systems Analyst and Programmer II	539-680	620-770	0242	630-768
32	565	6,780							
33	592	7,104							
34	620	7,440	C-1, C-7	2231	Systems Analyst and Programmer I	514-650	565-710	0241	590-719
35	650	7,800							
36	680	8,160							
37	710	8,520	C-1, C-7	2236	Computer Programmer III	592-710	680-800	0243	673-820
38	740	8,880							
39	770	9,240							
40	800	9,600	C-1, C-7	2237	Computer Programmer II	539-680	620-770	0242	630-768
41	835	10,020							
42	870	10,440							
43	910	10,920	C-1, C-7	2238	Computer Programmer I	514-650	565-710	0241	590-719
44	950	11,400							
45	1000	12,000							
46	1050	12,600	C-1, C-7	2260	Scoring and Tabulating Supervisor	419-539	460-592	0225,0226	453-673
47	1100	13,200							
48	1150	13,800							
49	1200	14,400							
50	1250	15,000							
51	1325	15,900							
52	1400	16,800							
53	1475	17,700							

C of W-



THE UNIVERSITY OF TEXAS SYSTEM

COMPONENT: Main University

Recommended Adjustments in the Classified Personnel Pay Plan

EFFECTIVE DATE: September 1, 1966

Step	Basic Rate Schedule		Type of Adjustment and Footnote No.	Class Code	Class Title	Present Monthly Range	Recommended Monthly Range	Identifiable State Range	
	Monthly	Annual						(class code)	(monthly)
1	\$128	\$1,536	C-1, C-7	2262	Computer Operator II	\$419-539	\$460-650	0237, 0238	\$453-673
2	135	1,620							
3	142	1,704							
4	149	1,788	C-1, C-7	2263	Computer Operator I	335-400	366-482	0236, 0237	372-552
5	156	1,872							
6	164	1,968							
7	172	2,064	C-1, C-7	2272	Tabulating Equipment Operator II	366-460	400-482	0223	397-484
8	181	2,172							
9	190	2,280							
10	200	2,400	C-1, C-7	2273	Tabulating Equipment Operator I	305-382	350-419	0221	348-424
11	215	2,580							
12	225	2,700							
13	235	2,820	C-1, C-7	2282	Key Punch Supervisor	366-460	382-514	0211, 0213	372-517
14	245	2,940							
15	256	3,072							
16	267	3,204	C-1, C-7	2285	Key Punch Operator II	305-382	335-419	0203	326-397
17	279	3,348							
18	292	3,504							
19	305	3,660	C-1, C-7	2286	Key Punch Operator I	256-319	292-350	0201	286-348
20	319	3,828							
21	335	4,020							
22	350	4,200	C-2	2312	Manager, Stenographic Bureau	439-539	514-620		
23	366	4,392	C-1	2322	Procurement Officer	382-482	400-514	1941	453-552
24	382	4,584							
25	400	4,800							
26	419	5,028	C-2	2333	Military Property Custodian	400-565	419-592		
27	439	5,268							
28	460	5,520							
29	482	5,784	C-2	2360	Laboratory Services Supervisor	319-419	335-439		
30	514	6,168							
31	539	6,468							
32	565	6,780	C-2	2363	Laboratory Stores Assistant	235-319	245-335	1902	286-348
33	592	7,104							
34	620	7,440							
35	650	7,800	C-2	2366	Laboratory Attendant	156-235	172-256	4201	213-259
36	680	8,160							
37	710	8,520							
38	740	8,880	C-2	2384	Stores Foreman	460-565	482-620		
39	770	9,240							
40	800	9,600							
41	835	10,020	C-2	2390	Chauffeur-Stores Clerk, BRC	267-335	279-350		
42	870	10,440							
43	910	10,920							
44	950	11,400	C-2	2396	Stores Clerk II	305-400	319-419		
45	1000	12,000							
46	1050	12,600							
47	1100	13,200	C-2	2397	Stores Clerk I	235-305	245-319		
48	1150	13,800							
49	1200	14,400							
50	1250	15,000							
51	1325	15,900							
52	1400	16,800							
53	1475	17,700							

C of W.

THE UNIVERSITY OF TEXAS SYSTEM

COMPONENT: Main University

Recommended Adjustments in the Classified Personnel Pay Plan

EFFECTIVE DATE: September 1, 1966

Basic Rate Schedule			Type of Adjustment and Footnote No.	Class Code	Class Title	Present Monthly Range	Recommended Monthly Range	Identifiable State Range	
Step	Monthly	Annual						(class code)	(monthly)
1	\$128	\$1,536	C-2	2430	Legal Aid Director	\$514-620	\$539-650		
2	135	1,620							
3	142	1,704							
4	149	1,788	C-2	2433	Legal Aid Attorney	382-482	400-514		
5	156	1,872							
6	164	1,968							
7	172	2,064	C-2	2506	Director of Employee Benefits	592-870	680-870		
8	181	2,172							
9	190	2,280							
10	200	2,400	C-2	2512	Supervisor, Workmen's Compensation Insurance	565-680	620-740		
11	215	2,580							
12	225	2,700							
13	235	2,820	C-1	2521	Wage and Salary Supervisor, UPO	565-680	620-740	1722	\$630-768
14	245	2,940							
15	256	3,072							
16	267	3,204	C-1	2524	Employment Supervisor, UPO	565-680	620-740	1726	630-768
17	279	3,348							
18	292	3,504							
19	305	3,660	C-1	2527	Personnel Representative	514-620	539-650	1721	552-673
20	319	3,828							
21	335	4,020							
22	350	4,200	C-2	3012	Student Group Advisor III	539-710	565-740		
23	366	4,392							
24	382	4,584							
25	400	4,800	C-2	3013	Student Group Advisor II	419-539	439-565		
26	419	5,028							
27	439	5,268							
28	460	5,520	C-2	3014	Student Group Advisor I	335-419	350-439		
29	482	5,784							
30	514	6,168							
31	539	6,468	C-2	3030	Assistant Director, International Office	482-592	514-620		
32	565	6,780							
33	592	7,104							
34	620	7,440	C-2	3033	Assistant Coordinator, International Office	460-565	482-592		
35	650	7,800							
36	680	8,160							
37	710	8,520	C-2	3060	Dormitory Counseling Supervisor II	350-482	366-514		
38	740	8,880							
39	770	9,240							
40	800	9,600	C-2	3063	Dormitory Counseling Supervisor I	279-335	292-350		
41	835	10,020							
42	870	10,440							
43	910	10,920	C-2	3066	Night Supervisor, Women's Residence Halls	215-279	225-292		
44	950	11,400							
45	1000	12,000							
46	1050	12,600							
47	1100	13,200							
48	1150	13,800							
49	1200	14,400							
50	1250	15,000							
51	1325	15,900							
52	1400	16,800							
53	1475	17,700							

C of W-

THE UNIVERSITY OF TEXAS SYSTEM

COMPONENT: Main University

Recommended Adjustments in the Classified Personnel Pay Plan

EFFECTIVE DATE: September 1, 1966

Step	Basic Rate Schedule		Type of Adjustment and Footnote No.	Class Code	Class Title	Present Monthly Range	Recommended Monthly Range	Identifiable State Range	
	Monthly	Annual						(class code)	(monthly)
1	\$128	\$1,536	C-2, C-8	3103	Psychologist III	\$592-740	\$770-1050		
2	135	1,620							
3	142	1,704							
4	149	1,788	C-1, C-8	3104	Psychologist II	460-565	565-770	5253	\$673-820
5	156	1,872							
6	164	1,968							
7	172	2,064	C-1, C-8	3105	Psychologist I	350-460	400-565	5250	630-768
8	181	2,172							
9	190	2,280							
10	200	2,400	C-2	3108	Supervisor, Reading Improvement Program	539-680	565-710		
11	215	2,580							
12	225	2,700							
13	235	2,820	C-2	3110	Reading Improvement Specialist	400-539	419-565		
14	245	2,940							
15	256	3,072							
16	267	3,204	C-2, C-8	3121	Psychometrist II	382-482	400-514		
17	279	3,348							
18	292	3,504							
19	305	3,660	C-2, C-8	3122	Psychometrist I	305-400	319-419		
20	319	3,828							
21	335	4,020							
22	350	4,200	C-2	3203	Chief Pharmacist	650-770	740-910		
23	366	4,392							
24	382	4,584							
25	400	4,800	C-1	3204	Pharmacist	514-620	592-710	4498	630-768
26	419	5,028							
27	439	5,268							
28	460	5,520	C-2	3205	Assistant Pharmacist	419-539	460-592		
29	482	5,784							
30	514	6,168							
31	539	6,468	C-1	3212	Physical Therapist	335-419	400-514	4326	517-630
32	565	6,780							
33	592	7,104							
34	620	7,440	C-1	3230	Chief of Nurses	460-565	514-620	4439	517-630
35	650	7,800							
36	680	8,160							
37	710	8,520	C-1	3233	Supervising Nurse	382-460	419-514	4438	453-552
38	740	8,880							
39	770	9,240							
40	800	9,600	C-1	3236	Surgical Nurse	366-439	400-482	4433	453-552
41	835	10,020							
42	870	10,440							
43	910	10,920	C-1	3239	Staff Nurse	350-419	382-460	4433	453-552
44	950	11,400							
45	1000	12,000							
46	1050	12,600	C-1	3260	Supervising Medical Technologist	460-565	514-620	4217	552-673
47	1100	13,200							
48	1150	13,800							
49	1200	14,400	C-1	3261	Medical Technologist	400-482	439-539	4216	424-517
50	1250	15,000							
51	1325	15,900							
52	1400	16,800							
53	1475	17,700							

C of W-

THE UNIVERSITY OF TEXAS SYSTEM

COMPONENT: Main University

Recommended Adjustments in the Classified Personnel Pay Plan

EFFECTIVE DATE: September 1, 1966

Step	Basic Rate Schedule		Type of Adjustment and Footnote No.	Class Code	Class Title	Present Monthly Range	Recommended Monthly Range	Identifiable State Range	
	Monthly	Annual						(class code)	(monthly)
1	\$128	\$1,536							
2	135	1,620							
3	142	1,704							
4	149	1,788	C-2	3266	Chief X-Ray Technician	419-539	460-592		
5	156	1,872							
6	164	1,968	C-2	3267	X-Ray Technician	319-382	350-419		
7	172	2,064							
8	181	2,172	C-1	3272	Medical Record Librarian	382-482	419-539	7452	\$517-630
9	190	2,280							
10	200	2,400	C-1	3275	Medical Record Technician	279-366	305-400	7451	372-453
11	215	2,580							
12	225	2,700							
13	235	2,820	C-2	3278	Medical Technician	305-366	335-400		
14	245	2,940							
15	256	3,072							
16	267	3,204	C-1	3290	Nurse Aide	164-225	200-267	4372	213-259
17	279	3,348							
18	292	3,504							
19	305	3,660	C-2	3293	Hospital Orderly	156-215	172-235		
20	319	3,828							
21	335	4,020							
22	350	4,200	C-2	3306	Traffic and Security Captain	366-460	400-514		
23	366	4,392							
24	382	4,584	C-2	3309	Traffic and Security Sergeant	335-419	366-460		
25	400	4,800							
26	419	5,028							
27	439	5,268	C-2	3315	Chief Guard, BRC	305-400	335-439		
28	460	5,520							
29	482	5,784							
30	514	6,168	C-2	3316	Guard, BRC	245-319	256-335		
31	539	6,468							
32	565	6,780							
33	592	7,104	C-2	3321	Guard	215-279	235-305		
34	620	7,440							
35	650	7,800							
36	680	8,160	C-1	3330	Fire Marshal	439-539	460-592	2746	590-719
37	710	8,520							
38	740	8,880	C-2	3333	Fire Safety Inspector	382-460	419-539		
39	770	9,240							
40	800	9,600							
41	835	10,020	C-2	3360	Housing Inspector	400-514	419-539		
42	870	10,440							
43	910	10,920							
44	950	11,400	C-2	3363	Assistant Housing Inspector	366-439	382-460		
45	1000	12,000							
46	1050	12,600							
47	1100	13,200	C-1	3375	Exterminator	305-382	335-419	9124	453-552
48	1150	13,800							
49	1200	14,400							
50	1250	15,000							
51	1325	15,900							
52	1400	16,800							
53	1475	17,700							

THE UNIVERSITY OF TEXAS SYSTEM

COMPONENT: Main University

Recommended Adjustments in the Classified Personnel Pay Plan

EFFECTIVE DATE: September 1, 1966

Basic Rate Schedule			Type of Adjustment and Footnote No.	Class Code	Class Title	Present Monthly Range	Recommended Monthly Range	Identifiable State Range	
Step	Monthly	Annual						(class code)	(monthly)
1	\$128	\$1,536	C-2	3406	Games Manager	\$419-539	\$439-565		
2	135	1,620							
3	142	1,704							
4	149	1,788	C-2	3442	Crafts Supervisor	400-514	419-539		
5	156	1,872							
6	164	1,968							
7	172	2,064	C-2	3443	Assistant Crafts Supervisor	292-382	305-400		
8	181	2,172							
9	190	2,280							
10	200	2,400	C-2	3451	Union Program Assistant	305-382	319-400		
11	215	2,580							
12	225	2,700							
13	235	2,820	C-2	3460	Building Manager, Texas Union	256-335	267-350		
14	245	2,940							
15	256	3,072							
16	267	3,204	C-2	3466	Activity Assistant	156-256	172-279		
17	279	3,348							
18	292	3,504							
19	305	3,660	C-2	3501	Associate Business Manager of Athletics	620-800	650-835		
20	319	3,828							
21	335	4,020							
22	350	4,200	C-2	3503	Assistant Business Manager of Athletics	539-680	565-710		
23	366	4,392							
24	382	4,584							
25	400	4,800	C-2	3506	Counselor, Intercollegiate Athletics	565-770	592-800		
26	419	5,028							
27	439	5,268							
28	460	5,520	C-2, C-9	3536	Intramurals Assistant Director	460-565	539-650		
29	482	5,784							
30	514	6,168							
31	539	6,468	C-2	3545	Associate Director of Co-Recreation	439-539	460-565		
32	565	6,780							
33	592	7,104							
34	620	7,440	C-2	3575	Intramurals Trainer	256-350	267-366		
35	650	7,800							
36	680	8,160							
37	710	8,520	C-2	3601	Associate Director of Admissions	650-870	740-950		
38	740	8,880							
39	770	9,240							
40	800	9,600	C-2	3603	Assistant Registrar	514-680	592-740		
41	835	10,020							
42	870	10,440							
43	910	10,920	C-2	3606	Assistant Registrar and Registration Supervisor	514-680	592-740		
44	950	11,400							
45	1000	12,000							
46	1050	12,600	C-2	3621	Assistant Director of Admissions	514-680	592-740		
47	1100	13,200							
48	1150	13,800							
49	1200	14,400							
50	1250	15,000							
51	1325	15,900							
52	1400	16,800							
53	1475	17,700							

C of W.

THE UNIVERSITY OF TEXAS SYSTEM

COMPONENT: Main University

Recommended Adjustments in the Classified Personnel Pay Plan

EFFECTIVE DATE: September 1, 1966

Basic Rate Schedule			Type of Adjustment and Footnote No.	Class Code	Class Title	Present Monthly Range	Recommended Monthly Range	Identifiable State Range	
Step	Monthly	Annual						(class code)	(monthly)
1	\$128	\$1,536	C-2	3636	Transcript Examiner	305-400	319-419		
2	135	1,620							
3	142	1,704							
4	149	1,788	C-2	4003	Social Science Research Associate V	710-1050	770-1050		
5	156	1,872							
6	164	1,968							
7	172	2,064	C-2	4004	Social Science Research Associate IV	539-710	592-770		
8	181	2,172							
9	190	2,280							
10	200	2,400	C-10	4005	Social Science Research Associate III	439-565	539-592		
11	215	2,580							
12	225	2,700							
13	235	2,820	C-10	4006	Social Science Research Associate II	400-514	482-539		
14	245	2,940							
15	256	3,072							
16	267	3,204	C-10	4007	Social Science Research Associate I	350-439	400-482		
17	279	3,348							
18	292	3,504							
19	305	3,660	C-10	4030	Social Science Research Assistant II	267-335	225-279		
20	319	3,828							
21	335	4,020							
22	350	4,200	C-10	4031	Social Science Research Assistant I	164-256	172-215		
23	366	4,392							
24	382	4,584							
25	400	4,800	C-10	4106	Humanities Research Associate II	400-514	482-539		
26	419	5,028							
27	439	5,268							
28	460	5,520	C-10	4107	Humanities Research Associate I	350-439	400-482		
29	482	5,784							
30	514	6,168							
31	539	6,468	C-10	4130	Humanities Research Assistant II	267-335	225-279		
32	565	6,780							
33	592	7,104							
34	620	7,440	C-10	4131	Humanities Research Assistant I	164-256	172-215		
35	650	7,800							
36	680	8,160							
37	710	8,520	C-11	4202	Special Research Associate	800-1250	1000-1400		
38	740	8,880							
39	770	9,240							
40	800	9,600	C-2	4203	Research Engineer-Scientist Associate V	835-1150	870-1200		
41	835	10,020							
42	870	10,440							
43	910	10,920	C-2	4204	Research Engineer-Scientist Associate IV	740-870	770-910		
44	950	11,400							
45	1000	12,000							
46	1050	12,600	C-2	4205	Research Engineer-Scientist Associate III	680-800	710-835		
47	1100	13,200							
48	1150	13,800							
49	1200	14,400							
50	1250	15,000							
51	1325	15,900							
52	1400	16,800							
53	1475	17,700							

C of W-

THE UNIVERSITY OF TEXAS SYSTEM

COMPONENT: Main University

Recommended Adjustments in the Classified Personnel Pay Plan

EFFECTIVE DATE: September 1, 1966

Step	Basic Rate Schedule	
	Monthly	Annual
1	\$128	\$1,536
2	135	1,620
3	142	1,704
4	149	1,788
5	156	1,872
6	164	1,968
7	172	2,064
8	181	2,172
9	190	2,280
10	200	2,400
11	215	2,580
12	225	2,700
13	235	2,820
14	245	2,940
15	256	3,072
16	267	3,204
17	279	3,348
18	292	3,504
19	305	3,660
20	319	3,828
21	335	4,020
22	350	4,200
23	366	4,392
24	382	4,584
25	400	4,800
26	419	5,028
27	439	5,268
28	460	5,520
29	482	5,784
30	514	6,168
31	539	6,468
32	565	6,780
33	592	7,104
34	620	7,440
35	650	7,800
36	680	8,160
37	710	8,520
38	740	8,880
39	770	9,240
40	800	9,600
41	835	10,020
42	870	10,440
43	910	10,920
44	950	11,400
45	1000	12,000
46	1050	12,600
47	1100	13,200
48	1150	13,800
49	1200	14,400
50	1250	15,000
51	1325	15,900
52	1400	16,800
53	1475	17,700

Type of Adjustment and Footnote No.	Class Code	Class Title	Present Monthly Range	Recommended Monthly Range	Identifiable State Range	
					(class code)	(monthly)
C-2	4206	Research Engineer-Scientist Associate II	\$592-710	\$620-740		
C-2	4207	Research Engineer-Scientist Associate I	514-620	539-650		
C-10	4230	Research Engineer-Scientist Assistant III	439-539	539-592		
C-10	4231	Research Engineer-Scientist Assistant II	400-439	482-539		
C-10	4232	Research Engineer-Scientist Assistant I	350-400	400-482		
C-10	4260	Laboratory Research Assistant II	267-335	225-279		
C-10	4261	Laboratory Research Assistant I	164-256	172-215		
C-2	4303	Nuclear Physics Technical Specialist III	620-770	650-800		
C-2	4304	Nuclear Physics Technical Specialist II	539-650	565-680		
C-2	4305	Nuclear Physics Technical Specialist I	400-565	419-592		
C-2	4312	Technical Staff Assistant V	539-740	565-770		
C-2	4313	Technical Staff Assistant IV	439-565	460-592		
C-2	4314	Technical Staff Assistant III	350-460	366-482		

C of W-

THE UNIVERSITY OF TEXAS SYSTEM

COMPONENT: Main University

Recommended Adjustments in the Classified Personnel Pay Plan

EFFECTIVE DATE: September 1, 1966

Basic Rate Schedule			Type of Adjustment and Footnote No.	Class Code	Class Title	Present Monthly Range	Recommended Monthly Range	Identifiable State Range	
Step	Monthly	Annual						(class code)	(monthly)
1	\$128	\$1,536	C-2	4315	Technical Staff Assistant II	279-366	292-382		
2	135	1,620							
3	142	1,704							
4	149	1,788	C-2	4316	Technical Staff Assistant I	200-305	225-305		
5	156	1,872							
6	164	1,968							
7	172	2,064	C-3	4330	Instrument Maker Foreman	482-650	539-710		
8	181	2,172							
9	190	2,280							
10	200	2,400	C-3	4333	Instrument Maker II	460-592	514-650		
11	215	2,580							
12	225	2,700							
13	235	2,820	C-3	4334	Instrument Maker I	400-514	439-565		
14	245	2,940							
15	256	3,072							
16	267	3,204	C-2	4363	Glassblower II	539-710	565-740		
17	279	3,348							
18	292	3,504							
19	305	3,660	C-2	4364	Glassblower I	382-514	400-539		
20	319	3,828							
21	335	4,020							
22	350	4,200	C-2	4366	Glassblower Apprentice	279-366	292-382		
23	366	4,392							
24	382	4,584							
25	400	4,800	C-1	4430	Laboratory Bacteriologist	460-592	514-650	4222	\$552-673
26	419	5,028							
27	439	5,268							
28	460	5,520	C-12	4460	Animal Caretaker Supervisor	256-305	279-335		
29	482	5,784							
30	514	6,168							
31	539	6,468	C-12	4463	Animal Caretaker II	215-267	235-292		
32	565	6,780							
33	592	7,104							
34	620	7,440	C-13	5003	Architect and Superintendent of Construction and Maintenance	800-1000	870-1100		
35	650	7,800							
36	680	8,160							
37	710	8,520	C-13	5006	Superintendent of Utilities	800-1000	870-1100		
38	740	8,880							
39	770	9,240							
40	800	9,600	C-13	5009	Electrical Engineer	740-910	800-1000		
41	835	10,020							
42	870	10,440							
43	910	10,920	C-13	5015	Power Plant Engineer	740-910	800-1000		
44	950	11,400							
45	1000	12,000							
46	1050	12,600	C-13	5018	Refrigerating and Heating Engineer	740-910	800-1000		
47	1100	13,200							
48	1150	13,800							
49	1200	14,400							
50	1250	15,000							
51	1325	15,900							
52	1400	16,800							
53	1475	17,700							

C of W.



THE UNIVERSITY OF TEXAS SYSTEM

COMPONENT: Main University

Recommended Adjustments in the Classified Personnel Pay Plan

EFFECTIVE DATE: September 1, 1966

Basic Rate Schedule			Type of Adjustment and Footnote No.	Class Code	Class Title	Present Monthly Range	Recommended Monthly Range	Identifiable State Range	
Step	Monthly	Annual						(class code)	(monthly)
1	\$128	\$1,536	C-13	5024	Assistant Power Plant Engineer	\$650-835	\$710-910		
2	135	1,620							
3	142	1,704							
4	149	1,788	C-13	5027	Assistant Refrigerating and Heating Engineer	650-835	710-910		
5	156	1,872							
6	164	1,968							
7	172	2,064	C-13	5060	Architect II	710-870	770-950		
8	181	2,172							
9	190	2,280							
10	200	2,400	C-13	5063	Architect I	565-680	620-740		
11	215	2,580							
12	225	2,700							
13	235	2,820	C-13	5066	Architectural Assistant	419-514	460-565		
14	245	2,940							
15	256	3,072							
16	267	3,204	C-2	5075	Cartographer	539-680	592-800		
17	279	3,348							
18	292	3,504							
19	305	3,660	C-1	5078	Cartographic Technician II	419-539	460-650	2002	\$590-719
20	319	3,828							
21	335	4,020							
22	350	4,200	C-1	5079	Cartographic Technician I	319-419	350-482	2001	484-590
23	366	4,392							
24	382	4,584							
25	400	4,800	C-1	5090	Draftsman II	419-539	439-565	2001	484-590
26	419	5,028							
27	439	5,268							
28	460	5,520	C-1	5091	Draftsman I	305-400	319-419	2000	372-453
29	482	5,784							
30	514	6,168							
31	539	6,468	C-2, C-14	5106	Distribution Supervisor	482-592	539-650		
32	565	6,780							
33	592	7,104							
34	620	7,440	C-2, C-14	5109	Steam Distribution Supervisor	482-592	539-650		
35	650	7,800							
36	680	8,160							
37	710	8,520	C-2, C-14	5112	Air Conditioning Supervisor	482-592	539-650		
38	740	8,880							
39	770	9,240							
40	800	9,600	C-2, C-14	5115	Refrigeration Supervisor	482-592	539-650		
41	835	10,020							
42	870	10,440							
43	910	10,920	C-14	5130	Assistant Steam Distribution Supervisor	439-539	460-565		
44	950	11,400							
45	1000	12,000							
46	1050	12,600	C-14	5133	Assistant Air Conditioning Supervisor	439-539	460-565		
47	1100	13,200							
48	1150	13,800							
49	1200	14,400							
50	1250	15,000							
51	1325	15,900							
52	1400	16,800							
53	1475	17,700							

C of W-

THE UNIVERSITY OF TEXAS SYSTEM

COMPONENT: Main University

Recommended Adjustments in the Classified Personnel Pay Plan

EFFECTIVE DATE: September 1, 1966

Step	Basic Rate Schedule		Type of Adjustment and Footnote No.	Class Code	Class Title	Present Monthly Range	Recommended Monthly Range	Identifiable State Range	
	Monthly	Annual						(class code)	(monthly)
1	\$128	\$1,536							
2	135	1,620							
3	142	1,704	C-14	5136	Assistant Refrigeration Supervisor	\$439-539	\$460-565		
4	149	1,788							
5	156	1,872	C-14	5160	Utilities Station Operator	400-482	439-539		
6	164	1,968							
7	172	2,064							
8	181	2,172	C-14	5172	Building Utility Operator	305-366	335-400		
9	190	2,280							
10	200	2,400							
11	215	2,580	C-2, C-14	5203	Cabinetmaker Foreman	439-539	482-592		
12	225	2,700							
13	235	2,820							
14	245	2,940	C-2, C-14	5206	Carpenter Foreman	439-539	482-592		
15	256	3,072							
16	267	3,204							
17	279	3,348	C-2, C-14	5209	Electrical Supervisor	482-592	539-650		
18	292	3,504							
19	305	3,660	C-2, C-14	5212	Communications Supervisor	482-592	539-650		
20	319	3,828							
21	335	4,020							
22	350	4,200	C-2, C-14	5215	Painter Foreman	439-539	482-592		
23	366	4,392							
24	382	4,584							
25	400	4,800	C-2, C-14	5218	Plumber Supervisor	482-592	539-650		
26	419	5,028							
27	439	5,268	C-2	5221	Furniture and Furnishings Foreman	439-539	460-565		
28	460	5,520							
29	482	5,784							
30	514	6,168	C-14	5224	Assistant Cabinetmaker Foreman	382-460	400-482		
31	539	6,468							
32	565	6,780							
33	592	7,104	C-14	5227	Assistant Carpenter Foreman	382-460	400-482		
34	620	7,440							
35	650	7,800							
36	680	8,160	C-14	5230	Assistant Electrical Supervisor	439-539	460-565		
37	710	8,520							
38	740	8,880	C-14	5233	Assistant Communications Supervisor	439-539	460-565		
39	770	9,240							
40	800	9,600							
41	835	10,020	C-14	5236	Assistant Painter Foreman	382-460	400-482		
42	870	10,440							
43	910	10,920							
44	950	11,400	C-14	5239	Assistant Plumbing Supervisor	439-539	460-565		
45	1000	12,000							
46	1050	12,600							
47	1100	13,200	C-2	5242	Assistant Furniture and Furnishings Foreman	366-439	400-482		
48	1150	13,800							
49	1200	14,400							
50	1250	15,000							
51	1325	15,900							
52	1400	16,800							
53	1475	17,700							

C of W-

THE UNIVERSITY OF TEXAS SYSTEM

COMPONENT: Main University

Recommended Adjustments in the Classified Personnel Pay Plan

EFFECTIVE DATE: September 1, 1966

Step	Basic Rate Schedule	
	Monthly	Annual
1	\$128	\$1,536
2	135	1,620
3	142	1,704
4	149	1,788
5	156	1,872
6	164	1,968
7	172	2,064
8	181	2,172
9	190	2,280
10	200	2,400
11	215	2,580
12	225	2,700
13	235	2,820
14	245	2,940
15	256	3,072
16	267	3,204
17	279	3,348
18	292	3,504
19	305	3,660
20	319	3,828
21	335	4,020
22	350	4,200
23	366	4,392
24	382	4,584
25	400	4,800
26	419	5,028
27	439	5,268
28	460	5,520
29	482	5,784
30	514	6,168
31	539	6,468
32	565	6,780
33	592	7,104
34	620	7,440
35	650	7,800
36	680	8,160
37	710	8,520
38	740	8,880
39	770	9,240
40	800	9,600
41	835	10,020
42	870	10,440
43	910	10,920
44	950	11,400
45	1000	12,000
46	1050	12,600
47	1100	13,200
48	1150	13,800
49	1200	14,400
50	1250	15,000
51	1325	15,900
52	1400	16,800
53	1475	17,700

Type of Adjustment and Footnote No.	Class Code	Class Title	Present Monthly Range	Recommended Monthly Range	Identifiable State Range (class code) (monthly)
C-14	5245	Cabinetmaker	\$366-439	\$400-482	
C-14	5248	Carpenter	366-439	400-482	
C-14	5251	Electrician	400-482	439-539	
C-14	5254	Cable Splicer	400-482	439-539	
C-2	5257	Communications Technician	400-482	439-592	
C-14	5260	Painter	319-382	350-419	
C-14	5263	Plumber	400-482	439-539	
C-14	5266	Steam Fitter	400-482	439-539	
C-2	5269	Furniture Upholsterer	335-400	350-439	
C-2	5272	Furniture Repairman and Refinisher	335-400	350-439	
C-14	5275	Cement Finisher	350-419	382-460	
C-14	5278	Mason	400-482	439-539	
C-14	5281	Plasterer	400-482	439-539	
C-14	5284	Steel Worker	400-482	439-539	
C-14	5287	Sheetmetal Worker	400-482	439-539	
C-14	5290	Insulator	400-482	439-539	
C-14	5293	Construction Machinery Operator	382-460	419-514	
C-2	5296	Maintenance Man	305-400	335-439	

THE UNIVERSITY OF TEXAS SYSTEM

COMPONENT: Main University

Recommended Adjustments in the Classified Personnel Pay Plan

EFFECTIVE DATE: September 1, 1966

Step	Basic Rate Schedule		Type of Adjustment and Footnote No.	Class Code	Class Title	Present Monthly Range	Recommended Monthly Range	Identifiable State Range	
	Monthly	Annual						(class code)	(monthly)
1	\$128	\$1,536	C-2, C-14	5303	Maintenance Mechanic Supervisor	\$482-592	\$539-650		
2	135	1,620							
3	142	1,704							
4	149	1,788	C-2	5312	Assistant Maintenance Mechanic Supervisor	439-539	460-565		
5	156	1,872							
6	164	1,968	C-2	5321	Plant Maintenance Mechanic	400-482	439-539		
7	172	2,064							
8	181	2,172							
9	190	2,280	C-2	5324	Refrigeration Mechanic	400-482	439-539		
10	200	2,400							
11	215	2,580	C-2	5327	Temperature Control Mechanic	400-482	439-539		
12	225	2,700							
13	235	2,820							
14	245	2,940	C-14	5330	Welder	400-482	439-539		
15	256	3,072							
16	267	3,204	C-2	5336	Locksmith	400-514	439-539		
17	279	3,348							
18	292	3,504							
19	305	3,660	C-2	5345	Boat Operator	319-400	319-439		
20	319	3,828							
21	335	4,020	C-2	5360	Automotive Mechanic	305-400	335-419		
22	350	4,200							
23	366	4,392							
24	382	4,584	C-2	5372	Games Mechanic II	292-366	305-382		
25	400	4,800							
26	419	5,028	C-2	5373	Games Mechanic I	245-292	256-305		
27	439	5,268							
28	460	5,520							
29	482	5,784	C-2	5403	Assistant Superintendent of Construction and Maintenance	514-620	565-710		
30	514	6,168							
31	539	6,468	C-2	5406	Transportation Foreman	439-539	460-592	9436	\$484-590
32	565	6,780							
33	592	7,104							
34	620	7,440	C-2	5409	Grounds Maintenance Supervisor	439-565	460-592		
35	650	7,800							
36	680	8,160	C-2	5412	Assistant Foreman, Maintenance and Repair Shop	382-460	400-482		
37	710	8,520							
38	740	8,880							
39	770	9,240	C-2	5415	Assistant Transportation Foreman	366-460	400-514		
40	800	9,600							
41	835	10,020	C-2	5415	Assistant Transportation Foreman	366-460	400-514		
42	870	10,440							
43	910	10,920							
44	950	11,400	C-2	5415	Assistant Transportation Foreman	366-460	400-514		
45	1000	12,000							
46	1050	12,600	C-2	5415	Assistant Transportation Foreman	366-460	400-514		
47	1100	13,200							
48	1150	13,800							
49	1200	14,400	C-2	5415	Assistant Transportation Foreman	366-460	400-514		
50	1250	15,000							
51	1325	15,900	C-2	5415	Assistant Transportation Foreman	366-460	400-514		
52	1400	16,800							
53	1475	17,700							

C of W-

THE UNIVERSITY OF TEXAS SYSTEM

COMPONENT: Main University

Recommended Adjustments in the Classified Personnel Pay Plan

EFFECTIVE DATE: September 1, 1966

Step	Basic Rate Schedule	
	Monthly	Annual
1	\$128	\$1,536
2	135	1,620
3	142	1,704
4	149	1,788
5	156	1,872
6	164	1,968
7	172	2,064
8	181	2,172
9	190	2,280
10	200	2,400
11	215	2,580
12	225	2,700
13	235	2,820
14	245	2,940
15	256	3,072
16	267	3,204
17	279	3,348
18	292	3,504
19	305	3,660
20	319	3,828
21	335	4,020
22	350	4,200
23	366	4,392
24	382	4,584
25	400	4,800
26	419	5,028
27	439	5,268
28	460	5,520
29	482	5,784
30	514	6,168
31	539	6,468
32	565	6,780
33	592	7,104
34	620	7,440
35	650	7,800
36	680	8,160
37	710	8,520
38	740	8,880
39	770	9,240
40	800	9,600
41	835	10,020
42	870	10,440
43	910	10,920
44	950	11,400
45	1000	12,000
46	1050	12,600
47	1100	13,200
48	1150	13,800
49	1200	14,400
50	1250	15,000
51	1325	15,900
52	1400	16,800
53	1475	17,700

Type of Adjustment and Footnote No.	Class Code	Class Title	Present Monthly Range	Recommended Monthly Range	Identifiable State Range	
					(class code)	(monthly)
C-2	5418	Assistant Grounds Maintenance Supervisor	\$366-460	\$400-514		
C-15	5466	Helper	156-235	172-235		
C-2	5506	Assistant Manager, Printing Division	650-835	680-870		
C-2	5530	Offset Press Foreman	366-460	382-482		
C-1	5560	Book Repairer	245-292	256-305	0326	\$348-424
C-2	6003	Assistant Director, Housing and Food Service	710-835	740-910		
C-2	6012	Manager, Women's Residence Halls	514-650	539-710		
C-2	6015	Manager, University Apartments and Maintenance Service	514-650	539-710		
C-2	6018	Manager, Men's Residence Halls	482-620	514-650		
C-2	6030	Assistant Manager, Women's Residence Halls	460-565	482-592		
C-2	6033	Assistant Manager, Men's Residence Halls	419-539	439-565		
C-2	6036	Assistant Manager, University Apartments	419-539	439-565		
C-2	6063	Dormitory Supervisor	225-279	256-319		
C-2	6103	Manager, University Commons	565-740	592-770		

C of W.

THE UNIVERSITY OF TEXAS SYSTEM

COMPONENT: Main University

Recommended Adjustments in the Classified Personnel Pay Plan

EFFECTIVE DATE: September 1, 1966

Step	Basic Rate Schedule		Type of Adjustment and Footnote No.	Class Code	Class Title	Present Monthly Range	Recommended Monthly Range	Identifiable State Range	
	Monthly	Annual						(class code)	(monthly)
1	\$128	\$1,536							
2	135	1,620							
3	142	1,704							
4	149	1,788	C-2	6106	Manager, Varsity Cafeteria	\$460-620	\$482-650		
5	156	1,872							
6	164	1,968	C-2	6109	Manager, University Tea House	419-565	460-620		
7	172	2,064							
8	181	2,172	C-2	6160	Food Service Supervisor III	400-539	439-592	8151	\$517-630
9	190	2,280							
10	200	2,400							
11	215	2,580	C-2	6161	Food Service Supervisor II	305-382	335-419	8150	453-552
12	225	2,700							
13	235	2,820							
14	245	2,940	C-2	6162	Food Service Supervisor I	215-292	235-319		
15	256	3,072							
16	267	3,204	C-2	6175	Food Checker and Cashier	215-279	235-305		
17	279	3,348							
18	292	3,504							
19	305	3,660	C-1	6181	Baker II	267-350	292-382	8117	286-348
20	319	3,828							
21	335	4,020							
22	350	4,200	C-1	6182	Baker I	200-256	225-279	8115	235-286
23	366	4,392							
24	382	4,584	C-1	6187	Cook II	267-350	292-382	8117	286-348
25	400	4,800							
26	419	5,028							
27	439	5,268	C-1	6188	Cook I	200-256	225-279	8115	235-286
28	460	5,520							
29	482	5,784							
30	514	6,168	C-1	6196	Food Service Worker	172-235	200-256	8102	213-259
31	539	6,468							
32	565	6,780							
33	592	7,104	C-1	6203	Superintendent of Buildings and Grounds	650-800	680-835	9095	719-876
34	620	7,440							
35	650	7,800							
36	680	8,160							
37	710	8,520	C-1	6206	Assistant Superintendent of Buildings and Grounds	539-680	565-710	1550	630-768
38	740	8,880							
39	770	9,240							
40	800	9,600							
41	835	10,020	C-2	6230	Building Services Supervisor	482-620	514-650		
42	870	10,440							
43	910	10,920							
44	950	11,400	C-1	6233	Assistant Building Services Supervisor				
45	1000	12,000							
46	1050	12,600							
47	1100	13,200							
48	1150	13,800	C-2	6239	Housekeeping Supervisor	292-366	335-419		
49	1200	14,400							
50	1250	15,000							
51	1325	15,900							
52	1400	16,800							
53	1475	17,700							

C of W-

THE UNIVERSITY OF TEXAS SYSTEM

COMPONENT: Main University

Recommended Adjustments in the Classified Personnel Pay Plan

EFFECTIVE DATE: September 1, 1966

Step	Basic Rate Schedule		Type of Adjustment and Footnote No.	Class Code	Class Title	Present Monthly Range	Recommended Monthly Range	Identifiable State Range	
	Monthly	Annual						(class code)	(monthly)
1	\$128	\$1,536	C-2	6242	Housekeeper I	\$200-245	\$225-267		
2	135	1,620							
3	142	1,704							
4	149	1,788	C-2	6260	Building Attendant	235-292	235-319		
5	156	1,872							
6	164	1,968	C-1	6290	Custodial Worker	181-245	215-267	8001	\$213-259
7	172	2,064							
8	181	2,172							
9	190	2,280	C-1	6293	Building Maid	172-235	200-256	8005	213-259
10	200	2,400							
11	215	2,580	C-1	7003	Supervising Geologist	740-910	770-950	2427	820-1000
12	225	2,700							
13	235	2,820							
14	245	2,940	C-1	7004	Senior Geologist	650-835	680-870	2426	768-936
15	256	3,072							
16	267	3,204	C-1	7005	Geologist	482-620	514-650	2425	719-876
17	279	3,348							
18	292	3,504							
19	305	3,660	C-2	7021	Land and Title Registrar	514-650	539-680		
20	319	3,828							
21	335	4,020							
22	350	4,200	C-1	7024	Land and Title Clerk	350-439	366-460	1805	484-590
23	366	4,392							
24	382	4,584							
25	400	4,800	C-2	7030	Petroleum Engineer	565-740	592-770		
26	419	5,028							
27	439	5,268							
28	460	5,520	C-2	7042	Assistant Oil Supervisor	482-650	514-680		
29	482	5,784							
30	514	6,168							
31	539	6,468	C-2	7045	Assistant Land Agent	482-650	514-680		
32	565	6,780							
33	592	7,104							
34	620	7,440	C-2	7051	Production and Development Analyst, University Lands	460-565	482-592		
35	650	7,800							
36	680	8,160							
37	710	8,520	C-2	7060	Oil Scout	439-592	482-650		
38	740	8,880							
39	770	9,240							
40	800	9,600	C-2	7090	Chief Oil Gauger	460-592	514-650		
41	835	10,020							
42	870	10,440							
43	910	10,920	C-2	7091	Oil Gauger	460-565	482-592		
44	950	11,400							
45	1000	12,000							
46	1050	12,600	C-5	8006	Law Librarian II	565-650	592-710		
47	1100	13,200							
48	1150	13,800							
49	1200	14,400	C-5	8007	Law Librarian I	482-592	514-620		
50	1250	15,000							
51	1325	15,900							
52	1400	16,800							
53	1475	17,700							

C of W-

THE UNIVERSITY OF TEXAS SYSTEM

COMPONENT: Main University

Recommended Adjustments in the Classified Personnel Pay Plan

EFFECTIVE DATE: September 1, 1966

Step	Basic Rate Schedule		Type of Adjustment and Footnote No.	Class Code	Class Title	Present Monthly Range	Recommended Monthly Range	Identifiable State Range	
	Monthly	Annual						(class code)	(monthly)
1	\$128	\$1,536							
2	135	1,620							
3	142	1,704	C-5	8021	Librarian IV	\$620-740	\$680-800		
4	149	1,788							
5	156	1,872	C-5	8022	Librarian III	592-710	650-770		
6	164	1,968							
7	172	2,064							
8	181	2,172	C-5	8023	Librarian II	539-650	592-710		
9	190	2,280							
10	200	2,400							
11	215	2,580	C-5	8024	Librarian I	460-565	514-620		
12	225	2,700							
13	235	2,820	C-2	8045	Archives Translator	366-460	382-482		
14	245	2,940							
15	256	3,072							
16	267	3,204	C-2	8060	Senior Library Assistant	319-366	350-400		
17	279	3,348							
18	292	3,504							
19	305	3,660	C-2	8061	Library Assistant	279-335	305-366		
20	319	3,828							
21	335	4,020							
22	350	4,200	C-2	8103	Training Specialist II	620-800	680-910		
23	366	4,392							
24	382	4,584	C-2	8121	Mental Health Education Specialist	565-835	592-870		
25	400	4,800							
26	419	5,028							
27	439	5,268	C-16	8130	Interscholastic Activities Director	514-650	620-800		
28	460	5,520							
29	482	5,784							
30	514	6,168	C-2	8203	Translator	366-460	382-482		
31	539	6,468							
32	565	6,780							
33	592	7,104	C-2	8303	Advisor to University Publications	620-770	650-800		
34	620	7,440							
35	650	7,800	C-2	8306	Assistant Advisor to University Publications	514-620	539-650		
36	680	8,160							
37	710	8,520							
38	740	8,880							
39	770	9,240							
40	800	9,600	C-2	8318	Art Curator and Educational Director	514-680	539-710		
41	835	10,020							
42	870	10,440							
43	910	10,920	C-2	8321	Art Registrar	419-539	439-565		
44	950	11,400							
45	1000	12,000							
46	1050	12,600	C-2	8324	Artist III	419-539	439-565		
47	1100	13,200							
48	1150	13,800							
49	1200	14,400	C-2	8325	Artist II	305-400	335-419		
50	1250	15,000							
51	1325	15,900							
52	1400	16,800							
53	1475	17,700							

C of W-



THE UNIVERSITY OF TEXAS SYSTEM

COMPONENT: Main University

Recommended Adjustments in the Classified Personnel Pay Plan

EFFECTIVE DATE: September 1, 1966

Basic Rate Schedule			Type of Adjustment and Footnote No.	Class Code	Class Title	Present Monthly Range	Recommended Monthly Range	Identifiable State Range	
Step	Monthly	Annual						(class code)	(monthly)
1	\$128	\$1,536	C-2	8326	Artist I	\$256-335	\$292-350		
2	135	1,620							
3	142	1,704							
4	149	1,788	C-17	8336	Slide Librarian	279-366	350-439		
5	156	1,872							
6	164	1,968							
7	172	2,064	C-2	8351	Director of Public Programs	482-650	514-680		
8	181	2,172							
9	190	2,280							
10	200	2,400	C-2	8360	Assistant Director, Longhorn Bands	565-710	650-800		
11	215	2,580							
12	225	2,700							
13	235	2,820	C-2	8375	Coach-Accompanist	319-400	335-419		
14	245	2,940							
15	256	3,072							
16	267	3,204	C-18	8378	Improvisational Pianist	256-319	305-400		
17	279	3,348							
18	292	3,504							
19	305	3,660	C-18	8381	Pianist	164-245	200-279		
20	319	3,828							
21	335	4,020							
22	350	4,200	C-2	8390	Wardrobe Mistress	256-335	267-350		
23	366	4,392							
24	382	4,584							
25	400	4,800	C-2	8393	Dresser	256-305	267-319		
26	419	5,028							
27	439	5,268							
28	460	5,520	C-2	8403	Television Program Director	620-800	650-835		
29	482	5,784							
30	514	6,168							
31	539	6,468	C-2	8406	Television Production Supervisor	514-680	539-710		
32	565	6,780							
33	592	7,104							
34	620	7,440	C-2	8409	Television Art Director	514-650	539-680		
35	650	7,800							
36	680	8,160							
37	710	8,520	C-2	8412	Television Staging Services Supervisor	482-592	514-620		
38	740	8,880							
39	770	9,240							
40	800	9,600	C-2	8415	Television Film Editor	482-592	514-620		
41	835	10,020							
42	870	10,440							
43	910	10,920	C-2	8418	Television Director	400-514	439-565		
44	950	11,400							
45	1000	12,000							
46	1050	12,600	C-2	8442	Radio Production Supervisor	482-620	539-680		
47	1100	13,200							
48	1150	13,800							
49	1200	14,400	C-2	8445	Radio Writer-Producer	350-439	382-482		
50	1250	15,000							
51	1325	15,900							
52	1400	16,800							
53	1475	17,700							

C of W-

THE UNIVERSITY OF TEXAS SYSTEM

COMPONENT: Main University

Recommended Adjustments in the Classified Personnel Pay Plan

EFFECTIVE DATE: September 1, 1966

Step	Basic Rate Schedule		Type of Adjustment and Footnote No.	Class Code	Class Title	Present Monthly Range	Recommended Monthly Range	Identifiable State Range	
	Monthly	Annual						(class code)	(monthly)
1	\$128	\$1,536	C-2	8448	Radio Script Writer	\$335-419	\$366-460		
2	135	1,620							
3	142	1,704							
4	149	1,788	C-2	8463	Radio-Television Assistant Chief Engineer	482-620	482-680		
5	156	1,872							
6	164	1,968							
7	172	2,064	C-2	8469	Radio-Television Control Technician	400-514	400-565		
8	181	2,172							
9	190	2,280							
10	200	2,400	C-2	8472	Radio-Television Music Supervisor	400-514	439-565		
11	215	2,580							
12	225	2,700							
13	235	2,820	C-2	8475	Radio-Television Script Editor	382-482	419-539		
14	245	2,940							
15	256	3,072							
16	267	3,204	C-2	8503	Assistant to the Director, Visual Instruction Bureau	592-740	620-770		
17	279	3,348							
18	292	3,504							
19	305	3,660	C-2	8512	Motion Picture Production Supervisor	539-650	565-680		
20	319	3,828							
21	335	4,020							
22	350	4,200	C-2	8515	Motion Picture Director-Cinematographer	514-680	539-710		
23	366	4,392							
24	382	4,584							
25	400	4,800	C-1	8518	Motion Picture Cameraman II	439-565	482-592	0373	\$484-590
26	419	5,028							
27	439	5,268							
28	460	5,520	C-1	8519	Motion Picture Cameraman I	350-460	366-460	0371	372-453
29	482	5,784							
30	514	6,168							
31	539	6,468	C-2	8524	Motion Picture Laboratory Technician	256-319	267-335		
32	565	6,780							
33	592	7,104							
34	620	7,440	C-4	8542	Audio-Visual Educational Specialist II	539-650	592-710		
35	650	7,800							
36	680	8,160							
37	710	8,520	C-4	8543	Audio-Visual Educational Specialist I	419-514	482-592		
38	740	8,880							
39	770	9,240							
40	800	9,600	C-4	8548	Audio-Visual Specialist II	366-439	400-482		
41	835	10,020							
42	870	10,440							
43	910	10,920							
44	950	11,400							
45	1000	12,000							
46	1050	12,600							
47	1100	13,200							
48	1150	13,800							
49	1200	14,400							
50	1250	15,000							
51	1325	15,900							
52	1400	16,800							
53	1475	17,700							

C of W-

THE UNIVERSITY OF TEXAS SYSTEM

COMPONENT: Main University

Recommended Adjustments in the Classified Personnel Pay Plan

EFFECTIVE DATE: September 1, 1966

Step	Basic Rate Schedule		Type of Adjustment and Footnote No.	Class Code	Class Title	Present Monthly Range	Recommended Monthly Range	Identifiable State Range	
	Monthly	Annual						(class code)	(monthly)
1	\$128	\$1,536							
2	135	1,620							
3	142	1,704							
4	149	1,788	C-4	8549	Audio-Visual Specialist I	\$292-366	\$319-400		
5	156	1,872							
6	164	1,968	C-1	8572	Chief Photographer	382-482	439-539	0365	\$552-673
7	172	2,064							
8	181	2,172	C-1	8573	Photographer	305-400	335-439	0363	424-517
9	190	2,280							
10	200	2,400							
11	215	2,580	C-1	8575	Photographic Technician	256-335	279-366	0361	348-424
12	225	2,700							
13	235	2,820	C-2	8581	Projection Technician	172-245	190-267		
14	245	2,940							
15	256	3,072							
16	267	3,204	C-2	8603	Assistant Director, University Press	620-800	650-835		
17	279	3,348							
18	292	3,504							
19	305	3,660	C-2	8606	Publications Production Manager	565-770	592-800		
20	319	3,828							
21	335	4,020	C-2	8609	Sales Manager, University Press	514-650	539-680		
22	350	4,200							
23	366	4,392							
24	382	4,584	C-2	8612	Business Manager, University Press	539-620	592-710		
25	400	4,800							
26	419	5,028							
27	439	5,268	C-2	8615	Book Designer, University Press	514-680	539-710		
28	460	5,520							
29	482	5,784							
30	514	6,168	C-2	8621	Editor, Official Publications	514-620	539-650		
31	539	6,468							
32	565	6,780							
33	592	7,104	C-2	8624	Assistant Editor, Official Publications	335-419	350-439		
34	620	7,440							
35	650	7,800							
36	680	8,160							
37	710	8,520	C-2	8630	Editor III	565-680	592-740		
38	740	8,880							
39	770	9,240							
40	800	9,600	C-1	8631	Editor II	419-514	460-565	1891	484-590
41	835	10,020							
42	870	10,440	C-1	8632	Editor I	335-419	366-460	1890	397-484
43	910	10,920							
44	950	11,400							
45	1000	12,000	C-2	8634	Book Indexer	319-419	335-439		
46	1050	12,600							
47	1100	13,200							
48	1150	13,800	C-2	8636	Editorial Assistant	292-350	305-366		
49	1200	14,400							
50	1250	15,000							
51	1325	15,900							
52	1400	16,800							
53	1475	17,700							

C of W-

THE UNIVERSITY OF TEXAS SYSTEM

COMPONENT: Main University

Recommended Adjustments in the Classified Personnel Pay Plan

EFFECTIVE DATE: September 1, 1966

Step	Basic Rate Schedule		Type of Adjustment and Footnote No.	Class Code	Class Title	Present Monthly Range	Recommended Monthly Range	Identifiable State Range	
	Monthly	Annual						(class code)	(monthly)
1	\$128	\$1,536							
2	135	1,620							
3	142	1,704	C-1	8651	Technical Reports Editor II	\$439-565	\$482-620	1891	\$484-590
4	149	1,788							
5	156	1,872	C-1	8652	Technical Reports Editor I	350-460	400-539	1890	397-484
6	164	1,968							
7	172	2,064							
8	181	2,172	C-1	8672	Assistant Director and Editor, News and Information Service	460-565	539-680	1895	630-768
9	190	2,280							
10	200	2,400							
11	215	2,580							
12	225	2,700	C-1	8675	Informational Writer II	366-482	419-565	1891	484-590
13	235	2,820							
14	245	2,940							
15	256	3,120	C-1	8676	Informational Writer I	279-350	350-439	1890	397-484
16	267	3,204							
17	279	3,348							
18	292	3,504	C-2	8690	Proofreader	292-350	335-400		
19	305	3,660							
20	319	3,828							
21	335	4,020	C-15	8693	Junior Reporter	156-215	172-235		
22	350	4,200							
23	366	4,392	C-1	9004	Administrative Assistant	419-565	460-592	1502	453-552
24	382	4,584							
25	400	4,800							
26	419	5,028	C-1	9005	Office Supervisor	366-482	400-482	0065	397-484
27	439	5,268							
28	460	5,520							
29	482	5,784	C-1	9012	Administrative Secretary	*319-419	382-482	0138	397-484
30	514	6,168							
31	539	6,468							
32	565	6,780	C-1	9013	Senior Secretary	*292-382	335-419	0133,0135	326-398
33	592	7,104							
34	620	7,440	C-1	9014	Secretary	*267-350	292-366	0131	286-348
35	650	7,800							
36	680	8,160							
37	710	8,520							
38	740	8,880							
39	770	9,240							
40	800	9,600							
41	835	10,020							
42	870	10,440							
43	910	10,920							
44	950	11,400							
45	1000	12,000							
46	1050	12,600							
47	1100	13,200							
48	1150	13,800							
49	1200	14,400							
50	1250	15,000							
51	1325	15,900							
52	1400	16,800							
53	1475	17,700							

\*Present monthly range has been recommended to be changed as follows effective December 1, 1965:

Administrative Secretary	366-460
Senior Secretary	319-400
Secretary	279-350

C of W-

THE UNIVERSITY OF TEXAS SYSTEM

COMPONENT: Main University

Recommended Adjustments in the Classified Personnel Pay Plan

EFFECTIVE DATE: September 1, 1966

Step	Basic Rate Schedule		Type of Adjustment and Footnote No.	Class Code	Class Title	Present Monthly Range	Recommended Monthly Range	Identifiable State Range	
	Monthly	Annual						(class code)	(monthly)
1	\$128	\$1,536	C-1	9020	Senior Clerk-Typist	\$279-366	\$292-366	0106	\$286-348
2	135	1,620							
3	142	1,704							
4	149	1,788	C-1	9021	Clerk-Typist	245-319	267-319	0103	268-326
5	156	1,872							
6	164	1,968							
7	172	2,064	C-1	9030	Administrative Clerk	305-400	319-400	0055	326-397
8	181	2,172							
9	190	2,280							
10	200	2,400	C-1	9031	Senior Clerk	267-350	279-350	0053	286-348
11	215	2,580							
12	225	2,700							
13	235	2,820	C-1	9032	Clerk	235-305	256-305	0051	251-305
14	245	2,940							
15	256	3,072							
16	267	3,204	C-1	9042	Chief Switchboard Operator	267-350	279-350	0008	286-348
17	279	3,348							
18	292	3,504							
19	305	3,660	C-1	9043	Switchboard Operator	245-319	267-319	0005	268-326
20	319	3,828							
21	335	4,020							
22	350	4,200	C-1	9060	Photographic Duplication Supervisor	305-400	335-439	0311	372-453
23	366	4,392							
24	382	4,584							
25	400	4,800	C-1	9063	Photostat Operator	235-305	256-319	0356	268-326
26	419	5,028							
27	439	5,268							
28	460	5,520	C-1, C-15	9075	Clerical Assistant	156-235	172-256	0001	251-305
29	482	5,784							
30	514	6,168							
31	539	6,468							
32	565	6,780							
33	592	7,104							
34	620	7,440							
35	650	7,800							
36	680	8,160							
37	710	8,520							
38	740	8,880							
39	770	9,240							
40	800	9,600							
41	835	10,020							
42	870	10,440							
43	910	10,920							
44	950	11,400							
45	1000	12,000							
46	1050	12,600							
47	1100	13,200							
48	1150	13,800							
49	1200	14,400							
50	1250	15,000							
51	1325	15,900							
52	1400	16,800							
53	1475	17,700							

C of W-

FOOTNOTE EXPLANATIONS

- D-1 The duties and responsibilities of this position have grown above the middle management level of our professional and administrative classes and should not be included in the classified pay plan.
- D-2 Deleted to accomplish a change in title or class code number, or to combine two classes into one, or to expand one class to two.
- D-3 Deleted as a class no longer needed in the classified pay plan.
- A-1 A class is needed for the placement of graduate students who are performing computer programming or for others not meeting the full qualifications of Computer Programmer I.
- A-2 The scope of the general field of work covered by this series has broadened to a point that an additional class is needed to make more exacting distinctions between employees in the field.
- A-3 Added to accomplish a change in title or class code number, from a class deleted. Former salary range was as indicated in "Present Monthly Range" column.
- A-4 Over the past few years the need has arisen on several occasions to employ an individual, or change a position but the classification plan contained no useable title. This addition will provide a degree of flexibility which has not existed before and will reduce the number of emergency changes which are requested during the year.
- A-5 Two classes are being deleted and combined under this one class title. The former total range is shown.
- A-6 The position of the senior classified administrative employee at the Marine Institute has grown to a point that the title Executive Assistant is no longer appropriate.

- A-7 A more descriptive title is needed to cover the helpers working on Marine Institute vessels.
- A-8 This class is required to cover an employee who has been working in an unclassified position.
- A-9 Our increasing program in research in the sciences, humanities, and social studies makes necessary a class to do research in and prepare bibliographies of the literature pertaining to their field.
- C-1 Our study of 1964-65 salaries of approximately 2700 full-time Main University classified employees showed our average monthly salary of \$354 to be 3.7% below the \$367 average monthly 1964-65 salary of classified State employees. The increases for each year of the biennium voted by the Legislature will extend this percentage difference to more than 7% for 1965-66 and to about 10.5% for 1966-67. These recommendations attempt to align our rates as closely as possible with those of other State employees performing the same type and level of duties.
- C-2 As institutions of higher learning are not covered in the State Classification Schedule we are not, in many cases, able to identify strictly comparable jobs in the State Classification Plan. We have therefore attempted to maintain somewhat the same relationship between classes when it has been necessary to make changes. For the greater part we have conservatively recommended a one-step (approximately 5%) increase for these classes even though our comparison of average salaries and identifiable comparable classes indicates that we generally will be two steps (approximately 10%) behind the September 1, 1966 State rates.
- C-3 A survey just completed by the University Personnel Office covering 24 of our classes among the comparable Universities in our Information Exchange Program indicated a need to make the recommended changes.
- C-4 A survey just completed by the University Personnel Office covering 13 of our classes among the Association of American Universities indicated a need to make the recommended changes.
- C-5 Our own survey noted in C-4, supported by an extensive survey of accredited library schools reported in the June 15, 1965 Library Journal, indicates that we must adjust our ranges in order to be more competitive.
- C-6 The current Supervisor, Payroll Division is a Certified Public Accountant and has several years' valuable experience in the Auditor's Office. The growth of the University in all phases of activity including, of course, the number of academic staff and supporting personnel has resulted in an annual payroll in excess of \$32,000,000 for the past fiscal year. The current range for this very important administrative position is such that it is greatly below the level of other comparable positions on the University staff.

C of W-

- C-7 Not only our comparison with State classes but with all other data available to us indicates a necessity to up-grade our data processing salary ranges. We are in competition with industrial and governmental agencies for Key Punch Operators and most higher level data processing personnel. Federal agencies with whom we compete begin inexperienced Key Punch Operators at \$306.50 per month. The starting rate for operators who have one year of any experience which includes six months of key punch operation is \$333.75. The pending federal increase will raise these rates by approximately 3.6%. The Salary Survey Report For Data Processing Positions just received from the Philip H. Weber & Associates, Inc. shows the average monthly salary for lead programmers in Houston to be \$875. Data Processing Manager's monthly salaries go as high as \$1,741.
- C-8 Our ranges for Psychologists have been extremely low. A study of 2,491 public school psychologists and psychometrists indicates a national weighted mean salary of \$8,892.
- C-9 With the growth of the student body, the Intramurals program has had a growth which has exceeded our salary range. A sizable increase is necessary to establish proper salary relationships.
- C-10 The rates for graduate students classified as Research Engineer/Scientist Assistants were established in 1961-62 and set in relationship to those then paid to Teaching Assistants. These rates now require adjustment to bring them more nearly in line with present Teaching Assistant rates and to make them more nearly comparable to rates being paid graduate students by other institutions with which we must compete for graduate student enrollment. The rates for graduate students classified as Social Science and Humanities Research Associates are set at the same rates as Engineer/Scientist Research Assistants. The rates for undergraduate students in research are also set relative to those of graduate students.
- C-11 This class is used to cover our top research scientists who are not under faculty appointments. A higher maximum is needed to permit competitive recruitment for key scientists to work primarily on government contracts. The minimum has not been changed since the class was established.
- C-12 Our ranges for these classes have been so low as to attract very few reliable employees. Since the care and feeding of animal colonies require such constant and careful attention, we must be able to offer a wage that will allow us to obtain and retain satisfactory employees.
- C-13 The ranges for our professional engineers and architects on the Physical Plant staff have not kept pace with the demands and we find ourselves unable to recruit new personnel to fill vacancies. The increases recommended are the minimum at which we can hope to maintain a competent professional staff. We are unable to identify truly comparable classes in the State plan but there are five classes of engineers and architects in salary group 21 with a range of \$848 to \$1,030 per month.



- C-14 A study has been made of the prevailing wage rates for craftsmen in the Austin area and the mid-point of our ranges established at 67% (to the nearest step) of those rates. This practice has been in use for several years and seems to provide a fair and equitable salary range for our positions.
- C-15 With the exception of the Receptionist class, we are requesting a minimum of a least \$1.00 per hour (\$172 per month) for our classes. This is considered the lowest fair wage that we should pay. Indications are that public institutions of higher learning might be brought under the new minimum wage laws in the not too distant future with gradually increasing minimums of \$1.75 per hour.
- C-16 We have no one in this class at present and the range has become too low for recruiting purposes. A significant increase is required to establish a fair range and to attract a competent employee.
- C-17 The present range for this position has not been sufficient to attract a permanent employee. The position must be up-graded to a semi-professional level.
- C-18 This class has been overlooked in recent years and is no longer adequate to recruit personnel to meet our requirements.



Office of the President

# Texas Western College

of THE UNIVERSITY OF TEXAS

at El Paso

CHANCELLOR'S OFFICE U. OF T.	
Acknowledged	File
REC'D	OCT 29 1965
TO	FOR MR. J. C. ...
TO	MR. J. C. ...
TO	...

October 27, 1965

Dr. Harry H. Ransom, Chancellor  
The University of Texas  
Austin 12, Texas

Dear Dr. Ransom:

Attached herewith are our recommendations for changes in the classified pay plan. We would like to ask for approval of these classes to be effective September 1, 1966.

Sincerely,

*Joseph M. Ray*  
Joseph M. Ray  
President

THE UNIVERSITY OF TEXAS SYSTEM

COMPONENT: TEXAS WESTERN COLLEGE

Recommended Adjustments in the Classified Personnel Pay Plan

EFFECTIVE DATE: SEPTEMBER 1, 1966

Basic Rate Schedule		
Step	Monthly	Annual
1	\$128	\$1,536
2	135	1,620
3	142	1,704
4	149	1,788
5	156	1,872
6	164	1,968
7	172	2,064
8	181	2,172
9	190	2,280
10	200	2,400
11	215	2,580
12	225	2,700
13	235	2,820
14	245	2,940
15	256	3,072
16	267	3,204
17	279	3,348
18	292	3,504
19	305	3,660
20	319	3,828
21	335	4,020
22	350	4,200
23	366	4,392
24	382	4,584
25	400	4,800
26	419	5,028
27	439	5,268
28	460	5,520
29	482	5,784
30	514	6,168
31	539	6,468
32	565	6,780
33	592	7,104
34	620	7,440
35	650	7,800
36	680	8,160
37	710	8,520
38	740	8,880
39	770	9,240
40	800	9,600
41	835	10,020
42	870	10,440
43	910	10,920
44	950	11,400
45	1000	12,000
46	1050	12,600
47	1100	13,200
48	1150	13,800
49	1200	14,400
50	1250	15,000
51	1325	15,900

Type of Adjustment and Footnote No.	Class Code	Class Title	Present Monthly Range	Recommended Monthly Range	Identifiable State Range (class code) (monthly)	
DELETIONS		NONE AT THIS DATE				
ADDITIONS						
(A1)	0060	EXECUTIVE ASSISTANT		482-650	NCC	
(A2)	0070	OFFICE SUPERVISOR		366-482	NCC	
(A3)	0301	COMPUTOR OPERATOR I		335-400	2036	348-453
(A4)	0302	COMPUTOR OPERATOR II		419-539	0237	453-552
(A5)	0201	CLERK DRAFTSMAN		235-305	NCC	
(A6)	2115	RESEARCH ENGINEER SCIENTIST ASSOCIATE V		835-1150	NCC	
(A7)	2141	SPECIAL RESEARCH ASSOCIATE		800-1250	NCC	
(A8)	3011	DRAFTSMAN II		419-539	2001	484-590
(A9)	3012	DRAFTSMAN I		305-400	2000	348-453
(A10)	6901	CHIEF PHOTOGRAPHER		382-482	NCC	
(A11)	6902	PHOTOGRAPHIC TECHNICIAN		256-335	NCC	

THE UNIVERSITY OF TEXAS SYSTEM

COMPONENT: TEXAS WESTERN COLLEGE

Recommended Adjustments in the Classified Personnel Pay Plan

EFFECTIVE DATE: SEPTEMBER 1, 1966

Basic Rate Schedule			Type of Adjustment and Footnote No.	Class Code	Class Title	Present Monthly Range	Recommended Monthly Range	Identifiable State Range	
Step	Monthly	Annual						(class code)	(monthly)
1	\$128	\$1,536							
2	135	1,620							
3	142	1,704							
4	149	1,788							
5	156	1,872	(C1)	0000	CLERICAL ASSISTANT	128-235	172-256	NCC	
6	164	1,968							
7	172	2,064							
8	181	2,172	(C2)	0315	KEYPUNCH OPERATOR I	225-279	245-305	0201	251-326
9	190	2,280							
10	200	2,400							
11	215	2,580	(C3)	0401	WAREHOUSEMAN	335-419	335-460	NCC	
12	225	2,700							
13	235	2,820	(C4)	2100	LABORATORY RESEARCH ASSISTANT I	164-215	172-256	NCC	
14	245	2,940							
15	256	3,072							
16	267	3,204	(C5)	2101	LABORATORY RESEARCH ASSISTANT II	225-267	225-279	NCC	
17	279	3,348							
18	292	3,504							
19	305	3,660	(C6)	2111	RESEARCH ENGINEER SCIENTIST ASSOCIATE I	419-514	514-620	NCC	
20	319	3,828							
21	335	4,020							
22	350	4,200							
23	366	4,392	(C7)	2112	RESEARCH ENGINEER SCIENTIST ASSOCIATE II	482-592	592-710	NCC	
24	382	4,584							
25	400	4,800							
26	419	5,028							
27	439	5,268	(C8)	2113	RESEARCH ENGINEER SCIENTIST ASSOCIATE III	565-680	680-800	NCC	
28	460	5,520							
29	482	5,784							
30	514	6,168							
31	539	6,468	(C9)	2114	RESEARCH ENGINEER SCIENTIST ASSOCIATE IV	620-740	740-870	NCC	
32	565	6,780							
33	592	7,104							
34	620	7,440							
35	650	7,800	(C10)	2210	TECHNICAL STAFF ASSISTANT I	181-267	200-305	NCC	
36	680	8,160							
37	710	8,520							
38	740	8,880	(C11)	2211	TECHNICAL STAFF ASSISTANT II	279-350	279-366	NCC	
39	770	9,240							
40	800	9,600							
41	835	10,020	(C12)	2214	TECHNICAL STAFF ASSISTANT V	539-680	539-740	NCC	
42	870	10,440							
43	910	10,920							
44	950	11,400	(C13)	2300	LABORATORY ATTENDANT	128-215	172-245	NCC	
45	1000	12,000							
46	1050	12,600							
47	1100	13,200							
48	1150	13,800							
49	1200	14,400							
50	1250	15,000							
51	1325	15,900							
52	1400	16,800							

THE UNIVERSITY OF TEXAS SYSTEM

COMPONENT: TEXAS WESTERN COLLEGE

Recommended Adjustments in the Classified Personnel Pay Plan

EFFECTIVE DATE: SEPTEMBER 1, 1966

Basic Rate Schedule			Type of Adjustment and Footnote No.	Class Code	Class Title	Present Monthly Range	Recommended Monthly Range	Identifiable State Range	
Step	Monthly	Annual						(class code)	(monthly)
1	\$128	\$1,536							
2	135	1,620							
3	142	1,704							
4	149	1,788	CHANGES						
5	156	1,872	(C14)	3010	ASSISTANT DIRECTOR, PHYSICAL PLANT	460-592	460-650	NCC	
6	164	1,968							
7	172	2,064	(C15)	3231	PAINTER FOREMAN	292-366	292-400	9013	397-484
8	181	2,172							
9	190	2,280							
10	200	2,400	(C16)	3500	LABORER	164-215	172-215	9003	199-259
11	215	2,580							
12	225	2,700							
13	235	2,820	(C17)	3505	HELPER	128-215	172-215	NCC	
14	245	2,940							
15	256	3,072							
16	267	3,204	(C18)	4200	CUSTODIAL WORKER	164-215	172-215	NCC	
17	279	3,348							
18	292	3,504							
19	305	3,660	(C19)	4000	RECEPTIONIST	100-128	172-215	NCC	
20	319	3,828							
21	335	4,020	(C20)	5110	CHIEF OF TECHNICAL SERVICES (LIBRARY)	460-592	565-710	NCC	
22	350	4,200							
23	366	4,392							
24	382	4,584							
25	400	4,800	(C21)	6310	INTRAMURALS ASSISTANT	156-215	172-215	NCC	
26	419	5,028							
27	439	5,268							
28	460	5,520	(C22)	6311	SWIMMING POOL ASSISTANT	156-215	172-215	NCC	
29	482	5,784							
30	514	6,168							
31	539	6,468	(C23)	6620	RADIO PRODUCTION ASSISTANT	156-215	172-215	NCC	
32	565	6,780							
33	592	7,104							
34	620	7,440	(C24)	6630	TELEVISION PRODUCTION ASSISTANT	156-215	172-215	NCC	
35	650	7,800							
36	680	8,160							
37	710	8,520							
38	740	8,880							
39	770	9,240							
40	800	9,600							
41	835	10,020							
42	870	10,440							
43	910	10,920							
44	950	11,400							
45	1000	12,000							
46	1050	12,600							
47	1100	13,200							
48	1150	13,800							
49	1200	14,400							
50	1250	15,000							
51	1325	15,900							
52	1400	16,800							

TEXAS WESTERN COLLEGE  
FOOTNOTES - PAGE 1

- (A1) We actually have these positions in operation and staffed with competent employees; however, the current job titles are considered to be unsuitable. For some time we have needed to classify these positions properly in order to present a more logical classification structure on our campus.
- (A2) See Footnote A1.
- (A3) This position is presently unclassified. It is recommended that the position be classified in order to provide orderly recognition, distinction, and increments commensurate with the duties and the responsibilities for the work to be performed.
- (A4) See Footnote A3.
- (A5) See Footnote A1.
- (A6) This new class has been created in anticipation of a requirement that is currently only in the planning stage. The increasing demand for senior supervisory personnel for research, in the fields of science and engineering, has forced us to reappraise our position and establish this class.
- (A7) See Footnote A6.
- (A8) See Footnote A1.
- (A9) See Footnote A1.
- (A10) See Footnote A1.
- (A11) See Footnote A1.

TEXAS WESTERN COLLEGE  
FOOTNOTES - PAGE 2

- (C1) We are recommending an increase in salary for this classification inasmuch as it is now President Ray's policy to pay not less than one dollar an hour for the services performed in this classification.
- (C2) The recommended adjustment in the range for this classification serves to place the college in a better competitive posture in relation to other business firms and agencies employing individuals of this type in the community.
- (C3) It is recommended that the range for this position be adjusted two steps upward, on the upper limit only of the range, to provide for contemplated salary increases for the incumbents. The incumbents in this position are old and very valuable employees. The work load and responsibilities in this position certainly justify this proposed adjustment.
- (C4) It is recommended that the range for this position be adjusted upward in order to place the college in a better competitive posture with other business firms and agencies employing individuals of this type in the community. It is our contention that this practice will help to prevent the loss of our employees to those employers who offer somewhat higher salaries after the incumbents have gained practical experience on our campus.
- (C5) See Footnote C4.
- (C6) See Footnote C4.
- (C7) See Footnote C4.
- (C8) See Footnote C4.
- (C9) See Footnote C4.
- (C10) See Footnote C4.
- (C11) See Footnote C4.
- (C12) See Footnote C4.
- (C13) See Footnote C1.
- (C14) See Footnote C3.
- (C15) See Footnote C3.

TEXAS WESTERN COLLEGE  
FOOTNOTES - PAGE 3

- (C16) It is recommended that this increase in wage be approved in order to bring our salary range into line with the recent State Legislation.
- (C17) See Footnote C1.
- (C18) See Footnote C16.
- (C19) See Footnote C1.
- (C20) It is recommended that the salary rate for this position be increased four steps, from 460-592 to 565-710. The incumbent in this case is now, and has been for many months, the supervisor of a Chief Catalog Librarian and an Acquisition Librarian. These latter two employees are currently classified several steps higher than their supervisor. This practice is inconsistent with our campus operating policy and must be corrected as early as possible.
- (C21) See Footnote C1.
- (C22) See Footnote C1.
- (C23) See Footnote C1.
- (C24) See Footnote C1.



**ARLINGTON STATE COLLEGE** of the University of Texas System

ARLINGTON, TEXAS 76010

Office of  
Director of Business and Finance

October 28, 1965

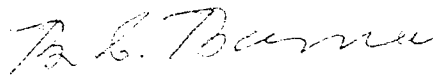
Dr. Harry H. Ransom, Chancellor  
The University of Texas  
Austin, Texas

Dear Dr. Ransom:

We are transmitting copies of recommended adjustments to the Classified Personnel Pay Plan at Arlington State College for 1966-67. Recommendations for deletions and additions are based on requests from department heads.

I recommend that the Classified Personnel Pay Plan as submitted for 1966-67 be approved.

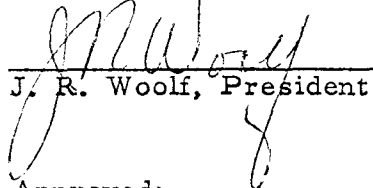
Sincerely yours,



B. C. Barnes  
Director Business  
and Finance

BCB/vs  
enc

Approval Recommended:



J. R. Woolf, President

Approved:

---

Chancellor  
The University of Texas

C of W-

THE UNIVERSITY OF TEXAS SYSTEM

COMPONENT: Arlington State College Recommended Adjustments in the Classified Personnel Pay Plan

EFFECTIVE DATE: September 1, 1966

Step	Basic Rate Schedule	
	Monthly	Annual
1	\$128	\$1,536
2	135	1,620
3	142	1,704
4	149	1,788
5	156	1,872
6	164	1,968
7	172	2,064
8	181	2,172
9	190	2,280
10	200	2,400
11	215	2,580
12	225	2,700
13	235	2,820
14	245	2,940
15	256	3,072
16	267	3,204
17	279	3,348
18	292	3,504
19	305	3,660
20	319	3,828
21	335	4,020
22	350	4,200
23	366	4,392
24	382	4,584
25	400	4,800
26	419	5,028
27	439	5,268
28	460	5,520
29	482	5,784
30	514	6,168
31	539	6,468
32	565	6,780
33	592	7,104
34	620	7,440
35	650	7,800
36	680	8,160
37	710	8,520
38	740	8,880
39	770	9,240
40	800	9,600
41	835	10,020
42	870	10,440
43	910	10,920
44	950	11,400
45	1000	12,000
46	1050	12,600
47	1100	13,200
48	1150	13,800
49	1200	14,400
50	1250	15,000
51	1325	15,900

Type of Adjustment and Footnote No.	Class Code	Class Title	Present Monthly Range	Recommended Monthly Range	Identifiable State Range (class code) (monthly)
Deletions:					
D-1	0403	Editor, Official Publications	504-640		
D-2	0501	Assistant Registrar	504-640		
D-2	0502	Associate Registrar	582-730		
D-3	1101	Placement and Student Aid Director	555-700		
D-4	2002	Librarian I	457-582		
D-4	2003	Librarian II	529-670		
D-4	2004	Librarian III	582-730		
D-4	2005	Associate College Librarian	670-825		
Additions:					
A-1	0403	Editor		539-680	
A-2	0501	Transcript Evaluator		305-382	
A-3	0504	Assistant Registrar		539-680	
A-3	0506	Associate Registrar		650-800	
A-4	1101	Assoc. Placement & Student Aid Dir.		460-592	
A-5	1103	Placement and Student Aid Director		592-740	
A-6	2003	Audio-Visual Librarian		565-710	
A-7	2005	Librarian I		482-620	

U of W.

THE UNIVERSITY OF TEXAS SYSTEM

COMPONENT: Arlington State College

Recommended Adjustments in the Classified Personnel Pay Plan

EFFECTIVE DATE: September 1, 1966

Step	Basic Rate Schedule	
	Monthly	Annual
1	\$128	\$1,536
2	135	1,620
3	142	1,704
4	149	1,788
5	156	1,872
6	164	1,968
7	172	2,064
8	181	2,172
9	190	2,280
10	200	2,400
11	215	2,580
12	225	2,700
13	235	2,820
14	245	2,940
15	256	3,072
16	267	3,204
17	279	3,348
18	292	3,504
19	305	3,660
20	319	3,828
21	335	4,020
22	350	4,200
23	366	4,392
24	382	4,584
25	400	4,800
26	419	5,028
27	439	5,268
28	460	5,520
29	482	5,784
30	514	6,168
31	539	6,468
32	565	6,780
33	592	7,104
34	620	7,440
35	650	7,800
36	680	8,160
37	710	8,520
38	740	8,880
39	770	9,240
40	800	9,600
41	835	10,020
42	870	10,440
43	910	10,920
44	950	11,400
45	1000	12,000
46	1050	12,600
47	1100	13,200
48	1150	13,800
49	1200	14,400
50	1250	15,000
51	1325	15,900
52	1400	16,800

Type of Adjustment and Footnote No.	Class Code	Class Title	Present Monthly Range	Recommended Monthly Range	Identifiable State Range (class code) (monthly)	
<b>Additions:</b>						
<b>(Cont'd)</b>						
A-7	2006	Librarian II		565-710		
A-7	2007	Librarian III		650-800		
A-7	2011	Associate College Librarian		710-870		
A-8	4177	Communications Technician		439-539		
<b>Changes:</b>						
C-1	0001	Clerk	242-310	256-319	0051	251-305
C-1	0002	Senior Clerk	267-341	279-350	0053	286-348
C-1	0003	Administrative Clerk	325-414	335-419	0055	326-397
C-1	0004	Administrative Assistant	394-504	439-565	1502	453-552
C-1	0011	Clerk Typist	254-325	267-335	0103	268-326
C-1	0012	Senior Clerk Typist	280-357	292-366	0106	286-348
C-2	0021	Secretary	267-341	292-366	0131	286-348
C-2	0022	Senior Secretary	310-394	335-419	0135	348-424
C-2	0023	Administrative Secretary	341-435	382-482	0138	397-484
C-3	0031	Switchboard Operator	242-310	267-335	0005	268-326
C-3	0032	Chief Switchboard Operator	254-325	292-366	0008	286-348

C of W.

THE UNIVERSITY OF TEXAS SYSTEM

COMPONENT: Arlington State College Recommended Adjustments in the Classified Personnel Pay Plan

EFFECTIVE DATE: September 1, 1966

Step	Basic Rate Schedule		Type of Adjustment and Footnote No.	Class Code	Class Title	Present Monthly Range	Recommended Monthly Range	Identifiable State Range	
	Monthly	Annual						(class code)	(monthly)
1	\$128	\$1,536	Changes: (Cont'd)						
2	135	1,620							
3	142	1,704							
4	149	1,788	C-4	0101	Accounting Assistant	357-457	366-460	1003	372-453
5	156	1,872							
6	164	1,968							
7	172	2,064	C-5	0102	Accountant	394-504	419-539	1161	424-517
8	181	2,172							
9	190	2,280							
10	200	2,400	C-6	0103	Chief Accountant	582-730	650-800		
11	215	2,580							
12	225	2,700	C-7	0111	Cashier	294-375	305-382	1000	305-372
13	235	2,820							
14	245	2,940							
15	256	3,072	C-8	0112	Bursar	394-504	460-592		
16	267	3,204							
17	279	3,348	C-9	0121	Payroll Officer	414-529	439-565		
18	292	3,504							
19	305	3,660							
20	319	3,828	C-10	0130	Auditor	670-825	710-870		
21	335	4,020							
22	350	4,200							
23	366	4,392	C-11	0201	Associate Purchasing Agent	480-610	482-620	1946	484-590
24	382	4,584							
25	400	4,800							
26	419	5,028	C-11	0202	Purchasing Agent	504-640	514-650	1947	552-673
27	439	5,268							
28	460	5,520							
29	482	5,784	C-11	0211	Laboratory Storekeeper I	254-325	256-335	1901	251-305
30	514	6,168							
31	539	6,468							
32	565	6,780	C-11	0212	Laboratory Storekeeper II	341-435	350-439	1903	326-397
33	592	7,104							
34	620	7,440	C-12	0221	Warehouseman	325-414	366-460	1911	397-484
35	650	7,800							
36	680	8,160							
37	710	8,520	C-13	0231	Sales Clerk	231-294	235-305		
38	740	8,880							
39	770	9,240							
40	800	9,600	C-13	0235	Retail Store Manager	582-730	592-740		
41	835	10,020							
42	870	10,440	C-13	0241	Locker Room Attendant	231-294	235-305		
43	910	10,920							
44	950	11,400							
45	1000	12,000	C-14	0301	Key Punch Operator I	267-341	292-366	0201	286-348
46	1050	12,600							
47	1100	13,200							
48	1150	13,800	C-15	0302	Key Punch Operator II	325-414	335-419	0203	326-397
49	1200	14,400							
50	1250	15,000							
51	1325	15,900							
52	1400	16,800							

C of W.

THE UNIVERSITY OF TEXAS SYSTEM

COMPONENT: Arlington State College

Recommended Adjustments in the Classified Personnel Pay Plan

EFFECTIVE DATE: September 1, 1966

Basic Rate Schedule			Type of Adjustment and Footnote No.	Class Code	Class Title	Present Monthly Range	Recommended Monthly Range	Identifiable State Range		
Step	Monthly	Annual						(class code)	(monthly)	
1	\$128	\$1,536	Changes: (Cont'd)							
2	135	1,620								
3	142	1,704								
4	149	1,788		C-15	0311	Computer Operator I	357-457	366-460	0236	372-453
5	156	1,872		C-15	0312	Computer Operator II	394-504	400-514	0237	453-552
6	164	1,968		C-16	0321	Computer Programmer I	375-480	439-565	0237	552-673
7	172	2,064		C-17	0322	Computer Programmer II	529-670	592-740	0241	590-719
8	181	2,172		C-17	0324	Assistant Data Processing Manager	555-700	620-770	0242	630-768
9	190	2,280		C-17	0325	Data Processing Manager	610-760	680-835	0243	673-820
10	200	2,400		C-18	0401	Information Writer	480-610	482-620	1891	484-590
11	215	2,580		C-19	0405	Information and Publications Director	555-700	592-740	1893	630-768
12	225	2,700		C-20	0603	Personnel Assistant	457-582	460-592	1711	453-552
13	235	2,820		C-21	1001	Assistant Dormitory Supervisor	220-280	225-279		
14	245	2,940		C-22	1002	Dormitory Supervisor	254-325	279-350		
15	256	3,072		C-23	1004	Auditorium and Theater Manager	414-529	460-592		
16	267	3,204		C-24	1005	Director of Men's Residence Affairs	529-670	565-710		
17	279	3,348		C-25	1007	Student Counselor	582-730	650-800		
18	292	3,504		C-25	1010	Dean of Men	582-730	650-800		
19	305	3,660		C-25	1012	Dean of Women	582-730	650-800		
20	319	3,828		C-25	1014	Assistant Dean of Student Life	582-730	650-800		
21	335	4,020								
22	350	4,200								
23	366	4,392								
24	382	4,584								
25	400	4,800								
26	419	5,028								
27	439	5,268								
28	460	5,520								
29	482	5,784								
30	514	6,168								
31	539	6,468								
32	565	6,780								
33	592	7,104								
34	620	7,440								
35	650	7,800								
36	680	8,160								
37	710	8,520								
38	740	8,880								
39	770	9,240								
40	800	9,600								
41	835	10,020								
42	870	10,440								
43	910	10,920								
44	950	11,400								
45	1000	12,000								
46	1050	12,600								
47	1100	13,200								
48	1150	13,800								
49	1200	14,400								
50	1250	15,000								
51	1325	15,900								
52	1400	16,800								

C of W.

THE UNIVERSITY OF TEXAS SYSTEM

COMPONENT: Arlington State College

Recommended Adjustments in the Classified Personnel Pay Plan

EFFECTIVE DATE: September 1, 1966

Step	Basic Rate Schedule	
	Monthly	Annual
1	\$128	\$1,536
2	135	1,620
3	142	1,704
4	149	1,788
5	156	1,872
6	164	1,968
7	172	2,064
8	181	2,172
9	190	2,280
10	200	2,400
11	215	2,580
12	225	2,700
13	235	2,820
14	245	2,940
15	256	3,072
16	267	3,204
17	279	3,348
18	292	3,504
19	305	3,660
20	319	3,828
21	335	4,020
22	350	4,200
23	366	4,392
24	382	4,584
25	400	4,800
26	419	5,028
27	439	5,268
28	460	5,520
29	482	5,784
30	514	6,168
31	539	6,468
32	565	6,780
33	592	7,104
34	620	7,440
35	650	7,800
36	680	8,160
37	710	8,520
38	740	8,880
39	770	9,240
40	800	9,600
41	835	10,020
42	870	10,440
43	910	10,920
44	950	11,400
45	1000	12,000
46	1050	12,600
47	1100	13,200
48	1150	13,800
49	1200	14,400
50	1250	15,000
51	1325	15,900
52	1400	16,800
53	1475	17,700

Type of Adjustment and Footnote No.	Class Code	Class Title	Present Monthly Range	Recommended Monthly Range	Identifiable State Range (class code) (monthly)	
Changes: (Cont'd)						
C-26	1201	Bowling and Games Attendant	294-375	305-382		
C-27	1202	Bowling and Games Manager	357-457	400-514		
C-28	1205	Student Activities Advisor	414-529	460-592	4703	453-552
C-29	1211	Assistant Director of Housing and Student Center Facilities	504-640	539-680		
C-30	1301	Licensed Vocational Nurse	280-357	292-366	4411	268-326
C-31	1302	Registered Nurse	341-435	400-514	4002	397-484
C-32	1303	Nursing Services Supervisor	414-529	460-592	4438	453-552
C-33	2001	Library Assistant	357-457	366-460		
C-34	3001	Custodial Worker	231-294	235-305	8001	213-251
C-34	3003	Custodial Foreman	254-325	256-335	8009	251-305
C-35	3005	Custodial Supervisor	325-414	366-460	8015	372-453
C-36	3101	Food Service Worker I	190-242	200-256	8102	213-269
C-36	3102	Food Service Worker II	210-267	225-279	8103	268-326
C-37	3103	Food Service Supervisor	341-435	366-460	8149	348-424
C-38	3104	Cook	254-325	267-335	8116	251-305
C-38	3105	Baker	254-325	267-335		
C-39	3106	Food Service Director	555-700	592-740	8165	590-719

C of W.

THE UNIVERSITY OF TEXAS SYSTEM

COMPONENT: Arlington State College

Recommended Adjustments in the Classified Personnel Pay Plan

EFFECTIVE DATE: September 1, 1966

Step	Basic Rate Schedule	
	Monthly	Annual
1	\$128	\$1,536
2	135	1,620
3	142	1,704
4	149	1,788
5	156	1,872
6	164	1,968
7	172	2,064
8	181	2,172
9	190	2,280
10	200	2,400
11	215	2,580
12	225	2,700
13	235	2,820
14	245	2,940
15	256	3,072
16	267	3,204
17	279	3,348
18	292	3,504
19	305	3,660
20	319	3,828
21	335	4,020
22	350	4,200
23	366	4,392
24	382	4,584
25	400	4,800
26	419	5,028
27	439	5,268
28	460	5,520
29	482	5,784
30	514	6,168
31	539	6,468
32	565	6,780
33	592	7,104
34	620	7,440
35	650	7,800
36	680	8,160
37	710	8,520
38	740	8,880
39	770	9,240
40	800	9,600
41	835	10,020
42	870	10,440
43	910	10,920
44	950	11,400
45	1000	12,000
46	1050	12,600
47	1100	13,200
48	1150	13,800
49	1200	14,400
50	1250	15,000
51	1325	15,900
52	1400	16,800

Type of Adjustment and Footnote No.	Class Code	Class Title	Present Monthly Range	Recommended Monthly Range	Identifiable State Range (class code)	Identifiable State Range (monthly)
Changes: (Cont 'd)						
C-40	4001	Laborer	254-325	256-335	9001	251-305
C-41	4005	Grounds Crew Foreman	325-414	366-460		
C-42	4101	Carpenter	375-480	400-482	9015	326-397
C-43	4103	Carpenter Foreman	435-555	439-565	9017	397-484
C-44	4111	Painter	375-480	400-482	9010	326-397
C-45	4113	Painter Foreman	435-555	439-565	9013	397-484
C-46	4115	Plasterer	394-504	439-539	9005	326-397
C-46	4121	Plumber	394-504	439-539	9021	326-397
C-47	4131	Air Conditioning and Heating Mechanic	394-504	439-539	9047	453-552
C-47	4133	Utilities Station Operator	394-504	439-539		
C-48	4135	Utilities Station Supervisor	529-670	565-710		
C-49	4137	Superintendent of Utilities	760-950	770-950		
C-50	4141	Electrician	394-504	439-539	9030	326-397
C-51	4143	Electrician Foreman	457-582	460-592	9031	397-484
C-52	4151	Locksmith	375-480	400-482	9122	397-484
C-53	4161	Maintenance Repairman	325-414	335-419	9042	326-397
C-54	4163	Maintenance Supervisor	394-504	439-565	9051	397-484

C of W-

THE UNIVERSITY OF TEXAS SYSTEM

COMPONENT: Arlington State College

Recommended Adjustments in the Classified Personnel Pay Plan

EFFECTIVE DATE: September 1, 1966

Basic Rate Schedule			Type of Adjustment and Footnote No.	Class Code	Class Title	Present Monthly Range	Recommended Monthly Range	Identifiable State Range	
Step	Monthly	Annual						(class code)	(monthly)
1	\$128	\$1,536	Changes: (Cont'd)						
2	135	1,620							
3	142	1,704							
4	149	1,788	C-55	4165	General Maintenance and Service Supervisor	529-670	565-710		
5	156	1,872							
6	164	1,968							
7	172	2,064							
8	181	2,172	C-56	4171	Automotive Mechanic	325-414	382-482	9417	372-453
9	190	2,280							
10	200	2,400							
11	215	2,580	C-57	4173	Laboratory Mechanic	375-480	400-514	9511	424-517
12	225	2,700							
13	235	2,820							
14	245	2,940	C-58	4175	Electronics Technician	394-504	439-539	9714	453-552
15	256	3,072							
16	267	3,204							
17	279	3,348	C-59	4180	Construction Inspector	555-700	565-710		
18	292	3,504							
19	305	3,660							
20	319	3,828	C-60	4201	Draftsman	394-504	439-565	2001	484-590
21	335	4,020							
22	350	4,200							
23	366	4,392	C-61	4301	Offset Pressman	294-375	319-419		
24	382	4,584							
25	400	4,800							
26	419	5,028	C-62	4303	Reproduction Supervisor	357-457	514-650	0317	552-673
27	439	5,268							
28	460	5,520							
29	482	5,784	C-63	4401	Campus Security Officer	280-357	292-382	8050	286-348
30	514	6,168							
31	539	6,468	C-63	4403	Campus Security Chief	480-610	482-620		
32	565	6,780							
33	592	7,104							
34	620	7,440							
35	650	7,800							
36	680	8,160							
37	710	8,520							
38	740	8,880							
39	770	9,240							
40	800	9,600							
41	835	10,020							
42	870	10,440							
43	910	10,920							
44	950	11,400							
45	1000	12,000							
46	1050	12,600							
47	1100	13,200							
48	1150	13,800							
49	1200	14,400							
50	1250	15,000							
51	1325	15,900							
52	1400	16,800							

(See primary justifications and brief explanations attached)

of W- C



Deletions:

- D-1 Delete to change class title. See A-1.
- D-2 Delete to change class codes. See A-3.
- D-3 Delete to change class code. See A-5.
- D-4 Delete to change class code. See A-7.

Additions:

- A-1 The title of this class is to be changed to encompass positions in areas other than Official Publications. For example, the title "Editor" will be equally appropriate in the Student Publications and the Sports News areas. Use of the single title in several areas where duties are similar will preclude the need for several titles for similar positions. The range recommended for this class will maintain the existing relationship between the classes in the Information Services Group. The ranges for the group are based on the State Classification Plan ranges for comparable classes. (See C-18 and C-19)
- A-2 The addition of this class is recommended because the College Pay Plan does not now include a class which is appropriate. The primary duties are significantly different from those in the Clerk series. The maturity, experience, and educational requirements for this class contribute to its uniqueness. An incumbent in this class will be required to exercise much independent judgment in conferring with students and in making correct recommendations. This proposal is also based on the use of a comparable class at Main University. The range proposed for the class is based on that used at Main University for Transcript Examiner (3636), the comparable class.
- A-3 The class codes of these two classes are to be changed to permit the addition of another class in the Admissions and Records Group. The ranges recommended are based on the competitive situation in this area and on the ranges provided for comparable classes by Main University. These ranges will better enable us to attract and retain qualified individuals in these classes. The inadequacy of the present ranges have been emphasized by the loss of the Associate Registrar and our inability to recruit a qualified replacement.
- A-4 The addition of this class is based on the need to expand the activity in the Student Financial Aids area. The range proposed for this class is based on that provided for similar titles in the State Classification Plan, for comparable work at Main University, and for classes on this campus with approximately the same level of duties and responsibilities, i.e. Bursar, Auditorium and Theater Manager, Student Activities Advisor, and Nursing Services Supervisor.
- A-5 The class code for this class is to be changed to permit the addition of another class in the Placement and Student Aid Group. The proposed range is to maintain the existing relationship between this class and others in the professional and administrative category.

Additions: (Cont'd)

- A-6 The addition of this class is proposed because the primary duties and responsibilities involved are significantly different from those ordinarily included in the Librarian series. The planning, organization, and execution of policies, programs, and working procedures of the Audio-Visual Section is the basic assignment. The range proposed for the class is the same as that proposed for Librarian II which has a similar level of duties and responsibilities. This range also relates favorably with that provided at Main University for Audio-Visual Educational Specialist II (8542), a class of comparable level.
- A-7 The class codes of these four classes are to be changed to permit the addition of another class to the Library Group. The ranges recommended are based on (a) the competitive situation in the North Texas area, (b) the beginning salary required to recruit library school graduates as professional librarians, and (c) the general upgrading of professional and administrative classes under the State Classification Plan. The adjusted ranges will also maintain the existing relationship between the Librarian series and other professional classes in our Pay Plan.
- A-8 The addition of this class is to provide for an audio technician to repair and maintain audio playback and recording amplifiers, microphones, headsets, laboratory wiring and channel switches in the language laboratory and in other departments on the campus. The class title and range are based on comparable classes at Main University (5257) and similar, though not entirely comparable, classes in the State Classification Plan. The range is also based on the local prevailing wage as reported by the Associated General Contractors as it applies to this and related classes.

Changes:

- C-1 The range adjustment proposed for these six related classes is based primarily upon the State Classification Plan ranges for comparable classes. By adopting ranges with a beginning step which is approximately at the level provided by the State, we will gain a better, though not competitive, recruiting position. Our present untenable position is illustrated by the fact that the turnover in the Clerk-Typist class during last year was 139%.
- C-2 The proposed ranges for these three classes are recommended to alleviate a critical problem in recruiting and retaining secretaries. Turnover for the Secretary class for the last year was 79.5%. Since this is a key, and often the only, clerical employee in most of our departments, it is vital that range adjustments be made to provide some employee stability. In addition, the proposed ranges are based on ranges for comparable classes in the State Classification Plan. Even the proposed ranges are about one step below the prevailing rates for this area as reported in the current United States Department of Labor Survey.
- C-3 The ranges proposed for these classes are to bring them to the level provided for comparable classes in the State Classification Plan and to maintain the proper relationship between these classes and others in the General Clerical Group.
- C-4 This adjustment is to place the range on step with The University of Texas System.
- C-5 The range adjustment for this class is bring it to the level provided for Accountant I, the comparable level class, in the State Classification Plan.

Changes: (Cont'd)

- C-6 The adjustment in range for this class is recommended to more adequately recognize the level of duties and responsibilities involved. This is a one position class, is the second ranking position in the Business Office, and requires a proficient and thoroughly experienced incumbent. The present range is not adequate to recruit a qualified individual if the necessity arises and is not at a level which permits the recognition of the present incumbent. The proposed range will relieve this situation, at least partially.
- C-7 This adjustment is to place the range on step with The University of Texas System.
- C-8 The Bursar is one of the most significant positions in the College Business Office. Both the level of responsibilities and the volume of work require a capable and experienced incumbent in this one position class. The present range is inadequate for the class, particularly if it becomes necessary to recruit. The proposed range will partially correct this inadequacy, although it will not place the range at a competitive level. The adjusted range will also allow for the continued recognition of the present incumbent in the class.
- C-9 The adjustment proposed for this range is to maintain the relationship between this class and other professional classes in the Fiscal and Accounting Group. In addition, this range is more competitive if we are called to recruit for the position. This is a one position class which requires a college graduate with appropriate experience. Since the average recruiting rate for an inexperienced B.B.A. graduate is in excess of \$500 per month, an adjustment in our range is a necessity. This adjustment will also place the range more nearly in accord with similar classes in the State Classification Plan, although the State Plan does not have a strictly comparable class.
- C-10 The range proposed for this class will be more in accord with those provided for similar classes in the State Classification Plan and at Main University. This is a one position class in the Office of the Director of Business and Finance. The incumbent is charged with increasing fiscal and accounting responsibilities. The proposed adjustment will permit the continued recognition of the incumbent in the class.
- C-11 The proposed adjustments are to place the ranges for these four classes on step with The University of Texas System.
- C-12 The range recommended for this class is to bring it more in line with that provided for the comparable class in the State Classification Plan. The present range is not adequate to properly recognize the level of duties and responsibilities performed. The proposed range will also be consistent with those provided for comparable level foreman and supervisor classes in the College Plan.
- C-13 The proposed adjustments are to place the ranges for these three classes on step with The University of Texas System.
- C-14 The recommended adjustment in this range will bring it to the level provided by the State Classification Plan. This is one of the most critical areas in the Pay Plan since the local recruiting rate for this class is \$300 per month or more. Under the present range, we have been able to attract only inexperienced applicants. After they are on the College staff long enough to gain a few months training they resign for better paying positions. The proposed range should aid in recruiting and retaining a qualified staff.
- C-15 The proposed adjustments are to place the ranges for these three classes on step with The University of Texas System.

Changes: (Cont'd)

- C-16 This adjustment is to place the range on step with The University of Texas System and to correct an error in the Pay Plan. The range for this class should fall between the ranges for Computer Operator II and Computer Programmer II to keep the proper relationship between classes. The range in the present Plan should be \$435-555, and the proposed range is the closest range which would be on step.
- C-17 The proposed adjustments for these three ranges are to bring them more into accord with the Main University and the State Classification Plan. This field is highly competitive, particularly in the Dallas-Fort Worth area, and the proposed ranges will assist in retaining the present trained staff. The ranges will permit the continued recognition of the present incumbents in these classes.
- C-18 The proposed adjustment in this range is to place it on step with The University of Texas System. This range is also in accord with the State Classification Plan range for the comparable class.
- C-19 The recommended revision for this class is to provide a range more comparable to that provided by the State Classification Plan. This one position class requires a responsible and thoroughly experienced incumbent to direct the Public Information activities of the College. The proposed range will provide for the continued recognition of the incumbent and will also maintain the existing relationship between this and other professional classes and the classes in the Information Services Group.
- C-20) These adjustments are to place the ranges for the two classes on step with The University of Texas System.  
C-21)
- C-22 The adjustment recommended in this range is to bring it to a level approaching that required to recruit mature, responsible individual in the class. This range will be in accord with that provided for the Dormitory Counseling Supervisor classes at Main University which start at \$279 and run to \$482 per month.
- C-23 The proposed range for this class will approach the Main University range for Director of Public Programs (8351) which is the most similar, though not entirely comparable, class in their Pay Plan. The range will also maintain the existing relationships in the College Pay Plan and, furthermore, will provide for the continued recognition of the incumbent.
- C-24 The recommended range for this class is to maintain the existing relationships between it and other professional level classes in the Student Affairs Group and the Pay Plan as a whole. (See C-25)
- C-25 The present ranges for these professional level classes are not now adequate to attract and retain qualified individuals with the necessary educational and experience background. The Dean of Student Life and the Director of Counseling are now, or soon will be, faced with recruiting staff members. No interest has been shown in either present or potential vacancies at the salary level now provided. The proposed ranges should better enable us to recruit experienced individuals with Master's degrees and to retain them on the staff.
- C-26 This adjustment is to place the range on step with The University of Texas System.

Changes: (Cont'd)

- C-27 The range adjustment proposed for this class is to provide a level more comparable to that assigned to the similar class at Main University. The range for Games Manager (3406), their comparable class, is \$419-539 per month.
- C-28 The range recommended for this class is to maintain the existing relationships between it and comparable level classes in the College Pay Plan. In addition, this range is in accord with those provided for the Student Group Advisor series at the Main University. It also compares favorably with a similar class in the State Classification Plan.
- C-29 The range proposed for this class is recommended to maintain existing relationships between it and other professional and administrative classes in the College Pay Plan. In addition, the new range is in accord with those provided for the Housing and Food Management Groups at Main University.
- C-30 This adjustment in range is to place it on step with The University of Texas System.
- C-31 This proposed adjustment is to bring the College salary range into line with that provided for comparable work in the State Classification Plan. In addition, the present range has been shown to be entirely inadequate to recruit and retain qualified staff members. Local hospitals recruit at \$400 per month or more and have less requirements, so far as working conditions are concerned. Competition from Fort Worth and Dallas is even more keen.
- C-32 The proposed adjustment is to place the range more nearly in accord with that provided for comparable classes in the State Classification Plan. In addition, this adjustment will maintain the proper relationship between the classes in the Health Services Group.
- C-33)  
C-34) These adjustments are to place the ranges for these three classes on step with The University of Texas System.
- C-35 The proposed adjustment in this range is to bring it to a level approaching that provided by the State Classification Plan. In addition, the College will be confronted with recruiting for this position after the retirement of the incumbent who has been in the position for quite some time. The adjusted range should place the department in a little better position to recruit a capable and experienced supervisor. The new range will also maintain the existing relationship between this and comparable level foreman classes, i. e. Warehouseman and Grounds Crew Supervisor.
- C-36 The ranges recommended for these classes are based on those provided by the State Classification Plan. It is extremely difficult to recruit and hold stable employees at this level. These small adjustments in ranges should partially relieve this situation.
- C-37 The adjustment recommended for this range is to enable the College to recruit and retain stable employees. This range is in accord with the Food Service Supervisor ranges in the State Plan and at Main University.
- C-38 The adjustment in these ranges are to provide a more attractive recruiting salary in this highly competitive area. The College has had difficulty in hiring qualified and stable individuals for these classes. In addition, these ranges are in accord with those provided by Main University and the State Classification Plan.

Changes: (Cont'd)

- C-39 This adjustment is to bring the range for this very responsible, one position class to a level comparable to ranges provided for comparable level classes in the State Classification Plan and in the Food Management Group of the Main University Pay Plan.
- C-40 This adjustment is to place the range on step with The University of Texas System.
- C-41 The range recommended for this class is to maintain existing relationships between it and comparable level foreman classes in the College Pay Plan, i.e. Warehouseman and Custodial Supervisor.
- C-42 The proposed adjustment in this range is based on the local prevailing wage rate reported by the Associated General Contractors. The local hourly wage is \$3.975. Sixty per cent of the monthly equivalent of this figure is \$413 per month. It is necessary to pay as close to this amount as possible to recruit and retain skilled carpenters. The Public Administration Service recommendation of early 1965 proposed a recruiting rate of \$414 for this class.
- C-43 This adjustment is to place the range on step with the University of Texas System and to maintain a significant difference between the foreman and journeyman level classes. The Public Administration Service proposed a beginning step for this class of \$480 per month.
- C-44 The range proposed for this class is based on the Associated General Contractors report which indicates a prevailing hourly rate of \$3.75. Sixty per cent of the monthly equivalent is \$390. The proposed recruiting rate is the next step closest to this amount. The Public Administration Service recommended a beginning step of \$414 for the class in early 1965.
- C-45 Justification for this adjustment is the same as that given in C-43.
- C-46 The ranges proposed for these classes are based on sixty per cent of the monthly equivalent of the local prevailing wage rate reported by the Associated General Contractors. For Plasterer this figure is \$445; Plumber is \$449. The Public Administration Service proposed a beginning step of \$435 for these classes.
- C-47 The ranges proposed for these classes is to maintain the existing relationships between them and other related journeyman level classes -- Plumber and Electrician. The proposed ranges are lower than those provided in the State Classification Plan and are in accord with the Public Administration Service proposal of early 1965.
- C-48 The range recommended for this class is to maintain the existing relationships between it and journeyman level classes. In addition, this range is in line with ranges for similar classes in the State and Main University Plans.
- C-49 This adjustment is to place the range on step with The University of Texas System.

Changes: (Cont'd)

- C-50 The range proposed for this class is based on sixty per cent of the monthly equivalent of the local prevailing wage rate reported by the Associated General Contractors. This figure is \$444. The Public Administration Service recommended a beginning step of \$435 class in early 1965.
- C-51 The adjustment is to place the range on step with The University of Texas System. This range maintains the proper relationship between the foreman and journeyman level classes. The Public Administration Service proposed a beginning rate of \$504 for this class in their survey.
- C-52 The range proposed for this class is to keep it in line with that provided for Carpenter since they have comparable levels of duties and responsibilities. The Public Administration Service proposed a beginning step of \$414 for this class.
- C-53 This adjustment is to place the range on step with The University of Texas System. The Public Administration Service proposed a beginning rate of \$357 for this class in early 1965.
- C-54 The proposed range adjustment is to maintain the existing relationship between this and other classes in the Building and Mechanical Trades Group. The Public Administration Service proposed a beginning step of \$435 for this class in their survey.
- C-55 The range recommended for this class is to maintain the existing relationship between it and journeyman level classes in the College Pay Plan. In addition, this class is on a level comparable with Utilities Station Supervisor and Construction Inspector and should have a comparable range. (See C-48 and C-59)
- C-56 The range proposed for this class will bring it to a level comparable to that provided in the State Classification Plan. The present range has been shown inadequate in our effort to recruit for the class. The new range should better enable the College to attract and retain a qualified mechanic.
- C-57 The adjustment in this range will bring it to a level approaching that paid by the State. The new range is in line with that paid by Main University and with other comparable level classes in the College Pay Plan.
- C-58 The recommended range will bring the College to a more competitive level. Although the new range is still somewhat below that provided in the State Classification Plan or by local industry, it is in line with other ranges in the College Pay Plan which should be at a comparable level. The proposed range will partially alleviate the competitive disadvantage for the class and will also enable us to maintain internal relationships between our classes.
- C-59 This adjustment is to place the range on step with The University of Texas System.
- C-60 The range proposed for this class is to bring it a level approaching the comparable class in the State Classification Plan. This is a one position class which has a level of duties and responsibilities comparable to several other journeyman classes in the Pay Plan. The proposed range also takes cognizance of this fact.

C of W.

Changes: (Cont'd)

- C-61 The adjustment in this range is to assist in recruiting and retaining qualified and experienced Pressmen in this most competitive area. The range proposed is also in accord with those provided by the State and Main University for similar classes.
- C-62 The proposed range for this class is to correct one of the most critical inequities in the present Pay Plan. The present range is most inadequate for the level of duties and responsibilities involved. In addition, the planned move and expansion of the Reproduction Shop will add significantly to these responsibilities in the year 1966-67. The range recommended for this class will be more in accord with that provided by the State Classification Plan for comparable work. This range should better enable the College to retain the incumbent in this one position class.
- C-63 The ranges proposed for these two classes are to place them on step with The University of Texas System.



THE UNIVERSITY OF TEXAS — MEDICAL BRANCH  
GALVESTON

THE SCHOOL OF MEDICINE  
THE SCHOOL OF NURSING  
THE TECHNICAL CURRICULA  
THE POST-GRADUATE PROGRAM

THE JOHN SEALY HOSPITAL  
THE CHILDREN'S HOSPITAL  
THE PSYCHOPATHIC HOSPITAL  
THE ROSA AND HENRY ZIEGLER HOSPITAL

October 30, 1965

Dr. Harry H. Ransom  
Chancellor  
The University of Texas  
Austin, Texas 78712

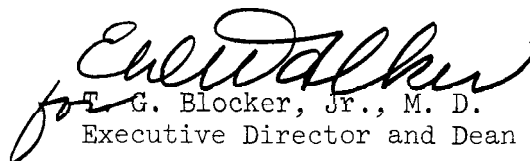
Dear Doctor Ransom:

Revisions in the classification and pay plan of The University of Texas - Medical Branch for the 1966-67 fiscal year are submitted for your approval.

Detailed justifications for the various changes have been prepared in accordance with instructions as defined by the Systems Personnel Adviser and within the framework of the guides recommended by his office.

If the revisions meet with your approval, it is respectfully requested that they become effective September 1, 1966.

Very truly yours,

  
T. G. Blocker, Jr., M. D.  
Executive Director and Dean

TGBjr/JRJ/ga  
Enclosures

Return approved copies to:

Dr. T. G. Blocker, Jr.  
Mr. W. G. Harding (2)  
Mr. J. R. Jannasch

C of W-

## PREFACE

In an effort to determine and maintain an equitable wage and salary structure, and to validly forecast the needs of our work force through August 31, 1967, we have consulted with deans, hospital administrators, department chairmen, and other administrative personnel at The Medical Branch.

Each year the Medical Branch conducts a National Survey of Hospital and Medical School salaries to determine national wage and salary trends. We also reciprocate by participating in national surveys conducted by other colleges, universities, and by private industry from which we obtain additional survey results. In order that we may maintain vigilance on local rates, we participate in several city, county and area surveys. Almost without exception, the results of these various surveys indicate an upward trend in salary ranges. The following sources of information are indicative of our findings in relation to wage and salary trends:

The Occupational Wage Survey - Houston, Texas - June, 1965, conducted by the United States Department of Labor, reports that office clerical salaries have increased 2.5% since their June, 1964 survey. Salaries for skilled maintenance workers have increased 1.9% and 3.4% for unskilled plant workers. Data were collected from 222 firms employing approximately 101,950 workers. The companies studied were selected to represent an estimated 1,072 establishments with approximately 219,200 employees in the area. Occupational classification was based on a uniform set of job descriptions designed to take account of interestablishment variation in duties within the same job.<sup>1</sup>

Our records on Federal Civil Service rates show a continual rise during the past several years. The last bill approved pay raises ranging from 3 to 30 percent. Among clerical classes in the Galveston area, the lowest monthly salary begins at \$306 per month (GS-2). Congress is now considering another Civil Service pay increase, which will surely gain approval in some form and add to our present recruiting burden.

The federal minimum wage is \$1.25 per hour. Although now doubtful in this Congress, a new minimum wage of \$1.50 or \$1.75 seems likely in 1966, with an additional 8,000,000 workers eligible (an indication that hospital workers will be included is probable). The hourly minimum affects workers in retail, service, and construction trades which were previously exempt. Further, the Fair Labor Standards Act also requires time and one-half pay for overtime beyond 42 hours a week instead of 44 hours. The hourly maximum for straight time pay is the 40-hour standard that already applies to most workers covered by the federal law.<sup>2</sup>

In September, 1961, NASA's Manned Spacecraft Center was announced as a \$90 million project to direct what may become a \$60 billion space-exploration program.<sup>3</sup> Although the manpower needs for this installation are still incalculable, we, along with other institutions and industries in the area, have already felt the impact on the labor market. The trend for NASA's manpower needs are expected to grow in proportion with its expansion program. We have been placed in a disadvantageous situation from the standpoint of recruiting and retaining qualified personnel because of average starting rates NASA is willing to pay in order to staff its installation. Selected individuals from our staff have already been employed by NASA.

During the past year several union groups have announced pay increases in the immediate Galveston area. For instance, a Texas City firm under union contract, is paying its carpenters, electricians, painters, and other skilled workers a straight time salary of \$624 per month.<sup>4</sup> Journeymen carpenters in the City of Galveston have received a salary increase from \$685 to \$745 per month with carpenter foremen being increased from \$771 to \$789 per month.<sup>5</sup> Many of the union contracts recently negotiated provide for automatic 10% increases in 1966.

The present salary structure of The Medical Branch Classification and Pay Plan does not necessitate an across-the-board salary increase for all job classes. We feel that in many cases, our jobs are competitive with the best. If they are not

competitive, at least the labor market in these particular areas is sufficient to meet our needs within the salary ranges that are in existence. Nevertheless, more changes are being recommended in this proposal than ever before, and there is one significant fact that should be noted. The 59th Legislature has authorized a one-step increment in the salary structure for the State Classification Plan effective September 1, 1965 and another step effective September 1, 1966.<sup>6</sup> In other words, all salary ranges in the State Plan will be adjusted upward by two steps through August 31, 1967. The attached recommendations, if approved, will be effective September 1, 1966, and must carry us through August 31, 1967. Although we have recommended more range adjustments than in past years, approximately half of the recommended changes are only one-step adjustments.

In the 1965 National Salary survey of Selected Hospital Jobs, conducted by the Hospital Personnel Management Association, the following statement appeared: "The almost biannual changing of salary schedules is slated to continue in the next year. A total of 118 out of 243 hospitals reported firm committment to change salary scales within the next 12 months. An additional 26 hospitals reported to be considering salary changes, although no final decision had been reached."<sup>7</sup>

Although we cannot hope to compete at most levels with many institutions and industries in this area, we must at this time recommend raising many of our salary ranges in order to recruit qualified personnel and compensate present employees equitably.

---

<sup>1</sup>Occupational Wage Survey, Houston, Texas, June, 1965. United States Department of Labor - Bureau of Labor Statistics, 1371 Peachtree Street, NE, Atlanta, Georgia.

<sup>2</sup>Amendment to the Fair Labor Standards Act of 1961.

<sup>3</sup>Manpower Patterns Through 1966 in The Eight-County Houston Gulf Coast Area, Published by The Texas Employment Commission in cooperation with Chambers of Commerce in 8-County Area, Austin, Texas, December, 1962.

<sup>4</sup>Wage Schedule - Exhibit "B", Union Carbide Chemicals Company, Division of Union Carbide Corporation, Texas City, Texas (Effective June 21, 1964).

<sup>5</sup>Carpenter's Local 526, Galveston, Texas.

<sup>6</sup>General Appropriations By The Fifty-Ninth Legislature, HB No. 12, Supplement to Senate Journal, Page 245, Article V.

<sup>7</sup>1965 National Salary Survey of Selected Hospital Jobs, Hospital Personnel Management Association.

THE UNIVERSITY OF TEXAS SYSTEM

COMPONENT: MEDICAL BRANCH

Recommended Adjustments in the Classified Personnel Pay Plan

EFFECTIVE DATE: 9-1-66

Step	Basic Rate Schedule	
	Monthly	Annual
1	\$128	\$1,536
2	135	1,620
3	142	1,704
4	149	1,788
5	156	1,872
6	164	1,968
7	172	2,064
8	181	2,172
9	190	2,280
10	200	2,400
11	215	2,580
12	225	2,700
13	235	2,820
14	245	2,940
15	256	3,072
16	267	3,204
17	279	3,348
18	292	3,504
19	305	3,660
20	319	3,828
21	335	4,020
22	350	4,200
23	366	4,392
24	382	4,584
25	400	4,800
26	419	5,028
27	439	5,268
28	460	5,520
29	482	5,784
30	514	6,168
31	539	6,468
32	565	6,780
33	592	7,104
34	620	7,440
35	650	7,800
36	680	8,160
37	710	8,520
38	740	8,880
39	770	9,240
40	800	9,600
41	835	10,020
42	870	10,440
43	910	10,920
44	950	11,400
45	1000	12,000
46	1050	12,600
47	1100	13,200
48	1150	13,800
49	1200	14,400
50	1250	15,000
51	1325	15,900
52	1400	16,800

Type of Adjustment and Footnote No.	Class Code	Class Title	Present Monthly Range	Recommended Monthly Range	Identifiable State Range (class code) (monthly)
<u>Deletions</u>					
D-1	0050	Communications Supervisor	\$620-\$770		
D-2	1125	Technical Director, X-Ray Technology	650-800		
D-2	1305	Chief Pharmacist	835-1050		
D-2	1415	Director, Social Service	835-1050		
D-3	1530	Director, Occupational Therapy	592-740		
D-4	4015	Laundry Manager	650-800		
D-4	4247	Assistant Executive Housekeeper	460-620		
D-4	4250	Executive Housekeeper	650-800		

- D-1. It has been recommended by the Associate Director that this managerial level position be deleted from the pay plan. The incumbent serves as Postmaster for The Medical Branch postal sub-station and is responsible for the management and operation of all telephone and other communications equipment within the medical center complex.
- D-2. The Associate Director of The Medical Branch and the General Director of University Hospitals have recommended that these three managerial level positions be deleted from the classified pay plan. These are highly responsible administrative, technical, and professional positions that function at department-head level. The Chief Pharmacist and Director, Social Service are not classified positions at M. D. Anderson Hospital, and it is the opinion of the local administration that similar positions at The Medical Branch should also be unclassified. The Technical Director, X-Ray Technology spends in excess of 50% of his time in teaching activities related to the School of X-Ray Technology, and due to the heavy teaching load, it has been requested that this position be deleted.
- D-3. This position is not presently filled, and it is not anticipated that the classification will be used in the future. The job duties and requirements of this job class are obsolete.
- D-4. The General Director of University Hospitals has asked that these classifications be deleted from the Pay Plan since they will no longer be used. Upon the retirement of the Laundry Manager in February, 1965, it was recommended that this position be combined with that of Executive Housekeeper, and that a new managerial level position, Director of Custodial and Laundry Services (Unclassified), be added. Since the classification of Laundry Manager (4015) and Executive Housekeeper (4250) are now obsolete and will no longer be used, this request is made in order to remove an obsolete classification from the Pay Plan. The Assistant Executive Housekeeper (4247) now bears the title of Assistant Director of Custodial and Laundry Services (Unclassified). Since the Assistant Executive Housekeeper position is now obsolete, approval is also requested for its removal from the Pay Plan.

THE UNIVERSITY OF TEXAS SYSTEM

COMPONENT: MEDICAL BRANCH

Recommended Adjustments in the Classified Personnel Pay Plan

EFFECTIVE DATE: 9-1-66

Basic Rate Schedule		
Step	Monthly	Annual
1	\$128	\$1,536
2	135	1,620
3	142	1,704
4	149	1,788
5	156	1,872
6	164	1,968
7	172	2,064
8	181	2,172
9	190	2,280
10	200	2,400
11	215	2,580
12	225	2,700
13	235	2,820
14	245	2,940
15	256	3,072
16	267	3,204
17	279	3,348
18	292	3,504
19	305	3,660
20	319	3,828
21	335	4,020
22	350	4,200
23	366	4,392
24	382	4,584
25	400	4,800
26	419	5,028
27	439	5,268
28	460	5,520
29	482	5,784
30	514	6,168
31	539	6,468
32	565	6,780
33	592	7,104
34	620	7,440
35	650	7,800
36	680	8,160
37	710	8,520
38	740	8,880
39	770	9,240
40	800	9,600
41	835	10,020
42	870	10,440
43	910	10,920
44	950	11,400
45	1000	12,000
46	1050	12,600
47	1100	13,200
48	1150	13,800
49	1200	14,400
50	1250	15,000
51	1325	15,900

Type of Adjustment and Footnote No.	Class Code	Class Title	Present Monthly Range	Recommended Monthly Range	Identifiable State Range (class code) (monthly)	
<u>Additions</u>						
A-1	0105	Cashier	---	\$305-\$382	1000	\$305-\$372
A-2	0206	Assistant Communications Supervisor	---	539-680		
A-3	0212	Key Punch Supervisor	---	382-482	0211	372-453
A-4	0225	Technical Assistant to the Data Processing Manager	---	620-770		
A-5	1301	Pharmaceutical Technologist	---	305-382		
A-6	1304	Associate Director of Pharmacy Services	---	770-950		
A-7	2104	Technical Director, Cyto-Pathology	---	650-800		
A-8	2120	Electron Microscopy Technician (Trainee)	---	245-366		
A-9	2122	Electron Microscopy Technician I	---	382-482		
A-10	2124	Electron Microscopy Technician II	---	514-650		
A-11	2126	Technical Director, Electron Microscopy Laboratory	---	680-835		
A-12	3019	Assistant Superintendent of Air Conditioning and Refrigeration	---	620-770		
A-13	3105	Stationary Engineer	---	514-650		

- A-1. The Business Manager has recommended that this new classification be added to the Pay Plan for the purpose of providing responsible clerical skills for receiving and recording cash payments to the Medical Branch. The recommended salary range falls in-between the two classes in existence at the Main University -- Cashier I (\$279-\$350) and Cashier II (\$350-\$482). It is our opinion that the duties and responsibilities of this new position are at an equal level in our organizational structure to that of Clerk II (0002) which is being recommended for a range of \$305-\$382.
- A-2. The Business Manager has recommended that this new classification be added to the Pay Plan due to the increased demands placed upon the Communications Supervisor (0050). This new position would assist in providing responsible supervision with administrative responsibilities in the management of the mail and telephone services of the Medical Branch, thereby enabling the Communications Supervisor to properly plan for the rapidly increasing demands for postal and communications service. The salary range will provide a proper relationship to the Communications Supervisor.
- A-3. The Business Manager has recommended that this new job classification be added to the Pay Plan in order to provide skilled work and supervision in directing the key punching and verifying activities at the Medical Branch. This new position would be responsible for supervising and instructing subordinate personnel in the effective performance of their duties and for maintaining an orderly and efficient work environment. A similar position surveyed in the July, 1965 National Salary Survey Report for Data Processing Positions by Philip H. Weber revealed an actual monthly salary range of \$459-\$667 with an average monthly rate earned of \$537. The Main University has an existing position involving similar duties and responsibilities with an approved salary range of \$366-\$460. The proposed salary range would provide a proper relationship to that which has been recommended for the Key Punch Operator II (0212).
- A-4. The Business Manager has recommended that this new job classification be added to the Pay Plan. With the increasing demands for specialized electronic data processing equipment throughout the Medical Center, this position is necessary to provide technical assistance to the Data Processing Manager for planning and directing the installation, modification, and operation of data processing systems. A similar position surveyed in the July, 1965 National Salary Survey Report for Data Processing Positions by Philip H. Weber, revealed an actual monthly salary range of \$706-\$1078 with an average rate earned of \$844. It is felt, however, that the salary range being recommended here is more in line with our present organizational structure and existing job classes and pay ranges.
- A-5. The General Director of University Hospitals has recommended that this new classification be added to the Pay Plan. This position is necessary in order to provide skilled technical assistance in performing the more routine tasks in the Hospital Pharmacy, thereby relieving the Pharmacists of these tasks and enabling them to devote their time to the more responsible duties of compounding and manufacturing drugs. Our 1965 National Survey of Hospital and Medical School Salaries indicated an average monthly salary range of \$367-\$439 for positions with similar responsibilities. It is felt, however, that the salary range being recommended here is more in line with our present organizational structure and existing job classes and pay ranges.

- A-6. The General Director of University Hospitals has recommended that this new classification be added to the Pay Plan. An additional service to be provided by this department necessitates this position. The incumbent will provide professional skills and supervision in directing a pharmaceutical consulting service as an integral part of Pharmacy Services. He will be responsible for providing professional consulting services to physicians and various departments of the Medical Branch. Other primary duties involve teaching medical students, interns, and residents in the careful evaluation and selection of drugs; conducting the adverse drug reaction reporting program; advising the Pharmacy and Therapeutics Committee regarding drugs and drug therapy; and will assist in the management of the Poison Control Center. The proposed salary range will provide a proper relationship between the Assistant Director of Pharmacy Services (\$710-\$870) and the Director of Pharmacy Services.
- A-7. The Assistant Director and Dean of Student Affairs has recommended that this new classification be added to the Pay Plan to provide responsible supervision in directing the technical activities of the Cyto-Pathology Laboratory. The incumbent is responsible for technical cyto-pathological services, training, research, and administrative duties. The duties and responsibilities of this position are commensurate with those of other Technical Directors at the Medical Branch; therefore, we feel the recommended salary range is in line with similar positions.
- A-8. The Assistant Director and Dean of Student Affairs has recommended that this new classification be added to the Pay Plan. This position is necessary to provide for training personnel who will eventually advance to responsible positions in the Electron Microscopy Laboratory. While undergoing training, incumbents will provide technical assistance in the preparation of specimens for ultrastructural cellular examinations and/or diagnosis in support of research and/or clinical medicine. The duties and responsibilities of this classification are in line with those of our Laboratory Technical Assistant (2020) which also has a recommended salary range of \$245-\$366.
- A-9. The Assistant Director and Dean of Student Affairs has recommended that this new classification be added to the Pay Plan. The purpose of this classification is to provide highly technical assistance in the preparation of specimens for ultrastructural examinations and/or diagnosis in support of research and/or clinical medicine. Our 1965 National Survey of Hospital and Medical School Salaries indicated an average monthly salary range of \$434-\$566 for positions with similar responsibilities.
- A-10. The Assistant Director and Dean of Student Affairs has recommended that this new classification be added to the Pay Plan. This position is necessary to provide advanced technical assistance to the Technical Director, Electron Microscopy Laboratory (2126). The salary range falls in between that recommended for Electron Microscopy Technician I (2122) and Technical Director, Electron Microscopy Laboratory (2126).
- A-11. The Assistant Director and Dean of Student Affairs has recommended that this new classification be added to the Pay Plan to provide responsible supervision in directing the technical activities of the electron microscopy laboratory. The



incumbent will be responsible for providing technical electron microscopy services, training technicians and staff, and maintaining an orderly and efficient laboratory environment. He will be required to perform maintenance on all laboratory equipment including ultramicrotomes, carbon evaporators, electron microscope, and photographic equipment. This is a highly specialized field requiring a thorough knowledge of intricate equipment and calling for professional interpretations on certain ultrastructural cytology. The responsibilities of this position are in line with others in the Medical Branch organization at a similar level.

- A-12. The Director, Physical Plant has recommended that this new classification be added to the Pay Plan. Current and future expansion of air conditioning and refrigeration systems at the Medical Branch necessitates this new position in order to provide much-needed assistance to the Superintendent of Air Conditioning and Refrigeration (3020). The incumbent will provide responsible supervisory work in directing maintenance, operation, repairs, modifications, and installation of all air conditioning equipment and systems. This will relieve the present Superintendent of numerous details and allow him to concentrate his efforts toward promulgating and implementing the necessary air conditioning renovations and innovations which are so demanding for the proper growth and expansion of the physical plant facilities here at the Medical Branch. The recommended salary range is in line with that of other Assistant Superintendents having similar responsibilities.
- A-13. The Director, Physical Plant has recommended that this new job classification be added to the Pay Plan. The incumbent in this position will be responsible for providing skilled supervisory work in the safe and efficient operation of the Medical Branch steam plant system. The responsibility level of this position is comparable to that of the Assistant Plumbing and Steamfitting Foreman (3243) which has a recommended salary range of \$514-\$650.

THE UNIVERSITY OF TEXAS SYSTEM

COMPONENT: MEDICAL BRANCH

Recommended Adjustments in the Classified Personnel Pay Plan

EFFECTIVE DATE: 9-1-66

Basic Rate Schedule			Type of Adjustment and Footnote No.	Class Code	Class Title	Present Monthly Range	Recommended Monthly Range	Identifiable State Range	
Step	Monthly	Annual						(class code)	(monthly)
1	\$128	\$1,536							
2	135	1,620							
3	142	1,704							
4	149	1,788							
5	156	1,872							
6	164	1,968							
7	172	2,064							
8	181	2,172							
9	190	2,280							
10	200	2,400							
11	215	2,580							
12	225	2,700							
13	235	2,820							
14	245	2,940							
15	256	3,072							
16	267	3,204							
17	279	3,348							
18	292	3,504							
19	305	3,660							
20	319	3,828							
21	335	4,020							
22	350	4,200							
23	366	4,392							
24	382	4,584							
25	400	4,800							
26	419	5,028							
27	439	5,268							
28	460	5,520							
29	482	5,784							
30	514	6,168							
31	539	6,468							
32	565	6,780							
33	592	7,104							
34	620	7,440							
35	650	7,800							
36	680	8,160							
37	710	8,520							
38	740	8,880							
39	770	9,240							
40	800	9,600							
41	835	10,020							
42	870	10,440							
43	910	10,920							
44	950	11,400							
45	1000	12,000							
46	1050	12,600							
47	1100	13,200							
48	1150	13,800							
49	1200	14,400							
50	1250	15,000							
51	1325	15,900							

Changes

C of W-

THE UNIVERSITY OF TEXAS SYSTEM

COMPONENT: MEDICAL BRANCH

Recommended Adjustments in the Classified Personnel Pay Plan

EFFECTIVE DATE: 9-1-66

Step	Basic Rate Schedule		Type of Adjustment and Footnote No.	Class Code	Class Title	Present Monthly Range	Recommended Monthly Range	Identifiable State Range	
	Monthly	Annual						(class code)	(monthly)
1	\$128	\$1,536							
2	135	1,620							
3	142	1,704							
4	149	1,788							
5	156	1,872	C-4g, C-12,	0100	Accounting Clerk	\$292-\$366	\$319-\$400	1002	\$326-\$397
6	164	1,968	C-20b						
7	172	2,064	C-11, C-12	0110	Accountant II	539-680	565-710	1163	590-719
8	181	2,172							
9	190	2,280							
10	200	2,400	C-8a, C-12,	0112	Assistant Auditor	650-800	680-835		
11	215	2,580	C-15						
12	225	2,700	C-12	0113	Internal Auditor	650-800	680-835		
13	235	2,820							
14	245	2,940							
15	256	3,072	C-4h	0200	Switchboard Operator	256-319	267-335	0005	268-326
16	267	3,204							
17	279	3,348							
18	292	3,504	C-6d, C-11	0205	Chief Switchboard Operator	305-382	319-400	0008	286-348
19	305	3,660							
20	319	3,828							
21	335	4,020	C-16a	0210	Key Punch Operator I	279-350	No Change		
22	350	4,200							
23	366	4,392							
24	382	4,584	C-16b	0211	Key Punch Operator II	335-419	No Change		
25	400	4,800							
26	419	5,028							
27	439	5,268	C-2a, C-11	0218	Systems Analyst and Programmer II	620-770	650-800	0242	630-768
28	460	5,520							
29	482	5,784							
30	514	6,168	C-2b, C-11	0219	Systems Analyst and Programmer Supervisor	710-870	770-950	0243	673-820
31	539	6,468							
32	565	6,780	C-2c, C-11	0235	Assistant Data Processing Manager	740-910	800-1000		
33	592	7,104							
34	620	7,440							
35	650	7,800	C-7d, C-10f,	0500	Medical Records Librarian	400-514	439-565	7452	517-630
36	680	8,160	C-12, C-15p						
37	710	8,520							
38	740	8,880	C-11	0505	Assistant Chief Medical Records Librarian	482-620	539-680		
39	770	9,240							
40	800	9,600	C-15b, C-11	0510	Chief Medical Records Librarian	650-800	680-835	7453	673-820
41	835	10,020							
42	870	10,440							
43	910	10,920	C-10a, C-15c	0710	Personnel Interviewer	400-514	419-539	3005	397-484
44	950	11,400							
45	1000	12,000							
46	1050	12,600	C-16h	0729	Assistant Personnel Director	650-800	No Change		
47	1100	13,200							
48	1150	13,800							
49	1200	14,400	C-16i	0730	Personnel Director	800-1000	No Change		
50	1250	15,000							
51	1325	15,900							
52	1400	16,800							

C of W-

THE UNIVERSITY OF TEXAS SYSTEM

COMPONENT: MEDICAL BRANCH

Recommended Adjustments in the Classified Personnel Pay Plan

EFFECTIVE DATE: 9-1-66

Basic Rate Schedule			Type of Adjustment and Footnote No.	Class Code	Class Title	Present Monthly Range	Recommended Monthly Range	Identifiable State Range	
Step	Monthly	Annual						(class code)	(monthly)
1	\$128	\$1,536	<u>Changes</u>						
2	135	1,620							
3	142	1,704							
4	149	1,788	C-12, C-15d	1000	Dental Assistant	\$235-\$292	\$245-\$305	4481	\$286-\$348
5	156	1,872							
6	164	1,968							
7	172	2,064	C-7a	1005	Dental Technician	382-482	400-514		
8	181	2,172							
9	190	2,280							
10	200	2,400	C-5a, C-6e,	1100	Heart Station Technician	225-279	235-292		
11	215	2,580	C-7b, C-15e						
12	225	2,700							
13	235	2,820	C-7c	1105	Heart Station Supervisor	350-439	366-460		
14	245	2,940							
15	256	3,072							
16	267	3,204	C-12	1129	Assistant Central Supply Supervisor	292-366	350-439		
17	279	3,348							
18	292	3,504	C-12	1130	Central Supply Supervisor	439-565	539-680		
19	305	3,660							
20	319	3,828							
21	335	4,020	C-1	1151	Inhalation Therapy Assistant	181-245	215-267		
22	350	4,200							
23	366	4,392	C-12	1155	Technical Director, Inhalation Therapy	482-620	539-680		
24	382	4,584							
25	400	4,800							
26	419	5,028	C-1	1200	Hospital Aide	172-245	215-292	4372	213-259
27	439	5,268							
28	460	5,520							
29	482	5,784	C-12	1204	Operating Room Technician	267-335	292-366		
30	514	6,168							
31	539	6,468							
32	565	6,780	C-7m, C-23	1205	Vocational Nurse	267-335	292-366	4411	268-326
33	592	7,104							
34	620	7,440							
35	650	7,800	C-21	1210	Staff Nurse	400-514	439-565	4431)	(372-453
36	680	8,160						4432)	(397-424
37	710	8,520							
38	740	8,880	C-21	1215	Operating Room Nurse	400-514	439-565		
39	770	9,240							
40	800	9,600	C-11, C-21	1218	Assistant Head Nurse	419-539	460-592		
41	835	10,020							
42	870	10,440							
43	910	10,920	C-11, C-21	1220	Head Nurse	460-592	514-650		
44	950	11,400							
45	1000	12,000							
46	1050	12,600	C-11, C-21	1225	Assistant Nursing Supervisor	482-620	539-680		
47	1100	13,200							
48	1150	13,800							
49	1200	14,400	C-11, C-21	1230	Nursing Supervisor	539-680	592-740		
50	1250	15,000							
51	1325	15,900							
52	1400	16,800							

C of W.

THE UNIVERSITY OF TEXAS SYSTEM

COMPONENT: MEDICAL BRANCH

Recommended Adjustments in the Classified Personnel Pay Plan

EFFECTIVE DATE: 9-1-66

Basic Rate Schedule			Type of Adjustment and Footnote No.	Class Code	Class Title	Present Monthly Range	Recommended Monthly Range	Identifiable State Range	
Step	Monthly	Annual						(class code)	(monthly)
1	\$128	\$1,536							
2	135	1,620							
3	142	1,704							
4	149	1,788							
5	156	1,872	<u>Changes</u>						
6	164	1,968	C-11, C-21	1240	Assistant Director, Nursing Service	\$592-\$740	\$650-\$800		
7	172	2,064	C-12, C-21	1250	Nursing Director, Surgical Suite	592-740	650-800		
8	181	2,172							
9	190	2,280							
10	200	2,400	C-1, C-16c	1300	Pharmacy Technician	190-245	215-267		
11	215	2,580							
12	225	2,700							
13	235	2,820	C-6k, C-15q	1302	Pharmacist	592-740	620-770	4498	\$630-\$768
14	245	2,940							
15	256	3,072	C-11, C-12,	1303	Assistant Director of Pharmacy	650-800	710-870		
16	267	3,204	C-16d	1414	Services				
17	279	3,348							
18	292	3,504	C-11, C-12	<del>1412</del>	Assistant Director, Social Service	680-835	710-870		
19	305	3,660							
20	319	3,828							
21	335	4,020	C-6f, C-7e,	1510	Physical Therapist	419-539	460-592	4326	517-630
22	350	4,200	C-12						
23	366	4,392							
24	382	4,584	C-7f, C-12	1525	Occupational Therapist	419-539	460-592	4313)	(453-552
25	400	4,800						4314)	(552-673
26	419	5,028	C-7g, C-12	1526	Recreational Therapist	400-514	439-565		
27	439	5,268							
28	460	5,520							
29	482	5,784	C-7h, C-12	1528	Speech Therapist	460-592	482-620		
30	514	6,168							
31	539	6,468							
32	565	6,780	C-1	2000	Animal Caretaker	172-279	215-292		
33	592	7,104							
34	620	7,440							
35	650	7,800	C-10b, C-11	2002	Animal Technician	292-366	305-382		
36	680	8,160							
37	710	8,520							
38	740	8,880	C-1	2010	Laboratory Helper	172-245	215-267	4201	213-259
39	770	9,240							
40	800	9,600							
41	835	10,020	C-10c, C-11,	2020	Laboratory Technical Assistant	235-350	245-366	4204	305-372
42	870	10,440	C-15f						
43	910	10,920							
44	950	11,400	C-10d, C-11	2025	Laboratory Services Supervisor	350-439	366-460		
45	1000	12,000							
46	1050	12,600							
47	1100	13,200	C-10e, C-11,	2100	Laboratory Technologist I	419-539	460-592	4216	424-517
48	1150	13,800	C-12						
49	1200	14,400							
50	1250	15,000	C-11, C-12	2101	Laboratory Technologist II	482-620	539-680	4222	552-673
51	1325	15,900							

C of W.

THE UNIVERSITY OF TEXAS SYSTEM

COMPONENT: MEDICAL BRANCH

Recommended Adjustments in the Classified Personnel Pay Plan

EFFECTIVE DATE: 9-1-66

Basic Rate Schedule			Type of Adjustment and Footnote No.	Class Code	Class Title	Present Monthly Range	Recommended Monthly Range	Identifiable State Range	
Step	Monthly	Annual						(class code)	(monthly)
1	\$128	\$1,536	<u>Changes</u>						
2	135	1,620							
3	142	1,704							
4	149	1,788	C-7i, C-12	2103	Cytotechnologist	\$366-\$460	\$382-\$482	4209	\$397-\$484
5	156	1,872							
6	164	1,968							
7	172	2,064	C-9, C-11,	2105	Technical Director, Blood Bank	592-740	650-800		
8	181	2,172	C-12						
9	190	2,280							
10	200	2,400	C-9, C-11,	2106	Technical Director, Laboratory	592-740	650-800		
11	215	2,580	C-12		Technology				
12	225	2,700							
13	235	2,820	C-6g, C-7j,	2113	Histology Technician	335-419	350-439		
14	245	2,940	C-15g						
15	256	3,072							
16	267	3,204	C-9, C-11,	2116	Technical Director, Histopathology	592-740	650-800		
17	279	3,348	C-12						
18	292	3,504							
19	305	3,660	C-3a, C-15h	2200	Research Technician	400-565	439-620	5269	484-590
20	319	3,828							
21	335	4,020	C-3b, C-6h,	2201	Research Associate I	565-710	592-740	5266	630-768
22	350	4,200	C-15i, C-11						
23	366	4,392							
24	382	4,584	C-7n, C-12	2215	Research Nurse	400-514	439-565	4433	453-552
25	400	4,800							
26	419	5,028							
27	439	5,268	C-13	2345	Creative Research Worker	680-835	710-870		
28	460	5,520							
29	482	5,784	C-16e	3000	Draftsman	350-460	No Change		
30	514	6,168							
31	539	6,468							
32	565	6,780	C-16f	3001	Mechanical Engineering Assistant	482-620	No Change		
33	592	7,104							
34	620	7,440							
35	650	7,800	C-17	3007	Clerk-of-the-Works	514-650	565-710	9096)	(484-590
36	680	8,160						9097)	(719-876
37	710	8,520							
38	740	8,880	C-12	3110	Chief Stationary Engineer	514-650	565-710		
39	770	9,240							
40	800	9,600	C-18a	3200	Maintenance Man	350-439	366-460		
41	835	10,020							
42	870	10,440							
43	910	10,920	C-18b	3210	Carpenter	439-565	482-620		
44	950	11,400							
45	1000	12,000							
46	1050	12,600	C-18c	3215	Carpenter Foreman	514-650	565-710		
47	1100	13,200							
48	1150	13,800							
49	1200	14,400	C-18d	3220	Electrician	439-565	482-620		
50	1250	15,000							
51	1325	15,900							

C of W.

THE UNIVERSITY OF TEXAS SYSTEM

COMPONENT: MEDICAL BRANCH

Recommended Adjustments in the Classified Personnel Pay Plan

EFFECTIVE DATE: 9-1-66

Basic Rate Schedule			Type of Adjustment and Footnote No.	Class Code	Class Title	Present Monthly Range	Recommended Monthly Range	Identifiable State Range (class code) (monthly)
Step	Monthly	Annual						
1	\$128	\$1,536						
2	135	1,620						
3	142	1,704						
4	149	1,788						
5	156	1,872	C-18e	3230	Painter	\$439-\$565	\$482-\$620	
6	164	1,968						
7	172	2,064	C-18f	3235	Painter Foreman	514-650	565-710	
8	181	2,172						
9	190	2,280						
10	200	2,400	C-18g	3240	Plumber and Steamfitter	439-565	482-620	
11	215	2,580						
12	225	2,700						
13	235	2,820	C-18h	3243	Assistant Plumbing and Steamfitting Foreman	460-592	514-650	
14	245	2,940						
15	256	3,072	C-18i	3246	Roofer	439-565	482-620	
16	267	3,204						
17	279	3,348						
18	292	3,504	C-18j	3247	Insulator	439-565	482-620	
19	305	3,660						
20	319	3,828						
21	335	4,020	C-18k	3248	Sheet Metal Worker	439-565	482-620	
22	350	4,200						
23	366	4,392						
24	382	4,584	C-18l	3249	Plasterer	439-565	482-620	
25	400	4,800						
26	419	5,028	C-18m	3250	Welder	439-565	482-620	
27	439	5,268						
28	460	5,520						
29	482	5,784	C-18n	3251	Millwright	439-565	482-620	
30	514	6,168						
31	539	6,468						
32	565	6,780	C-12	3305	Locksmith	439-565	482-620	
33	592	7,104						
34	620	7,440						
35	650	7,800	C-18o	3310	Instrument Mechanic	460-620	482-650	
36	680	8,160						
37	710	8,520						
38	740	8,880	C-18p	3315	Communications Mechanic	439-592	482-620	
39	770	9,240						
40	800	9,600						
41	835	10,020						
42	870	10,440						
43	910	10,920	C-18q	3320	Refrigeration Mechanic	439-565	482-620	
44	950	11,400						
45	1000	12,000						
46	1050	12,600	C-11, 18-v	3327	Air Conditioning Lead Man	514-650	565-710	
47	1100	13,200						
48	1150	13,800						
49	1200	14,400	C-11	3328	Air Conditioning Foreman	565-710	592-740	
50	1250	15,000						
51	1325	15,900						
52	1400	16,800						

THE UNIVERSITY OF TEXAS SYSTEM

COMPONENT: MEDICAL BRANCH

Recommended Adjustments in the Classified Personnel Pay Plan

EFFECTIVE DATE: 9-1-66

Basic Rate Schedule		
Step	Monthly	Annual
1	\$128	\$1,536
2	135	1,620
3	142	1,704
4	149	1,788
5	156	1,872
6	164	1,968
7	172	2,064
8	181	2,172
9	190	2,280
10	200	2,400
11	215	2,580
12	225	2,700
13	235	2,820
14	245	2,940
15	256	3,072
16	267	3,204
17	279	3,348
18	292	3,504
19	305	3,660
20	319	3,828
21	335	4,020
22	350	4,200
23	366	4,392
24	382	4,584
25	400	4,800
26	419	5,028
27	439	5,268
28	460	5,520
29	482	5,784
30	514	6,168
31	539	6,468
32	565	6,780
33	592	7,104
34	620	7,440
35	650	7,800
36	680	8,160
37	710	8,520
38	740	8,880
39	770	9,240
40	800	9,600
41	835	10,020
42	870	10,440
43	910	10,920
44	950	11,400
45	1000	12,000
46	1050	12,600
47	1100	13,200
48	1150	13,800
49	1200	14,400
50	1250	15,000
51	1325	15,900
52	1400	16,800

Type of Adjustment and Footnote No.	Class Code	Class Title	Present Monthly Range	Recommended Monthly Range	Identifiable State Range (class code) (monthly)	
<u>Changes</u>						
C-12, C-18	3340	Laboratory Mechanic	\$439-\$565	\$482-\$620		
C-8d, C-12 C-15r	3347	Electronics Equipment Supervisor	680-870	740-950		
C-12	3410	Assistant Bookbinder	305-382	335-419	0326	\$348-\$424
C-6i, C-18s	3500	Laborer I	200-256	225-279	9003	213-259
C-11	3501	Laborer II	267-335	292-366		
C-11, C-18t	3502	Laborer Foreman	350-439	382-482		
C-12, C-18u	3510	Truckdriver	256-319	279-350	9401	235-286
C-12	3530	Landscape Supervisor	514-650	565-710	2401	630-768
C-1	4000	Laundry Worker I	172-225	215-267	8251	213-259
C-11	4001	Laundry Worker II	200-256	225-279		
C-1	4003	Presser-Machine	181-235	215-267		
C-11	4004	Marker-Sorter	190-245	225-279		
C-11, C-15j	4005	Washman	235-292	256-319		
C-11	4006	Washer, Extractor	215-267	235-292		
C-16g	4012	Laundry Supervisor	350-439	No Change		
C-1	4100	Food Service Worker I	172-225	215-267	8102	213-259
C-11	4101	Food Service Worker II	181-235	225-279		

C of W.



THE UNIVERSITY OF TEXAS SYSTEM

COMPONENT: MEDICAL BRANCH

Recommended Adjustments in the Classified Personnel Pay Plan

EFFECTIVE DATE: 9-1-66

Basic Rate Schedule			Type of Adjustment and Footnote No.	Class Code	Class Title	Present Monthly Range	Recommended Monthly Range	Identifiable State Range	
Step	Monthly	Annual						(class code)	(monthly)
1	\$128	\$1,536							
2	135	1,620							
3	142	1,704							
4	149	1,788							
5	156	1,872	C-1	4103	Food Preparation Worker I	\$172-\$225	\$215-\$267		
6	164	1,968							
7	172	2,064	C-11	4104	Food Preparation Worker II	200-256	235-292	8103	\$268-\$326
8	181	2,172							
9	190	2,280							
10	200	2,400	C-11	4105	Food Service Supervisor	292-366	319-400	8150	453-552
11	215	2,580							
12	225	2,700							
13	235	2,820	C-1	4110	Cook I	172-235	215-267	8115	213-259
14	245	2,940							
15	256	3,072	C-12, C-19a	4140	Therapeutic Dietitian	400-514	460-592	8160	453-552
16	267	3,204							
17	279	3,348							
18	292	3,504	C-1, C-19b	4200	Custodial Worker I	172-225	215-267	8005	213-259
19	305	3,660							
20	319	3,828							
21	335	4,020	C-11, C-6j, C-19b	4201	Custodial Worker II	200-256	225-279	8001	213-259
22	350	4,200							
23	366	4,392							
24	382	4,584	C-1	4220	Elevator Operator	172-225	215-267	8035	213-259
25	400	4,800							
26	419	5,028	C-1	4230	Seamstress	190-245	215-267	8201	213-259
27	439	5,268							
28	460	5,520							
29	482	5,784	C-11, C-15k	4240	Housekeeper	256-319	279-350	8010	305-372
30	514	6,168							
31	539	6,468							
32	565	6,780	C-11	4242	Housekeeping Supervisor	305-382	350-439	8015	372-453
33	592	7,104							
34	620	7,440							
35	650	7,800	C-11	4300	Guard	292-366	305-382	8050	286-348
36	680	8,160							
37	710	8,520							
38	740	8,880	C-11	4305	Security Sergeant	350-439	382-482	8051	326-397
39	770	9,240							
40	800	9,600							
41	835	10,020	C-7k, C-11, C-12	4310	Security Supervisor	460-592	514-650		
42	870	10,440							
43	910	10,920	C-12	4430	Manager, Dormitories and Apartments	439-539	482-620		
44	950	11,400							
45	1000	12,000							
46	1050	12,600	C-7l, C-12, C-15l	5000	Librarian I	382-482	460-592		
47	1100	13,200							
48	1150	13,800							
49	1200	14,400							
50	1250	15,000							
51	1325	15,900							
52	1400	16,800							

C of W.

THE UNIVERSITY OF TEXAS SYSTEM

COMPONENT: MEDICAL BRANCH

Recommended Adjustments in the Classified Personnel Pay Plan

EFFECTIVE DATE: 9-1-66

Step	Basic Rate Schedule	
	Monthly	Annual
1	\$128	\$1,536
2	135	1,620
3	142	1,704
4	149	1,788
5	156	1,872
6	164	1,968
7	172	2,064
8	181	2,172
9	190	2,280
10	200	2,400
11	215	2,580
12	225	2,700
13	235	2,820
14	245	2,940
15	256	3,072
16	267	3,204
17	279	3,348
18	292	3,504
19	305	3,660
20	319	3,828
21	335	4,020
22	350	4,200
23	366	4,392
24	382	4,584
25	400	4,800
26	419	5,028
27	439	5,268
28	460	5,520
29	482	5,784
30	514	6,168
31	539	6,468
32	565	6,780
33	592	7,104
34	620	7,440
35	650	7,800
36	680	8,160
37	710	8,520
38	740	8,880
39	770	9,240
40	800	9,600
41	835	10,020
42	870	10,440
43	910	10,920
44	950	11,400
45	1000	12,000
46	1050	12,600
47	1100	13,200
48	1150	13,800
49	1200	14,400
50	1250	15,000
51	1325	15,900
52	1400	16,800

Type of Adjustment and Footnote No.	Class Code	Class Title	Present Monthly Range	Recommended Monthly Range	Identifiable State Range (class code) (monthly)
<u>Changes</u>					
C-11, C-15m	5010	Librarian II	\$460-\$592	\$539-\$680	
C-12, C-15n	6700	Audiovisual Equipment Technician I	256-319	279-350	
C-11	6701	Audiovisual Equipment Technician II	305-382	335-419	
C-12	6702	Audiovisual Equipment Technician III	439-565	482-620	

- C-1. It is necessary that we increase the minimum salary for this job classification to \$215 per month. A number of factors have influenced our decision to recommend this new minimum. The first consideration is the change in the State Classification Plan that authorizes a new working minimum of \$213 per month (exclusive of training steps) effective September 1, 1966. A second consideration has been the expensive item of "turnover" in these lower-paid job classifications. At this writing, we have 42 job vacancies in the Hospital Aide category alone; it is difficult to recruit, much less to retain, personnel in these categories. Thirdly, the Fair Labor Standards Act provides a minimum wage of \$216.66 per month (\$1.25 per hour), and although we are exempt from its provisions, it must be considered in relation to the competition it creates. This \$215 monthly salary would provide a gross annual income of \$2,580 for employees in these job classes (an annual salary below which would be a "poverty level" as defined by the federal government).
- C-2. The July, 1965 Salary Survey Report for Data Processing Positions (the Houston area), conducted by Philip H. Weber & Associates, Inc., indicated an average actual monthly salary for similar positions of:
- a. Senior Systems Analyst - \$710-\$1230
  - b. Lead Systems Analyst - \$879-\$1520
  - c. Assistant Manager - Data Processing - \$940-\$1442
- C-3. The 1964-65 Salary Survey, conducted by The College Placement Council, reported beginning average monthly salary offers for similar positions of:
- a. Bachelor's degree for Chemistry, Physics, Mathematics - \$609
  - b. Master's degree for Chemistry - \$717; Physics - \$761; Mathematics - \$739
- C-4. The 1964-65 Directory of Office Salaries, 18th Annual Survey of the Houston-Galveston Area, conducted by The Administrative Management Society (An International Organization), reported a monthly interquartile salary range for similar positions of:
- a. General Clerk - \$243-\$286
  - b. General Clerk (Senior) - \$338-\$485
  - c. Clerk-Typist - \$269-\$399
  - d. Stenographer - \$308-\$425
  - e. Stenographer (Senior) - \$338-\$429
  - f. Secretary - \$459-\$542
  - g. Accounting Clerk (Junior) - \$355-\$542
  - h. Telephone Switchboard Operator - \$308-\$446
- C-5. A 1965 Salary Survey of Medical Center Key Positions, conducted by The University of Virginia, reported an overall average monthly salary range for similar positions of:
- a. EKG Technician - \$284-\$357

C-6. The 5th Annual Salary Survey, Houston Industry, Houston Hospital, and Similar Facilities (1965), conducted by The Hospital Personnel Association of the Houston Area, indicated a monthly salary range\* for similar positions of:

- a. Medical Typist - \$270-\$313
- b. Secretary - \$312-\$379
- c. Medical Secretary - \$331-\$425
- d. Chief Switchboard Operator - \$321-\$387
- e. Electrocardiograph Technician - \$250-\$291
- f. Physical Therapy Technician - \$452-\$509
- g. Histologic Technician - \$345-\$408
- h. Research Scientist - \$646-\$756
- i. Laborer - \$262-\$315
- j. Janitor - \$221-\$252
- k. Pharmacist - \$616-\$675

C-7. The 1965 National Survey of Hospital and Medical School Salaries conducted by The University of Texas - Medical Branch, in cooperation with The University of Texas - M. D. Anderson Hospital and Tumor Institute and The University of Texas - Southwestern Medical School, indicated a monthly salary range\* for similar positions of:

- a. Dental Technician - \$405-\$480
- b. EKG Technician - \$286-\$347
- c. Supervising EKG Technician - \$366-\$435
- d. Medical Records Librarian - \$436-\$522
- e. Physical Therapist - \$440-\$549
- f. Occupational Therapist - \$445-\$544
- g. Recreational Therapist - \$464-\$549
- h. Speech Therapist - \$474-\$581
- i. Cytology Technician - \$381-\$470
- j. Histology Technician - \$358-\$449
- k. Chief of Security Division - \$504-\$597
- l. Librarian - Medical Publications - \$456-\$556
- m. Vocational Nurse - \$281-\$351
- n. Research Nurse - \$426-\$492

\* Range definition (average starting salary - average maximum rate actually paid)

C-8. The February-March, 1964 National Survey of Professional, Administrative, Technical, and Clerical Pay, published by the U. S. Department of Labor, Bureau of Labor Statistics, indicated a monthly interquartile salary range for similar positions of:

- a. Typist I - \$259-\$328 (60,706 positions in the sample)
- b. Typist II - \$311-\$395 (36,219 positions in the sample)
- c. Chief Accountant I - \$722-\$949 (279 positions in the sample)
- d. Engineer V - \$954-\$1,179 (52,409 positions in the sample)

C-9. A two-step increase in the salary range for this position is absolutely necessary at this time. This is a highly technical position for a critical medical center area, and the supervisory responsibilities, coupled with the exacting nature of the duties performed and the requirements of the job necessitate this change. This position encompasses additional duties related to the teaching of students in a medical speciality, and the incumbent is a highly-skilled, professional, and responsible person, dedicated to patient care, allied research, and the educational process in the area to which he is assigned. It is under the guidance of this technical administrator that students gain the professional skills they require for national certification in their respective specialities.

C-10. The Spring, 1965 University of Washington Salary Survey reported an average minimum and maximum monthly salary range for similar positions of:

- a. Personnel Representative I - \$463-\$604
- b. Animal Surgery Technician I - \$340-\$455
- c. Laboratory Technician I - \$337-\$427
- d. Laboratory Services Coordinator I - \$404-\$508
- e. Laboratory Technician II - \$442-\$537
- f. Medical Record Librarian - \$465-\$521

C-11. The salary range recommended will provide for a proper relationship between this particular job class and the one immediately preceding and/or following it in the proposed Pay Plan.

C-12. Based on the degree of knowledge, skill, and experience required for this position, the salary level requested is in keeping with other salary levels in the Medical Branch organization.

C-13. This job class is one that encompasses responsibilities which are difficult to compare outside the Pay Plan structure of The Medical Branch. It is a job that has developed with the growth of this medical center, and is unique to the environment of such an educational center. The administrative/technical/professional aspects of the job class are demanding and require periodic salary range adjustments.

C-14. An approved salary range for a similar position at the Main University is \$650-\$835. This is a twenty-four (24) hour operation on a seven (7) day week basis, and the incumbent is responsible for the establishment and maintenance of patient accounts and for the insurance section which handles all in-patient and out-patient claims. The incumbent supervises the recording of current charges to hospital patients' accounts and is responsible for the depositing of monies received from all sources. He also supervises the insurance billing section and is responsible for maintaining effective control of all patient's accounts receivable.

C-15. An approved salary range is presently in effect for a similar position:

- a. Assistant University Auditor - \$740-\$910 - The Main University
- b. Chief Medical Records Librarian (Unclassified) - \$850 - M. D. Anderson Hospital
- c. Personnel Interviewer - \$439-\$539 - Main University
- d. Dental Assistant - \$267-\$335 - M. D. Anderson
- e. Electrocardiograph Technician - \$235-\$292 - M. D. Anderson
- f. Research Technician I - \$292-\$366 - M. D. Anderson
- g. Histologic Technician - \$350-\$439 - M. D. Anderson
- h. Research Engineer/Scientist/Associate I - \$514-\$620 - Main University
- i. Research Engineer/Scientist/Associate II - \$592-\$710 - Main University
- j. Washman - \$256-\$319 - M. D. Anderson
- k. Housekeeper - \$279-\$350 - M. D. Anderson
- l. Assistant Librarian - \$460-\$592 - M. D. Anderson  
Librarian I - \$460-\$565 - Main University
- m. Librarian II - \$539-\$650 - Main University
- n. Projectionist - \$305-\$382 - M. D. Anderson
- o. Medical Typist - \$305-\$382 - M. D. Anderson
- p. Medical Record Librarian - \$460-\$592 - M. D. Anderson
- q. Pharmacist - \$620-\$770 - M. D. Anderson
- r. Director, Medical Electronics (Unclassified) - \$916.66 - Southwestern Medical School  
Director, Medical Communications (Unclassified) - \$883.33 - M. D. Anderson

C-16. This change reflects a revision in the job title and/or job class code which was formerly listed as:

- a. 0210 Key Punch Operator
- b. 0212 Senior Key Punch Operator
- c. 1301 Pharmacy Technician
- d. 1303 Assistant Chief Pharmacist

- e. 3000 Draftsman I
- f. 3001 Draftsman II
- g. 4012 Assistant Laundry Manager
- h. 0729 Assistant Director, Staff Personnel
- i. 0730 Director, Staff Personnel
- j. 1203 Ward Clerk

C-17. The Director, Physical Plant, has indicated that a change in this range should be initiated prior to the beginning of some new construction projects on the campus. A minimal increase is being recommended, and it is difficult to determine at this point whether the recommended range will be adequate, but we hope at least to provide for a competitive rate that will attract qualified applicants. Local area contractors have indicated that the range recommended is conservative in relation to what they are paying.

C-18. Present construction underway on the Medical Branch campus, proposed new construction, and construction of related health facilities in close proximity to the Medical Branch, make it necessary to adjust the salary ranges of many job classes in the Physical Plant area. The Director of Physical Plant and the Associate Director, who are intimately concerned with our ability to attract and retain skilled craftsmen, have been of significant help in preparing the ranges which have been recommended. The table below graphically illustrates the competitive position we face in recruiting qualified personnel.

Monthly Rates			
Job Title	Houston-June, 1965 Occupational Wage Survey	Local Union Rates	Local Industry Rates
a. Maintenance Man	\$---	\$437 - up	\$555 (American Oil)
b. Carpenter	578	745	624 (Union Carbide)
c. Carpenter Foreman	---	789	665 (Union Carbide)
d. Electrician	586	789	629 (Union Carbide)
e. Painter	572	730	607 (American Oil)
			624 (Union Carbide)
f. Painter Foreman	---	775	650 (Dow Chemical)
			665 (Union Carbide)
g. Plumber and Steamfitter	610	780	632 (Dow Chemical)
			624 (Union Carbide)
h. Assistant Plumbing and Steamfitting Foreman	---	823	662 (Dow Chemical)

i. Roofer	620	---	---
j. Insulator	---	775	607 (American Oil) 624 (Union Carbide)
k. Sheet Metal Worker	620	730	624 (Union Carbide)
l. Plasterer	---	737	---
m. Welder	---	728	607 (American Oil) 632 (Dow Chemical)
n. Millwright	607	775	---
o. Instrument Mechanic	---	780	624 (Union Carbide)
p. Communications Mechanic	---	789	---
q. Refrigeration Mechanic	---	780	624 (Union Carbide)
r. Air Conditioning Mechanic	---	---	624 (Union Carbide)
s. Laborer	313	458	439 (Union Carbide)
t. Laborer Foreman	---	580	578 (American Oil) 555 (Union Carbide)
u. Truckdriver	---	541	536 (Dow Chemical) 565 (Union Carbide)
v. Air Conditioning Lead Man	---	---	665 (Union Carbide)

C-19. The federal civil service monthly starting salary for a similar position in the local U. S. Public Health Service Hospital is:

- a. Dietitian - \$504
- b. Maid - \$302
- c. Janitor - \$302

C-20. The June, 1965 Occupational Wage Survey, Houston, Texas, published by the U. S. Department of Labor, Bureau of Labor Statistics, indicated a monthly middle salary range for similar positions of:

- a. Transcribing Machine Operator - \$301-\$357
- b. Clerks, Accounting, Class B - \$329-\$435

C-21. Local area competition for registered nurses necessitates a salary range adjustment in this job classification. The M. D. Anderson Hospital and Tumor Institute is recommending a similar adjustment in their rates for September 1, 1966. The Methodist Hospital in The Texas Medical Center (Houston) is presently offering \$425 per month base salary to registered nurses and paying an additional \$20 per month for each year of work experience providing a maximum starting salary rate of \$525 per month. Normally they only consider three years of experience in arriving at a base salary, usually starting a nurse at \$485--however, the department to which the nurse is assigned can use up to the five years experience in computing a base salary. Extra salary is paid for nurses working in the operating room or infection control units,



but dollar amounts for this service are not available. St. Luke's-Texas Children's Hospital uses \$400 as a base rate for a two-year program nurse, \$420 as a base rate for a three-year graduate, and \$430 as a base rate for B.S. degree. They add a \$15 increment for each year of experience and use a \$45 monthly evening and night shift differential. As an example, a registered nurse with one year's experience would receive a base monthly salary of \$445. They will pay a registered nurse with a B.S. degree and "hospital experience" \$450 per month (if a member of A.N.A.--American Nurses Association). The local U. S. Public Health Service Hospital currently pays \$458 per month to a registered nurse with one year's experience, and perhaps will pay even more if the current Civil Service pay increase bill is passed. There are presently 42 vacancies on our staff for registered nurses (an indication of our inability to attract applicants), and the salary competition in the area is not improving our recruitment.

C-22. The primary reason for this recommended salary range adjustment results from a substantial change in the basic concept of the duties and functions of the position. Currently employed ward clerks are now being given a course in ward clerk administration of 280 hours duration. All ward clerks to be employed will be required to take the course before assignment to a nursing unit. The purpose of the course is to provide the necessary skills to enable the clerks to administratively manage a nursing unit that will provide an environment conducive to effect the philosophy and objectives of The University of Texas - Medical Branch Hospitals educational, research and patient care programs. Ward Clerks receive direction and supervision from unit managers and are responsible to them. The combination of area hospital administrator/unit manager/ward clerk constitute a management team that effectively removes the nurses from this administrative function and places her in the role of direct patient care administration or nursing practice. The ward clerk of the future will become the vital link in the nursing unit in the operation of our hospital information system. This highly important function can neither be assigned to an untrained individual nor to an individual who lacks the capacity to comprehend and execute the tasks associated with the system. The ward clerk of the future will become the vital link in the nursing unit to control utilization of non-professional personnel, supplies, and equipment wisely and effectively. In order to do this she must be fully acquainted with needs, costs, and the like. As we continue to move into the areas of management described in the foregoing paragraphs, it is likely that some of the present clerks will have to be reassigned to other jobs suitable to their limited capacities within the university complex.

C-23. In recommending a two-step increase for our professional nursing staff (C-21), it is necessary to move the minimum recruiting rate for this job class as well. For information purposes, the local U. S. Public Health Service Hospital recruits Vocational Nurses at \$335.75 per month and pays \$367.12 per month for evenings and nights. The pending Civil Service pay increase bill may push this recruiting rate even higher. The M. D. Anderson Hospital is also recommending a change in salary range equal to that which is proposed here.

REC'D - 11 P.M. OCT 22 1965  
THE UNIVERSITY OF TEXAS

DENTAL BRANCH  
BUSINESS OFFICE  
P. O. BOX 20068  
HOUSTON 77025

October 21, 1965

CHANCELLOR'S OFFICE U. OF T.	
Acknowledged by _____	
OCT 22 1965	
By _____	For _____
JCK	

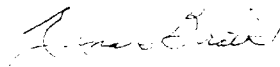
Dr. Harry H. Ransom  
Chancellor  
The University of Texas  
Austin, Texas 78712

Dear Doctor Ransom:

Enclosed are thirty copies of the Recommended Adjustments in the Classified Personnel Pay Plan for The University of Texas Dental Branch to become effective September 1, 1966, and supporting justifications.

If there is any further information that you may desire, please let us hear from you.

Sincerely yours,



Elna Birath  
Business Manager

EB:kab

Enclosures

C of W-

THE UNIVERSITY OF TEXAS SYSTEM

COMPONENT: DENTAL BRANCH

Recommended Adjustments in the Classified Personnel Pay Plan

EFFECTIVE DATE: SEPTEMBER 1, 1966

Basic Rate Schedule			Type of Adjustment and Footnote No.	Class Code	Class Title	Present Monthly Range	Recommended Monthly Range	Identifiable State Range	
Step	Monthly	Annual						(class code)	(monthly)
1	\$128	\$1,536			CLERICAL, FISCAL AND ADMINISTRATIVE SERVICE				
2	135	1,620							
3	142	1,704							
4	149	1,788							
5	156	1,872	C-1	0000	Clerical Assistant	181-235	200-256		
6	164	1,968							
7	172	2,064	C-1	0001	Clerk	235-292	245-305	0051, 0053	243-348
8	181	2,172	C-1	0002	Senior Clerk	292-400*	305-419*	0055	326-397
9	190	2,280							
10	200	2,400	C-1	0010	Clerk-Typist	245-305	256-319	0101, 0103, 0106	251-348
11	215	2,580	C-5	0021	Senior Secretary	366-460	382-482		
12	225	2,700							
13	235	2,820	C-1	0100	Accounting Clerk I	279-350	292-366	1001	286-348
14	245	2,940	C-1	0101	Accounting Clerk II	350-439	366-460	1002, 1003	326-453
15	256	3,072	C-1	0105	Accountant I	439-565	460-592	1161	424-517
16	267	3,204							
17	279	3,348	C-1	0106	Accountant II	565-710	592-740	1162, 1163	484-719
18	292	3,504	C-4	0300	Switchboard Operator	245-305	256-319	0005, 0008	268-348
19	305	3,660	C-1	0400	Stores Clerk I	245-305	256-319	1901	251-305
20	319	3,828	C-1	0401	Stores Clerk II	305-382	319-400	1902, 1903	286-397
21	335	4,020							
22	350	4,200	C-3	0415	Assistant Purchasing Agent	460-592	482-620	1950	719-876
23	366	4,392							
24	382	4,584							
25	400	4,800							
26	419	5,028			MEDICAL AND DENTAL SERVICE				
27	439	5,268							
28	460	5,520							
29	482	5,784	C-1	1100	Dental Assistant I	235-292	245-305	4481	286-348
30	514	6,168	C-1	1101	Dental Assistant II	292-366	305-382		
31	539	6,468							
32	565	6,780	C-4	1211	Dental Nurse	382-482	400-514		
33	592	7,104	C-2	1400	X-Ray Technician	319-400	335-419	4291, 4296	326-453
34	620	7,440							
35	650	7,800	C-5	1401	Senior X-Ray Technician	460-592	482-620	4293	453-552
36	680	8,160							
37	710	8,520							
38	740	8,880			RESEARCH AND SCIENTIFIC SERVICE				
39	770	9,240							
40	800	9,600							
41	835	10,020	C-1	2010	Laboratory Helper	200-256	215-267		
42	870	10,440							
43	910	10,920	C-4	2201	Research Assistant	419-539	439-565		
44	950	11,400	C-4	2202	Research Associate	482-620	514-650		
45	1000	12,000							
46	1050	12,600	C-5	2335	Chief Audio Visual Librarian	400-514	419-539		
47	1100	13,200							
48	1150	13,800							
49	1200	14,400							
50	1250	15,000							
51	1325	15,900							
52	1400	16,800							
53	1475	17,800							

\*Six intermediate steps

W-1

THE UNIVERSITY OF TEXAS SYSTEM

COMPONENT: DENTAL BRANCH

Recommended Adjustments in the Classified Personnel Pay Plan

EFFECTIVE DATE: SEPTEMBER 1, 1966

Basic Rate Schedule			Type of Adjustment and Footnote No.	Class Code	Class Title	Present Monthly Range	Recommended Monthly Range	Identifiable State Range	
Step	Monthly	Annual						(class code)	(monthly)
1	\$128	\$1,536			ENGINEERING, TRADES AND LABOR SERVICE				
2	135	1,620							
3	142	1,704							
4	149	1,788							
5	156	1,872	C-1	3500	Laborer	172-225	200-256	9003	213-259
6	164	1,968	C-1	3501	Utility Worker	235-292	245-305		
7	172	2,064	C-1	3510	Truck Driver	215-267	225-279	9401	235-286
8	181	2,172							
9	190	2,280							
10	200	2,400							
11	215	2,580							
12	225	2,700							
13	235	2,820			EDUCATIONAL AND INFORMATION SERVICE				
14	245	2,940							
15	256	3,072							
16	267	3,204							
17	279	3,348	C-4	6600	Radio, Television and Electronic Control Technician	350-439	439-565		
18	292	3,504							
19	305	3,660	C-4	6601	Television Audio Visual Specialist	350-439	439-565		
20	319	3,828							
21	335	4,020							
22	350	4,200							
23	366	4,392							
24	382	4,584							
25	400	4,800							
26	419	5,028							
27	439	5,268							
28	460	5,520							
29	482	5,784							
30	514	6,168							
31	539	6,468							
32	565	6,780							
33	592	7,104							
34	620	7,440							
35	650	7,800							
36	680	8,160							
37	710	8,520							
38	740	8,880							
39	770	9,240							
40	800	9,600							
41	835	10,020							
42	870	10,440							
43	910	10,920							
44	950	11,400							
45	1000	12,000							
46	1050	12,600							
47	1100	13,200							
48	1150	13,800							
49	1200	14,400							
50	1250	15,000							
51	1325	15,900							
52	1400	16,800							

THE UNIVERSITY OF TEXAS SYSTEM

COMPONENT: DENTAL BRANCH

JUSTIFICATIONS FOR RECOMMENDED  
ADJUSTMENTS IN THE CLASSIFIED  
PERSONNEL PAY PLAN

EFFECTIVE DATE: SEPTEMBER 1, 1966

Footnote C-1

Within the changes in salary ranges for positions in the State Classification Plan, the minimum rate is such that for us to be able to compete for personnel, particularly, in the lower bracket, we must increase our minimum rate. For the most part, these are job classifications that are used extensively in the Dental Branch.

Footnote C-2

The recommended adjustment in the range is necessary to establish a more equitable relationship with comparable positions in the State Classification Plan.

Our present rate is below the State Classification Plan and other competition that we must meet for effective recruitment and for retaining the services of qualified personnel.

Footnote C-3

The knowledge and experience that are essential to satisfactory performance in this position are gained only through years of service to our institution. This is a key position that requires an individual who assumes considerable responsibility, has a knowledge of good techniques of purchasing, and knows the rules and regulations that govern the procedures of the State Board of Control. There are other responsibilities assumed in this position, such as Central Receiving and a small Bookstore facility. We find the job title but no identifiable position in the State Classification Plan. The salary range that is recommended is less than shown in the Houston Survey of salaries and the State Classification Plan of salaries under the title of this position.

C of W

Footnote C-4

Our salary range has proven inadequate in view of the higher rate that is paid locally. For effective recruitment and retention of qualified personnel, it is necessary to increase our rate.

Footnote C-5

This position requires more than ordinary ability to supervise and to train others. The experience that is essential is gained only through years of service to our institution or one of like character. The individual occupying this position must assume considerable responsibility and must have a broad knowledge of the various techniques related to the field.



THE UNIVERSITY OF TEXAS  
M. D. ANDERSON HOSPITAL  
AND TUMOR INSTITUTE

November 3, 1965

TEXAS MEDICAL CENTER  
HOUSTON 25

R. LEE CLARK, M.D.  
DIRECTOR

Dr. Harry H. Ransom  
Chancellor  
The University of Texas  
Austin, Texas 78712


Dear Doctor Ransom:

Transmitted herewith are the recommended changes in the Classified Pay Plan for The University of Texas M. D. Anderson Hospital and Tumor Institute for fiscal year 1966-1967.

These recommended changes are submitted after continued study of changes in the Houston employment pattern and in coordination with various salary surveys available.

If further information is needed, please advise me.

Sincerely yours,

  
R. Lee Clark, M. D.  
Director

RLC/cjs

THE UNIVERSITY OF TEXAS SYSTEM

COMPONENT:  
M. D. Anderson Hospital  
and Tumor Institute

Recommended Adjustments in the Classified Personnel Pay Plan

EFFECTIVE DATE:  
September 1, 1966

Step	Basic Rate Schedule		Type of Adjustment and Footnote No.	Class Code	Class Title	Present Monthly Range	Recommended Monthly Range	Identifiable State Range	
	Monthly	Annual						(class code)	(monthly)
1	\$128	\$1,536	<u>CHANGES</u>						
2	135	1,620	C-1	0000	Clerical Assistant	\$200-256	\$225-279	0013	\$227-277
3	142	1,704							
4	149	1,788	C-2	0012	Medical Typist	\$319-400	\$350-439	NONE	
5	156	1,872							
6	164	1,968							
7	172	2,064	C-3	0013	Medical Stenographer	\$366-460	\$382-482	NONE	
8	181	2,172							
9	190	2,280							
10	200	2,400	C-4	0040	Assistant Personnel Manager	\$565-710	\$592-740	0016	\$610-743
11	215	2,580							
12	225	2,700							
13	235	2,820	C-5	0050	Administrative Assistant	\$439-565	\$482-620	NONE	
14	245	2,940							
15	256	3,072							
16	267	3,204	C-6	0051	Hospital Administrative Assistant	\$460-592	\$514-650	NONE	
17	279	3,348							
18	292	3,504							
19	305	3,660	C-7	0060	Assistant Editor	\$400-514	\$439-565	NONE	
20	319	3,828							
21	335	4,020							
22	350	4,200	C-8	0061	Associate Editor	\$539-680	\$565-710	NONE	
23	366	4,392							
24	382	4,584							
25	400	4,800	C-9	0105	Accountant I	\$482-620	\$514-650	1161	\$424-517
26	419	5,028							
27	439	5,268	C-10	0106	Accountant II	\$565-710	\$592-740	1163	\$484-590
28	460	5,520							
29	482	5,784							
30	514	6,168	C-11	0109	Assistant Auditor	\$592-740	\$620-770	1089	\$517-630
31	539	6,468							
32	565	6,780							
33	592	7,104	C-12	0110	Auditor	\$620-770	\$650-800	1090	\$590-719
34	620	7,440							
35	650	7,800	C-13	0201	Statistician	\$400-514	\$514-650	1812	\$468-571
36	680	8,160							
37	710	8,520							
38	740	8,880	C-14	0205	Assistant Epidemiologist	\$514-650	\$592-740	1813	\$571-696
39	770	9,240							
40	800	9,600							
41	835	10,020	C-15	0307	Print Shop Supervisor	\$400-514	\$460-592	0316	\$468-571
42	870	10,440							
43	910	10,920							
44	950	11,400	C-16	1000	Nurse Attendant	\$181-235	\$225-279	4372	\$206-251
45	1000	12,000							
46	1050	12,600							
47	1100	13,200	C-17	1001	Orderly	\$215-267	\$225-279	4373	\$227-277
48	1150	13,800							
49	1200	14,400							
50	1250	15,000							
51	1325	15,900							
52	1400	16,800							
53	1475	17,700							



THE UNIVERSITY OF TEXAS SYSTEM

COMPONENT:

Recommended Adjustments in the Classified Personnel Pay Plan

EFFECTIVE DATE:

M. D. Anderson Hospital  
and Tumor Institute

September 1, 1966

Step	Basic Rate Schedule		Type of Adjustment and Footnote No.	Class Code	Class Title	Present Monthly Range	Recommended Monthly Range	Identifiable State Range	
	Monthly	Annual						(class code)	(monthly)
1	\$128	\$1,536							
2	135	1,620							
3	142	1,704	C-18	1005	Vocational Nurse	\$279-350	\$292-366	4411	\$259-315
4	149	1,788							
5	156	1,872	C-19	1007	Operating Room Technician	\$305-382	\$319-400	NONE	
6	164	1,968							
7	172	2,064							
8	181	2,172	C-20	1010	Staff Nurse	\$419-539	\$439-565	4432	\$384-464
9	190	2,280							
10	200	2,400							
11	215	2,580	C-21	1019	Assistant Head Nurse	\$460-592	\$482-620	NONE	
12	225	2,700							
13	235	2,820							
14	245	2,940	C-22	1020	Head Nurse	\$482-620	\$514-650	NONE	
15	256	3,072							
16	267	3,204	C-23	1025	Assistant Nurse Supervisor	\$514-650	\$539-680	NONE	
17	279	3,348							
18	292	3,504							
19	305	3,660	C-24	1026	Nurse Supervisor	\$565-710	\$592-740	4438	\$438-534
20	319	3,828							
21	335	4,020							
22	350	4,200	C-25	1030	Assistant Director, Nursing Service	\$620-770	\$650-800	4439	\$500-610
23	366	4,392							
24	382	4,584							
25	400	4,800	C-26	1210	X-Ray Therapy Technician	\$419-539	\$460-592	NONE	
26	419	5,028							
27	439	5,268							
28	460	5,520	C-27	1211	Senior X-Ray Therapy Technician	\$460-592	\$514-650	NONE	
29	482	5,784							
30	514	6,168	C-28	1215	Chief X-Ray Therapy Technician	\$592-740	\$650-800	NONE	
31	539	6,468							
32	565	6,780							
33	592	7,104	C-29	1216	Dosimetry Technician	\$439-565	\$482-620	NONE	
34	620	7,440							
35	650	7,800							
36	680	8,160	C-30	1217	Senior Dosimetry Technician	\$565-710	\$620-770	NONE	
37	710	8,520							
38	740	8,880							
39	770	9,240	C-31	1220	Radium Curator	\$460-592	\$514-650	NONE	
40	800	9,600							
41	835	10,020	C-32	1300	Case Aide	\$305-382	\$319-400	5211	\$384-468
42	870	10,440							
43	910	10,920							
44	950	11,400	C-33	1303	Senior Case Aide	\$400-514	\$439-565	5211	\$384-468
45	1000	12,000							
46	1050	12,600							
47	1100	13,200	C-34	1305	Social Worker	\$482-620	\$514-650	5213	\$534-651
48	1150	13,800							
49	1200	14,400							
50	1250	15,000							
51	1325	15,900							
52	1400	16,800							
53	1475	17,700							

THE UNIVERSITY OF TEXAS SYSTEM

COMPONENT:  
M. D. Anderson Hospital  
and Tumor Institute

Recommended Adjustments in the Classified Personnel Pay Plan

EFFECTIVE DATE:  
September 1, 1966

Step	Basic Rate Schedule		Type of Adjustment and Footnote No.	Class Code	Class Title	Present Monthly Range	Recommended Monthly Range	Identifiable State Range	
	Monthly	Annual						(class code)	(monthly)
1	\$128	\$1,536	C-35	1307	Senior Social Worker	\$514-650	\$539-680	5213	\$534-651
2	135	1,620							
3	142	1,704							
4	149	1,788	C-36	1310	Case Supervisor	\$539-680	\$565-710	5215	\$651-794
5	156	1,872							
6	164	1,968							
7	172	2,064	C-37	1312	Assistant Director, Medical Social Service	\$592-740	\$620-770	NONE	
8	181	2,172							
9	190	2,280							
10	200	2,400	C-38	1510	Physical Therapy Technician	\$419-539	\$439-565	4326	\$500-610
11	215	2,580							
12	225	2,700							
13	235	2,820	C-39	1520	Senior Physical Therapy Technician	\$482-620	\$514-650	NONE	
14	245	2,940							
15	256	3,072							
16	267	3,204	C-40	2000	Animal Caretaker	\$215-267	\$235-292	NONE	
17	279	3,348							
18	292	3,504							
19	305	3,660	C-41	2005	Laboratory Attendant	\$181-235	\$215-267	4201	\$213-259
20	319	3,828							
21	335	4,020							
22	350	4,200	C-42	2010	Laboratory Assistant	\$200-256	\$235-292	4204	\$295-360
23	366	4,392							
24	382	4,584							
25	400	4,800	C-43	2110	Medical Technologist I	\$305-382	\$335-419	NONE	
26	419	5,028							
27	439	5,268							
28	460	5,520	C-44	2111	Medical Technologist II	\$400-514	\$460-592	4216	\$424-517
29	482	5,784							
30	514	6,168							
31	539	6,468	C-45	2112	Medical Technologist III	\$439-565	\$514-650	4218	\$484-590
32	565	6,780							
33	592	7,104							
34	620	7,440	C-46	2114	Assistant Chief Medical Technologist	\$482-620	\$565-710	NONE	
35	650	7,800							
36	680	8,160							
37	710	8,520	C-47	2115	Chief Medical Technologist	\$539-680	\$592-740	4217	\$552-673
38	740	8,880							
39	770	9,240							
40	800	9,600	C-48	2200	Research Technician I	\$319-400	\$335-419	NONE	
41	835	10,020							
42	870	10,440							
43	910	10,920	C-49	2201	Research Technician II	\$439-565	\$514-650	5269	\$484-590
44	950	11,400							
45	1000	12,000							
46	1050	12,600	C-50	2202	Research Technician III	\$539-680	\$592-740	5266	\$630-768
47	1100	13,200							
48	1150	13,800							
49	1200	14,400	C-51	2203	Research Assistant	\$592-740	\$650-800	5266	\$630-768
50	1250	15,000							
51	1325	15,900							
52	1400	16,800							

THE UNIVERSITY OF TEXAS SYSTEM

COMPONENT:

Recommended Adjustments in the Classified Personnel Pay Plan

EFFECTIVE DATE:

M. D. Anderson Hospital  
and Tumor Institute

September 1, 1966

Step	Basic Rate Schedule		Type of Adjustment and Footnote No.	Class Code	Class Title	Present Monthly Range	Recommended Monthly Range	Identifiable State Range	
	Monthly	Annual						(class code)	(monthly)
1	\$128	\$1,536	C-52	2204	Research Scientist Engineer	\$620-770	\$650-800	NONE	
2	135	1,620							
3	142	1,704							
4	149	1,788	C-53	2215	Junior Physicist	\$592-740	\$620-770	NONE	
5	156	1,872							
6	164	1,968							
7	172	2,064	C-54	2220	Research Dietitian	\$400-514	\$439-565	NONE	
8	181	2,172							
9	190	2,280							
10	200	2,400	C-55	2320	Artist	\$366-460	\$400-514	NONE	
11	215	2,580							
12	225	2,700							
13	235	2,820	C-56	2322	Medical Artist	\$419-539	\$460-592	NONE	
14	245	2,940							
15	256	3,072							
16	267	3,204	C-57	2325	Senior Artist	\$482-620	\$539-680	NONE	
17	279	3,348							
18	292	3,504							
19	305	3,660	C-58	2335	Audio-Visual Aids Librarian	\$319-400	\$439-565	7401	\$424-517
20	319	3,828							
21	335	4,020							
22	350	4,200	C-59	3200	Laborer	\$215-267	\$235-292	9003	\$213-259
23	366	4,392							
24	382	4,584							
25	400	4,800	C-60	3205	Driver	\$245-305	\$267-335	9402	\$305-372
26	419	5,028							
27	439	5,268							
28	460	5,520	C-61	3207	Mechanic Helper	\$245-305	\$267-335	9001	\$251-305
29	482	5,784							
30	514	6,168							
31	539	6,468	C-62	4000	Laundry Worker I	\$181-235	\$215-267	8251	\$213-259
32	565	6,780							
33	592	7,104							
34	620	7,440	C-63	4001	Laundry Worker II	\$215-267	\$225-279	8251	\$213-259
35	650	7,800							
36	680	8,160							
37	710	8,520	C-64	4005	Washman	\$256-319	\$267-335	8249	\$305-372
38	740	8,880							
39	770	9,240							
40	800	9,600	C-65	4008	Laundry Supervisor	\$279-350	\$292-366	8255	\$268-326
41	835	10,020							
42	870	10,440							
43	910	10,920	C-66	4100	Kitchen Helper I	\$181-235	\$215-267	8102	\$213-259
44	950	11,400							
45	1000	12,000							
46	1050	12,600	C-67	4101	Kitchen Helper II	\$215-267	\$225-279	8102	\$213-259
47	1100	13,200							
48	1150	13,800							
49	1200	14,400	C-68	4103	Cook I	\$190-245	\$235-292	8115	\$235-286
50	1250	15,000							
51	1325	15,900							
52	1400	16,800	C-69	4104	Cook II	\$267-335	\$292-366	8116	\$251-305
53	1475	17,700							

C of W-

THE UNIVERSITY OF TEXAS SYSTEM

Recommended Adjustments in the Classified Personnel Pay Plan

EFFECTIVE DATE:  
September 1, 1966

COMPONENT:  
M. D. Anderson Hospital  
and Tumor Institute

Step	Basic Rate Schedule		Type of Adjustment and Footnote No.	Class Code	Class Title	Present Monthly Range	Recommended Monthly Range	Identifiable State Range	
	Monthly	Annual						(class code)	(monthly)
1	\$128	\$1,536	C-70	4120	Dietitian	\$419-539	\$439-565	8160	\$453-552
2	135	1,620							
3	142	1,704							
4	149	1,788	C-71	4125	Administrative Dietitian	\$482-620	\$514-650	8161	\$517-630
5	156	1,872							
6	164	1,968	C-72	4200	Maid	\$181-235	\$215-267	8005	\$213-259
7	172	2,064							
8	181	2,172							
9	190	2,280	C-73	4201	Porter I	\$215-267	\$225-279	8001	\$213-259
10	200	2,400							
11	215	2,580	C-74	4202	Porter II	\$245-305	\$256-319	NONE	
12	225	2,700							
13	235	2,820	C-75	4205	Elevator Operator	\$181-235	\$215-267	8035	\$213-259
14	245	2,940							
15	256	3,072							
16	267	3,204	C-76	4210	Seamstress	\$190-245	\$215-267	8201	\$213-259
17	279	3,348							
18	292	3,504	C-77	4215	Assistant Matron	\$225-279	\$235-292	NONE	
19	305	3,660							
20	319	3,828							
21	335	4,020	C-78	4216	Matron	\$256-319	\$292-366	8010	\$305-372
22	350	4,200							
23	366	4,392	C-79	4220	Housekeeper	\$279-350	\$305- <del>372</del> <sup>382</sup>	8010	\$305- <del>382</del> <sup>372</sup>
24	382	4,584							
25	400	4,800							
26	419	5,028	C-80	4223	Assistant Executive Housekeeper	\$305-382	\$350-439	NONE	
27	439	5,268							
28	460	5,520	C-81	5005	Assistant Librarian	\$460-592	\$514-650	7401	\$424-517
29	482	5,784							
30	514	6,168							
31	539	6,468							
32	565	6,780							
33	592	7,104							
34	620	7,440							
35	650	7,800							
36	680	8,160							
37	710	8,520							
38	740	8,880							
39	770	9,240							
40	800	9,600							
41	835	10,020							
42	870	10,440							
43	910	10,920							
44	950	11,400							
45	1000	12,000							
46	1050	12,600							
47	1100	13,200							
48	1150	13,800							
49	1200	14,400							
50	1250	15,000							
51	1325	15,900							
52	1400	16,800							
53	1475	17,700							

C of W-

### GENERAL COMMENTS

The continuous trend upward of salaries in the greater Houston area is best illustrated by the headlines which have appeared in some of the local newspapers during recent months, a few of which are quoted here:

1. Cost of living in Houston up, April 1, 1965.
2. \$123 per week needed for family of four, May 13, 1965.
3. Plumbers make \$4.70 per hour, undated - this same news release stated that the lowest basic hourly wage was that for building laborers who average \$3.29 per hour.
4. At City Hall (Houston) pay raises costing \$765,000 yearly urged for city employees, May 26, 1965.
5. Plan setting salaries (City of Houston employees) at industry level okayed, September 23, 1965.
6. U. S. pay raises due next month, September 15, 1965.
7. The Congress calls it quits until 1966, October 23, 1965 - as one of its final actions the Congress voted a 3.6 per cent pay raise for government employees retroactive to October 1, 1965.
8. Houston employment now highest ever, April 1965.
9. Houston office salaries increase, says Bureau, July 1965 - the Bureau of Labor Statistics said that there was a 2.3 per cent increase in office salaries between June 1964 and June 1965.

In addition to this upward trend, there is the additional problem which results when certain medical institutions frequently take a unilateral action in increasing salaries without prior notice whenever they find recruitment lagging or difficult in a certain category. For example, on two occasions recently institutions in the Medical Center reported a range for a given position to the Hospital Personnel Association of the Houston Area Salary Survey and within six weeks each had made a \$50 per month adjustment in this position.

These recommended adjustments then are considered to be minimal, certainly conservative in relation to available salary information and are made with the sole intention of remaining competitive with other institutions.

The following salary studies were taken into consideration when making recommendations for changes in the pay plan for 1966-67:

A Study of 1964-65 Beginning Offers Final Report, June 1965, The College Placement Council (identified in the recommendations as the College Placement Council Study).

Average Beginning Salary Offers, College of Business Administration Placement Service, The University of Texas, June 1964.

1965 College of Business Administration Service Salary Survey, The University of Texas, The EX-citer.

Trends in Employment of College and University Graduates in Business and Industry by Frank Endicott, Director of Placement, Northwestern University, a Dartnell Management Service feature (hereafter identified as the Northwestern Report).

1964 National Survey of Professional Scientific Salaries, Los Alamos Scientific Laboratories of the University of California (hereafter identified as the Los Alamos Report).

Reviews of Data on Science Resources, National Science Foundation, December 1964.

National Survey of Professional, Administrative, Technical and Clerical Pay, United States Department of Labor, Bureau of Labor Statistics Bulletin Number 1422 (hereafter identified as the BLS Survey Number 1422).

Wages and Related Benefits, 80 Metropolitan Areas, United States Department of Labor, Bureau of Labor Statistics, Bulletin Number 1385-82 (hereafter identified as the BLS Report 1385-82).

1965 National Survey of Hospital and Medical School Salaries, The University of Texas Medical Branch (hereafter identified as the Medical Branch Survey).

Fifth Annual Salary Survey, Houston Industry, Houston Hospital and Similar Facilities, The Hospital Personnel Association of the Houston Area (hereafter identified as the HPAHA Survey).

Change C-1            0000            Clerical Assistant

This is an entry level position from which employees may be promoted after demonstrating adequate skills and abilities for other positions. Recruitment has been exceedingly difficult and the turn-over high - - approximately 300%. According to the NOMA Survey the interquartile range for this position is \$232-282.

Change C-2            0012            Medical Typist

There is a limited amount of valid survey information available on this position when considered in the light of the in-hire requirements, duties and responsibilities in this hospital. The very nature of the material to be transcribed is considerably more complex and difficult than is normally found in a general hospital. Applicants, to be fully qualified, must have had prior clerical experience and preferably be graduates of an approved school for medical typists. Frequently, employees are promoted to this position from Clerk Typist II or III positions in which they have secured a knowledge of medical terminology. The proposed salary recognizes these requirements in comparison to other positions in the clerical series not requiring a knowledge of medical terms.

Change C-3            0013            Medical Stenographer

Please see justification in C-2 above. Employees occupying this position must have a thorough knowledge of and the ability to take shorthand of a general nature and also the ability to take medical dictation from various physicians. The Medical Stenographer is frequently called upon to take what is normally identified as a conference session from one or more physicians in the planning and disposition clinics. The proposed salary recognizes the special requirements expected of employees in this class.

Change C-4            0040            Assistant Personnel Manager

According to the most recent BLS Survey Bulletin 1422 there has been a 4.6 per cent increase in the average salaries paid to the various levels of Professional Personnel Administrators. This one step adjustment takes cognizance of this general increase. A comparable institution within the System has a monthly range of \$650-800 for this position.

C of W-

Change C-5            0050            Administrative Assistant

This adjustment is necessitated by salary changes in the clerical level of positions which were recommended to become effective December 1, 1965, and serves to re-establish the appropriate relationship between it and positions supervised by incumbents in this position. Little salary survey information is available for positions at this level so that it becomes necessary to relate proposed changes to those in the same series - in this case the clerical series. The recommended salary range is identical to that now in effect at another institution within the System.

Change C-6            0051            Hospital Administrative Assistant

Educational requirements of this position are such that the salary must be comparable to others requiring a bachelor's degree. According to the College of Business Administration, The University of Texas, the average beginning salary offered to a graduate with a bachelor of arts degree and a major in Business Administration was \$519.

Change C-7            0060            Assistant Editor

In the Northwestern Report it was found that college women graduating with a bachelor's degree in the field of English-Editorial were employed at an average starting salary of \$435 per month.

Change C-8            0061            Associate Editor

This adjustment is necessary in order to maintain the proper intra-departmental relationship with the proposed salary for the Assistant Editor and also recognizes the advanced education and experience requirements of the Associate Editor. An incumbent in this position is expected to relieve the department head of routine day-to-day office details.

Change C-9            0105            Accountant I

According to the College of Business Administration of The University of Texas, graduates with a bachelor's degree and a major in accounting were offered on the average \$560 per month as a starting salary. \$525 was the average salary paid a beginning accountant according to the BLS Survey, Bulletin 1422. The average starting salary for an accountant in industry was found to be \$536 according to HPAHA Survey.



Change C-10        0106            Accountant II

Please refer to justification C-9 above. This proposal, as in C-11 and C-12 which follow, will retain the present relationship between positions in the Accounting series.

Change C-11        0109            Assistant Auditor

Please refer to C-9 and C-10 above.

Change C-12        0110            Auditor

Please refer to C-9 and C-10 above.

Change C-13        0201            Statistician

In the Northwestern Report the average starting salary for female graduates in the field of mathematics-statistics was \$509 per month.

Change C-14        0205            Assistant Epidemiologist

The proposed adjustment of this range relates to the justification in C-13 above and will maintain an equitable intra-departmental balance between these positions.

Change C-15        0307            Print Shop Supervisor

Information on this level of job is rather difficult to secure since none of the surveys available to us include it. In the NOMA Survey the average monthly salary for a duplicating machine operator was given as \$378. This position included no responsibilities for supervision, for work schedules, for training nor maintenance of supplies and equipment. The position of Reproduction Equipment Supervisor in the State Classification Plan for which the range is \$468-571 most nearly resembles the responsibilities of our Print Shop Supervisor. A range of \$482-620 is provided for a comparable position in another unit of the System.

Change C-16            1000            Nurse Attendant

House Bill No. 12 passed by the 59th Legislature raised the minimum monthly salary of all positions included in the State Classification Plan to \$206 effective September 1, 1965. On September 1, 1966, the minimum salary will become \$213. By adjusting this salary, as proposed, the excessively high and extremely expensive turn-over rate of 84 per cent should be significantly reduced, not only in this position but similar ones throughout the Pay Plan. It will make this position more attractive to applicants and at the same time encourage present employees to remain with the institution.

Change C-17            1001            Orderly

Please refer to justification in C-16 above.

Change C-18            1005            Vocational Nurse

The average starting salary for seven major hospitals in the Houston area was found to be \$273. This information was received in August 1965. Past experience dictates that these same institutions will have increased their starting salary by at least \$15 per month by the time our own proposal becomes effective. In 1964 we hired several Vocational Nurse graduates of the Houston Independent School District Program. This year none of the 1965 graduates have been employed by this institution and according to the director of the program it is because of our present salaries not being competitive with those paid by other institutions.

Change C-19            1007            Operating Room Technician

This recommendation relates to C-18 above and maintains a proper intra-departmental relationship between it and the Vocational Nurse position, which is a basic in-hire requirement.

Change C-20            1010            Staff Nurse

One large hospital in the Medical Center is currently starting a two year graduate nurse at \$400 plus \$15 if she has had one year's experience. A three year graduate could start at a minimum of \$420 with \$15 per month for each additional year's experience beyond graduation. A nurse with a degree and no experience could start at \$430 and with one year's experience at \$445. These rates have been in effect since August 1, 1965. Another institution in the Medical Center presently has a minimum starting salary of \$425 for graduate nurses. To this may be added \$20 per month for each year of qualifying experience beyond graduation up to \$100 additional with the exact amount left to the discretion

of the nursing department. The one-step adjustment will bring us closer in line with the current salaries being paid by other institutions in the Medical Center, but again past experience has proven that by the time the proposed rates become effective these other hospitals will have already made additional adjustments in their own salaries which will result in our salaries lagging behind.

Change C-21            1019            Assistant Head Nurse

See C-20 above for justification. This change as well as the others in the Nursing series which follow serve to retain the correct intra-departmental relationship between the varying levels of responsibility.

Change C-22            1020            Head Nurse

Please see C-20 above for justification.

Change C-23            1025            Assistant Nurse Supervisor

Please see C-20 above for justification.

Change C-24            1026            Nurse Supervisor

Please see C-20 above for justification.

Change C-25            1030            Assistant Director, Nursing Service

Please see C-20 above for justification.

Change C-26            1210            X-Ray Therapy Technician

This position is unique to a cancer research hospital, therefore, salary survey information is practically non-existent. A primary prerequisite for initial employment is graduation from an approved school of nursing plus experience as a registered nurse. Any modification of the salary for the nurse class of positions has a direct bearing on the salary for the X-Ray Therapy Technician class. This adjustment will retain the appropriate class relationship.

Change C-27        1211        Senior X-Ray Therapy Technician

See Change C-26 above.

Change C-28        1215        Chief X-Ray Therapy Technician

See Change C-26 above.

Change C-29        1216        Dosimetry Technician

This position, along with the Senior Dosimetry Technician and Radium Curator are, like the X-Ray Therapy Technician series, unique to a cancer research hospital. Basic educational requirement for the Dosimetry Technician is a bachelor of arts degree in mathematics or physics. The salary must be realistic in terms of that paid college graduates with a bachelor's degree in these fields. The Northwestern Report found that the average starting salary for a male graduate with a bachelor's degree in physics was \$611.

Change C-30        1217        Senior Dosimetry Technician

Please see justification in C-29 above.

Change C-31        1220        Radium Curator

Please see justification in C-29 above.

Change C-32        1300        Case Aide

This is a position combining clerical skills, aptitude for and interest in medical social work, plus college training. It is a position in which employees are evaluated for possible entry into the professional field of medical social service. Adjustments in the clerical series plus advances in salary offers to college trained personnel make this increase a necessity.

Change C-33        1303        Senior Case Aide

A bachelor's degree is a basic requirement for this position and since the Northwestern Survey reported \$436 as the average starting salary for college women with this degree, a two-step increase will help attract qualified applicants to the field of medical social service.

Change C-34            1305            Social Worker

With a master's degree a basic requirement for the Social Worker position the upward trend in salary offers for applicants meeting this educational requirement must be met. According to the Northwestern Report the average starting salary with a master's degree in liberal arts was \$591. The Medical Branch Survey reported \$505 the average starting salary and \$619 the average maximum paid for this position. In Houston the average maximum salary was found to be \$593 according to the HPAHA Survey. The recommended salary is identical to that of a similar position now in effect at another unit of the System.

Change C-35            1307            Senior Social Worker

Please refer to C-34 above for justification.

Change C-36            1310            Case Supervisor

Please see justification C-34 above.

Change C-37            1312            Assistant Director, Medical Social Service

This recommended change will maintain the proper intra-departmental relationship between this position and others in the department.

Change C-38            1510            Physical Therapy Technician

The average starting salary and maximum paid was \$452 and \$509, according to the HPAHA Survey. The Medical Branch Survey reported \$443 and \$548 respectively for the average starting and maximum salary paid. The State Classification Plan allocates a starting salary of \$500.

Change C-39            1520            Senior Physical Therapy Technician

Please see Change C-38 above.

Change C-40            2000            Animal Caretaker

No survey information is available for this position. The two-step adjustment follows the general pattern of the State Classification Plan. Please see justification C-41 below.

Change C-41            2005            Laboratory Attendant

House Bill No. 12 of the 59th Legislature brought minimum salaries for employees in the State Classification plan to \$206 on September 1, 1965, and \$213 will be the minimum effective September 1, 1966. There is at least one state institution in the Medical Center which will benefit by these changes and with whom we are in direct competition for employees in these classes of positions. An approximate 84 per cent turn-over in this and similar positions should be significantly reduced by the proposed range.

Change C-42            2010            Laboratory Assistant

This is a position to which qualified employees are normally transferred upon the basis of prior hospital experience. For additional justification please see C-41 above.

Change C-43            2110            Medical Technologist I

Incumbents in this position have either completed an approved ASCP course of training and are awaiting registry certification or are employees with several years of laboratory experience but ineligible for ASCP registration. For further justification please see C-44 below.

Change C-44            2111            Medical Technologist II

On September 1, 1965, one large hospital in the Medical Center adjusted the salary rates of all registered Medical Technologists by giving a \$50 per month across the board increase. This action was precipitated by a similar one taken on August 20, 1965, by another institution in the Center. We have recently lost several applicants to other institutions simply because our salary offer was not competitive. All new hires should have a bachelor of science degree plus one year internship so that any adjustment must be made in light of salary being offered college graduates in science. The Medical Branch Survey reported \$419 the average starting salary, with \$527 the average maximum paid.

Change C-45            2112            Medical Technologist III

Please see Change C-44 above for justification.

Change C-46            2114            Assistant Chief Medical Technologist

See justification C-44 above.

Change C-47            2115            Chief Medical Technologist

See justification in C-44 above.

Change C-48            2200            Research Technician I

This is an entry level for a person with some college training but less than a bachelor's degree. The salary should be kept in line with increases recommended in the Research series.

Change C-49            2201            Research Technician II

The College Placement Council in 1962 reported the average starting salary offered to a male graduate with a bachelor's degree and majoring in one of the physical sciences as \$542 and in 1965, \$580. The Northwestern Report gave \$584 for male graduates majoring in chemistry in 1965. In this same study, college women with a bachelor's degree majoring in the biological sciences received an average of \$505. The Los Alamos Report found that graduates with either a master's or bachelor's degree with less than one year's experience were receiving an average of \$551. A 1964 BLS study reported a mid-range of \$492-582. The State Classification Plan provides a range of \$484-590 beginning September 1, 1966. The huge expansion of research activities which will occur over the next year or two is predicated on the assumption that qualified technical personnel will be available to carry out the various programs. The proposed ranges will provide more competitive salaries and eliminate long periods of delay in recruiting scientific personnel.

Change C-50            2202            Research Technician III

See justification C-49 above.

Change C-51            2203            Research Assistant

See justification C-49 above.

Change C-52            2204            Research Scientist Engineer

See justification C-49 above.

Change C-53            2215            Junior Physicist

See justification C-49 above.

Change C-54            2220            Research Dietitian

See justification C-49 above.

Change C-55            2320            Artist

There is limited valid information available on this type of position, explained by the fact that only three medical institutions in the Houston area employ this type of person. One, a federal installation employs a person with a college degree, usually in fine arts, at an initial salary of \$601. Another institution reports that it has three employees in this category; one at \$358, one at \$400 and one at \$550. With a basic requirement of a college degree the proposed salary is considered to be an absolute minimum for the position.

Change C-56            2322            Medical Artist

The salary proposed here and that in C-57 which follows will retain the proper relationship of these positions within the Artist class. Please see justification C-55 above.

Change C-57            2325            Senior Artist

Please see justifications in C-55 and C-56 above.



Change C-58            2335            Audio-Visual Aids Librarian

Basic requirements for this position include a bachelor's degree with a major in library science. This fact plus the State Classification Plan salary for a similar position make this recommendation a necessity in order to retain the present staff and attract qualified applicants.

Change C-59            3200            Laborer

According to the HPAHA Survey industry has an average starting salary of \$340 with \$383 the average maximum paid. In Houston hospitals these rates were reported at \$198 and \$266. According to the BLS Survey, Bulletin Number 1385-82, the average salary paid a laborer in industry was \$278. It is in the unskilled male employee where we generally have the greatest amount of turn-over.

Change C-60            3205            Driver

This two-step adjustment serves to keep it in balance with comparable positions in the labor and trades group. Further justification for this action is found in the following surveys: (1) HPAHA Survey reported the average starting and average maximum salaries as \$243-303 in hospitals, and \$398 and \$491 respectively in industry; (2) BLS Survey, Number 1385-82, give \$403 as the average salary paid.

Change C-61            3207            Mechanic Helper

The BLS Survey reports \$439 as the average salary for this position, a fact probably explained by local union scales. Most mechanic helpers whom we employ could qualify for the position as described in the BLS Survey.

Change C-62            4000            Laundry Worker I

Please see Change C-41 above.

Change C-63            4001            Laundry Worker II

Please see Change C-41 above.

Change C-64            4005            Washman

This adjustment will maintain the intra-departmental relationship of this position with others in the Laundry series.

Change C-65            4008            Laundry Supervisor

This adjustment maintains the present job relationship for positions in the Laundry series. Supervisory responsibilities of this position are comparable to those for the position of Matron, for which the proposed salary is the same. The average starting and maximum rates were \$281 and \$362, according to the HPAHA Survey.

Change C-66            4100            Kitchen Helper I

See Change C-41 above.

Change C-67            4101            Kitchen Helper II

See Change C-41 above.

Change C-68            4103            Cook I

In the HPAHA Survey \$199 was reported as the average starting salary with \$245 the average maximum paid. This adjustment must also be related to those made for a comparable position in the State Classification Plan.

Change C-69            4104            Cook II

Whenever it has become necessary to recruit for the Cook II position during the past year, it has usually resulted in a delay of from three to six weeks until a suitable candidate was found. The local restaurant association has attempted, with limited success, to install training programs for cooks at the high school level in order to alleviate the critical shortage of trained personnel. This salary will be an incentive for untrained persons to become qualified for the Cook II positions by taking advantage of certain on-the-job training programs.

Change C-70            4120            Dietitian

Average starting and maximum salaries paid, according to the Medical Branch Survey, were \$446 to \$542 with the HPAHA Survey data showing \$406 and \$435 respectively.

Change C-71        4125            Administrative Dietitian

This maintains the present intra-departmental relationship between this position and others in the Food Service Group.

Change C-72        4200            Maid

Please refer to justification in C-41 above.

Change C-73        4201            Porter I

Please refer to justification in C-41 above.

Change C-74        4202            Porter II

This adjustment maintains the appropriate relationship within the Building Services group.

Change C-75        4205            Elevator Operator

Please refer to justification C-41 above.

Change C-76        4210            Seamstress

Please refer to C-41 above for justification.

Change C-77        4215            Assistant Matron

This adjustment is necessitated to retain the appropriate intra-departmental relationship between this position and those supervised by incumbents.

Change C-78            4216            Matron

This position appears to closely resemble that of Building Custodian in the State Classification Plan for which the salary range is \$305-372. With the proposed range, the supervisory and administrative responsibilities of the position are recognized. There is limited valid survey information available at the local level since few if any institutions have a comparable position.

Change C-79            4220            Housekeeper

The position of Housekeeper is a responsible supervisory position. Incumbents in this position have under their immediate supervision from twenty to thirty employees for whose training and assignment they are directly responsible. Hours worked are also a factor since an incumbent must be able to work on evening shift and weekends as well. Incumbents in this position have frequently resigned from this position to accept employment as an Executive Housekeeper in other institutions. The proposed range should do much to reduce this turn-over.

Change C-80            4223            Assistant Executive Housekeeper

The incumbent in the position of Assistant Executive Housekeeper acts for the Executive Housekeeper in her absence especially on the evening shift. This adjustment serves to maintain the appropriate relationship between it and other positions in the Housekeeping series.

Change C-81            5005            Assistant Librarian

Three recent resignations of professional librarians from the Research Medical Library staff and the resulting difficulty in securing their replacements combine to substantiate the Chief Librarian's contention that the present salary range is unrealistic. One of the three Librarians who resigned did so to accept employment in the public school system at \$7,000 for a ten month appointment. The average salary currently being offered library science graduates is \$6145, according to "A Summary of 2,568 graduates from fifth year programs of accredited library schools - what they did and where they went and what they were paid", which appeared in the June 1965 issue of the Library Journal. Because of the educational requirements in these positions a two-step adjustment is necessary to attract and maintain qualified professional applicants.

THE UNIVERSITY OF TEXAS  
SOUTHWESTERN MEDICAL SCHOOL  
5523 HARRY HINES BLVD.  
DALLAS, TEXAS-75235

OFFICE OF THE DEAN

October 27, 1965

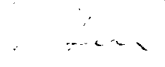
CHANCELLOR'S OFFICE U. OF T.	
Acknowledged.....	File.....
RECD OCT 28 1965	
TO [unclear] FOR INFO AND RETURN	
TO [unclear] PLEASE ADVISE ME	
TO [unclear] PLEASE HANDLE	

Dr. Harry Ransom, Chancellor  
The University of Texas  
Austin, Texas 78712

Dear Dr. Ransom:

Enclosed are thirty-five copies of the recommended changes in our Classified Personnel Pay Plan for September 1966. Approval of these changes is requested.

Sincerely yours,

  
A. J. Gill, M.D.  
Dean

AJG/cs  
Enc.

C of W:

THE UNIVERSITY OF TEXAS SYSTEM

COMPONENT:

Recommended Adjustments in the Classified Personnel Pay Plan

EFFECTIVE DATE: 9/1/66

SOUTHWESTERN MEDICAL SCHOOL

Step	Basic Rate Schedule	
	Monthly	Annual
1	\$128	\$1,536
2	135	1,620
3	142	1,704
4	149	1,788
5	156	1,872
6	164	1,968
7	172	2,064
8	181	2,172
9	190	2,280
10	200	2,400
11	215	2,580
12	225	2,700
13	235	2,820
14	245	2,940
15	256	3,072
16	267	3,204
17	279	3,348
18	292	3,504
19	305	3,660
20	319	3,828
21	335	4,020
22	350	4,200
23	366	4,392
24	382	4,584
25	400	4,800
26	419	5,028
27	439	5,268
28	460	5,520
29	482	5,784
30	514	6,168
31	539	6,468
32	565	6,780
33	592	7,104
34	620	7,440
35	650	7,800
36	680	8,160
37	710	8,520
38	740	8,880
39	770	9,240
40	800	9,600
41	835	10,020
42	870	10,440
43	910	10,920
44	950	11,400
45	1000	12,000
46	1050	12,600
47	1100	13,200
48	1150	13,800
49	1200	14,400
50	1250	15,000
51	1325	15,900
52	1400	16,800
53	1475	17,700

Type of Adjustment and Footnote No.	Class Code	Class Title	Present Monthly Range	Recommended Monthly Range	Identifiable State Range (class code) (monthly)
<u>Deletions</u>					
D-1	0115	Auditor	620 - 770		
D-2	5100	Assistant Librarian II	460 - 592		

C of W.

THE UNIVERSITY OF TEXAS SYSTEM

COMPONENT:

Recommended Adjustments in the Classified Personnel Pay Plan

EFFECTIVE DATE: 9/1/66

SOUTHWESTERN MEDICAL SCHOOL

Step	Basic Rate Schedule	
	Monthly	Annual
1	\$128	\$1,536
2	135	1,620
3	142	1,704
4	149	1,788
5	156	1,872
6	164	1,968
7	172	2,064
8	181	2,172
9	190	2,280
10	200	2,400
11	215	2,580
12	225	2,700
13	235	2,820
14	245	2,940
15	256	3,072
16	267	3,204
17	279	3,348
18	292	3,504
19	305	3,660
20	319	3,828
21	335	4,020
22	350	4,200
23	366	4,392
24	382	4,584
25	400	4,800
26	419	5,028
27	439	5,268
28	460	5,520
29	482	5,784
30	514	6,168
31	539	6,468
32	565	6,780
33	592	7,104
34	620	7,440
35	650	7,800
36	680	8,160
37	710	8,520
38	740	8,880
39	770	9,240
40	800	9,600
41	835	10,020
42	870	10,440
43	910	10,920
44	950	11,400
45	1000	12,000
46	1050	12,600
47	1100	13,200
48	1150	13,800
49	1200	14,400
50	1250	15,000
51	1325	15,900
52	1400	16,800
53	1475	17,700

Type of Adjustment and Footnote No.	Class Code	Class Title	Present Monthly Range	Recommended Monthly Range	Identifiable State Range	
					(class code)	(monthly)
<u>Additions</u>						
A-1	0120	Fiscal Manager, Grants & Contracts		620 - 770		
A-2	0250	Biostatistician		592 - 770		
A-3	0406	Buyer I		292 - 382		
A-3	0407	Buyer II		335 - 439		
A-4	1200	Assistant Director of Health Service		460 - 592	4438	453 - 552
A-5	1215	Nurse Assistant		225 - 292		
A-6	2230	Electron Microscopy Technician I		400 - 514		
A-6 & A-7	2231	Electron Microscopy Technician II		514 - 680		
A-8	3001	Draftsman II		460 - 592	2001	484 - 590
A-8	3320	Refrigeration Mechanic		439 - 565		
A-8	3350	Automotive Mechanic		319 - 400	9416-17	326 - 438
A-9	5100	Librarian I		460 - 565		
A-9	5101	Librarian II		539 - 650		

C of W.

COMPONENT:

Recommended Adjustments in the Classified Personnel Pay Plan

EFFECTIVE DATE: 9/1/66

SOUTHWESTERN MEDICAL SCHOOL

Basic Rate Schedule			Type of Adjustment and Footnote No.	Class Code	Class Title	Present Monthly Range	Recommended Monthly Range	Identifiable State Range	
Step	Monthly	Annual						(class code)	(monthly)
1	\$128	\$1,536	<u>Changes</u>						
2	135	1,620							
3	142	1,704							
4	149	1,788	C-1 & C-19	0000	Clerical Assistant	181 - 245	215 - 267		
5	156	1,872							
6	164	1,968							
7	172	2,064	C-1 & C-2	0001	Clerk	225 - 279	245 - 305	51	251 - 305
8	181	2,172							
9	190	2,280	C-1 & C-2	0002	Senior Clerk	279 - 350	292 - 366	53	286 - 348
10	200	2,400							
11	215	2,580							
12	225	2,700	C-1 & C-3	0003	Administrative Clerk	305 - 419	335 - 419	55	326 - 397
13	235	2,820							
14	245	2,940							
15	256	3,072	C-1 & C-4	0010	Clerk Typist	245 - 305	256 - 319	103	268 - 326
16	267	3,204							
17	279	3,348							
18	292	3,504	C-1 & C-3	0011	Senior Clerk Typist	292 - 366	305 - 382	106	286 - 348
19	305	3,660							
20	319	3,828	C-1, C-3, C-4	0020	Secretary	279 - 350	305 - 382	133	305 - 372
21	335	4,020							
22	350	4,200							
23	366	4,392	C-1, C-3, C-4	0021	Senior Secretary	335 - 439	350 - 460	135	348 - 424
24	382	4,584							
25	400	4,800							
26	419	5,028	C-1, C-3, C-4	0022	Administrative Secretary	382 - 514	400 - 539	138	397 - 484
27	439	5,268							
28	460	5,520							
29	482	5,784	C-5 & C-3	0024	Administrative Assistant	439 - 565	460 - 592		
30	514	6,168							
31	539	6,468							
32	565	6,780	C-5 & C-3	0025	Executive Assistant	482 - 620	539 - 740		
33	592	7,104							
34	620	7,440	C-5 & C-3	0031	Assistant to the Registrar	439 - 565	460 - 592		
35	650	7,800							
36	680	8,160							
37	710	8,520	C-1 & C-6	0100	Accounting Clerk	279 - 350	305 - 382	1002	326 - 397
38	740	8,880							
39	770	9,240							
40	800	9,600	C-1, C-3, C-6	0101	Senior Accounting Clerk	335 - 419	366 - 460	1003	372 - 453
41	835	10,020							
42	870	10,440	C-5 & C-7, C-10	0113	Internal Auditor	565 - 710	680 - 835		
43	910	10,920							
44	950	11,400							
45	1000	12,000	C-5 & C-7, C-10	0114	Assistant Auditor	592 - 740	680 - 835		
46	1050	12,600							
47	1100	13,200							
48	1150	13,800	C-8	0300	Switchboard Operator	245 - 305	256 - 319	5	259 - 315
49	1200	14,400							
50	1250	15,000	C-8 & C-5	0301	Chief Switchboard Operator	279 - 350	292 - 366	8	277 - 337
51	1325	15,900							
52	1400	16,800							
53	1475	17,700							



THE UNIVERSITY OF TEXAS SYSTEM

COMPONENT:

Recommended Adjustments in the Classified Personnel Pay Plan

EFFECTIVE DATE: 9/1/66

SOUTHWESTERN MEDICAL SCHOOL

Step	Basic Rate Schedule		Type of Adjustment and Footnote No.	Class Code	Class Title	Present Monthly Range	Recommended Monthly Range	Identifiable State Range	
	Monthly	Annual						(class code)	(monthly)
1	\$128	\$1,536	<u>Changes</u>						
2	135	1,620							
3	142	1,704							
4	149	1,788	C-9, C-10, C-5	0305	Key Punch Operator	279 - 350	292 - 366	201	286 - 348
5	156	1,872							
6	164	1,968							
7	172	2,064	C-9, C-10, C-5	0309	Unit-Record Equipment Operator I	305 - 382	335 - 419	221	348 - 424
8	181	2,172							
9	190	2,280							
10	200	2,400	C-9, C-10, C-5	0317	System Analyst & Programmer II	565 - 710	650 - 800	242	630 - 768
11	215	2,580							
12	225	2,700							
13	235	2,820	C-9, C-10, C-5	0320	Data Processing Manager	592 - 740	800 - 950	268	768 - 936
14	245	2,940							
15	256	3,072	C-5 & C-10	0409	Assistant Purchasing Agent	460 - 592	514 - 650	1942	552 - 673
16	267	3,204							
17	279	3,348							
18	292	3,504	C-5, C-10, C-3	0410	Purchasing Agent	539 - 680	650 - 800	1943	673 - 820
19	305	3,660							
20	319	3,828							
21	335	4,020	C-5 & C-10	0720	Personnel Director	539 - 680	650 - 800	1733	673 - 820
22	350	4,200							
23	366	4,392							
24	382	4,584	C-11 & C-19	2010	Laboratory Helper	181 - 267	215 - 279		
25	400	4,800							
26	419	5,028	C-3 & C-11	2020	Laboratory Technical Assistant I	225 - 292	245 - 305	4203	267 - 326
27	439	5,268							
28	460	5,520							
29	482	5,784	C-3 & C-11	2021	Laboratory Technical Assistant II	279 - 335	292 - 350	4204	305 - 372
30	514	6,168							
31	539	6,468							
32	565	6,780	C-12	2200	Research Technician I	319 - 400	335 - 439	4206	348 - 424
33	592	7,104							
34	620	7,440	C-13 & C-14	2210	Engineering Technician I	419 - 592	460 - 592		
35	650	7,800							
36	680	8,160							
37	710	8,520	C-13, C-14, C-3	2211	Engineering Technician II	565 - 710	592 - 770		
38	740	8,880							
39	770	9,240							
40	800	9,600	C-14 & C-3	2220	Research Engineer-Scientist I	680 - 870	740 - 950		
41	835	10,020							
42	870	10,440	C-14 & C-3	2225	Scientific Research Specialist	800 - 1100	835 - 1150		
43	910	10,920							
44	950	11,400							
45	1000	12,000	C-15	3020	Maintenance Foreman	400 - 514	514 - 650		
46	1050	12,600							
47	1100	13,200							
48	1150	13,800	C-5 & C-10	3022	Coordinator of Remodeling & Construction	514 - 650	592 - 740	9099	590 - 719
49	1200	14,400							
50	1250	15,000							
51	1325	15,900							
52	1400	16,800							
53	1475	17,700							

THE UNIVERSITY OF TEXAS SYSTEM

COMPONENT:

Recommended Adjustments in the Classified Personnel Pay Plan

EFFECTIVE DATE: 9/1/66

SOUTHWESTERN MEDICAL SCHOOL

Step	Basic Rate Schedule		Type of Adjustment and Footnote No.	Class Code	Class Title	Present Monthly Range	Recommended Monthly Range	Identifiable State Range	
	Monthly	Annual						(class code)	(monthly)
1	\$128	\$1,536							
2	135	1,620							
3	142	1,704							
4	149	1,788	C-5 & C-10	3030	Mechanical Engineer	565 - 680	592 - 740	2309	768 - 936
5	156	1,872							
6	164	1,968	C-5 & C-10	3034	Assistant Director, Physical Plant	710 - 870	740 - 910		
7	172	2,064							
8	181	2,172							
9	190	2,280	C-10	3200	Maintenance Man	292 - 366	305 - 400		
10	200	2,400							
11	215	2,580							
12	225	2,700	C-16	3209	Cabinetmaker	366 - 460	482 - 620		
13	235	2,820							
14	245	2,940							
15	256	3,072	C-16	3212	Carpenter Foreman	460 - 592	565 - 710	9017	397 - 484
16	267	3,204							
17	279	3,348	C-16	3220	Electrician	400 - 514	482 - 620		
18	292	3,504							
19	305	3,660							
20	319	3,828	C-16	3222	Electrical Foreman	482 - 620	565 - 710	9029	552 - 673
21	335	4,020							
22	350	4,200							
23	366	4,392	C-16	3230	Painter	366 - 460	482 - 620		
24	382	4,584							
25	400	4,800							
26	419	5,028	C-16	3232	Painter Foreman	439 - 565	565 - 710	9013	397 - 484
27	439	5,268							
28	460	5,520	C-16	3240	Plumber	400 - 514	482 - 620		
29	482	5,784							
30	514	6,168							
31	539	6,468	C-16	3242	Plumber Foreman	460 - 592	565 - 710	9023	397 - 484
32	565	6,780							
33	592	7,104							
34	620	7,440	C-17	3500	Laborer	200 - 267	256 - 319	9003	213 - 251
35	650	7,800							
36	680	8,160							
37	710	8,520	C-18 & C-3	3501	Utility Worker I	225 - 279	267 - 335		
38	740	8,880							
39	770	9,240	C-18 & C-3	3502	Utility Worker II	267 - 335	292 - 350		
40	800	9,600							
41	835	10,020							
42	870	10,440							
43	910	10,920							
44	950	11,400							
45	1000	12,000							
46	1050	12,600							
47	1100	13,200							
48	1150	13,800							
49	1200	14,400							
50	1250	15,000							
51	1325	15,900							
52	1400	16,800							
53	1475	17,700							

## THE UNIVERSITY OF TEXAS SOUTHWESTERN MEDICAL SCHOOL

Footnote No.

Salary Surveys used in the following justifications will be referred to as Survey Nos. 1 - 5 according to the following list:

1. Occupational Wage Survey, Dallas, Texas, November 1964, published by the United States Department of Labor, Bureau of Labor Statistics
2. 18th Annual Survey, 1964-65, Directory of Office Salaries, Dallas area, published by Administrative Management Society
3. 1965 National Survey of Hospital and Medical School Salaries, published by The University of Texas - Medical Branch, Galveston, Texas
4. 1964 National Survey of Professional Scientific Salaries, published by Los Alamos Scientific Laboratory of The University of California
5. National Survey of Professional, Administrative, Technical, and Clerical Pay, Feb.-Mar. 1964, published by the U.S. Department of Labor, Bureau of Labor Statistics

- D-1 This classification has become so highly professional and supervisory in nature that we feel it now has no place in our Classified Personnel Plan.
- D-2 We are replacing this classification with the classification of Librarian I with a new job description.
- A-1 The Medical School now has expenditures in excess of \$3,000,000.00 in Government Contracts and Research Grants, representing some 300 individual projects, and expenditures in excess of \$800,000.00 from Current Restricted Funds, representing over 250 individual awards. We feel that this magnitude of research justifies the need of a competent Fiscal Manager for this operation. The salary range recommended here is necessary to attract this type person and is comparable to the range for the same classification at the Medical Branch in Galveston. Survey No. 3 reported a salary range of \$645 to \$774 for this classification.
- A-2 With the ever increasing volume of medical research, it has become highly desirable to have a Biostatistician to assist the faculty and staff in the planning and statistical analysis of research projects. This position was surveyed in Survey No. 3. The salaries reported ranged from \$400 to \$1250 per month.
- A-3 With the rapidly increasing volume of work in the Purchasing Department, the need for specialized Buyers can no longer be filled by Clerks and Clerk Typists as has been done in the past. Therefore, we are recommending the addition of Buyer I and Buyer II to our Plan. Salary information for comparable positions in this area has been difficult to obtain due to the unusual nature of the positions. However, the responsibilities

## THE UNIVERSITY OF TEXAS SOUTHWESTERN MEDICAL SCHOOL

Footnote No.

- A-3  
(Cont'd) and requirements of the positions are comparable to that of our Accounting Clerk and Senior Accounting Clerk, and we are recommending salary ranges equivalent to these classifications. The 1965 Classified Plan for Texas A & M included a classification of Buyer at a starting salary of \$3,900.00, with responsibility for purchasing only for auxiliary enterprises.
- A-4 Since the Director of Health Service is a part-time appointment filled by one of our faculty members, it is necessary, with the increasing number of patients being seen there, to have someone full-time to direct the activities of the Health Service. The recommended Assistant Director of Health Service would be filled by a graduate nurse, who would also assist the doctors who see patients there. The salary range recommended is comparable to the Chief of Nurses in the Student Health Service at the Main University and to Head Nurse at the Medical Branch, Galveston. It is also comparable to Nursing Supervisors in the Dallas hospitals.
- A-5 The Nurse Assistant classification is needed to assist the Clinic Nurse and the Assistant Director of Health Service. The responsibilities of this position will be greater than that of a Nurses's Aid in a hospital but not quite as demanding as that of an LVN. The Nurse's Aides at Parkland Hospital have a beginning salary of \$190 with an increase to \$200 in 3 months. The salary range for LVN at both the Medical Branch and M.D. Anderson is \$267-335. We are recommending a salary range between these two types of positions.
- A-6 There are seven electron microscopes in use at Southwestern Medical School now - hence the need for Electron Microscopy Technicians. This classification was included in Survey No. 3 and the salaries reported for this class ranged from \$300 to \$717. The salary ranges recommended are comparable to those being submitted by the Medical Branch, Galveston.
- A-7 Survey No. 4 reports that in Research Institutions the mean salary for non-supervisory employees holding a B.S. or M.S. degree is \$551 with no experience, ranging upward with number of years' experience to \$678 with four years' experience, \$745 with five years' experience, and \$876 with ten years' experience.
- A-8 Due to the unusually rapid expansion of our construction and maintenance department, it will soon be necessary to employ these types of employees. Survey No. 1 reports a salary range of \$537.50 to \$612.75 for this caliber draftsman. The recommended salary range for the Refrigeration Mechanic is comparable to the salary ranges at the other component institutions and at Main University. Survey No. 1 reports a salary range of \$400-580 for Automotive Mechanic, and the range we are recommending is one step below that for a comparable position at the Main University.
- A-9 The Medical School Library has now grown to 70,000 volumes and the need for professional librarians is evident. These two new recommended classifications for Librarian I and II will require Master's degrees in library science, and the salaries recommended are comparable to those for the same classifications at Main University. The June, 1965, issue of the Library Journal reports the average 1964 salary for a Librarian to be \$6,145, and the Medical Library Association, Inc. reports that the beginning librarian in medical fields usually starts at a salary of \$5,500 to \$6,500. Survey No. 3 reports salaries ranging from \$333 to \$782 for Medical Librarians with one year of graduate work.

## THE UNIVERSITY OF TEXAS SOUTHWESTERN MEDICAL SCHOOL

Footnote No.

- C-1 The clerical and secretarial field continues to be a critical area of competition in the Dallas area. These salaries are still rising, and it is extremely difficult to employ competent people with the qualifications needed.
- C-2 Survey No. 1 reports an average salary range for Clerks of \$251-295 and for Senior Clerks, \$305-312. Survey No. 5 shows the average salary for a Clerk to be \$259 and a Senior Clerk, \$294, and this survey was made over one year ago. Survey No. 2 reports an average salary for a Senior Clerk to be \$364.
- C-3 The recommended range is needed to maintain the proper relationship between this classification and the other classifications in this area.
- C-4 Survey No. 2 reports the average salary for Clerk Typist to be \$286; for Secretary, \$334; for Senior Secretary, \$407; and for Administrative Secretary, \$450.
- C-5 With the rapid growth of the Medical School, the operation and supervision of the volume of work becomes more complex and difficult and it is extremely important to keep competent, well informed people in these key positions.
- C-6 Survey No. 1 reports a salary range for Accounting Clerk to be \$281-390, and Survey No. 5 shows \$291-393 with an average salary of \$347. Senior Accounting Clerk shows a range of \$381-438 in Survey No. 1, \$393-524 with an average of \$461 in Survey No. 5, and an average salary of \$381 in Survey No. 2.
- C-7 We have been unable to fill the positions of Internal Auditor and Assistant Auditor because we have not been able to interest properly qualified applicants in our salary range. The need to fill these positions is now becoming urgent, and we are recommending salary ranges which we hope will be competitive in the area.
- C-8 Survey No. 1 reports a salary range of \$250-345 for Switchboard Operator, and Survey No. 2 reports an average salary of \$316 for this class. Survey No. 1 reports a salary range of \$320-410 for Chief Switchboard Operator. The salary ranges recommended are comparable to those at the component institutions for the same classification.
- C-9 With the expectation of the installation of IBM equipment in 1966, there is a real need to upgrade these classifications so that when the time comes to recruit for services of these people our salaries will be competitive.
- C-10 Our recommendations are comparable to those at the component institutions for this type employee and also to the State Classification recommended salaries for 1966.
- C-11 With the constant rise in the cost of living in the Dallas area, it has become impossible to employ anyone at this present beginning salary of \$181 per month. In recruiting for Laboratory Helpers, we strive to find employees who are capable of being trained to work in research laboratories and who are capable of learning the skills which will qualify them to be promoted to Laboratory Technical Assistants I and II.
- C-12 Two or three years of college with major in biology or chemistry is required for this classification, and we are unable to recruit anyone with this background at our present salary range. Our Research Technician II has a beginning salary of \$439, and it is desirable to have the maximum salary for Research Technician I the same as the beginning salary for Research Technician II.

## THE UNIVERSITY OF TEXAS SOUTHWESTERN MEDICAL SCHOOL

Footnote No.

- C-13 No changes have been made in these salary ranges since 1961, and the ranges are no longer adequate for this highly competitive area.
- C-14 The competition in the Dallas area for people with all types of scientific background is very keen. Texas Instruments, the Graduate Research Center, Ling-Temco-Vought, Collins Radio, and General Dynamics are all competing for these people and, in most cases, offer a great deal more than the Medical School can. We would hope with these recommended salary ranges we will be in a better position to attract some of these scientists and engineers. Survey No. 3 reported a salary range for this classification of \$833-1479. Survey No. 4 reports the mean salary for non-supervisory employees holding a Ph.D. degree, with 3 to 4 years' experience, to be \$973, increasing to \$1,010 with 6 years' experience, and to \$1,111 with 10 years' experience.
- C-15 We need to bring this salary range into proper alignment with the salary ranges for the other foremen in the Physical Plant area, since the responsibilities of this position are comparable to those for the other foremen.
- C-16 Using 65% of the contractual union rates as of August 31, 1966, as the midpoint of the range, these ranges will be needed to compete for these trades people in the Dallas area and to keep competent employees on the job. These recommended ranges are comparable to those at the component institutions in The University System.
- C-17 One of our biggest problems this year has been trying to hire laborers at any salary, and we certainly have not been able to do so at our present salary range. Survey No. 1 reports a salary range for laborers from \$245-450. The labor union rates for unskilled labor are \$2.25 to \$2.45 an hour. This is a monthly range of \$390 to \$425, and 65% of this is \$253 to \$276. We have been unable to interest this type personnel due to our salary and also due to the fact that they are paid only once a month.
- C-18 The Utility Workers I and II are semi-skilled laborers who are entrusted with more responsibility.
- C-19 With the new minimum salary rate of \$213 in the State Classification Plan for 1966, we feel this beginning rate for this classification is necessary to compete for this type employee.

20. MAIN UNIVERSITY - APPOINTMENT OF SPECIAL COMMITTEE TO APPROVE FINAL PLANS AND SPECIFICATIONS FOR SOUTH MALL OFFICE BUILDING.--At the Regents' Meeting held December 12, 1964, authorization was given for the Associate Architects, Pitts, Mebane, Phelps, and White, to prepare the working drawings and specifications for the South Mall Office Building at the Main University, after approval by the Governor, which was given on April 27, 1965. These final plans and specifications were delivered to the Office of Facilities Planning and Construction on November 9, 1965. This did not give sufficient time for the Main University Faculty Building and Space Allocation Committee, the Office of Facilities Planning and Construction, the Main University Physical Plant staff, and the Housing and Home Finance Agency acting for the U. S. Office of Education to check and approve them before this Board meeting, but it is expected that they will be ready for approval by the Board shortly after this meeting. In order not to unduly delay this building, which is so urgently needed, it is recommended that the Board appoint a Special Committee, consisting of Vice-Chancellor Hackerman, E. D. Walker, Chancellor Ransom, Mrs. Johnson, and Regent Erwin, to approve these final plans and specifications after recommendation for approval by those now in the process of checking them, with authorization to E. D. Walker after this approval to advertise for bids to be presented to the Board for approval at a later meeting.

A grant in the amount of \$439,365.00 was received under the Higher Education Facilities Act of 1963 for this building in June, 1965, and this amount should be set up on the Auditor's books and added to the Allotment Account for the project. The original estimated cost of this project was \$1,400,000.00, and the application to the Federal Government was based on this estimate. The amount of the grant received, however, was less than that requested, and the total of the appropriation from University funds and the Federal Grant is only \$1,372,365.00. In order that the total estimated cost of the project including preliminary expenses, architectural supervision, construction contract, Architects' Fees, movable furniture and equipment, etc., will be appropriated, it is recommended that an additional appropriation of \$27,635.00 be made to this project from Unallocated Proceeds of Permanent University Fund Bonds.

21. SALE OFFER OF TWO PRIVATE DORMITORIES, MAIN UNIVERSITY.--Below is a xerox copy of Chancellor Ransom's recommendation.--

In late September 1965 Mr. Howard S. Barksdale, President of Kimberly Development Corporation, Houston, Texas, visited Mr. Landrum and offered to the University for \$880,000 each the Orange and White Dormitory located at 2707 Rio Grande and the Santa Rita Dormitory located at 2819 Rio Grande. These dormitories house 220 students each in 37 apartments of three bedrooms plus two baths. Each building has approximately 43,000 square feet plus parking space. The unit cost per each student bed is \$4,000.

As at September 22 there were 147 students housed in the Orange and White Dormitory and only 20+ students in the Santa Rita Dormitory.

This matter was discussed at a Central Administration Staff Meeting, and there was unanimous agreement that The University of Texas did not wish to purchase these two housing units for operation by the University.

Since Mr. Barksdale has contacted some members of the Board of Regents and has written to Dr. Ransom asking that this matter be placed on the Agenda for the November 23 meeting of the Board, we are presenting this background information to you.

It is the unanimous recommendation of the Central Administration staff, concurred in by Chancellor Ransom, that The University of Texas does not wish to purchase the Orange and White and Santa Rita Dormitories. We request that the Board of Regents approve our recommendation.

22. RELOCATION OF FACILITIES FOR INTERCOLLEGIATE ATHLETICS AND REMOVING NON-UNIVERSITY TRAFFIC FROM SAN JACINTO BOULEVARD, MAIN UNIVERSITY. -- Below is a xerox copy of the Administration's recommendations:

RECOMMENDATIONS  
REGARDING RELOCATION OF FACILITIES FOR INTERCOLLEGIATE ATHLETICS

A. Conclusions

A. The land presently occupied by Freshman Field, Memorial Stadium, Penick Tennis Courts, and Clark Field is almost ideally, and uniquely, located for future academic usage by the University. At the same time, this land is very valuably used for intercollegiate athletics. It should not be extracted from such use until a clear and definitive need exists for immediate academic usage.

B. Such clear and definitive immediate need does exist now for the Clark Field land, for the land between the Stadium fences and the Stadium proper, and for the land occupied by Penick Courts.

C. The opposite is true for the land occupied by Memorial Stadium and Freshman Field. We now can neither identify construction nor the resources with which to accomplish construction to occupy these sites. Eventually, growth of the University may mandate academic usage of these locations, but such growth is dependent upon enrollment policies, the capacities developed by other universities in the state, and the support made available for graduate education and research. The need for construction will become apparent to the Regents and administration of the University in ample time to take the necessary steps to relocate the stadium and football practice fields in the future.

D. To construct a replacement Memorial Stadium and a complete intercollegiate athletics plant in the near future would require, it seems inescapably, the use of \$3,500,000 to \$4,500,000 in Permanent University Fund bond proceeds as a minimum. Although this would constitute economical "purchase" of academic-use land at the main campus, the present outlook is for much more imperative and immediate applications of our limited bonding capacity. Reservation of bonding capacity for a new intercollegiate athletics plant at this time would delay seriously academic and research projects already clearly necessary.

E. The Faculty Building and Space Allocation Committee has expressed an opinion that the sites now occupied by Memorial Stadium and Freshman Field should be designated in long-range forecasts and plans as contemplated for academic use, when need develops. This implies having ready a site for relocation of these facilities, and schematics for its use. We accord with this conclusion, but believe that statement at this or any other time of intention to demolish Memorial Stadium should be dependent upon demonstrable immediate need for concrete and fiscally-possible usage of the ground site for academic purposes.

B. Recommendations

Summary statement. It is recommended that Clark Field, Penick Courts, and the exterior stadium grounds be released at once for academic usage; that baseball fields and intercollegiate tennis courts be provided at another location; that Memorial Stadium and Freshman Field be continued in their present usage until such time as use of their ground sites for academic purposes becomes ~~concretely~~ necessary for specific projects; and that the west portion of the Balcones Tract be held open to receive an intercollegiate athletics plant as a future contingency provided some other desirable substitute cannot be secured.



Details. (1) That the administration be authorized to proceed with negotiations for a site on which to construct (or lease) (a) two baseball fields, one for practice and one with spectator stands, unlighted; and (b) eight Intercollegiate Tennis Courts with spectator seating, lighted (retaining the name Penick Courts), both to be accomplished within an estimated cost of \$200,000 to be appropriated from current Available Fund cash. From these negotiations the best proposal will be brought to the Regents for consideration, with no commitments made until Regental approval is secured. Regental approval to conduct the following negotiations (arranged in preferential order) is requested, but without entry in the Minutes:

A. State Hospital land north of 45th Street, with the idea of securing if possible, and at token cost, lease-use by an Inter-Agency Agreement. Legal technicalities have not been explored, but such location is very appealing. If it seems that use should be interim because of possible availability later of the Winn School Redevelopment Area <sup>(1)</sup> for permanent locations, demountable spectator seating can be installed for later removal to another site and tennis courts can be reduced to four. Thus, only a small amount of investment would be

---

(1) See Addenda No. 2, San Jacinto Boulevard Report

"lost." If, on the other hand, it appears reasonably possible to get a continuing lease on some 100 acres of this 140-acre tract, it might be considered as a complete substitute for the Winn tract and constitute a "permanent" site for intramural fields, baseball, tennis, and so on.

B. For interim accommodations if we go after Winn Redevelopment Area, see what we could lease for baseball use from City of Austin and Austin Braves. There are some possibilities. For Penick Courts, explore feasibility of (1) Archway land we are acquiring or (2) VIP parking lot in stadium grounds.

C. Golf course portion of Brackenridge Tract. While we would hate to block sale or lease of this tract for income-production, interim use is feasible -- except that it forces immediate closing of the golf course.

D. Balcones Tract. This would be more expensive and more inconvenient than the other alternatives, but is worth looking into. It would reinforce idea that all facilities will go there eventually, but such reinforcement is of little value with other contingencies wide open.

(2) That relocation of the stadium fences next to the stadium be authorized, including demolition of the groundskeeper's residence, and that plans and estimates therefor be formulated by the Director, Facilities Planning and Construction, and submitted to the Regents for final approval. Cost of the project would be borne by University Available Fund cash.

The two preceding recommendations stem from clear and demonstrable immediate need of this land for (a) widening Red River Street, (b) completing East Mall, (c) constructing a Music Building and an Architecture Building, as indicated previously by the Regents.

(3) That the western portion of the Balcones Tract be earmarked in the records as contingently reserved for future use as a Memorial Stadium site.

We are not recommending purchase of additional contiguous land at the present time, nor the preparation of any further master site plans for the area. If either the State Hospital or Winn Redevelopment Area land can be secured, a complete plant for intramurals and intercollegiate athletics other than

football and track can go there. Or, if the Regents do not see fit to use the Brackenridge Tract for income-production, we could and probably should use it for these purposes. With these contingencies open, football and track are the only candidates for Balcones, and the additional land needed is little.

(This recommendation does not discount the strong possibility that within five years a large portion of those now clamoring for Memorial Stadium to stay put will be clamoring for it to be moved. We simply predict that a new stadium will be all that is involved).

#### REPORT AND RECOMMENDATIONS ON REMOVING NON-UNIVERSITY TRAFFIC FROM SAN JACINTO BOULEVARD

##### The Situation

San Jacinto Boulevard between 19th and 26th Streets now carries a heavy, and growing, load of through north-south automobile traffic -- some 28,500 vehicles per day, of which some 13,000 turn into the University campus or park. Traffic planning for the City of Austin proposes widening the Boulevard by one lane each way to carry the short-range impending load increase.

San Jacinto Boulevard is owned by the University; the University attorney at present sees no legal doubt as to our right to close it to through traffic.

Within a very short period of years, this Boulevard will be at the heart of the campus, with high crossing rates by student pedestrians. It will be analagous to Speedway at present, with intensively-used academic facilities on both sides.

Red River Street is a semi-major traffic artery, at the present time carrying between 26th and 19th Streets about two-thirds the traffic load carried by San Jacinto.

##### The Proposal

At 26th and at 19th, entrance to San Jacinto would be by University permit only. A streetway would remain, but for University usage, and its width reduced by parking enclaves. The Waller Creek parkway would be enhanced by suitable arrangements of open spaces, placement of new buildings, and the East Mall cross-over. Most important feature, however, would be the diversion of through automobile traffic from this portion of San Jacinto, making the campus continuous to Red River Street.

(Twenty-sixth Street is already slated to become a major cross-town bypass of the University campus. Our present Master Campus Plan calls for bridging it with the northeast Archway development, straightening 26th in the process. All this has the endorsement of City of Austin planners).

SUMMARY INFORMATION -- NOVEMBER MEETING

Official Documents

1. Crusemann Gift and Sale of E. M. Pease Papers
2. Contract with Bond Counsel for Arlington State College Bonds
3. Classified Personnel Pay Plan for 1966-67

SUMMARY INFORMATION -- NOVEMBER MEETING

Pending Items

1. Men's Intramural facilities, Main University
2. Library Project, Arlington State College
3. Physical Plant Development, Southwestern Medical School
4. South Mail Office Building, Main University
5. Relocation of Intercollegiate Athletics' facilities
6. Closing of streets and rerouting of through Main University Campus
7. Chancellor's Docket -- regularly recurring

SUMMARY INFORMATION -- NOVEMBER MEETING

Secretary's Duties

1. Official Notices to Chancellor Ransom and Institutional Heads involved on action
2. Add name to list of those receiving the minutes
3. Distribution of Rules and Regulations re Texas Union Board of Directors
4. Notice to Regents, Chancellor, and Institutional Heads-- Scheduled Meetings of the Board
5. Notices from Docket:
  - Letters of Revision
  - Appointment Notices
  - Transmittal of Government Contracts  
to Secretary of State
  - Official Notice to Mr. Jacobsen of approval of contracts
  - Filing of necessary documents reported in Docket.

Then, in order to divert the San Jacinto through traffic, Park Place would be widened between San Jacinto and Red River. The University would provide right-of-way for this, insofar as the land we are now purchasing will allow. A grade separation interchange probably will be necessary at San Jacinto and 26th, and another at Parkway and Red River. Red River would become a traffic boulevard, six or eight lanes, from 26th perhaps as far south as 17th or 16th Street where cross feeds to Trinity and San Jacinto would be provided. The University would have to provide right-of-way -- probably 200 feet in width -- through its property, and make provision for pedestrian (and maybe vehicular) underpass or overpass at East Mall's junction with Red River. To provide this right-of-way will consume more land than is regained from San Jacinto; but some widening of Red River is imperative in any case. Costs to the University other than land would be a matter of negotiation with City of Austin.

#### Present Status

Various conferences with City of Austin officials have been held. There is little doubt that they would prefer to widen San Jacinto and leave it open, and widen Red River somewhat -- with both serving as two-way streets. They have, however, expressed considerable interest in the idea and have not come forth with absolute opposition to it. Chief reluctances are three: (1) They foresee great popular outcry against jogging to Red River; (2) the Traffic Planning Department is doubtful that Red River is the proper location for a suitable throughway, and that it can handle the volume necessary; (3) they see it as a too-costly enterprise. They speak longingly of elevating or sinking San Jacinto. However, they have been willing to keep the matter open.

#### Recommendations

The Faculty Building Committee and the administration recommend that a full effort be made to execute this proposal if it can be done within reasonable cost. Presumably, the Presidential Archives Depository plans will soon require a decision on what is to be done with Red River. But, the date of actual "closing" of San Jacinto can be deferred until the "new" Red River is completed. Nevertheless, a decision to "close" or not to close San Jacinto should be made before plans for the completion of East Mall are undertaken, since the whole character of the East Mall crossing of Waller Creek and San Jacinto may be changed thereby.

We doubt that negotiations with the City of Austin can get far beyond the sparring stage in the absence of some imperative. Therefore, we recommend that the Regents seriously consider giving immediate notice to the City of Austin that it finds it necessary to exercise its legal right to vacate San Jacinto Boulevard from 26th Street to 19th Street as a city street no later than, say, September 1, 1970, and is prepared to enter into negotiations through which the University can share in providing a substitute traffic artery.

#### ADDENDA

This matter is so closely related to certain others that, we take this opportunity to lay them before the Regents.

1. It is clear that we shall have uses for some or all of the Golf Course portion of the Brackenridge Tract in the immediate future. For this reason if no other, we think the University should rid itself of the restrictions imposed by the present agreement with the City of Austin regarding use of this tract. Therefore, we recommend that notice be transmitted to the Mayor of the City of Austin at once of our intention to terminate the present terms of agreement and that we suggest that a new agreement be formulated now to supersede the present one.

2. A new Urban Redevelopment tract is now being considered for proposal to the Federal Government agency. Called "The Winn School Redevelopment Area," it is bounded by Interregional on the west, 19th on the south, Chestnut on the east, and Manor Road on the north. Planners have indicated keen interest in proposing the University as re-users of a part or all of this tract. To be eligible, we would have to present plans for its re-use very soon after acquisition; that is, we could not get it on the basis of merely holding it. The price estimate is astounding -- \$15,000 to \$18,000 per acre. This location is only two blocks from our campus corner at 19th and Red River, only four blocks from Manor Road and Red River.

This tract has great appeal because it can be used for anything for which we could use the Golf Course portion of the Brackenridge Tract and be much more accessible. For example, it can take care of all our Intramural Fields needs plus open-use tennis courts, could receive the intercollegiate baseball, tennis, and swimming installations, and still have sufficient ground site left over for a basketball coliseum and parking therefor (which would also serve Memorial Stadium parking needs).

The question is whether we should set out to acquire it through Urban Renewal. We recommend that we should, carrying negotiations far enough in the next six months to get a prognosis of likelihood of success. If the prognosis is poor, withdrawal would be recommended. If good, the Regents could consider the commitments involved.

However, there are negative factors. (1) Eviction of owners and tenants through Urban Renewal for "athletics" is not a popular enterprise. (2) Legislative permission is necessary, since land use would be "of expense to the State of Texas." (3) The process of Urban Renewal acquisition is long and tortuous. (4) We would still have to provide interim intramural, tennis, and baseball facilities at considerable expense, maybe as much as \$200,000. (5) We have to commit ourselves to a set of uses, carry out those uses, and subject ourselves to outside control of change in use. (6) The cost of the land is estimated at \$1,750,000 to \$2,000,000 and this would have to be taken from the Available Fund (apparently we can have 7 to 10 years to pay out), or from some other source.

3. Brackenridge Hospital Redevelopment Tract. This is an already-active Urban Renewal Project. We have been approached to see if the University would want to be a re-use purchaser of two portions of this land. One portion (8-10 acres) lies south of Little Campus to 15th Street, Interregional to Red River. Acquisition cost is estimated at \$700,000 to \$800,000. Possession of this land would likely increase Austin pressure upon the University to develop some sort of medical installation there. On the other hand, if Red River is widened as recommended, a large segment of Little Campus will be devoted to right-of-way and additional replacement land might be desirable. A better deal might be to have Little Campus included in the Redevelopment project, sell it to them, and use the proceeds to purchase other land.

The second portion is more appealing. It comprises approximately 15 acres directly south of Freshman Field and University Junior High, 19th Street to 15th Street, Red River west to San Jacinto (excluding business land fronting San Jacinto, we understand). An estimate of \$1,000,000 to \$1,200,000 is given. Appeal is as a site for another dormitory increment, since apparently Freshman Field will not be available for many years to come. We are not strongly enthusiastic about this purchase, but do feel we should bring it to the attention of the Regents since no 15 acres contiguous to the present campus will ever again, in all likelihood, be purchasable at a price such as this.

LDH:as  
November 9, 1965

23. RULES AND REGULATIONS: AMENDMENT, PART II, 1943 EDITION RE TEXAS UNION BOARD OF DIRECTORS.-- The following item was passed over at the October meeting until a later meeting.

Below is a xerox copy of Chancellor Ransom's recommendation to amend the Rules and Regulations, Part II, Chapter VI, Section 46 of the 1943 edition as presented at the October meeting:

<u>Present</u>	<u>Recommended Changes</u>
<p>"Section 46. The Board of Directors of the Texas Union (main, annual) ----</p> <p>"a. Board of Directors -- The Board of Directors of the Texas Union shall consist of 11 members: five students, four faculty members, one member of the Dads' Association, and the Dean of Students or his representative.</p> <p>"The student members shall be chosen as follows: President of the Students' Association, <u>ex officio</u>; President of the Union Council, <u>ex officio</u>; one student who shall be elected by a majority vote of the Student Assembly from their membership. This student shall serve for one year beginning with his election at the first meeting of the Student Assembly after the Annual Fall General Election.</p> <p>"Also, two students, each to serve for two years, shall be appointed to the Board, one by the President of the Students' Association and the other by the President of the Union Council. Each appointee of the President of the Students' Association shall serve for two years; the <u>first</u> appointee by the President of the Union Council after the approval of this amendment by the Board of Regents shall serve for one year but succeeding appointees shall serve for two years.</p> <p>"The term 'year' used in the above paragraph shall correspond to the period of service of the President of the Students' Association (from May to May). To be eligible for a place on the Board of Directors, a student must have at least Junior standing, while serving the position.</p> <p>"The faculty members shall be members of the general faculty who teach at least two-thirds time and who are elected by a plurality annually by the general faculty to serve for a period of two years beginning on June 1, after their election.</p> <p>"The member of the Dads' Association shall be a representative of that organization appointed by the President of the Dads' Association and approved by the Executive Committee of the Dads' Association, to serve for a period of two years beginning June 1 after his appointment.</p>	<p>a. Board of Directors -- The Board of Directors of the Texas Union shall consist of 11 members: five students, four faculty members, one member <u>to be appointed by the Chancellor</u>, and the Dean of Students or his representative.</p> <p>The member <u>appointed by the Chancellor shall</u> serve for a period of two years beginning June 1 after his appointment.</p>



"The Dean of Students or his representative shall serve ex officio.

"The officers of the Board of Directors of the Texas Union shall be as follows: Chairman, President of the Union Council; Vice-Chairman, President of the Students' Association; Secretary (without vote), Union Director. These officers shall perform the usual duties of their respective offices.

"The Board of Directors of the Texas Union may, at its discretion, authorize the three officers together with one other member, not a student, to serve as an executive committee acting for the Board of Directors between meetings, but only during the period from June 1st until the first day of registration for the fall semester. All actions taken by the Executive Committee are subject to later ratification by the Board of Directors.

"The Board of Directors of the Texas Union shall submit through the President of the University to the Board of Regents a careful estimate of the income to be derived during the next fiscal year from receipts from all sources, accompanied by a detailed budget in which shall be set forth the outstanding obligations that must be met, together with the expenditures that are recommended for equipment and other purposes, including personnel and salaries of the paid staff of the Texas Union.

"The Board of Directors of the Texas Union shall meet regularly at least once a month during each University long session, setting its own date for meetings, formulating its own rules of procedure and exercising all powers not specifically assigned herein, subject to the approval of the Board of Regents."

The Board of Directors of the Texas Union may, at its discretion, authorize the three officers, all with vote, together with two other members, not students, to serve as an executive committee acting for the Board of Directors between meetings, but only during the period from June 1st until the first day of registration for the fall semester. All actions taken by the Executive Committee are subject to later ratification by the Board of Directors.

The Board of Directors of the Texas Union shall submit through the Chancellor of the University to the Board of Regents, subject to its approval, a careful a careful estimate of the income to be derived during the next fiscal year from receipts from all sources, accompanied by a detailed budget in which shall be set forth the outstanding obligations that must be met, together with the expenditures that are recommended for equipment and other purposes, including personnel and salaries of the paid staff of the Texas Union.

24. CHANCELLOR'S DOCKET NO. 3.--Chancellor's Docket No. 3 was mailed to each Regent on November 5, 1965. The Secretary will report the result of the ballots at the meeting.

25. SCHEDULED MEETINGS OF THE BOARD.--The next regular meeting of the Board of Regents has been scheduled for January 14-15, 1966, in Austin.

1966																	
Holidays, Holy Days and Commemorative Days	JANUARY							JULY									
	S	M	T	W	T	F	S	S	M	T	W	T	F	S			
Jan. 1 New Year's Day	2	3	4	5	6	7	8	3	4	5	6	7	8	9			
Feb. 12 Lincoln's Birthday	9	10	11	12	13	14	15	10	11	12	13	14	15	16			
14 St. Valentine's Day	16	17	18	19	20	21	22	17	18	19	20	21	22	23			
22 Washington's Birthday	23	24	25	26	27	28	29	24	25	26	27	28	29	30			
23 Ash Wednesday	30	31						31									
Mar. 17 St. Patrick's Day	FEBRUARY							AUGUST									
Apr. 3 Palm Sunday	S	M	T	W	T	F	S	S	M	T	W	T	F	S			
5 Jewish Passover			1	2	3	4	5		1	2	3	4	5	6			
8 Good Friday	6	7	8	9	10	11	12	7	8	9	10	11	12	13			
10 Easter Sunday	13	14	15	16	17	18	19	14	15	16	17	18	19	20			
May 8 Mother's Day	20	21	22	23	24	25	26	21	22	23	24	25	26	27			
21 Armed Forces Day	27	28						28	29	30	31						
30 Memorial Day	MARCH							SEPTEMBER									
Jun. 5 Trinity Sunday	S	M	T	W	T	F	S	S	M	T	W	T	F	S			
12 Children's Day			1	2	3	4	5				1	2	3				
14 Flag Day	6	7	8	9	10	11	12	4	5	6	7	8	9	10			
19 Father's Day	13	14	15	16	17	18	19	11	12	13	14	15	16	17			
Jul. 4 Independence Day	20	21	22	23	24	25	26	18	19	20	21	22	23	24			
Sep. 5 Labor Day	27	28	29	30	31			25	26	27	28	29	30				
15 Jewish New Year	APRIL							OCTOBER									
17 Citizenship Day	S	M	T	W	T	F	S	S	M	T	W	T	F	S			
24 Jewish Yom Kippur						1	2							1	2	3	
Oct. 12 Columbus Day	3	4	5	6	7	8	9	2	3	4	5	6	7	8			
24 United Nations Day	10	11	12	13	14	15	16	9	10	11	12	13	14	15			
31 Halloween	17	18	19	20	21	22	23	16	17	18	19	20	21	22			
Nov. 8 Election Day	24	25	26	27	28	29	30	23	24	25	26	27	28	29			
11 Veterans Day								30	31								
24 Thanksgiving Day	MAY							NOVEMBER									
27 First Sunday of Advent	S	M	T	W	T	F	S	S	M	T	W	T	F	S			
Dec. 25 Christmas Day*	1	2	3	4	5	6	7				1	2	3	4	5		
	8	9	10	11	12	13	14	6	7	8	9	10	11	12			
	15	16	17	18	19	20	21	13	14	15	16	17	18	19			
	22	23	24	25	26	27	28	20	21	22	23	24	25	26			
	29	30	31					27	28	29	30						
	JUNE							DECEMBER									
	S	M	T	W	T	F	S	S	M	T	W	T	F	S			
						1	2	3	4						1	2	3
	5	6	7	8	9	10	11	4	5	6	7	8	9	10			
	12	13	14	15	16	17	18	11	12	13	14	15	16	17			
	19	20	21	22	23	24	25	18	19	20	21	22	23	24			
	26	27	28	29	30			25	26	27	28	29	30	31			

26. EMERGENCY ADMINISTRATIVE RECOMMENDATIONS, IF ANY .--

## **Land & Investment Committee**

LAND AND INVESTMENT COMMITTEE

Supplementary Agenda

	<u>Page</u> <u>L &amp; I</u>
Easement No. 2099	21
Water Contracts No. 112 and 113	21
Main University - Archer M. Huntington Museum Fund - Revision of Easement to Community Public Service Company on Huntington Lands, Galveston County	22

PERMANENT UNIVERSITY FUND - LAND MATTERS (Continued)

EASEMENTS AND SURFACE LEASES (Continued)

No.	Grantee	Type of Permit	County	Location	Distance or Area	Period	Consideration
2099	Amerada Petroleum Corporation	Surface Lease	Reagan	Block 48	5 acres	11/1/65-10/31/66*	\$100.00*

\*Renewable for 9 additional years (a total of 10 years) by payment of \$900 as full consideration before October 31, 1966.

WATER CONTRACTS

No.	Grantee	County	Location	Acreage	Consideration	Period
112	Amerada Petroleum Corporation (nonpotable water)	Reagan	Block 48	5 acres	none	11/1/65-10/31/66 and so long thereafter as nonpotable water is produced for use in conducting secondary recovery operations
113	Pan American Petroleum Corporation (nonpotable water)	Andrews	Block 11	3,707.70 acres covered by Three Bar (Devonian) Unit Agreement	none	5 years from date of approval and so long thereafter as nonpotable Santa Rosa formation water is produced for use in conducting secondary recovery operations

TRUST AND SPECIAL FUNDS - REAL ESTATE MATTERS.--

MAIN UNIVERSITY - ARCHER M. HUNTINGTON MUSEUM FUND - REVISION OF EASEMENT TO COMMUNITY PUBLIC SERVICE COMPANY ON HUNTINGTON LANDS, GALVESTON COUNTY.--In February, 1963, the Board of Regents authorized a power line easement 239.5 rods in length on two tracts in the H. B. Littlefield Survey, Galveston County, to Community Public Service Company for \$2,000 and the instrument was executed and delivered and payment received. One of the tracts is that of about 6 acres on which sale to Union Carbide Corporation at \$2,000 per acre, as authorized by the Board of Regents is pending. Community Public Service Company had not built the power line when the sale to Carbide was agreed on, and Carbide has worked out with them minor changes in the easement on that tract, principally to have the line follow more closely the curve in the highway. There is no change in the easement on the other tract owned by the University except that it covers a little shorter distance. Community Public Service Company has not recorded the earlier easement and proposes to exchange it for one from the Board of Regents incorporating the changes set out above. It is recommended that the Board of Regents authorize this revision, with the new instrument to be executed by the Chairman when approved as to form by the University Attorney and as to content by the Endowment Officer.