

OMISSION

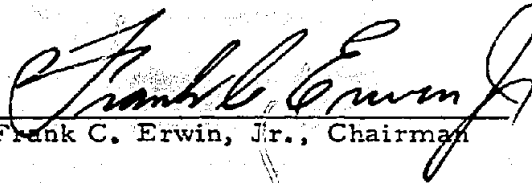
Pages 1084 - 1204, 1257 - 1379

A. Ruth Baker

SIGNATURE OF OPERATOR

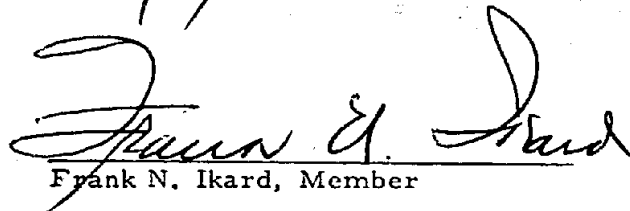
We, the undersigned members of the Board of Regents of The University of Texas System, hereby ratify and approve all actions taken at this meeting to be reflected in the Minutes.

Signed this the 27 day of January , 1968 , A.D.

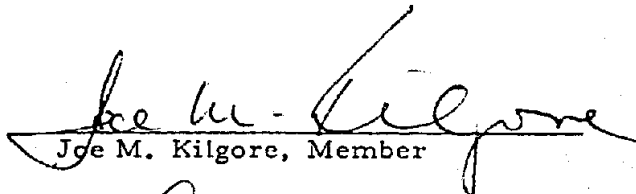

Frank C. Erwin, Jr., Chairman


Jack S. Josey, Vice-Chairman

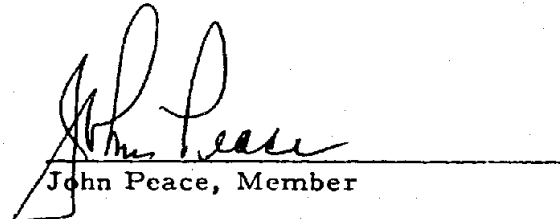

W. H. Bauer, Member


Frank N. Ikard, Member


(Mrs.) J. Lee Johnson III, Member


Joe M. Kilgore, Member


Levi A. Olan, Member


John Peace, Member


E. T. Ximenes, M. D., Member

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MEETING NO. 658

FRIDAY, JANUARY 26, 1968.--Following the meetings of the Standing Committees and the Committee of the Whole, the Board of Regents of The University of Texas System convened in regular session at 4:00 p.m. on Friday, January 26, 1968, in El Tejano Room, The St. Anthony, San Antonio, Texas.

ATTENDANCE.--

<u>Present</u>	<u>Absent</u>
Chairman Erwin, Presiding	Vice-Chairman Josey*
Regent Bauer	
Regent Ikard	
Regent (Mrs.) Johnson	
Regent Kilgore	
Regent Olan	
Regent Peace	
Regent Ximenes	
Chancellor Ransom	
Secretary Thedford	

INVOCATION.--Rabbi Olan offered the invocation.

APPROVAL OF MINUTES, DECEMBER 7, 1967.--Upon motion of Regent Bauer, seconded by Regent Ikard, the minutes of the meeting of the Board of Regents held on December 7, 1967, were approved without objection in the form as distributed by the Secretary and as recorded in Volume XV, beginning with Page 660.

CHANCELLOR'S DOCKET NO. 21.--Upon motion of Regent Johnson, seconded by Regent Bauer, the Chancellor's Docket No. 21 was unanimously approved with the exception of the following item as set out on Page N-1. The docket is attached following Page 162.

CATALOGUE CHANGE 1968-69:

1. The faculty of the School of Nursing requests approval from the Board of Regents to include in the next catalogue (1968-69) the requirement that students at both the undergraduate and graduate levels in the nursing program be required to carry malpractice insurance, purchased at their own expense from the company of their choice. At the present time, this would include sophomore, junior, and senior undergraduates and all graduate students. Freshman students are not engaged in patient care and would thus be exempted from the requirement.

* Vice-Chairman Josey was in attendance for all committee meetings, but was excused from the meeting of the Board.

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REPORTS OF STANDING COMMITTEES

REPORT OF EXECUTIVE COMMITTEE (Pages 2 - 14). -- Committee Chairman Bauer moved that the following report of the interim actions of the Executive Committee be ratified. This motion was duly seconded and unanimously prevailed:

Below is a report of the interim actions that have been approved by the Executive Committee since the Committee's last report on December 7, 1967:

1. U. T. Austin: Minutes of the Board of Directors of TSP, Inc. (11-M-67). -- Approval was given to the minutes of the meeting of the Board of Directors of Texas Student Publications, Inc., at The University of Texas at Austin held on November 9, 1967. The following items in the minutes which require Regental consideration were thereby approved:
 - a. Approval of the TSP Board to rescind its action of October 5, 1967, which limited Texan advertising of housing to those houses that are open to all students regardless of race, creed, or national origin.
 - b. Approval that The Daily Texan provide free advertising space for the Students' Association to call attention to its list of open houses.
2. Central Administration, U. T. Austin, U. T. Arlington, U. T. El Paso, Galveston Medical Branch, Dallas Medical School, San Antonio Medical School, and Anderson Hospital: Amendments to the 1967-68 Budgets (4-B-67). -- Approval was given to the amendments to the 1967-68 Budgets of Central Administration, U. T. Austin, U. T. Arlington, U. T. El Paso, Galveston Medical Branch, Dallas Medical School, San Antonio Medical School, and Anderson Hospital as follows: (Pages 2-8)

AMENDMENTS TO 1967-68 BUDGET
Source of Funds - Departmental Appropriations
(Unless Otherwise Specified)

Central Administration

Explanation	Present Status	Proposed Status	Effective Dates
Robert L. Anderson Office of the Comptroller Salary Rate	Comptroller \$21,500	Comptroller \$22,500	12/1/67
Source of Funds: Central Administration Unallocated Account			

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Lester Palmer
Office of Facili-
ties Planning and
Construction
Salary Rate

Director
\$20,000

Director
\$22,500

12/1/67

Source of Funds:
Plant Funds -
Revolving Fund

The University of Texas at Austin

Explanation	Present Status	Proposed Status	Effective Dates
Grady C. Starnes Office of the Auditor Salary Rate	Auditor \$16,000	Auditor: \$17,000	12/1/67
Source of Funds: Unallocated Salaries			
Norma Jean Fisk English Academic Rate	Teaching Assistant \$ 4,400 (1966-67)	Teaching Assistant \$ 5,600	9/1/67
Monica Ann Galloway English Academic Rate	Teaching Assistant \$ 4,400 (1966-67)	Teaching Assistant \$ 5,400	9/1/67
Roselle Taylor English Academic Rate	Teaching Assistant \$ 4,400 (1966-67)	Teaching Assistant \$ 5,600	9/1/67
Larry D. Zirkle Engineering Mechanics Academic Rate	Teaching Assistant \$ 4,400 (1966-67)	Teaching Assistant \$ 6,000	9/1/67
Auxiliary Enterprises Transfer of Funds from Unappropriated Balances - \$48,936			
To the following activities:			
Law School Snack Bar (for ice machine)		\$ 900	
Hill Hall Food Service (for ice machine and adding machine)		1,152	
Varsity Cafeteria (to reflect increased volume of activity).		32,927	
Andrews-Carothers-Blanton (remodeling of Andrews kitchen)		10,307	
Andrews-Carothers-Blanton (hot water lines in Andrews)		1,000	
Student Housing (for handbooks)		1,950	
Littlefield Dormitory (for purchase of china)		700	
Total		<u>\$48,936</u>	---

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The University of Texas at Arlington

<u>Explanation</u>	<u>Present Status</u>	<u>Proposed Status</u>	<u>Effective Dates</u>
Mo-Shing Chen Electrical Engineer- ing Academic Rate	Associate Professor \$12,600	Associate Professor \$15,030	2/1/67
Source of Funds: Unallocated Salaries			

Auxiliary Enterprises
- Student Activities

<u>Transfer of Funds</u>	<u>From: Student Activities - Unappropriated Balance</u>	<u>To: Student Activities - Travel</u>	
Amount of Transfer	\$ 810	\$ 810	---

Howard J. Snively Accounting Academic Rate	Assistant Professor \$11,340	Assistant Professor \$12,420	1/1/68
Source of Funds: Unallocated Salaries			

Auxiliary Enterprises - Intercollegiate Athletics

Renewal of Annual Contracts for Football Coaches

Football coaches are hired on a fiscal year basis from February 1 through January 31. The following rates are effective February 1, 1968:

	<u>1967 Annual Rate</u>	<u>1968 Annual Rate</u>	<u>Required Additional Funds Through 8-31-68</u>
Coach			
Burley L. Bearden (Coach Bearden is recommended for a three-year contract with the salary to be determined annually)	\$12,960	\$15,360	\$ 1,400
Assistant Coach			
Charles M. Qualls	11,040	12,048	588
Judson M. Ramsey	9,000	10,008	588
Charles A. Key			
9 Mos. Rate	6,300	7,308	--
From Athletics Funds - 50%			280
From Physical Education - 50%			(280)
Total from Intercollegiate Athletics Balance			<u>\$ 2,856</u>

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The University of Texas at El Paso

<u>Explanation</u>	<u>Present Status</u>	<u>Proposed Status</u>	<u>Effective Dates</u>
Auxiliary Enterprises			
- Intercollegiate Athletics			
Transfer of Funds	From: Intercollegiate Athletics Unappropriated Balance - \$3,000 Football Home Game Expense - 1,410	To: Intercollegiate Athletics - Salaries (to increase Coach Wilson Knapp from part-time at \$6,090 to full-time at \$10,500)	
Amount of Transfer	<u>\$4,410</u>	\$4,410	---
Service Departments			
- Printing Division			
Transfer of Funds	From: Printing Division Balance	To: Printing Division - Salaries	
Amount of Transfer	\$ 488	\$ 488	---

Auxiliary Enterprises - Intercollegiate AthleticsSun Bowl Extra Compensation

On the following list are the names of fifteen individuals involved in the appearance of The University of Texas at El Paso in the 1967 Sun Bowl Game played on December 30, 1967. The additional compensation has been computed in compliance with the bowl game policy of The University of Texas at El Paso adopted by the Board of Regents at the November 23-24, 1965 meeting.

	1967-68	Sun Bowl Extra Compensation		Total
	Budget Rate	%	Amount	
Football Coach				
Robert L. Dobbs	\$25,000	8%	\$ 2,000	\$27,000
Assistant Football Coach				
David A. Nusz	11,000	8	880	11,880
Wilson Knapp	10,500	8	840	11,340
Harvey Griffin	10,500	8	840	11,340
Donald R. Robbins	10,500	8	840	11,340
Raymond E. Fulton	8,500	8	680	9,180
James W. Maddox	8,000	8	640	8,640
Director of Intercollegiate Athletics				
George C. McCarty	17,000	5	850	17,850
Trainer				
Ross Moore	11,000	5	550	11,550
Assistant Director of Athletics				
Jimmy O. Bowden	10,500	5	525	11,025

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Auxiliary Enterprises - Intercollegiate Athletics
Sun Bowl Extra Compensation
 (continued)

	1967-68 Budget Rate	Sun Bowl Extra Compensation		Total
		%	Amount	
Sports Information Director Eddie L. Mullens	\$ 8,880	5%	\$ 444	\$ 9,324
Athletic Business Manager Kathryn C. Crouch	6,468	5	323	6,791
Administrative Secretary Marjorie A. Williamson	4,584	5	229	4,813
Associate Professor of Music (Director of Marching Cavalcade) Harold L. Hillyer	11,200	5	560	11,760
Instructor of Music (Director of Golddiggers) Elizabeth A. Gaidry	5,000	5	250	5,250
Total from Intercollegiate Athletics Balance			<u>\$10,451</u>	

Renewal of Calendar Year Contracts for Football Coaches

The contracts of the head football coach and the assistant football coaches are on a calendar year basis and the present contracts will expire on December 31, 1967. Following are the approved salaries beginning January 1, 1968:

	1967 Annual Rate	1968 Annual Rate	Required Additional Funds Through 8-31-68
Head Football Coach Robert L. Dobbs	\$25,000.00	\$30,000.00	\$ 3,333.34
Assistant Football Coach			
David A. Nusz	11,000.00	11,500.00	333.34
Wilson Knapp	10,500.00	11,000.00	333.34
Harvey Griffin	10,500.00	11,000.00	333.34
Donald R. Robbins	10,500.00	11,000.00	333.34
Raymond E. Fulton	8,500.00	9,000.00	333.34
James W. Maddox	8,000.00	8,000.00	-0-
Total from Intercollegiate Athletics Balance			<u>\$ 5,000.04</u>

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The University of Texas Medical Branch at Galveston

<u>Explanation</u>	<u>Present Status</u>	<u>Proposed Status</u>	<u>Effective Dates</u>
Billy J. Blankenship Surgery Salary Rate	Assistant Professor \$12,000	Assistant Professor \$17,000	12/1/67

The University of Texas Southwestern Medical School at Dallas

<u>Explanation</u>	<u>Present Status</u>	<u>Proposed Status</u>	<u>Effective Dates</u>
Auxiliary Enterprises - Parking Facilities Transfer of Funds	From: Parking Facilities - Unappropriated Balance	To: Parking Facilities - Salaries \$4,500 Wages 500 OASI and WCI 245	
Amount of Transfer	\$5,245	<u>\$5,245</u>	--

The University of Texas Medical School at San Antonio

<u>Explanation</u>	<u>Present Status</u>	<u>Proposed Status</u>	<u>Effective Dates</u>
Joe G. Wood Anatomy Salary Rate	Associate Professor \$17,000	Associate Professor \$18,000	1/1/68
Source of Funds: Unallocated Account			
Alexis L. Burton Anatomy Salary Rate	Associate Professor \$17,000	Associate Professor \$18,000	1/1/68
Source of Funds: Unallocated Account			
Clarence W. McNutt Anatomy Salary Rate	Professor \$20,000	Professor \$21,000	1/1/68
Source of Funds: Unallocated Account			
Collette M. Kohler Pediatrics Salary Rate	Assistant Professor \$13,500	Assistant Professor \$15,000	1/1/68
Source of Funds: Unallocated Account			

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Peter Zanca Radiology	Professor and Acting Chairman (without tenure)	Professor and Acting Chairman (without tenure)	
Salary Rate	\$22,000	\$25,000	1/1/68
Source of Funds: Unallocated Account			

Arthur E. Grant Internal Medicine	Professor (without tenure)		
Physical Medicine and Rehabilitation		Professor and Chairman (without tenure)	
Salary Rate	\$18,000	\$25,000	1/1/68
Source of Funds: Unallocated Account			

The University of Texas M. D. Anderson Hospital
and Tumor Institute at Houston

<u>Explanation</u>	<u>Present Status</u>	<u>Proposed Status</u>	<u>Effective Dates</u>
Radiotherapy Service and Clinical Physics Transfer of Funds	From: Unappropriated Surplus	To: Radiotherapy Service - Salaries \$15,750 Clinical Physics - Salaries <u>13,500</u>	
Amount of Transfer	\$29,250	<u>\$29,250</u>	--
Transfer of Funds	From: Unappropriated Surplus via Increased Estimated Income	To: Furnishings and Equipment	
Amount of Transfer	\$500,000	\$500,000	--

- U. T. System: Revisions in Affiliation Agreement with Memorial Baptist Hospital of Houston (12-M-67). --At the December 1967 meeting, the Regents approved an affiliation agreement between The University of Texas System and the Memorial Baptist Hospital. Approval has been given by the Executive Committee to revise that affiliation agreement to read as set out on the following pages (9-14). This revised agreement has been executed by both parties.

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A G R E E M E N T

THE STATE OF TEXAS |
 |
COUNTY OF HARRIS |

This AGREEMENT made and entered into this 15th day of DECEMBER, 1967, by and between the BOARD OF REGENTS OF THE UNIVERSITY OF TEXAS SYSTEM, hereinafter sometimes called "University," and the MEMORIAL BAPTIST HOSPITAL SYSTEM of Houston, hereinafter sometimes called "Hospital," WITNESSETH:

WHEREAS, during the past half century advances in medicine have been more significant and rapid than in any other previous period of history, and over the past two decades the pace has increased dramatically and appears to be accelerating; and

WHEREAS, in recognition of contemporary trends and likely future requirements, University and Hospital agree on the desirability of establishing a closer working relationship between the two institutions, who share a common commitment to offer the people of Houston, Texas, and the Southwest a program of excellence in medical education and also share the desire to coordinate all medical care resources for the benefit of improved patient care and the further development of Houston as a medical center:

NOW, THEREFORE, with these objectives in mind and with an intent to develop both institutions to the maximum extent consistent with the interests of each, University and Hospital hereby agree as follows:

1. EXTENT OF AFFILIATION AT THE DEPARTMENTAL LEVEL

The purpose of this agreement is to establish a broad framework of institutional policy to facilitate cooperation

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at the department level. It is agreed that the initiative for establishing any departmental affiliation and working relationships will be vested in the respective department heads of the several departments of University and the corresponding chiefs of service of the hospital staff of Hospital. It is further understood that individual departments of University may or may not establish affiliations with Hospital, depending upon their needs and circumstances and subject to appropriate action by the respective governing bodies.

2. PROVISION FOR FACULTY APPOINTMENTS FOR HOSPITAL STAFF MEMBERS

Both parties agree that academic status is a strong inducement for attracting well qualified individuals for teaching positions at Hospital, and that academic appointment made by University for individuals in key positions at Hospital should include tenure or assurances of continuation of employment, if possible. Academic appointments (including tenure) will be nominated by the Hospital or University and will be granted after mutual agreement on an individual basis subject to the approval of the person by University and satisfactory arrangements covering the financial obligations accompanying all appointments in this category. The alternatives for obtaining appointments in this category are:

(1) Unqualified Tenure Appointment:

Guarantee by Hospital for all future salary costs for any tenure appointments by University

Under this arrangement a contract negotiated between the individual physician and the Hospital, with the approval of the University, whereby the Hospital will guarantee to pay to University the salary in accordance with the terms of the contract

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for new personnel granted tenure in case their positions are terminated at Hospital. These payments would continue as long as University is required to maintain these personnel, not to exceed the term of the original contract.

(2) Qualified Tenure Appointment:

Guarantee by Hospital of the future salary costs for a limited term tenure appointment of a period of time to be agreed upon following termination or discontinuation of a hospital position

Under this agreement the faculty member would receive a tenure guarantee covering a period of time to be agreed upon between the Hospital and physician. In the event his position shall be terminated by the Hospital prior to the end of such period and, at the time of such termination, the physician occupies a full-time faculty position at the University, then he would be entitled to receive his salary from the Hospital for the remainder of the period originally agreed upon.

(3) Hospital Staff without Compensation:

Rules and procedures established by Hospital will be used in appointment of medical staff of Hospital without teaching assignment, faculty designation, or compensation through University.

(4) Hospital Staff with Partial Compensation and/or University Faculty Appointment:

Mutual agreement between Hospital and University is required for appointment in either category in this section with definition of faculty title, duties, amount of compensation (if any), and term of appointment (annual unless otherwise agreed upon).

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3. COMPENSATION ARRANGEMENTS FOR FULL-TIME FACULTY

Physicians employed full time by University and based at Hospital with academic appointments will be subject to The University of Texas System policy regarding salary plan. Fees earned in excess of the maximum allowed will be placed in a trust fund and used to develop medical education and research programs at Hospital. These funds should not be committed on a continuing basis for the salaries of additional full-time personnel.

4. JOINT SPONSORSHIP OF RESEARCH ACTIVITIES

Hospital will provide research facilities for physicians who are geographically full time on its campus. Research projects at Hospital may be jointly sponsored by University. In such cases there will be prior agreement as to the extent of the responsibility of each institution in the administration of research funds, provision of staff and facilities and ownership of equipment purchased with research funds.

5. PROVISION FOR REVIEW OF RELATIONSHIP

Both parties agree that a productive and harmonious relationship between the two institutions depends upon maintaining effective channels of communication. The parties anticipate that routine matters will be handled and decided mutually through continuous contacts at the departmental level. At least annually, and more frequently if necessary, a group representing each institution should meet to review and discuss over-all relationships and policies and other matters of common concern.

It is agreed that the Memorial Baptist Hospital System Board of Trustees, acting for its institution, shall retain

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all jurisdictional powers incident to separate ownership, including the power to determine the general and fiscal policy of the institution, selection of the directing head of the Hospital and the determination of the acceptability and desirability of members of the Hospital Professional Staff.

All admissions of patients to the Hospital shall be under the direction of the Hospital Board and full and complete direction of the administration, supervision of the Hospital, as well as appointment of the Medical Staff, shall at all times be retained by the Hospital Board.

Appointments to the Teaching Staff of the Memorial Baptist Hospital System shall be made by the Hospital Board upon recommendations of the University after due consultation with the Hospital Chief of the Service, or Department Chairman concerned and the Medical Executive Board.

Appointment to the Memorial Baptist Hospital System Medical Staff or membership therein is not contingent upon a teaching appointment.

If any aspect of this agreement becomes unsatisfactory, a joint committee shall be responsible for discussing and resolving the questions involved. If a change in the agreement is necessary, the committee shall make recommendations to the authorities in each institution. If problems develop which are sufficiently serious, and cannot be resolved, either party shall have the right to terminate this agreement upon not less than six (6) months' written notice. The effective date of such dissolution shall be mutually agreed upon with adequate time to allow each institution to make necessary arrangements in an orderly manner.

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Subject to the foregoing, this agreement shall be for a term of ten (10) years from and after its effective date and may be terminated at any time upon mutual consent of the parties. It may also be amended in writing to include such provisions as the parties may agree upon.

EXECUTED by the parties on the day and year first above written.

ATTEST:

[Signature]
Secretary

BOARD OF REGENTS OF
THE UNIVERSITY OF TEXAS SYSTEM

By *[Signature]*
Chairman

MEMORIAL BAPTIST HOSPITAL SYSTEM
OF HOUSTON

By *[Signature]*
Chairman, Board of Trustees

Approved as to Form:

[Signature]
University Attorney

Approved as to Content:

[Signature]
Vice-Chancellor for Health Affairs

[Signature]
Vice-Chancellor for Business Affairs

4. Anderson Hospital: Award of Contract to Warrior Constructors, Inc., for Remodeling of Outpatient and Other Patient Service Areas (13-M-67). -- The recommendation to award a contract for the remodeling of Outpatient and Other Patient Service Areas at The University of Texas M. D. Anderson Hospital and Tumor Institute at Houston and to approve a contingency allowance for additive change orders was referred to the Committee of the Whole. (See Page 162.)

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REPORT OF ACADEMIC AND DEVELOPMENTAL AFFAIRS COMMITTEE (Pages 15-24). -- The report of the Academic and Developmental Affairs Committee as set out below and as filed with the Secretary was unanimously adopted upon motion of Committee Chairman Olan, duly seconded:

1. U. T. System: Report by the Executive Director of The University of Texas System Development Board. -- The following report on activities of The University of Texas System Development Board was received from Mr. Blunk:

Gifts and grants are reported to the Board of Regents routinely through established procedures.

The Board of Directors of The University of Texas Foundation, Inc., met in Houston on Friday, December 8, and elected officers as follows: President, Marvin K. Collie, Houston; Vice-President and Secretary, Robert S. Strauss, Dallas; Vice-President and Treasurer, E. G. Morrison, Austin. W. D. Blunk will serve as Executive Secretary, and C. C. Nolen and R. C. Thompson will serve as Assistant Executive Secretaries. Resolutions unanimously adopted (1) expressed appreciation to Messrs. J. Mark McLaughlin, B. D. Orgain, and Tom Sealy for their efforts in behalf of the Foundation; (2) ratified and confirmed all actions taken by W. D. Blunk, C. C. Nolen, and R. C. Thompson to date in relation to the business and affairs of the Foundation; (3) authorized Marvin K. Collie, Foundation attorney, to apply for exemption under Section 501(a) of the Internal Revenue Code. The proposed bylaws were unanimously approved. It was unanimously agreed that the Board of Regents be requested to appoint a director from San Antonio. The Austin National Bank of Austin, Texas, was designated depository and the bank's standard form resolution (form 31) was adopted. The Board set its next meeting for March 29, 1968, in Austin; exact time and place will be announced later by the president. The Board will meet in Dallas on October 12, 1968. The Foundation has an excellent Board of Directors, is already firmly and soundly established, and appears to have great potential for The University of Texas System.

Scheduled routine development meetings include:

- | | |
|-------------------------|--|
| January 15, Monday-- | Development Board National Corporations Committee luncheon in Los Angeles with J. D. Wrather, Jr., host, to plan Los Angeles and Southern California activity. |
| January 18, Thursday-- | The University of Texas System Development Board Executive Committee, 2 p.m., board room, Southland Life Insurance Company, Dallas, Texas. |
| February 15, Thursday-- | The University of Texas System Development Board in Austin. |
| February 27, Tuesday-- | Development Board National Corporations Committee luncheon in Los Angeles with Dr. Ransom; J. D. Wrather, Jr., host. |
| March 1, Friday-- | Development Board National Corporations Committee luncheon in New York with Dr. Ransom; Roy McDonald, host. |
| March 29, Friday-- | The University of Texas Foundation, Inc., Board in Austin. |

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Forthcoming meetings of Internal Foundations are:

- February 7, Wednesday-- The University of Texas at Arlington Foundation,
Arlington.
- February 16-17,
Friday-Saturday-- Fine Arts Foundation, Austin.
- February 23, Friday-- College of Business Administration Foundation,
Austin.
- March 16, Saturday-- Engineering Foundation, Dallas.
- June 1, Saturday-- Engineering Foundation, Austin.

Also, The University of Texas Foundation, Inc., has scheduled a meeting in Dallas on October 12.

A Development Newsletter supplement featuring the initial meeting of the Chancellor's Council on September 29, 1967, and Dr. Ransom's address to the group was mailed this month to the Development Board mailing list. The Council continues to attract members of widely varied interests, six having qualified for membership since my last report to you in December. The minimum qualifying gift is \$10,000, but many are substantially larger and they vary widely in purpose.

A brochure on Major George W. Littlefield and his benefactions to The University of Texas will be issued in the spring in connection with the renovation and reassignment of the Littlefield Home to the Development Board.

The April issue of the Alcalde will be devoted almost entirely to the University's developmental activities. The editor of the Alcalde and the development staff are working together on the proposed content for this special issue.

2. U. T. System: Chancellor's Docket No. 21.--Chancellor's Docket No. 21 was referred to the Committee of the Whole for consideration. See Page 1.

3. Regents' Rules and Regulations, Part One: Amendment to Chapter III, Sub-sections of Section 31 (Retirement and Modified Service). --All necessary rules were unanimously waived and Section 31.1 of Chapter III of Part One of the Regents' Rules and Regulations was rescinded, effective immediately, thereby restoring the preexisting rule. The Secretary was directed to delete Sub-section 31.1, to renumber all sub-sections under Section 31 to so conform to this action, and to conform the present Sections 31.4, 31.61, 31.64, and 31.(13) by striking at the end of each of these sections the words "except that, beginning September 1, 1967, no member will be continued on modified service beyond the fiscal year in which his seventy-fifth birthday occurs" so as to read as set out on the following page (17):

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- 31.3 Faculty members who have served continuously The University of Texas System, except as set out in Sections 31.(16) and 31.(17), for twenty (20) years or more and have the faculty rank of Instructor, Assistant Professor, Guest Assistant Professor, Associate Professor, Guest Associate Professor, Professor, or Guest Professor, shall be continued after reaching the age of seventy (70) on a reduced salary and upon modified service until the Board of Regents, upon recommendation of the Chancellor and the institutional head involved, determines that they shall retire completely from service with and compensation from The University of Texas System.
- 31.5
- 31.51 Nonteaching staff members who have reached their forty-fifth birthday by September 1, 1964, and who at that time will have been employed continuously for a period of at least fifteen (15) years, may continue on full-time service and compensation through the fiscal year that includes their sixty-fifth birthday and they may then be continued upon modified service until the Board of Regents, upon recommendation of the Chancellor and the institutional head involved, determines that they shall retire completely from service with and compensation from The University of Texas System.
- 31.54 Nonteaching staff members who have reached their sixty-fifth birthday by September 1, 1964, may continue on full-time service and compensation through the fiscal year that includes their seventieth birthday, and, if they have at that time completed twenty (20) years of continuous service, they may continue upon modified service until the Board of Regents, upon recommendation of the Chancellor and the institutional head involved, determines that they shall retire completely from service with and compensation from The University of Texas System.
- 31.(12) In deciding when a faculty member shall retire from all service with and compensation from The University of Texas System, the Board of Regents will consider his current capacity for work, his service to The University of Texas System, and the retirement benefits to which he is entitled under the Teacher Retirement System of Texas and the Federal Social Security laws; with the expectation that for each voting member of the faculty with at least twenty-five (25) years of faculty membership in The University of Texas System, modified service will be continued until the retirement benefits receivable are approximately equal to the amount that would be received under modified service.

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4. U. T. Austin, Galveston Medical Branch, Dallas Medical School: Dual Positions Pursuant to Section 33, Article XVI, Constitution of Texas. -- The following resolution was adopted with respect to each member of the faculty or administration of The University of Texas System as listed below in connection with his service on each of the state or federal boards or commissions opposite his name. This resolution conforms to the amendment to Section 33, Article XVI of the Constitution of Texas adopted in November 1967.

WHEREAS, (the name of the individual) has an opportunity to serve as (the capacity in which he is serving on a state or federal board or commission):

NOW, THEREFORE, BE IT RESOLVED by the Board of Regents of The University of Texas System, acting pursuant to delegated legislative authority:

1. That the said (the name of the individual) be and he is hereby authorized, directed, and required by the Board of Regents to serve as (the capacity in which he is serving on a state or federal board or commission) until he no longer has an opportunity to do so or until this authorization, direction and requirement is amended or revoked by the Board of Regents;

2. That the said (the name of the individual) be and he is hereby authorized, directed, and required by the Board of Regents to serve as (the capacity in which he is serving on a state or federal board or commission) in addition to all other duties that have been or may hereafter be assigned or required of him by the Board of Regents;

3. That the Board of Regents finds that (the name of the individual)'s service as (the capacity in which he is serving on a state or federal board or commission) is not in conflict with his employment by The University of Texas;

4. That the Board of Regents finds that (the name of the individual)'s service as (the capacity in which he is serving on a state or federal board or commission) is and will continue to be a benefit and advantage to The University of Texas System and the State of Texas.

THE UNIVERSITY OF TEXAS AT AUSTIN

<u>Name</u>	<u>Classification</u>	<u>Board or Commission</u>
H. Eldon Sutton	Professor of Zoology	Member - Environmental Health Sciences Advisory Committee of the Public Health Service
Carl Fulda	Professor of Law	Member - President's Task Force on Antitrust Policy

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THE UNIVERSITY OF TEXAS MEDICAL BRANCH
AT GALVESTON

William C. Levin, M.D.	Professor of Internal Medicine	Member - Cancer Chemotherapy Collaborative Clinical Trials Review Committee
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THE UNIVERSITY OF TEXAS
SOUTHWESTERN MEDICAL SCHOOL AT DALLAS

<u>Name</u>	<u>Classification</u>	<u>Board or Commission</u>
A. J. Gill, M.D.	Professor of Pathology	Member - Criminal Investigation Laboratory Board of City of Dallas
Heinz F. Eichenwald, M.D.	Professor and Chairman, Department of Pediatrics	Member - National Child Health and Human Development Council, National Institutes of Health

5. U. T. Austin: Appropriation from Retained Earnings of Campus Services, Inc., for Texas Today and Tomorrow.-- Approval was given to the appropriation of \$1,000 from Retained Earnings of Campus Services, Inc. to support the Texas Today and Tomorrow program at The University of Texas at Austin. The supervision of this program and expenditure of these funds are handled through the Development Board Office.
6. U. T. Austin: Allocation from the Archer M. Huntington-Securities Income Account to Art Teaching Gallery, Department of Art, for 1967-68.-- An additional allocation for 1967-68 of \$5,000, making a total of \$30,000 for the year, from the Archer M. Huntington Museum Fund-Securities Income Account to the Art Teaching Gallery, the Department of Art of The University of Texas at Austin was approved. All policies heretofore adopted with respect to allocations to the Archer M. Huntington Museum Fund-Art Teaching Gallery were rescinded.
7. U. T. Austin: Change in Catalog of School of Law 1966-68 Regarding Class Attendance and Degree Requirements. -- The recommendation of the Faculty Council of The University of Texas at Austin to amend the 1966-68 Catalog of the School of Law with respect to class attendance and degree requirements was referred to the Committee of the Whole. See Page 161.

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8. U. T. Austin: Request to Coordinating Board for Division of Department of Romance Languages into the Department of French and Italian Languages and Literatures and the Department of Spanish and Portuguese Languages and Literatures. -- The Committee approved the recommendation to divide the Department of Romance Languages at The University of Texas at Austin into two departments to be known as the Department of French and Italian Languages and Literatures and the Department of Spanish and Portuguese Languages and Literatures, effective September 1, 1968. The Administration was authorized to request approval from the Coordinating Board, Texas College and University System to so divide this department.
9. U. T. Austin: Change in the Grade Point System. -- Approval was given to change the grade point system at The University of Texas at Austin, effective September 1, 1968 as follows:

<u>Grade</u>	<u>Grade Points</u>
A	4
B	3
C	2
D	1
F	0

10. U. T. Austin: Authorization to Permit Students to Take a Limited Number of Courses on a Pass-Fail Basis. -- Approval was given to include at the appropriate places in the catalogs of The University of Texas at Austin the following with respect to taking courses on a pass-fail basis, to be effective September 1, 1968:
- Undergraduate students shall be permitted to take up to five semester courses in elective subjects outside their major on a Pass or Fail basis as part of the hours required for their degree. They must state their intentions to register on this basis by the official date for adding courses and changing sections; they must have received thirty semester hours of college credit and may not elect more than two courses a semester on the Pass-Fail basis.
 - If a student decides to major in the subject in which he had taken a course on the Pass-Fail basis, the department concerned shall decide whether the course may be counted as a part of the student's major requirements.
 - The grade point average for a student who has elected to take courses on the Pass-Fail basis will be calculated by dividing the total grade points he has received by the number of credit hours he has taken on the letter-grade basis.

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- d. Each department is authorized to offer as many as two undergraduate courses on a Pass-Fail basis, and a student may take as many as two such courses within his major.
- e. Undergraduate students may take examinations for advanced standing on a Pass-Fail basis, but advanced standing based on such examinations shall not reduce by the corresponding amount courses which may be taken on a Pass-Fail basis.

11. U. T. Austin: Approval of, and Request to Coordinating Board for Approval of, Change in Requirements for the Degree of Bachelor of Arts, Plan I, under Eastern Studies.--- Approval was given to the recommendation of the Faculty Council of The University of Texas at Austin, concurred in by President Hackerman and Chancellor Ransom, that the degree requirements for the Bachelor of Arts, Plan I, under Eastern European Studies be changed as outlined below and that the College of Arts and Sciences' Catalog for 1967-69 be amended by deleting on Page 58 the two paragraphs under the title "Eastern European Studies" and inserting in lieu thereof the following with an appropriate heading:

A student may enter the European Studies program only with the consent of the Chairman of the sub-committee on Eastern or Western European Studies and will plan his schedule with an adviser to whom he will be assigned by the Chairman.

In meeting the requirements of the program, a student will be expected to achieve either an Eastern or Western European concentration, supported by an appropriate language. The committee may give special approval to a program combining certain Eastern and Western European Studies.

A student in the program must satisfy the requirements of a major in economics, geography, government, history, or with the consent of the Committee, in another appropriate field of study (including a modern foreign language). A student must complete a European concentration including International Studies 360 and eight other courses from a list prescribed by the area sub-committee. Courses in the major and minor departments required for the concentration will also count toward the major and minor requirements.

The program requires a minimum of six semester hours of upper-division foreign language: Russian, Czech, Serbo-Croatian, or another approved Eastern

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European language for students concentrating on that area; French, German, or another approved Western European language for students concentrating on that area. Only such portion of the language courses need be taken as may be required by the score on a language placement test.

The administration was authorized to submit this change in requirements for the degree of Bachelor of Science, Plan I, under Eastern European Studies to the Coordinating Board, Texas College and University System for its approval.

12. U. T. Austin: Change in Admission Requirements Regarding Entrance Deficiency in Foreign Languages. --The Academic and Developmental Affairs Committee approved the recommendation to change admission requirements with respect to entrance deficiency in foreign languages and to amend the 1967-68 General Information Catalog for The University of Texas at Austin as follows:

- a. On Page 33 by deleting next to the last paragraph and submitting therefor the following:

A student satisfying all the requirements except the foreign language, including sixteen acceptable units, will be admitted with a deficiency in foreign language. This deficiency can be removed only by appropriate course or examination; Foreign Language Course 406 in the language used to remove the deficiency will not count toward the degree.

- b. On Page 34 by deleting the first sentence of the paragraph entitled "Removal of deficiencies" and substituting therefor the following:

A student who is admitted with a deficiency (except foreign language deficiency, see P. 33) may register for the same program as if he had no deficiencies.

- c. On Page 37 by deleting the last sentence.

- d. On Page 38 by adding "(except foreign languages, see P. 33)" so that the first portion of the second paragraph under "Individual approval students" shall read:

Any such student may make up his entrance deficiencies (except foreign languages, see

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P. 33) by attaining credit for thirty semester hours in The University of Texas at Austin under the following conditions: . . .

- e. On Page 32, under "High-ranking applicants," delete the second and third paragraphs and substitute therefor the following:

Any applicant who ranked in the upper half of his high-school graduating class, who has a satisfactory admission test score, and who has a total of at least sixteen acceptable units may enter with deficiencies in any group or groups except English and foreign language any college or school except the School of Architecture. Applicants may not enter the School of Architecture with any deficiency.

Furthermore, any applicant who ranked in the highest quarter of his graduating class and who also makes a median score or higher on the admission test may enter any division except the School of Architecture without deficiencies except the foreign language deficiency being assessed.

13. U. T. Austin: Regents' Representative on the Board of Trustees of the Southwest Texas Area Education Television Council: Appointment of E. T. Ximenes, M. D., and Reappointment of Doctor Irby Carruth and Doctor Norman Hackerman. -- To fill the expired term of Mr. Walter P. Brennan, a former member of the Board of Regents, Regent E. T. Ximenes was appointed as one of the Regents' representatives on the Board of Trustees of the Southwest Texas Area Education Television Council. Doctor Norman Hackerman and Doctor Irby Carruth, whose terms also expired January 1968, were reappointed as members of the Board of Trustees. All of these appointments are for three year terms, expiring January 1971.

The Regents' eight representatives on the Board of Trustees of Southwest Texas Area Education Television Council are:

Term Expiring January 1971

Doctor Irby Carruth, Superintendent of Schools, Austin Independent School District
 Doctor Norman Hackerman, President, The University of Texas at Austin
 E. T. Ximenes, M. D., 650 Elizabeth Road, San Antonio

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Term Expiring January 1970

Richard F. Brown, Publisher of the Austin American Statesman
Lester Harrell, Professor of Educational Psychology and Administration, The University of Texas at Austin
L. D. Haskew, Professor of Educational Administration, The University of Texas at Austin

Term Expiring January 1969

Lester Palmer, Director of Facilities Planning and Construction,
The University of Texas at Austin
Mrs. Dick Reynolds, 2403 Pemberton Place, Austin

14. U. T. Arlington: Approval of Bachelor of Science Degree in Psychology and Bachelor of Arts Degree in Foreign Languages and Authorization to Submit to the Coordinating Board. -- Approval was given to the following degree programs at The University of Texas at Arlington, and the administration was authorized to request approval from the Coordinating Board, Texas College and University System to establish these programs:

Bachelor of Science degree in Psychology
Bachelor of Arts degree in Foreign Languages

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REPORT OF BUILDINGS AND GROUNDS COMMITTEE (Pages 25-31)

---Committee Chairman Johnson presented the following report of recommendations approved by the Buildings and Grounds Committee. This report and the recommendations contained therein were unanimously adopted:

1. U. T. Austin: Approval of Easement to City of Austin Across Area Around Lyndon Baines Johnson Library and East Campus Library and Research Building. --It is recommended (a) that the City of Austin be granted an easement for the purpose of constructing, operating, and maintaining sanitary sewers and storm sewers, which had to be relocated because of the construction of the Lyndon Baines Johnson Library and East Campus Library and Research Building at The University of Texas at Austin; and (b) that the Chairman of the Board be authorized to sign an appropriate easement instrument, containing a full legal description of the area covered by this easement, after approval as to content by the Director of Facilities Planning and Construction and as to legal form by the University Attorney.
2. U. T. Austin: Approval of Additional Appropriation to Relocation of Penick Tennis Courts and Issuance of Change Order to Contract with Southwest Wrecking, Inc. --It is recommended (a) that an additional appropriation of \$10,350.20 be made from the Unappropriated Balance of Available University Fund to the contract with Southwest Wrecking, Inc., for relocation of Penick Tennis Courts. This appropriation is to cover certain improvements between the new Penick Tennis Courts and the Stadium at The University of Texas at Austin, such as excavation, grading, and lowering of sewer and electrical lines for a walkway, and new curbing, which were not originally contemplated at the time the contract for the relocation of the courts was awarded; and (b) that the Director of the Office of Facilities Planning and Construction be authorized to issue a change order in this amount to cover the items referred to above.
3. U. T. Austin: Authorization for Completion of Air Conditioning of Wooldridge Hall and Appropriation Therefor. --In order to air condition the remainder of the first floor of Wooldridge Hall not air conditioned during the remodeling in the summer of 1967, it is recommended that an appropriation of \$15,000.00 be made for this project from the Unappropriated Balances of The University of Texas at Austin and that the U. T. Austin Physical Plant staff be authorized to perform the work necessary.
4. U. T. Austin: Approval of Remodeling of South Wing of University Junior High School Building for College of Education. Appointment of Day and Newman as Project Architect, and Appropriation of Architect's Fees Therefor. --It is recommended (a) that authorization be given to remodel the south wing of University Junior High School Building, at an estimated cost of

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approximately \$375,000.00; (b) that the firm of Day and Newman, Austin, Texas, be appointed as Project Architect and be authorized to proceed with the preparation of plans and specifications for the remodeling of this portion of the building; and (c) that an appropriation of \$25,000.00 be made from Permanent University Fund Bond Proceeds to cover the Architect's Fees and miscellaneous expenses for this project.

5. U. T. Austin: Approval of Vehicular Bridge over Waller Creek and Issuance of Change Order to Contract with Everhard Construction Company for East Mall Development. --It is recommended (1) that a new vehicular bridge be constructed over Waller Creek in order to line up the west end of Twenty-third Street on the east side of San Jacinto Boulevard, which was relocated in connection with the East Mall Development at The University of Texas at Austin, with Twenty-third Street within the Campus; and (2) that the present bridge over the creek be redesigned to provide pedestrian traffic only over the creek. It is further recommended that authorization be given to issue a change order to the contract with Everhard Construction Company for the East Mall Development to cover the construction of this bridge and additional landscaping on the East Mall between Waller Creek and the new fountain, the total cost including Architect's Fees not to exceed \$170,000.00, the funds needed to come from the Allotment Account for the East Mall Development project.

6. U. T. Austin: Appropriation for Construction, Furnishing and Equipping of Faculty Center in Dormitory-Academic Complex, Authorization for Preparation of Plans and Specifications, and Issuance of Change Order to Contract with Warrior Constructors, Inc. --It is recommended (1) that an appropriation of \$750,000.00 be made from Permanent University Fund Bond Proceeds for construction, furnishing and equipping of a Faculty Center to be located on the 15th floor of the Dormitory-Academic Complex (Women's Dormitory portion) at The University of Texas at Austin including all construction costs and Architects' Fees thereon; (2) that Jessen, Jessen, Millhouse, Greeven, and Crume and John Linn Scott, the Associate Architects for the Dormitory-Academic Complex, be authorized to prepare plans and specifications for this Faculty Center and to obtain quotations from Warrior Constructors, Inc., contractor for the Dormitory-Academic Complex, for the work to be performed; and (3) that a Committee, consisting of Vice-President Colvin, President Hackerman, Mr. Lester E. Palmer, Vice-Chancellor Walker, and Chairman Erwin, be authorized to issue a change order or change orders to the contract with Warrior Constructors, Inc., for the construction of the Faculty Center.

7. U. T. Austin: Appropriation for Acquisition of Portions of the University East Urban Renewal Project by Transfer of Funds from Physics-Mathematics-Astronomy Project. --It is recommended that the sum of \$1,000,000.00 previously appropriated to the Physics-Mathematics-Astronomy Project from the Available University Fund be transferred to the account for Land Acquisition at The University of Texas at Austin to be used for the purpose of purchasing portions of the University East Urban Renewal Project property as authorized at the Regents' Meeting held December 7, 1967. (See Permanent Minutes, Volume XV, Page 702)

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8. U. T. Austin: Report by Chairman Erwin and Chancellor Ransom on Meeting with the Thompson Family Regarding the Relocation of the Joe C. Thompson Conference Center. --Chairman Erwin and Chancellor Ransom reported to the Board that a meeting had been held with the Thompson family regarding the relocation of the Joe C. Thompson Conference Center at The University of Texas at Austin as approved by the Board at the meeting held December 7, 1967. (See Permanent Minutes, Volume XV, Page 702.) The Thompson family was well pleased with the new location of the Center and has added its approval to that of the Board.
9. U. T. Austin: Port Aransas Marine Institute - Authorization to Accept Forty Acres of Land in Nueces County, Texas and to Prepare a Site Development Plan. --It is recommended that the following resolutions be adopted:

WHEREAS, after negotiating with the Park Board of the County of Nueces and with other officials of the County of Nueces, forty acres of land adjacent to The University of Texas Marine Science Institute at Port Aransas have been offered to The University of Texas System by the County Commissioners' Court of the County of Nueces for expansion of the Port Aransas Institute; and

WHEREAS, there is also the possibility of acquiring additional acreage located adjacent to this property which is owned by the Federal Government; and

WHEREAS, this land would be of great benefit and use in the furtherance of the educational and research programs of The University of Texas System,

BE IT RESOLVED that the following recommendations be adopted:

1. That the Board of Regents accept the offer by the Nueces County Commissioners' Court of the 40 acres of land adjacent to the Port Aransas Marine Institute.
2. That authorization be given to the appropriate University officials to determine the exact configuration and description of the property and to work out any other details necessary to acquisition of title to the property.
3. That authorization be given to secure whatever approvals are necessary from the Legislature or the Coordinating Board for the acquisition of the property.
4. That authorization be given for the appropriate officials of The University of Texas to discuss with the appropriate Federal officials the acquisition of the property owned by the Federal Government.
5. That the Office of Facilities Planning and Construction be authorized to prepare a site development plan for the Port Aransas Marine Institute including the present site and the proposed additional 40 acres of land.

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6. That the Secretary of the Board be instructed to prepare an appropriate resolution of thanks by the Board to be sent to the Nueces County Parks Board and the Nueces County Commissioners' Court.
10. U. T. Arlington: Award of Contracts to Combustion Engineering, Inc., for Steam Generating Unit and to Leslie Miller, Inc., for Auxiliary Equipment and Piping Therefor for Central Heating and Cooling Plant and Additional Appropriation Therefor. --It is recommended that the following contract awards for a Steam Generating Unit and Auxiliary Equipment and Piping Therefor for the Central Heating and Cooling Plant at The University of Texas at Arlington be made to the low bidders, as follows:

Steam Generating Unit: Combustion Engineering, Inc., Dallas, Texas Base Bid	\$ 57,969.00
Auxiliary Equipment and Piping for Steam Generating Unit: Leslie Miller, Inc., Fort Worth, Texas Base Bid	<u>72,710.00</u>
Total Recommended Contract Awards	<u>\$130,679.00</u>

It is further recommended that \$41,500.00 be appropriated to this project from Account No. 85-9799-5000 - U. T. Arlington - Reserve for Architects' Fees and Miscellaneous Construction, which is an addition to the \$100,000 Legislative appropriation.

11. U. T. Arlington: Issuance of Purchase Order to Titche's Commercial Sales for Furniture and Furnishings for the Mathematics-Language Building (Hammond Hall and Trimble Hall). --It is recommended that a purchase order in the amount of \$3,645.00 be issued to Titche's Commercial Sales, Dallas, Texas, as follows, for furniture and furnishings for the Mathematics-Language Building (Hammond Hall and Trimble Hall) at The University of Texas at Arlington on the basis of the low total bid:

Item No.	Description	Quantity	Unit Price	Total
1.	Executive Swivel Chair (high back)	1	\$200.00	\$ 200.00
2.	Executive Visitor Chair	2	132.00	264.00
3.	Executive Swivel Chair	1	87.00	87.00
4.	Executive Visitor Chair (Oiled Walnut Frame)	4	55.00	220.00
5.	Secretary Posture Chair	2	62.00	124.00
6.	Executive Desk, 36" x 78"	1	400.00	400.00
7.	Credenza, 55" x 18"	1	262.00	262.00
8.	Executive Desk, 30" x 72"	1	250.00	250.00
9.	Credenza, 60" x 18"	1	172.00	172.00
10.	Credenza, 60" x 18" (with 2 3-drawer pedestals)	1	172.00	172.00
11.	Secretarial Desk	2	250.00	500.00
12A-1	Seat-Table Unit (2 seats)	1	200.00	200.00
13A-1	Seat-Table Unit (3 seats)	1	280.00	280.00

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14.	Bench Table Unit	1	138.00	138.00
15.	Planter Table Unit	1	108.00	108.00
16.	Planter	1	58.00	58.00
17.	Lamp Table	1	70.00	70.00
18.				
Alt.	Coffee Table	1	70.00	70.00
19.	Lamp Table (Oil Walnut Base and Top)	1	70.00	70.00
Total of Purchase Order				<u>\$3,645.00</u>

12. U. T. El Paso: Approval of Specifications for Furniture and Furnishings for Addition to Library. --It is recommended that specifications for Furniture and Furnishings for the Addition to the Library now under construction at The University of Texas at El Paso as prepared by the Office of Facilities Planning and Construction be approved by the Board, with authorization to the Director of the Office of Facilities Planning and Construction to advertise for bids to be presented to the Board or the Executive Committee for consideration at a later date.
13. U. T. El Paso: Approval of Issuance of Purchase Order to General Binding Sales Corporation for a Binding Machine for Plastic Spiral Binding. --It is recommended that a purchase order in the amount of \$329.00 be issued to the only bidder, General Binding Sales Corporation, Phoenix, Arizona, for a Binding Machine for plastic spiral binding to be used in the new Addition to the Library at The University of Texas at El Paso.
14. U. T. El Paso: Appropriation for Purchase of Property (Baptist Student Center, Delta Delta Delta Sorority, and Chi Omega Sorority) for Site for Education and Engineering Building. --It is recommended that the property to be used for the site of the new Education and Engineering Building at The University of Texas at El Paso now owned by the Baptist Student Center, Delta Delta Delta Sorority, and Chi Omega Sorority be purchased by The University of Texas System at this time, with permission to the organizations to use the property until such time as they can arrange for other accommodations, but not later than August 31, 1968. It is further recommended that an appropriation of \$167,250.00 be made to cover the appraised value of the property out of Auxiliary Enterprises funds at U. T. El Paso, to be repaid out of Auxiliary Enterprises out of Student Use Fee Revenue Bonds and Federal Grant money when available.
15. U. T. El Paso: Appointment of Gaynor and Sirmen, Inc., as Engineer for Rebuilding of the Electrical Distribution System and Appropriation of Engineer's Fees. --It is recommended that the firm of Gaynor and Sirmen, Inc., Dallas, Texas, be appointed as Engineer to design an underground conduit system to handle electrical distribution, telephone and television cable, and other communication devices, all to be installed in the same ditch as the other utilities being planned in connection with the steam and chilled water distribution system to be constructed by Central Energy Corporation at The University of Texas at El Paso. It is

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further recommended that an appropriation of \$15,000.00 be made from Unappropriated Plant Funds Balance at U. T. El Paso to cover Engineer's Fees through the working drawing stage, and that the Engineer be authorized to proceed with the preparation of plans and specifications to be presented to the Board for approval at a later date.

16. Galveston Medical Branch: Acceptance of Grant from The Sealy and Smith Foundation for the John Sealy Hospital for Equipment for Intensive Care Unit and General Remodeling of John Sealy Hospital. --It is recommended that the Board of Regents accept a grant from The Sealy and Smith Foundation for the John Sealy Hospital in the amount of \$1,100,000.00 to assist in the following activities at The University of Texas Medical Branch at Galveston:

Equipment to establish an intensive care unit
to accommodate approximately 23 beds \$150,000.00

General Remodeling of the John Sealy Hospital 950,000.00

It is further recommended that authorization be given to proceed with the planning for these projects, including the search for matching funds from any other sources.

17. Galveston Medical Branch: Acceptance of City Ordinance No. 67-73 of the City of Galveston, Texas, Vacating Certain Streets and Alleyways. --It is recommended that the provisions of Ordinance No. 67-73 as passed by the City Council of the City of Galveston, Texas, on December 28, 1967, be accepted by the Board of Regents and that notification of this acceptance be sent to the City Secretary of the City of Galveston, Texas. This ordinance abandoned and vacated certain streets and alleyways within the Campus of The University of Texas Medical Branch at Galveston, as more fully described in the ordinance, copy of which is on file in the Office of the Secretary of the Board of Regents. Pursuant to this ordinance, the City of Galveston has conveyed to the Board of Regents of The University of Texas System for the use and benefit of the Galveston Medical Branch portions of certain streets and alleyways, which are bounded as follows: On the North by Water Avenue; on the South by Market Avenue; on the West by 12th Street; and on the East by 4th Street.
18. Dallas Medical School: Rental of 6,500 Square Feet of Space at 2303 Farrington Street from the Vantage Company; Leasing of Air Conditioning Service for the Storage of Library Books in that Space; the Installation of Library Shelves in that Space; the Purchase of a Library Truck; and the Employment of a Truck Driver-Shelver. -- With respect to the storage of certain library books until they can be moved to the new Fred Florence Bioinformation Library currently being planned at The University of Texas Southwestern Medical School at Dallas, it is recommended:

1. That authorization be given to lease 6,500 square feet of warehouse space at 2303 Farrington Street, Dallas, Texas, at a rental rate of \$495.00 per month for a three-year period, with an option to renew the lease for an additional year, and

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that authorization be given for the Chairman of the Board of Regents to execute a lease agreement with the Vantage Company, Dallas, Texas, when the agreement has been approved as to content by the Vice-Chancellor for Business Affairs and as to form by the University Attorney.

2. That authorization be given to lease air conditioning service, if required to prevent excessive deterioration of books, at a cost not to exceed \$142.00 per month based on competitive bids.
 3. That authorization be given to purchase and install library shelves in the leased space at an estimated cost of \$16,200.00; to purchase a library truck at an estimated cost of \$2,500.00, and to employ a truck driver-shelver at about \$4,500.000 annually.
 4. That funds to cover the foregoing requested expenditures be made available from U. S. P. H. S. Health Professions Basic Improvement Grant No. 5 T02 CH1026 - 02.
19. Dallas Medical School: Rental of 1,800 Square Feet of Space at 2600 Stemmons Freeway from the Financial Realty Company for the Department of Pediatrics. --It is recommended that authorization be given to lease for a one-year period 1,800 square feet of space at 2600 Stemmons Freeway, Dallas, Texas, from the Financial Realty Company at a rental rate of \$605.00 per month for the Department of Pediatrics at The University of Texas Southwestern Medical School at Dallas. This space will be used as office space for personnel of the comprehensive health care project being funded by the Children's Bureau of the Department of Health, Education, and Welfare, and funds to lease this space will be provided by that comprehensive care grant (CY Project 647). Rental would also include renovation as specified by the project director. It is further recommended that authorization be granted to the Chairman of the Board of Regents to execute the lease agreement when it has been approved as to content by the Vice-Chancellor for Business Affairs and as to form by the University Attorney.
20. San Antonio Medical School: Award of Contract to Rockford Furniture Associates for Draperies for Main Lobby and Certain Administrative Offices in the New Building. --It is recommended that a contract in the amount of \$2,127.97 be awarded to the low bidder, Rockford Furniture Associates, Austin, Texas, for Draperies for the Main Lobby and certain administrative offices of the new building under construction for The University of Texas Medical School at San Antonio.
21. Letter from the Quincy Lee Company with Respect to Parking Facilities. --It is recommended that Mr. Lester E. Palmer and Vice-Chancellor Walker be authorized to hold conversations with representatives of the Quincy Lee Company concerning the possibility of that company's building parking garages on property leased from The University of Texas and to report back to the Board as to the type of propositions which the Company might have to offer.

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REPORT OF THE LAND AND INVESTMENT COMMITTEE (Pages 32-54)

...Committee Chairman Ikard moved that the report of the Land and Investment Committee be adopted and he filed with the Secretary for the record the following report. This motion was duly seconded and unanimously adopted. The Executive Director of Investments, Trusts and Lands was authorized to execute all necessary instruments relating to real estate or mineral interests held or controlled by the Board of Regents as a part of the Permanent University Fund or as a part of any trust or special fund when such instruments are approved by appropriate authority:

I. Permanent University Fund

A. Investment Matters

1. Report of Purchases, Sales and Exchanges of Securities. -- The report of purchases, sales and exchanges of securities for the Permanent University Fund from November 1, 1967, through January 3, 1968, was approved as follows:

PURCHASES OF SECURITIES

U. S. GOVERNMENT SECURITIES:

<u>U. S. TREASURY BILLS</u>	<u>Maturity Value Purchased</u>	<u>Market Price at Which Purchased</u>	<u>Total Principal Cost</u>	<u>Equivalent Bond Yield on Cost</u>
Due 3/31/68, purchased on a 4.86% yield basis	\$450,000	98.0695N	\$ 441,312.75	5.02%
Due 4/25/68, purchased on a 5.15% yield basis	<u>400,000</u>	98.0973611N	<u>392,389.44</u>	<u>5.32</u>
T O T A L S	<u>\$850,000</u>		<u>\$ 833,702.19</u>	<u>5.16%</u>

<u>FHA MORTGAGES</u>	<u>No. of Loans Purchased</u>	<u>Present Principal Balance</u>	<u>Net Principal Cost</u>	<u>Net Purchase Yield*</u>
Various Purchased for November Payment	62	\$1,111,250.72	\$1,044,575.68	6.29%
Various Purchased for December Payment	<u>20</u>	<u>340,777.95</u>	<u>320,331.25</u>	<u>6.29</u>
T O T A L S	<u>82</u>	<u>\$1,452,028.67</u>	<u>\$1,364,906.93</u>	<u>6.29%</u>

*After servicing costs and based on average life of 12-1/2 years.

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PURCHASES OF SECURITIES
(Continued)

CORPORATE SECURITIES:

<u>COMMON STOCKS</u>	<u>No. of Shares Purchased</u>	<u>Average Principal Cost</u>	<u>Total Principal Cost*</u>	<u>Indicated Current Yield on Cost**</u>
Chemical Bank New York Trust Company	12,800#	48.3	\$ 617,912.50	4.56%
FMC Corporation	3,000	36.6	109,863.80	2.05
General Foods Corporation	3,000	70.5	211,555.25	3.40
PepsiCo, Inc.	6,500	39.3	255,751.28	2.29
Chas. Pfizer & Co., Inc.	1,700	72.7	123,535.75	2.00
Square D Company	5,100	23.1	118,022.08	4.11
Sterling Drug Inc.	2,800	47.2	132,061.43	2.12
Texaco Inc.	1,700	79.1	134,496.74	3.41
T O T A L S	36,600		\$1,703,198.83	3.41%

*Includes brokerage commissions paid.

**Yield at present indicated dividend rates.

#Includes 10,000 shares purchased with proceeds from sale of 10,833 shares National Bank of Detroit stock.

SALES OF CORPORATE SECURITIESBLOCKS OF COMMON STOCKS SOLD

<u>Security Sold</u>	<u>No. of Shares Sold</u>	<u>Net Sales Proceeds</u>	<u>Book Value of Holding</u>	<u>Gain or (Loss) on Sale</u>
National Bank of Detroit Common Capital Stock	10,833	\$476,652.00	\$479,686.34	(\$3,034.34)

FRACTIONAL SHARES SOLD

<u>Security</u>	<u>Net Sales Proceeds#</u>
75/100ths fractional interest in share of The Chubb Corporation Common Stock received in 1.075-for-1 stock exchange for Federal Insurance Company Capital Stock	\$28.25
28/100ths fractional interest in share of Monsanto Company Common Stock, received in 2% stock dividend	11.94

#Cash received deposited to principal endowment and holding of stock involved written down by same amount.

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EXCHANGES OF TREASURY SECURITIES

B O N D S E X C H A N G E D			
Description & Par Value Exchanged	Book Value Exchanged*	Amortized Annual Income	Current Rate of Return
1) 3-1/4s of 5/15/85 (a) \$4,700,000 (November Exchange)	<u>\$ 4,670,799.15</u>	<u>\$154,418.62</u>	<u>3.31%</u>
2) 3-1/2s of 11/15/98 (b) \$19,000,000 (December Exchanges)	<u>\$19,056,330.20</u>	<u>\$663,182.90</u>	<u>3.48%</u>

B O N D S R E C E I V E D						
Description & Par Value Received	Principal Adjustment Required##	Book Value on Interest Exchange Date**	Amortized Annual Income	Current Rate of Return	INCREASE IN Rate of Annual Return Income	
1) 3-1/2s of 2/15/90 \$4,700,000 (November Exchange)	<u>\$ -0-</u>	<u>\$ 4,670,799.15</u>	<u>\$165,797.80</u>	<u>3.55%</u>	<u>0.24%</u>	<u>\$11,379.18</u>
2) 3-1/2s of 2/15/90 \$19,000,000 (December Exchanges)	<u>\$ -0-</u>	<u>\$19,056,330.20</u>	<u>\$662,496.46</u>	<u>3.48%</u>	<u>--</u>	<u>(\$ -686.44)</u>

*Book value last interest payment late prior to interest exchange date.

##Principal payup required to be paid by University to dealer.

**Book value of bonds sent in for exchange adjusted for principal payup or takeout required.

(a) Makes a total through November of \$39,700,000 par value 3-1/4s of 5/15/85 held exchanged for \$39,700,000 par value 3-1/2s of 2/15/90, leaving \$25,000,000 par value not yet exchanged.

(b) Makes a total through December of \$19,000,000 par value 3-1/2s of 11/15/98 held exchanged for \$19,000,000 par value 3-1/2s of 2/15/90, leaving \$52,359,000 par value not yet exchanged.

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2. Standards for Title Insurance Policies Pertaining to FHA Loans.--Approval was given for the following policy for Title Insurance Policies for the FHA loan program, a modification of the previously approved policy:

- (1) Policies of companies whose net worth equals or exceeds \$2,500,000 will be accepted without condition.
- (2) Policies of companies whose net worth is less than \$500,000 will not be accepted.
- (3) Policies of companies whose net worth is between \$500,000 and \$2,500,000 will be accepted, provided coverage as to each policy in excess of \$5,000, is reinsured 100% in companies meeting the qualifications set forth in paragraph 1 above.

3. Authorization of Possible Sale of Steel Stocks.--Authorization was given for the Executive Director, Investments, Trusts and Lands to sell all or part of the steel company stocks owned by the Permanent University Fund, the Common Trust Fund, or Trust and Special Funds, the advisability of such sales and the timing thereof to be determined after his consultation with the Investment Counsel and the Staff Investment Committee.

This authorization includes the following steel company stocks presently owned: Armco Steel Corporation, Bethlehem Steel Corporation, Inland Steel Company, National Steel Corporation, Republic Steel Corporation, and United States Steel Corporation.

B. Land Matters

1. Easements and Surface Leases (Nos. 2520-2549), Material Source Permits (Nos. 330-332), and Water Contracts (Nos. 123 and 124).
 --Easements and Surface Leases Nos. 2520-2549, Material Source Permits Nos. 330-332, and Water Contracts Nos. 123 and 124 were approved as follows: (All are at standard rates, unless otherwise stated, and are on the University's standard forms. Payment has been received in advance, unless otherwise stated. All have been approved as to form and content by the appropriate administrative officials and the Executive Director, Investments, Trusts and Lands is authorized to execute these instruments.)

EASEMENTS AND SURFACE LEASES

No.	Company	Type of Permit	County	Location	Distance or Area	Period	Consideration
2520	Comanche Pipe Line Co. (renewal of 1055)	Pipe Line	Pecos	Blks. 16, 17 & 18	3,135.7 rds 4-1/2" 215.2 rds 6-5/8"	11/1/67 10/31/77	\$2,066.19
2521	Texas-New Mexico Pipe Line Co. (renewal of 1049)	Power Line	Crockett & Upton	Blk. 14	1,486 rds	1/1/68 12/31/77	861.88
2522	Gulf Refining Co.	Power Line	Andrews	Blk. 13	659 rds	12/1/67 11/30/77	382.22
2523	Gulf Refining Co.	Pipe Line	Ector	Blk. 35	543 rds 4"	1/1/67 12/31/76	325.80
2524	Texas Electric Service Co.	Power Line	Martin	Blks. 6 & 7	127.27 rds	1/1/68 12/31/77	73.82
2525	Gulf Refining Co.	Power Line	Ector	Blk. 35	161 rds	1/1/67 12/31/76	96.60
2526	West Texas Utilities Co. (renewal of 982)	Power Line	Reagan	Blks. 7 & 11	3,939.8 rds	7/1/67 6/30/77	2,363.88

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Leases and Easements - Continued. --

No.	Company	Type of Permit	County	Location	Distance or Area	Period	Consideration
2527	Service Pipe Line Company (renewal of 1030)	Pipe Line	Andrews	Blk. 13	689.69 rds 4-1/2"	12/1/67 11/30/77	\$ 399.02
2528	Texas-New Mexico Pipe Line Co.	Pipe Line	Andrews	Blk. 13	83 rds 4-1/2"	12/1/67 11/30/77	50.00 (Min.)
2529	Gulf Oil Corporation	Pipe Line	Crane	Blk. 31	409.9 rds 4-1/2"	11/1/67 10/31/77	237.75
2530	Texas-New Mexico Pipe Line Co.	Surface Lease (cathodic protection unit)	Andrews	Blk. 12	Less than one acre	1/1/68 12/31/77	50.00
2531	Texas-New Mexico Pipe Line Co.	Surface Lease (cathodic protection unit)	Andrews	Blk. 13	Less than one acre	1/1/68 12/31/77	50.00
2532	Texas-New Mexico Pipe Line Co.	Pipe Line	Crane	Blk. 30	76.97 rds. 4-1/2"	12/1/67 11/30/77	50.00 (Min.)
2533	Texas-New Mexico Pipe Line Co.	Surface Lease (cathodic protection unit)	Andrews	Blk. 14	Less than one acre	1/1/68 12/31/77	50.00
2534	Texas-New Mexico Pipe Line Co.	Surface Lease (cathodic protection unit)	Andrews	Blk. 14	Less than one acre	1/1/68 12/31/77	50.00
2535	Martinpool Gasoline Company	Pipe Line	Andrews	Blk. 11	606.06 rds 6" 720.60 rds 8"	10/1/67 9/30/77	1,180.20
2536	Phillips Petroleum Company (renewal of 1043)	Surface Lease (booster plant site)	Andrews	Blk. 10	45.76 acres	2/1/68 1/31/78	6,864.00

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Leases and Easements - Continued.--

No.	Company	Type of Permit	County	Location	Distance or Area	Period	Consideration
2537	Bill LaQuey (renewal of 1059)	Surface Lease (residence site)	Crane	Blk. 31	400' x 400'	1/1/68 12/31/68	\$ 50.00*
2538	Bert F. Duesing, Inc. (renewal of 1076)	Surface Lease (business site)	Reagan	Blk. 11	200' x 200'	4/1/68 3/31/69	200.00*
2539	El Paso Natural Gas Co.	Pipe Line	Pecos	Blks. 21, 23 & 24	4,072.92 rds 24"	1/1/68 12/31/77	7,046.15
2540	Shell Pipe Line Corporation	Pipe Line	Andrews	Blk. 9	108.8 rds 4-1/2"	12/1/67 11/30/77	63.10
2541	Shell Pipe Line Corporation	Pipe Line	Andrews	Blk. 9	205 rds 4-1/2"	12/1/67 11/30/77	118.90
2542	American Petrofina Company of Texas	Surface Lease (salt water disposal unit)	Andrews	Blk. 11	One acre	12/1/67 11/30/68	250.00*
2543	Hanson & Allen, Inc.	Pipe Line	Crockett	Blk. 50	243 rds 2"	1/1/68 12/31/77	140.94
2544	Phillips Petroleum Company (renewal of 1068)	Pipe Line	Andrews & Crane	Blks. 1, 10, 13 & 31	714.80 rds various sized	2/1/68 1/31/78	477.51
2545	Phillips Petroleum Company (renewal of 1060)	Pipe Line	Crane	Blk. 30	128.1 rds 4-1/2"	2/1/68 1/31/78	74.30

Leases and Easements - Continued.--

No.	Company	Type of Permit	County	Location	Distance or Area	Period	Consideration
2546	Reeves County Gas Co.	Pipe Line	Pecos	Blks. 27 & 28	627.73 rds 4"	1/1/68 12/31/77	\$ 364.09
2547	El Paso Natural Gas Co.	Pipe Line	Hudspeth	Blks. J, K, & L	5,639.87 rds. 36"	12/1/67 11/30/77	14,099.68
2548	Southern Union Gas Co. (renewal of 1066)	Pipe Line	Ward	Blks. 17 & 18	390 rds 4-1/2"	3/1/68 2/28/78	226.20
2549	El Paso Natural Gas Co.	Surface Lease	Crane	Blk. 30	.018 acre	1/1/68 12/31/68	50.00*

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*Renewable from year to year, not to exceed a total of ten (10) years. Consideration shown is for the first year's rental.

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MATERIAL SOURCE PERMITS

No.	Grantee	County	Location	Quantity	Consideration
330	Chapparel Concrete Co.	Ward	Block 31	118 cubic yards	\$ 118.00
331	Earl Smith Construction Company, Inc.	Andrews	Block 11	284 cubic yards	85.26
332	H. E. R. Construction Co., Inc.	Andrews	Block 11	1,878 cubic yards	544.62

WATER CONTRACTS

No.	Grantee	County	Location	Consideration	Period
123	Pan American Petroleum Corporation	Andrews	Block 10 4,267.8 acres	None	12/1/67 - 11/30/72 *
124	Skelly Oil Company	Crockett	Block 49 983.350 acres	None	11/1/67 - 10/31/72 *

*And for so long thereafter as non-potable water is used for secondary recovery operations.

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2. Grazing Lease No. 1002 to Mrs. S. M. Owens, Reagan and Upton Counties, Correction in Semi-Annual Rental. --Approval was given for correction of semi-annual rental due from Mrs. Owens on this grazing lease, which was approved at the December, 1967, meeting of the Board, from \$3,878.88 to \$3,127.72 through December 31, 1969. Mrs. Owens' lease is under a two-pasture deferred rotation plan for the five-year period January 1, 1965, through December 31, 1969, previously approved by the Board, which provides for rental reduction for that period.
3. Grazing Lease No. 945 and Grazing Lease No. 1006, Crane and Ector Counties. --Approval, which had been deferred at the December, 1967, meeting of the Board, was given for the cancellation of Grazing Lease No. 945, effective December 31, 1967. This Grazing Lease covers 5,531.62 acres in Block 35, Crane and Ector Counties, held by Clark Brothers.

Approval was further given for a 5-year lease (Grazing Lease No. 1006) on the same property to Harrison W. Pace for the period January 1, 1968, through December 31, 1972, under the following terms:

- (1) Rental would be at 15¢ per acre per year.
- (2) As additional consideration, Lessee would be obligated to root plow, roller chop and seed to new grasses approximately 1,800 acres of the total tract. (It is estimated that the total cost of this project would be approximately \$34,000., with approximately one-half of the total cost being paid by Lessee, and the remaining cost being provided under the annual A.C.P. and Soil Conservation Service Great Plains Programs.)
- (3) Stocking rate would be as follows:
 - a. First two years 37 cows per year
 - b. Next three years 55 " " "
 - * c. Last five years 92 " " "
 - d. Stocking in excess of such rates will be subject to agreement between Lessor and Lessee, and a local representative of the U. S. Soil Conservation Service.

The lessee was given an option to renew the lease for an additional 5-year period, January 1, 1973 through December 31, 1977, at annual rental of 25¢ per acre, provided the Range Scientist or the Land Agent certifies the conditions set out above have been complied with.

* If option is exercised.

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4. Grazing Lease No. 1005 (Renewal of 866) to Burch Woodward, Block 37, Terrell County.--Approval, which was deferred at the December, 1967, meeting of the Board, was given for the renewal of Grazing Lease No. 866 (Grazing Lease No. 1005) which covers 12,203.6 acres in Block 37, Terrell County for the 5-year period, January 1, 1968 through December 31, 1972, at annual rental of 42¢ per acre. As additional consideration, the lessee would be obligated to enter into an agreement with the Soil Conservation Service, under the Great Plains Program, providing for the following conservation practices.

- a. Proper Range Use - graze no more than 50% of key species of grasses on key areas by end of each grazing season.
 - b. Deferred Grazing - each pasture to be rested at least one 3 month period during growing season in every four years.
 - c. Fencing - build 24,200 feet of net wire fencing at estimated cost \$ 4,500.
 - d. Brush Control on approximately 625 acres 5,000.
 - e. Range Seeding - reseed 188 acres (30% of 625 acres) 1,078.
- | | |
|-------------------------|---------------|
| Total Cost | \$ 10,578. |
| Great Plains Cost Share | <u>5,483.</u> |
| Cost to Lessee | \$ 5,095. |

f. Stocking rate would be:

First 5 years	341 animal units
* Second 5 years	390 " "

The lessee was given an option to renew the lease for an additional 5-year period, January 1, 1973 through December 31, 1977 at annual rental of 48¢ per acre, provided the Range Scientist or the Land Agent certifies the conditions set out above have been complied with.

5. Report on Sulphur Lease Sale Held December 14, 1967.-- The Board received the following report (Pages 42a and 42b) on the first sulphur lease sale:

* If option is exercised.

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As approved by the Board of Regents, a sealed bid sale of sulphur leases was held at the Commodore Perry Hotel in Austin at 10:00 a. m. on December 14, 1967. The following Committee of the Board was appointed by the Chairman to conduct the sale with full authority to receive bids and award leases: Messrs. Erwin, Josey and Kilgore.

Following is a tabulation of the bids received. Leases were awarded to the successful bidders and the total bonus of \$766,124.43 has been added to the Permanent University Fund.

TRACT NO.	BIDDERS	BIDS	SUCCESSFUL BIDDER
Sec. 31, Blk. 16	1 Passed		
Sec. 6, Blk. 18	2 Duval Corporation	\$12,765.96	
	Pan American Petroleum Corporation		\$ 13,032.25
Sec. 7, Blk. 18	3 Bear Creek Mining Company		\$ 27,051.76
Sec. 15, Blk. 18	4 Passed		
Sec. 16, Blk. 18	5 Pan American Petroleum Corporation	\$11,032.25	
	Texas Gulf Sulphur Company		\$ 15,175.38
Sec. 17, Blk. 18	6 Passed		
Sec. 18, Blk. 18	7 Pan American Petroleum Corporation	\$11,032.25	
	Duval Corporation	\$12,765.96	
	Bear Creek Mining Company		\$ 27,051.76
Sec. 1, Blk. 20	8 F. M. Canseco	\$15,000.00	
	Duval Corporation	\$15,978.72	
	Texas Gulf Sulphur Company		\$ 18,466.04
Sec. 6, Blk. 20	9 Duval Corporation		\$ 15,978.73
Sec. 7, Blk. 20	10 Passed		
Sec. 2, Blk. 26	11 Pan American Petroleum Corporation	\$26,105.40	
	Texas Gulf Sulphur Company		\$ 33,920.76
Sec. 4, Blk. 26	12 Pan American Petroleum Corporation		\$ 26,604.00
Sec. 5, Blk. 26	13 Pan American Petroleum Corporation		\$ 26,604.00
Sec. 10, Blk. 26	14 Pan American Petroleum Corporation	\$31,008.40	
	Tenneco Oil Company	\$33,400.00	
	Jefferson Lake Sulphur Company		\$ 37,955.00
Sec. 11, Blk. 26	15 Pan American Petroleum Corporation	\$31,144.00	
	Duval Corporation	\$38,297.85	
	Amaz Petroleum Corporation	\$39,333.33	
	Jefferson Lake Sulphur Company		\$ 41,255.00

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Tabulation of bids of sale of sulphur leases - continued

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TRACT NO.	BIDDERS	BIDS	SUCCESSFUL BIDDER
Sec. 12, Blk. 26 <u>16</u>	Pan American Petroleum Corporation Texas Gulf Sulphur Company	\$26,604.00	\$ 61,440.76
Sec. 20, Blk. 26 <u>17</u>	Passed		
Sec. 21, Blk. 26 <u>18</u>	Texas Gulf Sulphur Company Duval Corporation	\$30,720.76	\$ 31,914.90
Sec. 22, Blk. 26 <u>19</u>	Duval Corporation Amax Petroleum Corporation Texas Gulf Sulphur Company	\$38,297.88 \$39,333.34	\$ 56,320.76
Sec. 23, Blk. 26 <u>20</u>	Pan American Petroleum Corporation Warren American Oil Company Texas Gulf Sulphur Company Tenneco Oil Company Amax Petroleum Corporation	\$41,384.00 \$45,444.00 \$83,200.76 \$176,600.00	\$333,333.33
TOTAL			\$766,124.43

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II. Trust and Special Funds

A. Investment Matters

1. Report of Purchases and Sales of Securities. --
The report of purchases and sales of securities for Trust and Special Funds from November 1, 1967, through January 3, 1968, was approved as follows:

PURCHASES OF SECURITIES

<u>Date of Purchase</u>	<u>Security and Fund</u>	<u>Principal Cost</u>
11/1/67	700 Shares Sterling Drug Inc. Common Stock, purchased 600 at 47 and 100 at 46-3/4 (Hogg Foundation: Varner Properties)	\$33,172.38
11/1/67	1,000 Shares Gulf Oil Corp. Capital Stock, purchased at 74-3/8 200 Shares Xerox Corp. Common Stock, purchased at 290-1/2 (Hogg Foundation: W. C. Hogg Estate Fund)	74,839.40 58,236.10
11/1/67	800 Shares Ford Motor Co. Common Stock, purchased at 50 800 Shares Sterling Drug Inc. Common Stock, purchased at 46-7/8 (The University of Texas System Common Trust Fund)	40,352.00 37,839.52
11/1/67	200 Shares Ford Motor Co. Common Stock, purchased at 50 (The James W. McLaughlin Fellowship Fund - Reserve for Depletion - Galveston Medical Branch)	10,088.00
11/2/67	200 Shares Sterling Drug Inc. Common Stock, purchased at 47 (Archer M. Huntington Museum Fund)	9,485.00
11/2/67	300 Shares Gulf Oil Corp. Capital Stock, purchased at 73-5/8 1,400 Shares PepsiCo, Inc. Capital Stock, purchased at 37-3/4 (Frank B. Cotton Trust Endowment Account - U. T. El Paso)	22,226.58 53,380.32
11/3/67	\$2,300 par value Austin National Bank 5% Time Certificate of Deposit, dated 11/3/67, due 9/3/68, at par (Texas Veterans of World War II Memorial Scholarship Fund - Temporary)	2,300.00
11/3/67	\$12,760 par value Austin National Bank 5% Time Certificate of Deposit, dated 11/3/67, due 2/3/68, at par (Murray Case Sells Foundation Student Loan Fund)	12,760.00
11/3/67	\$13,000 par value U. S. 4-1/4% Treasury Bonds of 1987-92, dated 8/15/62, due 8/15/87-92, at 82.71875 Net to yield 5.54% to maturity plus accrued interest to 11/8/67 (Student Property Deposit Scholarship Fund)	10,753.44

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PURCHASES OF SECURITIES
(Continued)

Date of Purchase	Security and Fund	Principal Cost
12/28/67	18/100ths fractional interest of share of Monsanto Co. Common Stock, to round out extra share received in 2% stock dividend (Hogg Foundation: W. C. Hogg Estate Fund)	\$ 7.67
12/29/67	1215 Shares Industries Trend Fund, Inc. Common Stock (Purchased with proceeds from sale of 420 shares Houston Natural Gas Corp. Common Stock per request of donor) (J. L. Mosle Memorial Scholarship Fund)(Department of Finance - College of Business Administration)	19,306.35

SALES OF SECURITIES

Date Sold	Security and Fund	Principal Proceeds
12/6/67	\$25,000 par value U. S. 1-1/2% Treasury Notes due 10/1/72 - Received in exchange for \$25,000 par value non-marketable U. S. 2-3/4% Treasury Bonds, Investment Series B-1975-80, at 84.75 Net plus accrued interest to 12/8/67 (Loss on sale over book value \$3,812.50) (The W. J. McDonald Observatory Fund)	\$21,187.50
12/6/67	200 Shares Standard Oil Company (New Jersey) Capital Stock, sold at 65-1/8 (Proceeds distributed: 152 Shares to Hal P. Bybee Memorial Fund - Geology Foundation 11 Shares to Guy E. Green Scholarship Fund - Geology Foundation 11 Shares to Frederick W. Simonds Scholarship in Geology - Geology Foundation 11 Shares to F. L. Whitney Memorial Book Fund - Various Donors - Geology Foundation 15 Shares to Geology Library - Books for Geology Library - Various Donors)	9,822.02 710.80 710.80 710.80 969.29
12/7/67	113 Shares National Can Corp. \$1.50 Cumulative Convertible Preferred Stock, sold 100 at 36-7/8 and 13 at 36-3/4 (Proceeds distributed: \$1,800.00 - to repay donor cost of stock 1,000.00 - to School of Architecture - Architecture Foundation - Various Donors 1,312.29 - to College of Fine Arts - Office of the Dean - Fine Arts Foundation - Various Donors - Various Purposes)	4,112.29
12/11/67	8/100ths fractional interest of share The Southland Corp. Common Stock, received in 3% stock dividend (Joe C. Thompson Memorial Fund - Southland Corporation Employees)	2.72#
	61/100ths fractional interest Ditto (Joe C. Thompson Memorial Fund - Various Donors)	20.74#

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SALES OF SECURITIES
(Continued)

Date Sold	Security and Fund	Principal Proceeds
12/14/67	100 ordinary shares Brazilian Traction, Light and Power Co., Ltd. Capital Stock (now Brazilian Light and Power Co.), sold at 13 (J. L. Mosle Memorial Scholarship Fund)(Department of Finance - College of Business Administration Foundation)	\$ 1,276.22
12/28/67	46/100ths fractional interest of share of Monsanto Co. Common Stock received in 2% stock dividend (The University of Texas System Common Trust Fund)	19.61#
	72/100ths fractional interest Ditto (University Cancer Foundation - Anderson Hospital)	30.69#
12/29/67	6 Shares Servomation Corp. Common Stock, sold at 34-7/8 (Benefit of U. T. El Paso - gift of Dr. Branch Craig)	202.94

#Cash received deposited to principal endowment and holding of stock involved written down by same amount.

2. The University of Texas System Common Trust Fund: Additions and Withdrawal. --Approval was given for the following additions to The University of Texas Common Trust Fund as of December 1, 1967:

Fund	Addition
J. Alton Burdine Memorial Fund (College of Arts & Sciences Foundation) (NEW FUND)	\$ 5,588.00
E. Bagby Atwood Memorial Graduate Scholarship in English (\$6,868.26 already in Common Trust Fund)	67.51
Lillian Barkley Scholarship Fund (\$5,823.97 already in Common Trust Fund)	200.00
The Accounting Education Fund (College of Business Administration Foundation) (\$46,100.85 already in Common Trust Fund)	348.00
J. Anderson Fitzgerald Special Scholarship Fund (College of Business Administration Foundation) (\$7,017.91 already in Common Trust Fund)	135.00
J. L. Mosle Memorial Scholarship Fund (Department of Finance) (College of Business Administration Foundation) (NEW FUND)	150.00
Morgan and Hamah Smith Callaway Fund (\$18,714.04 already in Common Trust Fund)	209.55
Emma Frances Clark Fellowship in Psychology (\$26,466.90 already in Common Trust Fund)	294.92
Roy Crane Awards in the Arts (\$10,216.02 already in Common Trust Fund)	22.59

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COMMON TRUST FUND - Additions
(Continued)

Fund	Addition
J. C. Dolley Finance Education Fund (\$131.25 already in Common Trust Fund)	\$ 1.59
James R. Dougherty and Rachael Dougherty Vaughan Scholarship Fund (Formerly Rachael Dougherty Vaughan Fund)(School of Law) (James R. Dougherty Foundation) (\$33,013.41 already in Common Trust Fund)	10,000.00
The Wayne Franklin Bowman, Jr. Scholarship Fund (College of Engineering Foundation) (NEW FUND)	1,000.00
E. William Doty Scholarship Fund (College of Fine Arts Foundation) (\$2,700.81 already in Common Trust Fund)	128.44
Department of Drama Ex-Students Scholarship Fund (College of Fine Arts Foundation) (\$9,855.20 already in Common Trust Fund)	83.00
Mavis Alexander Fitzgerald Awards (\$189.30 already in Common Trust Fund)	2.39
Mary E. Gearing Bequest for Child Welfare and Parent Education Foundation (\$38,147.37 already in Common Trust Fund)	389.81
Hal P. Bybee Memorial Fund (Geology Foundation) (\$137,511.75 already in Common Trust Fund) Common stock on hand 11/30/67 transferred at market close 11/30/67 - last business day of quarter	9,922.02
30 Shares Standard Oil Company (New Jersey) Capital Stock at 66-1/2 (Sub-total - Additions to Bybee Fund)	1,995.00 (11,917.02)
Guy E. Green Scholarship Fund (Geology Foundation) (\$7,503.45 already in Common Trust Fund)	710.80
Carolyn G. and George M. Knebel Fund (Geology Foundation) (\$18,203.53 already in Common Trust Fund)	1,000.00
Frederick W. Simonds Memorial Scholarship in Geology (Geology Foundation) (\$17,225.00 already in Common Trust Fund) Common stock on hand 11/30/67 transferred at market close 11/30/67 - last business day of quarter	710.80
30 Shares Standard Oil Company (New Jersey) Capital Stock at 66-1/2 (Sub-total - Additions to Simonds Fund)	1,995.00 (2,705.80)
Udden Memorial Scholarship Fund (Geology Foundation) (NEW FUND)	500.00
Dr. F. L. Whitney Memorial Scholarship Fund (Geology Foundation) (\$20,211.75 already in Common Trust Fund)	100.00
F. L. Whitney Memorial Book Fund - Various Donors (Geology Foundation) (\$1,347.00 already in Common Trust Fund)	710.80

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COMMON TRUST FUND - Additions
(Continued)

Fund	Addition
The Gilbreth Award Fund (\$400.90 already in Common Trust Fund)	\$ 4.50
Hattie W. Hewlett Scholarships Fund (NEW FUND)	77,018.71
Hinds-Webb Scholarship Fund (\$112.81 already in Common Trust Fund)	1.14
Thos. E. Hogg - Residuary Legacy (\$3,451.46 already in Common Trust Fund)	59.81
Jesse H. Jones Professorship in Graduate School of Business (\$25,782.98 already in Common Trust Fund)	25,261.03
The Will H. Mayes Scholarship in Journalism (\$5,135.27 already in Common Trust Fund)	11.09
The Perry and Tommie Patterson Fellowships in Political Science (\$539.88 already in Common Trust Fund)	5.24
Lora Lee Pederson Scholarship Fund, Graduate School of Social Work (\$3,801.24 already in Common Trust Fund)	57.54
The Senior Class Endowment Fund (Pharmaceutical Foundation) (\$8,434.95 already in Common Trust Fund)	195.00
Alma Jacobs House Piner Fund (\$7,309.34 already in Common Trust Fund)	83.68
DeWitt Reddick Journalism Scholarship Fund (\$3,492.63 already in Common Trust Fund)	36.86
The J. V. and H. A. Stiles Foundation (\$98,998.71 already in Common Trust Fund)	14.47
The Amanda Stoltzfus Memorial Trust Fund (\$2,840.02 already in Common Trust Fund)	41.26
Mollie Fitzhugh Thornton Music Scholarship Fund (\$416.16 already in Common Trust Fund)	4.12
The Robert Cantrell Feamster Foundation (Galveston Medical Branch) (\$2,807.12 already in Common Trust Fund)	32.06
The Marvin Lee Graves Fellowship Endowment Fund (Galveston Medical Branch) (\$30,185.00 already in Common Trust Fund)	5,000.00
The Gaynelle Robertson and Edgar J. Poth Forum Fund for Ophthalmology and General Surgery (Galveston Medical Branch) (\$25,047.71 already in Common Trust Fund)	24.24
Margie B. Stewart Fund (Galveston Medical Branch) (NEW FUND)	15,868.66

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COMMON TRUST FUND - Additions and Withdrawal
(Continued)

Fund	Addition
William N. and Ida Zinn Alpha Omega Alpha Scholarship Fund (Galveston Medical Branch) (\$2,743.62 already in Common Trust Fund)	\$ 9.64
Fessinger Memorial Lecture Fund (U. T. El Paso) (\$2,429.58 already in Common Trust Fund)	20.57
Lloyd A. Nelson Professorship in Geology (U. T. El Paso) (\$51,479.90 already in Common Trust Fund)	257.18
Total supplemental additions to Common Trust Fund on 12/1/67	<u>\$160,272.02</u>

Approval was also given for the following cash withdrawal from The University of Texas Common Trust Fund as of December 1, 1967:

Fund	Withdrawal
The Albert Schweitzer Scholarship Fund (215 units with a book value of \$443.17 withdrawn at market unit value of \$2.045986828, market valuation as of 11/30/67. Addition to Profit and Loss Reserve due to withdrawal--difference between book value written off and cash withdrawn - \$3.28)	\$ 439.89
	<u>\$159,832.13*</u>

*After the above total of \$159,832.13 submitted for approval, which supplements previously approved additions of \$97,279.99 less \$439.89 withdrawn also submitted for approval, there was added to the Common Trust Fund on 12/1/67, a total of \$253,122.12 in cash and \$3,990.00 in securities - a total of \$257,112.12, for a new book value for the endowment account of \$6,743,776.34.

Approval was further given for the following additions of cash to The University of Texas Common Trust Fund as of March 1, 1968:

Fund	Addition
J. L. Mosle Memorial Scholarship Fund (Department of Finance) (College of Business Administration Foundation) (\$150.00 already in Common Trust Fund)	\$ 1,526.22
Edward Louis Dodd and Alice Laidman Dodd Fellowship Fund (\$50,851.38 already in Common Trust Fund)	49.48
T. U. Taylor Scholarship Fund (College of Engineering Foundation) (NEW FUND)	1,000.00
Hogg Foundation - Eloise Helbig Chalmers - Ima Hogg Fund (\$1,327.94 already in Common Trust Fund)	97.44

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COMMON TRUST FUND - Additions
(Continued)

Fund	Addition
Thos. E. Hogg - Residuary Legacy (\$3,511.27 already in Common Trust Fund)	\$ 74.29
James M. Rockwell and Sarah Wade Rockwell Endowment Fund (\$74,187.50 already in Common Trust Fund)	10,000.00
Robert Leon White Memorial Fund (Architecture) (NEW FUND)	1,000.00
Blanche Bender Fund (Anderson Hospital) (\$16,388.58 already in Common Trust Fund)	314.64
Frances King Black Memorial Fund for Cancer Research (Anderson Hospital) (\$7,275.83 already in Common Trust Fund)	278.97
A. J. Gruner and Howard Levy Memorial Melanoma Research Fund (Anderson Hospital) (\$1,687.91 already in Common Trust Fund)	41.12
Mary Isabella Love Fund for Research of Cancer of the Blood (Anderson Hospital) (\$30,025.37 already in Common Trust Fund)	691.20
Anna and Fannie Lucas Memorial Fund (Anderson Hospital) (\$5,359.98 already in Common Trust Fund)	159.08
W. G. C. Macdonald Fund for Cancer Research (Anderson Hospital) (\$19,658.98 already in Common Trust Fund)	672.75
Dorothy Calvert McLeod Fund for Patient Care (Anderson Hospital) (\$15,707.81 already in Common Trust Fund)	308.81
Mabel Meier Memorial Fund for Cancer Research (formerly Mabel Meier Estate)(Anderson Hospital) (\$7,872.45 already in Common Trust Fund)	151.18
Mary Adline Gillespie Nixon Fund for Cancer Research (Anderson Hospital) (\$5,407.27 already in Common Trust Fund)	113.07
The Robert and Esther Stadtler Lectures Fund (Anderson Hospital) (\$16,032.77 already in Common Trust Fund)	186.42
The Sophie Caroline Steves Endowment Fund for Cancer Research (Anderson Hospital) (\$44,344.40 already in Common Trust Fund)	1,163.06
The Agnes Vaughan Boazman Memorial Fund for Cancer Research (University Cancer Foundation)(Anderson Hospital) (\$4,904.09 already in Common Trust Fund)	111.72
Frederick Laverne Woodley Memorial Fund for Cancer Research (Anderson Hospital) (\$449.73 already in Common Trust Fund)	10.86

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COMMON TRUST FUND - Additions
(Continued)

Fund	Addition
Harry Carothers Wiess Professorship in Otolaryngology (Galveston Medical Branch) (\$35,000.00 already in Common Trust Fund)	\$15,000.00
Gillette Professorship of Obstetrics and Gynecology (Dallas Medical School) (\$10,007.64 already in Common Trust Fund)	86.33
Additions to be made to the Common Trust Fund on March 1, 1968	<u>\$33,036.64</u>

B. Gift, Bequest and Estate Matters

1. U. T. Austin - Acceptance of Bequest under the Will of Anne M. Netzer. --The bequest under the Will of Miss Anne M. Netzer of 100 shares of stock of the Boeing Company was accepted. The bequest is for the establishment of a scholarship fund in memory of Joseph and Annie Wright Netzer, parents of Miss Anne M. Netzer. Miss Netzer graduated from U. T. Austin in 1921. The value of the stock is approximately \$8,000, and will be received at a later date from the Executor of the estate.
2. U. T. Austin - Establishment of the Hattie W. Hewlett Scholarship Fund from Estate of Hattie W. Hewlett. --The distribution of \$77,018.71 as the University's portion of the Estate of Hattie W. Hewlett was accepted and approval given for the establishment of the Hattie W. Hewlett Scholarship Fund for the use and benefit of worthy senior students at U. T. Austin as follows:
 - (a) A scholarship in Law in honor of David Hubbard Hewlett, father of Hattie W. Hewlett;
 - (b) A scholarship in Music in honor of Louisa Frances Glasson Hewlett, mother of Hattie W. Hewlett;
 - (c) A scholarship in Business in honor of David Glasson Hewlett, brother of Hattie W. Hewlett;
 - (d) A scholarship in Education in honor of Sarah Hewlett Radkey, sister of Hattie W. Hewlett; and
 - (e) A scholarship in Home Economics in honor of Louise Shelley Hewlett Brame, sister of Hattie W. Hewlett.

The scholarship awards will be handled through regular administrative procedures as set up by the President of The University of Texas at Austin.

3. U. T. El Paso - Closing of File on Estate of Bertha M. Fuller. -- Approval was given for the closing of the file on the Estate of Bertha M. Fuller. A cash bequest was made to Texas Western College (now The University of Texas at El Paso) under the Will of Bertha M. Fuller, deceased and accepted by the Board of Regents on October 13, 1955. However, despite dedicated efforts on the part of some of the heirs to improve the value of the Fuller properties, such attempts were unsuccessful and the properties lost through foreclosure. None of the bequests under Mrs. Fuller's Will were ever paid.

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4. U. T. El Paso - Acceptance of Bequest under the Estate of Robert W. McAfee.--The bequest of income from $\frac{2}{5}$ of the remaining assets of a Trust established under the Will of Robert W. McAfee, after the death of his wife (now deceased) and sister and death or remarriage of his daughter-in-law, was accepted. The net income will be transferred by the Trustee, the State National Bank in El Paso, of which Mr. McAfee was President and Chairman of the Board for several years, to The University of Texas at El Paso for the Excellence Fund to be used at the discretion of the President and Administration to improve the caliber of teaching, scholarship and academic performance at The University of Texas at El Paso.
5. Galveston Medical Branch: Ratification of Acceptance of Libbie Moody Thompson Trust; Naming the Basic Science Building at Galveston Medical Branch "the Libbie Moody Thompson Basic Science Building"; and Placing in the Auditorium of Such Building a Plaque as a Memorial to Mrs. Thompson's Deceased Daughter, "Libbie Moody Thompson". Ratification was given for the execution of a Trust, on December 28, 1967, by Chairman Erwin with Mrs. Libbie Moody Thompson of Galveston establishing the Libbie Moody Thompson Trust. The Chairman of the Board and his successors are named Trustee and all other members of the Board of Regents and their successors are named Advisory Trustees. The Trustee will, during Mrs. Thompson's lifetime, pay the net income from the Trust assets to Mrs. Thompson. Thereafter, the principal of the Trust will be distributed to The University of Texas System "to be used and applied solely for the benefit of The University of Texas Medical Branch in Galveston, Texas, in such manner as the Trustee and his Advisory Trustees in their discretion deem appropriate, bearing in mind the Grantor's desire to benefit the academic community of Galveston, Texas."

With execution of the trust agreement, Mrs. Thompson has assigned and delivered to the Trustee 10,000 shares of the capital stock of American National Insurance Company worth approximately \$120,000. Also, Mrs. Thompson has delivered to the Trustee a signed pledge to deliver to the Trust a total of the lesser of \$1,000,000 in value or 66,667 shares of the capital stock of American National Insurance Company, including the 10,000 shares already given. The terms and conditions of the pledge are as follows:

- (1) The basic science building to be constructed in the near future at the Medical Branch in Galveston shall be named and known as the "Libbie Moody Thompson Basic Science Building" and a suitable and appropriate plaque shall be placed in the auditorium of such building as a memorial to Mrs. Thompson's deceased daughter, Libbie Moody Thompson.
- (2) The 66,667 shares of stock, meaning that number of shares of the capital stock of American National Insurance Company as it is now capitalized, including all future increases in the number of such shares by reason of stock dividends, stock splits, and the like, will be given in annual installments in such amounts as Mrs. Thompson shall determine in light of her maximum annual deductions for income tax purposes. The pledge

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statement further recites: "I have every intention of honoring and satisfying this pledge, and have amended my Will to provide for the satisfaction of this pledge in the event I should die before it is satisfied."

- (3) In determining the limitation of "\$1,000,000 in value", each gift of stock will be valued according to the published stock market quotation for the date of delivery.

The Board requests the Secretary to send to Mrs. Thompson a proper expression of its appreciation.

6. San Antonio Medical School - Acceptance of Gift from Mr. Holman Cartwright of Two Lots in Beaumont. --The Board accepted, with appreciation, the gift of Mr. Holman Cartwright of Dinero, Live Oak County, of two unimproved lots, Nos. 5 and 6, Block 33A, College Acres Extension, City of Beaumont, with the proceeds of sale to be used for the benefit of the San Antonio Medical School at the discretion of the Board of Regents. The two lots are stated to have an appraised value of \$10,000. The donor suggests that, awaiting further developments in the area, the lots not be sold at this time.

C. Real Estate Matters

1. U. T. Austin - Hogg Foundation: Estate of Thomas E. Hogg - Recommendation for Joinder with Mrs. Margaret Wells Hogg in Release of Portions of Two Oil and Gas Leases, Saint Mary Parish, Louisiana. --Approval was given for joinder on behalf of the Board of Regents, as residuary legatee under the Will of Thomas E. Hogg, with Mrs. Margaret W. Hogg, widow of Thomas E. Hogg and life income beneficiary of the Estate, in the release of the Estate's overriding royalty interest under parts of two oil and gas leases in Saint Mary Parish, Louisiana, which portions of the two leases have already been released by Tenneco Oil Company. This is in line with earlier action on Louisiana leases.
2. U. T. Austin - Hogg Foundation: W. C. Hogg Memorial Fund - Extension of Grazing Lease to J. G. Phillips, Jr., on Acreage in Brazoria County. --Approval was given for the extension of the grazing lease on approximately 738 acres in the M. Varner League, Brazoria County, near West Columbia, to Mr. Jack G. Phillips, Jr., for two years, beginning January 1, 1968, at \$1.50 per acre. Mr. Phillips was the lessee at the time the acreage was received from Miss Hogg in 1961. The lease carries a provision for cancellation on 90 days' notice in the event of sale.
3. U. T. Austin: Archer M. Huntington Museum Fund - Authorization to Acquire Some Small Tracts within Huntington Lands, Galveston County, and to Enter into Agreements with Respect to Larger Tracts. -- The Executive Director of Investments, Trusts and Lands was

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authorized to acquire the small tracts not presently owned by the Board of Regents for The University of Texas at Austin within the boundaries of the Huntington Lands in Galveston County. The Executive Director was further authorized to enter into agreements with the owners of the larger tracts within the boundaries of Huntington Lands for joint action with the Board of Regents in trying to dispose of any of their tracts.

4. U. T. El Paso - Frank B. Cotton Trust - Approval of New Lease to N. C. Ribble.--Approval was given for renewal of his lease on Cotton Trust Property, which lease expired December 31, 1967, and was extended for a 60 day period, for a period of 20 years from March 1, 1968, on the following terms:
- (1) Rental will be -
 - a. For the first five years \$864.45 per month
 - b. For the second five year period \$994.12 per month
 - c. For the third five year period the greater of \$1,143.24 per month or 1/12 of 6% of the valuation of such land established by an appraisal as of March 1, 1978
 - d. For the final five year period an amount 15% in excess of the rental established for the preceding five year period.
 - (2) The Lessee will be responsible for all taxes and insurance, including any taxes on the ground.
 - (3) If the streets adjoining the property are paved during the term of the lease, the cost thereof will be handled as follows:
 - a. The Lessee will pay 100% of the cost if it occurs during the first 5 years; 75% if it occurs during the second 5 years; 50% if it occurs during the third 5 years; and none if it occurs during the final 5 years of the lease.
 - b. Any cost not paid by Lessee will be paid by Lessor, and the monthly rental will be increased from the date of payment to the termination of the lease, by an amount equal to 1/12 of 6% of the amount paid by Lessor for such paving.
 - (4) All improvements now on the property or placed there by the Lessee during the new lease will remain as property of the Cotton Trust at the termination of the lease.
 - (5) Lessee will have an option to renew the lease provided written notice of desire to exercise the option is given to Lessor at least 12 months prior to the expiration of the lease and terms of a renewal are agreed on at least 9 months before the expiration. If a renewal is not worked out in the time stated, such option will expire completely 9 months prior to expiration of the lease.

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REPORT OF MEDICAL AFFAIRS COMMITTEE ADOPTED.--In the absence of Committee Chairman Josey, Chairman Erwin presented the following report of the Medical Affairs Committee which was unanimously adopted upon the motion of Regent Ikard:

1. Galveston Medical Branch: Acceptance of Gift from H. R. and Sue Dudgeon Estate and Establishment of Doctor Howard Rush Dudgeon Surgical Lectureship.--It is recommended by the Medical Affairs Committee that two checks totaling \$11,000 from the H. R. and Sue Dudgeon Estate be accepted with deep appreciation and that there be established at The University of Texas Medical Branch at Galveston the Doctor Howard Rush Dudgeon Surgical Lectureship. Of the gift, \$1,000 shall be retained at the Medical Branch to cover the cost of printing brochures on the lectureship, and the remaining \$10,000 shall be transferred to the Office of Investments, Trusts and Lands to be invested with the income derived therefrom to be used for lectureships on the clinical, scientific or historical aspects of surgery.

2. Dallas Medical School: 1967-68 Budgetary Amendments Involving Doctor Marion T. Jenkins and Doctor Thomas K. Burnap.-- It is recommended that the budget for The University of Texas Southwestern Medical School at Dallas be amended effective January 1, 1968:
 - (a) By changing the annual salary rate of Doctor Marion T. Jenkins, Margaret Milam McDermott Professor and Chairman of Anesthesiology, to \$37,500, the additional funds to come from the previously received gift from the McDermott Foundation.
 - (b) By changing the annual salary rate of Doctor Thomas K. Burnap, Professor of Anesthesiology, to \$35,000, the additional funds to come from the Presbyterian Hospital.

3. Public Health School: 1967-68 Budgetary Amendments Involving the Deanship - Resignation of Doctor John R. Hall and Appointment of Doctor James H. Sterner.--It is recommended that the 1967-68 budget of The University of Texas School of Public Health at Houston be amended as follows:
 - (a) Accept the resignation of Doctor John R. Hall, Acting Dean, effective December 31, 1967.
 - (b) Appoint Doctor James R. Sterner as Acting Dean of The University of Texas School of Public Health at Houston and as Professor of Environmental Health and Chairman of the Department, effective January 1, 1968, to serve without pay through February 29, 1968, and thereafter at an annual salary rate of \$30,000.

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COMMITTEE OF THE WHOLE

Chairman Erwin presented the following report of the Committee of the Whole (See Page 162 for adoption.)

BOARD OF REGENTS: RESOLUTION FROM MAYOR McALLISTER AND OTHER MEMBERS OF THE SAN ANTONIO CITY COUNCIL WITH RESPECT TO A SUGGESTED STATE-SUPPORTED UNIVERSITY IN SAN ANTONIO AND RESPONSES THERETO BY BOARD OF REGENTS TO RESOLUTION AND TO COMMUNICATION FROM REPRESENTATIVE DONALD J. HAND. -- Mayor W. W. McAllister of San Antonio welcomed the Regents to the City of San Antonio and presented the following resolution from the City Council with respect to the establishment of a state-supported university in San Antonio:

WHEREAS, a great need exists in San Antonio for a state supported university to offer educational opportunities to a greater number of the high school graduates of the area, and

WHEREAS, information has been developed by the Coordinating Board of the Texas University and College System which indicates the need for a state supported university to serve the metropolitan area of San Antonio, and

WHEREAS, presentations have been made by the people of San Antonio to said Coordinating Board indicating the need for a university which will include provision for graduate degrees to be offered in several fields in said university, and

WHEREAS, the Board of Regents of the University of Texas System has manifested an interest in exploring the possibility of the University of Texas System's operating said university when it is created by the Texas Legislature and located in San Antonio;

NOW, THEREFORE BE IT RESOLVED that the Council of the City of San Antonio commends the Board of Regents of the University of Texas System for manifesting great interest in providing higher educational opportunities for the youth of this area, and offers its full support in the establishment of said university in San Antonio if authority is given to its creation by the Texas Legislature.

ADOPTED this 25th day of January, 1968 A.D.

W. W. McAllister
M A Y O R

ATTEST:

J. H. Duerksen
City Clerk

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In response to this resolution, the Chairman was authorized and directed to send to Mayor McAllister the following letter:

Mayor W. W. McAllister
City Hall
Military Plaza
San Antonio, Texas

Dear Mr. Mayor:

You were extremely gracious to attend the meeting of the Board of Regents, and we are most grateful to you and to the City Council for the resolution which you presented to us. Your Council's offer of full support in the establishment of a university in San Antonio is most encouraging.

We are honored that you and other distinguished San Antonians have suggested that the university proposed for San Antonio be made a part of The University of Texas System. If the Coordinating Board and the Legislature should agree with that suggestion, you may be sure that The University of Texas Board of Regents and Administration will devote their best efforts to making it a university of which all of Texas can be proud.

Sincerely,

Frank C. Erwin, Jr.

In the same connection, Chairman Erwin reported that he had received a communication from The Honorable Donald J. (Don) Hand, Representative of District 57, Place 3, San Antonio, Texas, with respect to the possibility of the next state-supported senior college being located in San Antonio. In response to this communication, Chairman Erwin was authorized and directed to send the following letter to Representative Hand:

The Honorable Donald J. (Don) Hand
Member, House of Representatives
613 Majestic Building
San Antonio, Texas 78205

Dear Mr. Hand:

The Board of Regents is honored that you and other distinguished San Antonians have suggested that the university proposed for San Antonio be made a part of The University of Texas System. If the Coordinating Board and the Legislature should agree with that suggestion, you may be sure that The University of Texas Board of Regents and Administration will devote their best efforts in making it a university in which all of Texas can be proud.

Sincerely,

Frank C. Erwin, Jr.

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REGENTS' RULES AND REGULATIONS, PART ONE: CHANGE IN CHAPTER III, SECTION 31 (RETIREMENT AND MODIFIED SERVICE). -- See Page 16 for a change in Part One of the Regents' Rules and Regulations, Chapter III, Section 31 with respect to retirement and modified service.

REGENTS' RULES AND REGULATIONS, PART TWO: AMENDMENT TO CHAPTER X RELATING TO THE BOARD OF DIRECTORS OF THE TEXAS UNION. -- Part Two of the Regents' Rules and Regulations was amended by adding the following as a new section to Chapter X:

Sec. 9. The Texas Union (The University of Texas at Austin)

- 9.1 It shall be the duty of the Board of Directors of the Texas Union to administer, subject to all relevant University regulations and to the jurisdiction of the General Faculty, the President, the Chancellor, and the Board of Regents, the affairs of the Texas Union, which is a building provided for the coordination of beneficial extracurricular activities of students and faculty members, for recreational and cultural development, for the promotion of genuine democracy, for the cultivation of a more responsible state and national citizenship, and for a more intelligent interest in and deeper affection for The University of Texas at Austin.
- 9.2 The Board of Directors of the Texas Union shall consist of five voting members: four students and one faculty member. The Vice-President for Student Affairs, or his delegate, the Secretary to the Board of Directors, and the Union Director, shall be ex officio members without vote.
- 9.21 The faculty member shall be a member of the general faculty who teaches at least two-thirds time and who is elected by the general faculty to serve for a period of two years beginning on June 1st after his election.
- 9.22 The student members shall be as follows: President of the Students' Association, ex officio; President of the Union Council, ex officio; and two students who shall be elected by the Student Assembly from its membership. These two students shall serve for one year beginning with their election at the first meeting of the Student Assembly after the annual Fall general election. Insofar as practicable, the student members must have at least junior standing while serving as Directors.
- 9.3 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, and Union Director. The Secretary and the Union Director shall be elected by the

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voting members of the Board of Directors. The officers of the Board of Directors shall perform the usual duties of their respective offices.

- 9.4 The Board of Directors may, at its discretion, authorize any three voting members of the Board to serve as an executive committee acting for the Board of Directors between meetings, but only during the period from 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.
- 9.5 At least fifteen copies of the minutes of all meetings of the Board of Directors and the Executive Committee shall be delivered promptly to the President of The University of Texas at Austin for distribution to the Chancellor, to the members of the Board of Regents, to the Secretary to the Board of Regents, and to such other members of the administration as the President of The University of Texas at Austin may direct. No action of the Board of Directors of the Texas Union, or of any committee or subcommittee of such Board, shall have any force or effect until it has been approved by the Board of Regents. No budget or budget amendment adopted by the Board of Directors of the Texas Union, or of any committee or subcommittee of such Board, shall have any force or effect until such budget or budget amendment has been approved by the Board of Regents. No action taken by the Board of Directors of the Texas Union with respect to the employment, dismissal, salary, or duties and responsibilities of any officer of the Board of Directors of the Texas Union shall have any force or effect until it has been approved by the Board of Regents.
- 9.6 No expenditure shall be made by the Board of Directors of the Texas Union, unless it is made in accordance with and pursuant to a budget item which has previously been adopted by the Board of Directors of the Texas Union and approved by the Board of Regents.
- 9.7 Within ninety days following the close of each fiscal year of the Texas Union, there shall be furnished to the President of The University of Texas at Austin for distribution to the Chancellor, to the members of the Board of Regents, to the Secretary to the Board of Regents, and to such other members of the administration as the President of The University of Texas at Austin may direct, at least 15 copies of a complete audit of the fiscal affairs of the Texas Union during the preceding fiscal year.
- 9.8 The Board of Directors of the Texas Union shall meet at least once a month during each Long Session, setting its own date for meetings, formulating its own rules of procedure, setting up and appointing such committees as it may deem necessary and desirable for the proper use of the facilities of the Union Building, and exercising all powers not specifically assigned herein, all subject to the approval of the Board of Regents.

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- 9.9 The Union Director shall serve as chief executive official in the Union Building. The Board of Directors of the Texas Union shall recommend annually on June 1 through the President of The University of Texas at Austin to the Chancellor and the Board of Regents the appointment of the Union Director. His term of service shall extend from September 1 through the following August 31. The Union Director shall have responsibility for the day-to-day operation of the Union Building and its program of activities. He shall be charged with coordinating the various functions of the Building and the interests of the various groups served by the Building. The Union Director shall recommend for appointment and, with the approval of the Board of Directors of the Texas Union, shall employ all subordinate employees. He shall supervise and direct their work. The Union Director shall be a member of all committees without vote. On May 1 annually he shall make a complete report to the Board of Directors of the Texas Union covering the activities in the Union Building. The report shall be transmitted through the President of The University of Texas at Austin to the Chancellor, to the Board of Regents, to the Secretary to the Board of Regents, and to such other members of the administration as the President of The University of Texas at Austin may direct. The Union Director shall perform such additional services as may be required by the Board of Directors and approved by the Board of Regents.
- 9.10 While various parts and facilities of the Union Building are reserved primarily for the general use of students and faculty, provision is made for extending the use of portions of the Building to special groups for their exclusive use when this can be done in such manner as not to interfere with the regular program of the Union, and in such cases a rental price may be charged. However, when persons, groups, or organizations officially designated by the President of The University of Texas at Austin, by the Chancellor, or by the Board of Regents as guests of the University desire to use the facilities of the Union, such privilege shall be granted and shall be granted without cost to the guest group. It is understood, of course, that all requests for the use of the facilities of the Union shall be subject to the principle that prior reservations will be respected, and for that reason requests for the use of the Building or any part of it should be made as early as possible.
- 9.11 Notwithstanding any other provision of this Section, under unusual circumstances and when it is in the interest and benefit of the University to do so, the President of The University of Texas at Austin, or his delegate, may make immediately effective any action of the Board of Directors of the Texas Union, subject to such action being subsequently approved, disapproved or modified by the Board of Regents.

OFFICE OF THE SECRETARY TO THE BOARD OF REGENTS: (1) TRANSFER FROM THE LILA B. ETTER FUND TO SPECIAL OPERATING FUND; (2) ESTABLISHMENT OF AN ACCOUNT "U. T. REGENTS OFFICIAL OCCASIONS AND MEETING EXPENSES". AND (3) APPROPRIATION THERETO.--For the Office of the Secretary to the Board of Regents, it was ordered (1) that \$5,000 be transferred from the Lila B. Etter Fund to the Special Operating Fund; (2) that an account entitled "U. T. Regents Official Occasions and Meeting Expenses" to be numbered 14-0635-1200 be established, and (3) that \$5,000 be appropriated to the newly established account from the Available University Fund.

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U. T. SYSTEM: CHANGE IN NAME OF "OFFICE OF THE UNIVERSITY ATTORNEY" TO "LAW OFFICE OF THE UNIVERSITY OF TEXAS SYSTEM;" AND PROCEDURE TO BE FOLLOWED IN HANDLING ALL LAW WORK. --

With reference to law work in The University of Texas System, the following resolution was adopted:

WHEREAS, the law work in The University of Texas System has so greatly increased with the growth in both the number and size of the institutions in the System; and

WHEREAS, because of the increased out-of-Austin travel required by urgent and important legal matters, it is no longer practicable for any one attorney, no matter how capable and industrious, to be charged with the prime responsibility for all of the law work that presently requires attention; and

WHEREAS, as the volume of the System's law work continues to increase in the future, the impracticality of continuing to operate under our present arrangement would become even more apparent; therefore, be it

RESOLVED, That, upon recommendation of the Chancellor, the Vice-Chancellor for Administration, the Vice-Chancellor for Business Affairs, and the Executive Director of Investments, Trusts and Lands, effective February 1, 1968, the following arrangement be established and the following procedure be observed in the handling of all law work that arises in the System, including that arising in the Office of Investments, Trusts and Lands:

1. The present "Office of the University Attorney" will be replaced by the "Law Office of The University of Texas System."
2. The System Law Office will be a part of Central Administration and under the control and supervision of the Chancellor; however, it will furnish needed law assistance to the Board of Regents and to the Executive Director of Investments, Trusts and Lands.
3. The System Law Office will be staffed by three University Attorneys and appropriate secretarial personnel. Salaries and other expenses will be recommended and approved through usual budgetary procedures. For the balance of the current fiscal year, the salaries of the University Attorneys will be paid as permitted under the current appropriation bill. However, at the Special Session of the Legislature, authority will be requested for the three University Attorneys to be paid out of the Available Fund, with no charge to either general revenue or current restricted funds.

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4. Messrs. Waldrep and Long will be two of the University Attorneys. The third University Attorney will be appointed by the Chancellor after consultation with the Board of Regents.
5. By direction of the Chancellor, the System Law Office will operate under the direct supervision of the Vice-Chancellor for Administration. All requests for assistance with law matters will be directed to the Vice-Chancellor for Administration, and he will assign the matter to one of the University Attorneys who will thereafter have the principal responsibility for handling that matter to a conclusion. Obviously, the University Attorneys will, from time to time, call for and rely upon each other's counsel in the discharge of their responsibilities. However, the assignment of the principal responsibility by the Vice-Chancellor for Administration will help equalize the work loads among the Attorneys and will permit the assignment of each matter to the Attorney best equipped to handle it both from the standpoint of time and expertise.

U. T. SYSTEM: 1967-68 BUDGETARY AMENDMENTS, LAW OFFICE OF THE UNIVERSITY OF TEXAS SYSTEM: BURNELL WALDREP, WILLIAM R. LONG, AND RICHARD C. GIBSON. -- The 1967-68 Budget for the Law Office of The University of Texas System was amended effective February 1, 1968 by (1) changing the annual salary rate of Burnell Waldrep, Attorney, to \$22,500, (2) changing the annual salary rate of William R. Long, Attorney, to \$12,000, and (3) appointing Richard C. Gibson as Attorney at an annual salary rate of \$18,000.

U. T. SYSTEM: ESTABLISHMENT OF AN ACCOUNT FOR UNIVERSITY-RELATED EXPENSES OF VICE-CHANCELLORS AND APPROPRIATION THERETO. -- A new account was established entitled "University of Texas System - Vice Chancellors University-Related Expenses," and \$10,000 was appropriated thereto from Current Restricted Funds.

U. T. SYSTEM: 1968-69 PERSONNEL PAY PLAN (FORMERLY REFERRED TO AS CLASSIFIED PERSONNEL PAY PLAN) - AMENDMENTS TO THE 1968-69 PERSONNEL PAY PLAN, TO BE EFFECTIVE SEPTEMBER 1, 1968. -- The following permissive policies which are to be implemented only within funds available were adopted for the 1968-69 Personnel Pay Plan, which has heretofore been referred to as Classified Personnel Pay Plan:

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1. All new appointees to positions within the Personnel Pay Plan may be considered for a salary adjustment on the basis of meritorious service after the completion of six months' service.
2. All appointees to positions within the Personnel Pay Plan may be considered for a salary adjustment on the yearly anniversary date of their appointment, or at September 1, but not both, and in either case action taken must be in accordance with the budget policies and limitations for "Merit salary advances" approved by the Board of Regents.
3. When adjustments are made in the salary ranges of positions in the Personnel Pay Plan, consideration may be given for salary adjustments to maintain the same relative positions within a range on an individual basis to recognize experience and service with the Institution.

The recommended changes of the 1967-68 Personnel Pay Plan (System-wide) effective September 1, 1968, were adopted as submitted. These Personnel Pay Plans as amended effective September 1, 1968, become the 1968-69 Personnel Pay Plans (formerly referred to as Classified Personnel Pay Plans) and are set out on the following pages:

The University of Texas System and The University of Texas at Austin, Pages 63-78

The University of Texas at Arlington, Pages 79-89

The University of Texas at El Paso, Pages 90-98

The University of Texas Medical Branch at Galveston, Pages 99-110

The University of Texas Southwestern Medical School at Dallas, Pages 111-119

The University of Texas Medical School at San Antonio, Pages 120-124

The University of Texas Nursing School (System-wide), (same as The University of Texas at Austin), Pages 63-78

The University of Texas Dental Branch at Houston, Pages 125-129

The University of Texas M. D. Anderson Hospital and Tumor Institute at Houston, Pages 130-139

The University of Texas Graduate School of Biomedical Sciences at Houston (same as The University of Texas M. D. Anderson Hospital and Tumor Institute at Houston), Pages 130-139

The University of Texas School of Public Health at Houston (same as The University of Texas M. D. Anderson Hospital and Tumor Institute at Houston), Pages 130-139

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THE UNIVERSITY OF TEXAS SYSTEM OFFICES
AND
THE UNIVERSITY OF TEXAS AT AUSTIN

PERSONNEL PAY PLAN

TABLE NO. 1
PAGE 1

PERSONNEL TITLES AND SALARY RANGES EFFECTIVE 9-01-68
1968-69

PAY RANGE
SEE TABLE II FOR INTERMEDIATE
STEPS AND HOURLY RATES

CODE NO. TITLE

I. ACADEMIC TITLES

C- ACADEMIC

- CC10 PROFESSOR
- CC12 VISITING PROFESSOR
- CC20 ASSOCIATE PROFESSOR
- CC22 VISITING ASSOCIATE PROFESSOR
- CC30 ASSISTANT PROFESSOR
- CC35 FACULTY ASSOCIATE
- CC40 INSTRUCTOR
- CC45 ASSISTANT INSTRUCTOR
- CC50 LECTURER
- CC55 TEACHING ASSOCIATE
- CC60 TEACHING ASSISTANT
- CC63 CLINICAL ASSISTANT
- CC65 ACADEMIC ASSISTANT
- CC70 ASSISTANT

II. OTHER UNIVERSITY PERSONNEL TITLES
AND SALARY RANGES

2- FISCAL AND STAFF SERVICE TITLES

20- FISCAL AND ACCOUNTING TITLES

	MONTHLY	ANNUAL	FEA
2005 ASSISTANT TO THE COMPTROLLER	\$ 740-1000	8880-12000	+
2006 ASSISTANT TO THE BUSINESS MANAGER	740-1000	8880-12000	*
2009 SYSTEMS AUDITOR	870-1200	10440-14400	+
2012 AUDITOR, OIL AND GAS PRODUCTION	800-1000	9600-12000	+
2015 ASSISTANT AUDITOR, OIL AND GAS PRODUCTION	650- 800	7800- 9600	+
2030 ASSISTANT TO THE ENDOWMENT OFFICER	835-1100	10020-13200	+
2033 SENIOR SECURITY ANALYST	870-1200	10440-14400	+

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CODE NO.	TITLE	MONTHLY	ANNUAL	PEA#
2034	SECURITY ANALYST	\$ 592-- 710	\$ 7104-- 8520	*
2060	ASSISTANT UNIVERSITY AUDITOR	950--1200	11400--14400	*
2061	ASSISTANT TO THE AUDITOR	740-- 910	8880--10920	*
2062	INTERNAL AUDITOR	835--1050	10020--12600	*
2063	CHIEF, ACCOUNTING DIVISION	740-- 950	8880--11400	*
2068	BURSAR	835--1050	10020--12600	*
2069	ACCOUNTING AND PROCUREMENT OFFICER	620-- 800	7440-- 9600	*
2070	SUPERVISOR, PAYROLL DIVISION	835--1050	10020--12600	*
2075	ACCOUNTING GROUP SUPERVISOR	740-- 910	8880--10920	*
2078	INVENTORY SUPERVISOR	592-- 740	7104-- 8880	*
2084	ACCOUNTANT II	680-- 835	8160--10020	*
2085	ACCOUNTANT I	592-- 740	7104-- 8880	*
2090	CASHIER II	382-- 482	4584-- 5784	*
2091	CASHIER I	335-- 419	4020-- 5028	*
2095	ACCOUNTING CLERK III	419-- 539	5028-- 6468	*
2096	ACCOUNTING CLERK II	382-- 482	4584-- 5784	*
2097	ACCOUNTING CLERK I	335-- 419	4020-- 5028	*
21-- STATISTICAL TITLES				
2103	STATISTICIAN	565-- 680	6780-- 8160	*
2105	STATISTICAL CLERK II	400-- 514	4800-- 6168	*
2106	STATISTICAL CLERK I	319-- 400	3828-- 4800	*
22-- DATA PROCESSING TITLES				
2200	ASSISTANT DIRECTOR, DATA PROCESSING DIVISION	1000--1250	12000--15000	*
2218	SUPERVISOR, COMPUTER OPERATIONS	680-- 835	8160--10020	*
2222	SUPERVISOR, AUXILIARY EQUIPMENT OPERATIONS	514-- 650	6168-- 7800	*
2229	SYSTEMS ANALYST AND PROGRAMMER III	550--1200	11400--14400	*
2230	SYSTEMS ANALYST AND PROGRAMMER II	800--1000	9600--12000	*
2231	SYSTEMS ANALYST AND PROGRAMMER I	680-- 835	8160--10020	*
2236	COMPUTER PROGRAMMER III	835--1050	10020--12600	*
2237	COMPUTER PROGRAMMER II	740-- 910	8880--10920	*
2238	COMPUTER PROGRAMMER I	650-- 800	7800-- 9600	*
2240	COMPUTER PROGRAMMER-ASSISTANT	439-- 592	5268-- 7104	*
2260	SCORING AND TABULATING SUPERVISOR	514-- 650	6168-- 7800	*
2261	COMPUTER OPERATOR III	592-- 710	7104-- 8520	*
2262	COMPUTER OPERATOR II	482-- 620	5784-- 7440	*
2263	COMPUTER OPERATOR I	419-- 539	5028-- 6468	*
2272	UNIT RECORD EQUIPMENT OPERATOR II	439-- 539	5268-- 6468	*
2273	UNIT RECORD EQUIPMENT OPERATOR I	382-- 460	4584-- 5520	*

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CODE NO.	TITLE	MONTHLY	ANNUAL	REA*
2275	MAGNETIC TAPE LIBRARIAN	\$ 382- 514\$	4584- 6168	
2282	KEY PUNCH SUPERVISOR	460- 592	5520- 7104	
2285	KEY PUNCH OPERATOR II	382- 482	4584- 5784	
2286	KEY PUNCH OPERATOR I	335- 400	4020- 4800	
2288	WORK PROCESSING SCHEDULER	535- 680	6468- 8160	
2290	SUPERVISOR, CONTROL SECTION	460- 592	5520- 7104	
2292	CONTROL CLERK-CODER II	382- 482	4584- 5784	
2294	CONTROL CLERK-CODER I	335- 400	4020- 4800	
23- STORES AND PROCUREMENT TITLES				
2303	PURCHASING AGENT	800-1000	9600-12000	*
2306	ASSISTANT PURCHASING AGENT	650- 800	7800- 9600	*
2312	MANAGER, STENOGRAPHIC BUREAU	620- 770	7440- 9240	
2321	SENIOR PROCUREMENT OFFICER	620- 770	7440- 9240	
2322	PROCUREMENT OFFICER	482- 620	5784- 7440	
2333	MILITARY PROPERTY CLERK	482- 620	5784- 7440	
2360	LABORATORY SERVICES SUPERVISOR	400- 514	4800- 6168	
2363	LABORATORY STORES ASSISTANT	305- 382	3660- 4584	
2366	LABORATORY ATTENDANT	256- 319	3072- 3828	
2384	STORES FOREMAN	592- 710	7104- 8520	
2390	CHAUFFEUR-STORES CLERK, ERC	275- 360	3348- 4392	
2395	STORES CLERK III	382- 514	4584- 6168	
2396	STORES CLERK II	335- 439	4020- 5268	
2397	STORES CLERK I	267- 335	3204- 4020	
24- LEGAL TITLES				
2403	ASSISTANT UNIVERSITY ATTORNEY	800-1050	9600-12000	*
2423	LEGAL AID ATTORNEY	514- 650	6168- 7800	*
25- PERSONNEL MANAGEMENT TITLES				
2506	DIRECTOR OF EMPLOYEE BENEFITS	800-1000	9600-12000	*
2512	SUPERVISOR, WORKMENS COMPENSATION INSURANCE	740- 870	8880-10440	*
2521	WAGE AND SALARY SUPERVISOR, LPC	770- 910	9240-10920	*
2552	ASSISTANT WAGE AND SALARY SUPERVISOR, LPC	710- 835	8520-10020	*
2524	EMPLOYMENT SUPERVISOR, UPO	740- 870	8880-10440	*
2527	PERSONNEL REPRESENTATIVE	650- 770	7800- 9240	*
2531	PERSONNEL ASSISTANT	482- 592	5784- 7104	*
2539	PERSONNEL INTERVIEWER	535- 650	6468- 7800	*

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CODE NO.	T I T L E	MONTHLY	ANNUAL	PEA*
26-	BUSINESS AND MANAGEMENT TITLES			
2603	ADMINISTRATIVE SERVICES OFFICER	\$ 800-1000	9600-12000	*
2606	EXECUTIVE ASSISTANT	680- 835	8160-10020	*
3-	STUDENT PROGRAM TITLES			
30-	STUDENT ADVISORY TITLES			
3003	COORDINATOR OF STUDENT ACTIVITIES	770-1050	9240-12600	*
3012	STUDENT GROUP ADVISOR III	710- 870	8520-10440	*
3013	STUDENT GROUP ADVISOR II	565- 710	6780- 8520	*
3014	STUDENT GROUP ADVISOR I	439- 565	5268- 6780	*
3025	ASSISTANT DIRECTOR, STUDENT FINANCIAL AID	710- 870	8520-10440	*
3030	ASSISTANT DIRECTOR, INTERNATIONAL OFFICE	620- 800	7440- 9600	*
3033	ASSISTANT COORDINATOR, INTERNATIONAL OFFICE	565- 710	6780- 8520	*
3036	PROGRAM SPECIALIST, INTERNATIONAL OFFICE	592- 770	7104- 9240	*
3037	ASSISTANT PROGRAM SPECIALIST, INTERNATIONAL OFFICE	539- 680	6468- 8160	*
3060	DORMITORY COUNSELING SUPERVISOR II	419- 592	5028- 7104	*
3063	DORMITORY COUNSELING SUPERVISOR I	335- 400	4020- 4800	*
3066	NIGHT SUPERVISOR, WOMENS RESIDENCE HALLS	279- 366	3348- 4392	*
3072	DORMITORY RESIDENT COUNSELOR	225- 267	2700- 3204	
31-	TESTING AND COUNSELING TITLES			
3101	COORDINATOR OF COUNSELING	1000-1200	12000-14400	*
3103	PSYCHOLOGIST III	870-1100	10440-13200	*
3104	PSYCHOLOGIST II	680- 835	8160-10020	*
3105	PSYCHOLOGIST I	514- 650	6168- 7800	*
3108	SUPERVISOR, READING IMPROVEMENT PROGRAM	620- 770	7440- 9240	*
3110	READING IMPROVEMENT SPECIALIST	482- 620	5784- 7440	*
3113	EMERGENCY SERVICE COUNSELOR	650- 800	7800- 9600	*
3120	EXAMINATIONS SUPERVISOR	565- 770	6780- 9240	*
3121	PSYCHOMETRIST II	482- 620	5784- 7440	*
3122	PSYCHOMETRIST I	400- 514	4800- 6168	*

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CODE NO.	TITLE	MONTHLY	ANNUAL	P.A.*
32- STUDENT HEALTH TITLES				
3201	HEALTH CENTER ADMINISTRATOR	\$ 800-1000	\$ 9600-12000	*
3203	CHIEF PHARMACIST	835-1050	10020-12600	*
3204	PHARMACIST	710- 835	8520-10020	*
3212	PHYSICAL THERAPIST	565- 680	6780- 8160	*
3230	CHIEF OF NURSES	650- 770	7800- 9240	*
3233	SUPERVISING NURSE	565- 680	6780- 8160	*
3236	SURGICAL NURSE	535- 650	6468- 7800	*
3239	STAFF NURSE	482- 592	5784- 7104	*
3242	EMERGENCY NURSE, CLINIC	514- 620	6168- 7440	*
3245	LICENSED VOCATIONAL NURSE	319- 400	3828- 4800	*
3260	SUPERVISING MEDICAL TECHNOLOGIST	650- 800	7800- 9600	*
3261	MEDICAL TECHNOLOGIST II	565- 680	6780- 8160	*
3262	MEDICAL TECHNOLOGIST I	482- 620	5784- 7440	*
3266	CHIEF RADIOLOGIC TECHNOLOGIST	514- 650	6168- 7800	*
3267	RADIOLOGIC TECHNOLOGIST	400- 514	4800- 6168	*
3272	MEDICAL RECORD LIBRARIAN	482- 620	5784- 7440	*
3275	MEDICAL RECORD TECHNICIAN	350- 439	4200- 5268	*
3278	MEDICAL TECHNICIAN	382- 482	4584- 5784	*
3290	NURSE AIDE II	279- 350	3348- 4200	*
3291	NURSE AIDE I	256- 319	3072- 3828	*
3293	HOSPITAL ORDERLY	225- 279	2700- 3348	*
33- SECURITY/SAFETY MANAGEMENT TITLES				
3303	CHIEF TRAFFIC AND SECURITY OFFICER	835-1000	10020-12000	*
3304	ASSISTANT CHIEF TRAFFIC AND SECURITY OFFICER	710- 835	8520-10020	*
3306	TRAFFIC AND SECURITY CAPTAIN	620- 740	7440- 8880	*
3309	TRAFFIC AND SECURITY SERGEANT	565- 680	6780- 8160	*
3310	PATROLMAN	482- 592	5784- 7104	*
3312	TRAFFIC AND SECURITY OFFICER (SECURITY GUARD)	400- 482	4800- 5784	*
3315	CHIEF GUARD, ERC	366- 482	4392- 5784	*
3316	GUARD, BRC	279- 366	3348- 4392	*
3321	GUARD	256- 335	3072- 4020	*
3330	FIRE MARSHAL	539- 680	6468- 8160	*
3333	FIRE SAFETY INSPECTOR	482- 620	5784- 7440	*
3360	HOUSING INSPECTOR	439- 565	5268- 6780	*
3363	ASSISTANT HOUSING INSPECTOR	382- 460	4584- 5520	*
3375	EXTERMINATOR	335- 419	4020- 5028	*

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CODE NO.	T I T L E	MCNTFLY	ANNUAL	PSA*
34- STUDENT ACTIVITIES TITLES				
3406	GAMES MANAGER	\$ 482- 620\$	5784- 7440	*
3442	CRAFTS SUPERVISOR	419- 539	5028- 6468	*
3443	ASSISTANT CRAFTS SUPERVISOR	335- 419	4020- 5028	
3451	UNION PROGRAM ASSISTANT	350- 439	4200- 5268	
3460	BUILDING MANAGER, TEXAS UNION	305- 382	3660- 4584	
3466	ACTIVITY ASSISTANT	225- 292	2700- 3504	
35- ATHLETIC ACTIVITIES TITLES				
3501	ASSOCIATE BUSINESS MANAGER OF ATHLETICS	740- 910	8880-10920	*
3503	ASSISTANT BUSINESS MANAGER OF ATHLETICS	620- 770	7440- 9240	*
3506	COUNSELOR, INTERCOLLEGIATE ATHLETICS	592- 800	7104- 9600	*
3526	INTRAMURALS ASSISTANT DIRECTOR	680- 835	8160-10020	*
3545	ASSOCIATE DIRECTOR OF CO-RECREATION	539- 650	6468- 7800	*
3575	INTRAMURALS TRAINER	319- 439	3828- 5268	
36- ADMISSIONS AND REGISTRATION TITLES				
3601	ASSOCIATE DIRECTOR OF ADMISSIONS	950-1200	11400-14400	*
3603	ASSISTANT REGISTRAR	740- 910	8880-10920	*
3606	ASSISTANT REGISTRAR AND REGISTRATION SUPERVISOR	740- 910	8880-10920	*
3621	ASSISTANT DIRECTOR OF ADMISSIONS	740- 910	8880-10920	*
3636	TRANSCRIPT EXAMINER	419- 539	5028- 6468	*
4- RESEARCH-SCIENTIFIC TITLES				
4C- SOCIAL SCIENCE/HUMANITIES RESEARCH TITLES				
4003	SOCIAL SCIENCE/HUMANITIES RESEARCH ASSOCIATE V	835-1150	10020-13800	*
4004	SOCIAL SCIENCE/HUMANITIES RESEARCH ASSOCIATE IV	710- 870	8520-10440	*
4005	SOCIAL SCIENCE/HUMANITIES RESEARCH ASSOCIATE III	592- 710	7104- 8520	*
4006	SOCIAL SCIENCE/HUMANITIES RESEARCH ASSOCIATE II	539- 650	6468- 7800	*

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CODE NO.	T I T L E	MONTHLY	ANNUAL	PGA*
4007	SOCIAL SCIENCE/HUMANITIES RESEARCH ASSOCIATE I	\$ 439- 539	5268- 6468	*
4029	SOCIAL SCIENCE/HUMANITIES RESEARCH ASSISTANT III	319- 419	3828- 5028	
4030	SOCIAL SCIENCE/HUMANITIES RESEARCH ASSISTANT II	267- 305	3204- 3660	
4031	SOCIAL SCIENCE/HUMANITIES RESEARCH ASSISTANT I	225- 256	2700- 3072	
42-	PURE AND APPLIED SCIENCE TITLES			
4202	SPECIAL RESEARCH ASSOCIATE	1200-1700	14400-20400	*
4203	RESEARCH ENGINEER/SCIENTIST ASSOCIATE V	1000-1400	12000-16800	*
4204	RESEARCH ENGINEER/SCIENTIST ASSOCIATE IV	870-1100	10440-13200	*
4205	RESEARCH ENGINEER/SCIENTIST ASSOCIATE III	800-1000	9600-12000	*
4206	RESEARCH ENGINEER/SCIENTIST ASSOCIATE II	710- 910	8520-10920	*
4207	RESEARCH ENGINEER/SCIENTIST ASSOCIATE I	620- 770	7440- 9240	*
4212	RADIATION AND ENVIRONMENTAL HEALTH ENGINEER	835-1000	10020-12000	*
4213	RADIATION AND TOXICOLOGICAL SPECIALIST	710- 870	8520-10440	*
4230	RESEARCH ENGINEER/SCIENTIST ASSISTANT III	592- 650	7104- 7800	*
4231	RESEARCH ENGINEER/SCIENTIST ASSISTANT II	539- 592	6468- 7104	*
4232	RESEARCH ENGINEER/SCIENTIST ASSISTANT I	439- 539	5268- 6468	*
4259	LABORATORY RESEARCH ASSISTANT III	319- 419	3828- 5028	
4260	LABORATORY RESEARCH ASSISTANT II	267- 305	3204- 3660	
4261	LABORATORY RESEARCH ASSISTANT I	225- 256	2700- 3072	
43-	TECHNICAL-SCIENTIFIC SUPPORT TITLES			
4301	NUCLEAR REACTOR SUPERVISOR	1000-1325	12000-15900	*
4303	NUCLEAR TECHNICAL SPECIALIST III	710- 870	8520-10440	*
4304	NUCLEAR TECHNICAL SPECIALIST II	620- 770	7440- 9240	*
4305	NUCLEAR TECHNICAL SPECIALIST I	460- 592	5520- 7104	
4312	TECHNICAL STAFF ASSISTANT V	650- 870	7800-10440	

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CODE NO.	T I T L E	MONTHLY	ANNUAL	PLA#
4313	TECHNICAL STAFF ASSISTANT IV	\$ 514- 650	6168- 7800	
4314	TECHNICAL STAFF ASSISTANT III	400- 539	4800- 6468	
4315	TECHNICAL STAFF ASSISTANT II	319- 419	3828- 5028	
4316	TECHNICAL STAFF ASSISTANT I	256- 335	3072- 4020	
4330	INSTRUMENT MAKER SUPERVISOR	650- 800	7800- 9600	
4333	INSTRUMENT MAKER II	565- 710	6780- 8520	
4334	INSTRUMENT MAKER I	514- 620	6168- 7440	
4362	GLASSBLOWER III	800-1000	9600-12000	
4363	GLASSBLOWER II	592- 740	7104- 8880	
4364	GLASSBLOWER I	460- 592	5520- 7104	
4366	GLASSBLOWER APPRENTICE	305- 382	3660- 4584	
4370	NIGHT ASSISTANT-OBSERVATORY	400- 514	4800- 6168	
44-	RESEARCH LABORATORY TITLES			
4403	MARINE LABORATORY MANAGER	710- 870	8520-10440	*
4420	LABORATORY BACTERIOLOGIST	565- 710	6780- 8520	*
4460	ANIMAL CARETAKER SUPERVISOR	319- 400	3828- 4800	
4463	ANIMAL CARETAKER II	267- 335	3204- 4020	
4464	ANIMAL CARETAKER I	256- 305	3072- 3660	
5-	ENGINEERING, TRADES-CRAFTS, AND LABOR TITLES			
50-	ENGINEERING MANAGEMENT TITLES			
5003	ARCHITECT AND SUPERINTENDENT OF CONSTRUCTION AND MAINTENANCE	1100-1400	13200-16800	*
5006	SUPERINTENDENT OF UTILITIES	1100-1400	13200-16800	*
5009	ELECTRICAL ENGINEER	1000-1250	12000-15000	*
5012	MAINTENANCE ENGINEER	770- 950	9240-11400	*
5015	POWER PLANT ENGINEER	1000-1250	12000-15000	*
5018	REFRIGERATING AND HEATING ENGINEER	1000-1250	12000-15000	*
5024	ASSISTANT POWER PLANT ENGINEER	870-1100	10440-13200	*
5027	ASSISTANT REFRIGERATING AND HEATING ENGINEER	870-1100	10440-13200	*
5030	ASSISTANT MAINTENANCE ENGINEER	650- 800	7800- 9600	*
5060	ARCHITECT II	870-1050	10440-12600	*
5063	ARCHITECT I	740- 870	8880-10440	*
5066	ARCHITECTURAL ASSISTANT	539- 680	6468- 8160	*
5075	CARTOGRAPHER	740- 950	8880-11400	*
5078	CARTOGRAPHIC TECHNICIAN II	565- 740	6780- 8880	
5079	CARTOGRAPHIC TECHNICIAN I	400- 539	4800- 6468	
5089	DRAFTSMAN SUPERVISOR	620- 740	7440- 8880	

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CODE NO.	T I T L E	MONTHLY	ANNUAL	PLA#
5090	DRAFTSMAN II	\$ 565- 680	6780- 8160	
5091	DRAFTSMAN I	419- 539	5028- 6468	
5095	CLERK-DRAFTSMAN	279- 350	3348- 4200	
51-	PLANT OPERATION TITLES			
5106	DISTRIBUTION SUPERVISOR	650- 800	7800- 9600	
5109	STEAM DISTRIBUTION SUPERVISOR	650- 800	7800- 9600	
5112	AIR CONDITIONING SUPERVISOR	650- 800	7800- 9600	
5115	REFRIGERATION SUPERVISOR	650- 800	7800- 9600	
5118	UTILITIES OPERATIONS SUPERVISOR	650- 800	7800- 9600	
5120	ASSISTANT STEAM DISTRIBUTION SUPERVISOR	592- 710	7104- 8520	
5123	ASSISTANT AIR CONDITIONING SUPERVISOR	592- 710	7104- 8520	
5126	ASSISTANT REFRIGERATION SUPERVISOR	592- 710	7104- 8520	
5160	UTILITIES STATION OPERATOR	482- 592	5784- 7104	
5172	BUILDING UTILITY OPERATOR	382- 460	4584- 5520	
52-	BUILDING AND ALLIED TRADES TITLES			
5203	CABINETMAKER SUPERVISOR	620- 740	7440- 8880	
5206	CARPENTER SUPERVISOR	620- 740	7440- 8880	
5209	ELECTRICAL SUPERVISOR	650- 800	7800- 9600	
5212	COMMUNICATIONS SUPERVISOR	650- 800	7800- 9600	
5215	PAINTER SUPERVISOR	565- 680	6780- 8160	
5216	PLUMBER SUPERVISOR	650- 770	7800- 9240	
5221	FURNITURE AND FURNISHINGS FOREMAN	565- 710	6780- 8520	
5224	ASSISTANT CABINETMAKER SUPERVISOR	539- 650	6468- 7800	
5227	ASSISTANT CARPENTER SUPERVISOR	539- 650	6468- 7800	
5230	ASSISTANT ELECTRICAL SUPERVISOR	592- 740	7104- 8880	
5233	ASSISTANT COMMUNICATIONS SUPERVISOR	592- 740	7104- 8880	
5236	ASSISTANT PAINTER SUPERVISOR	482- 592	5784- 7104	
5239	ASSISTANT PLUMBING SUPERVISOR	565- 680	6780- 8160	
5242	ASSISTANT FURNITURE AND FURNISHINGS FOREMAN	482- 592	5784- 7104	
5245	CABINETMAKER	482- 592	5784- 7104	
5248	CARPENTER	482- 592	5784- 7104	
5251	ELECTRICIAN	539- 650	6468- 7800	
5254	CABLE SPLICER	539- 650	6468- 7800	
5257	COMMUNICATIONS TECHNICIAN	539- 650	6468- 7800	
5260	PAINTER	439- 539	5268- 6468	
5263	PLUMBER	514- 620	6168- 7440	
5266	STEAM FITTER	514- 620	6168- 7440	
5269	FURNITURE UPHOLSTERER	419- 539	5028- 6468	

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CODE NO.	T I T L E	MONTHLY	ANNUAL	PCA*
5272	FURNITURE REPAIRMAN AND REFINISHER	\$ 419- 539\$	5028- 6468	
5275	CEMENT FINISHER	439- 539	5268- 6468	
5278	MASON	514- 620	6168- 7440	
5281	PLASTERER	482- 592	5784- 7104	
5284	STEEL WORKER	514- 620	6168- 7440	
5287	SHEETMETAL WORKER	514- 620	6168- 7440	
5290	INSULATOR	482- 592	5784- 7104	
5293	CONSTRUCTION MACHINERY OPERATOR	460- 565	5520- 6780	
5296	MAINTENANCE MAN	400- 514	4800- 6168	
53-	MECHANICAL AND ALLIED TRADES TITLES			
5303	MAINTENANCE MECHANIC SUPERVISOR	650- 800	7800- 9600	
5312	ASSISTANT MAINTENANCE MECHANIC SUPERVISOR	565- 680	6780- 8160	
5321	PLANT MAINTENANCE MECHANIC	539- 620	6468- 7440	
5324	REFRIGERATION MECHANIC	539- 620	6468- 7440	
5327	TEMPERATURE CONTROL MECHANIC	539- 620	6468- 7440	
5330	WELDER	514- 620	6168- 7440	
5336	LOCKSMITH	539- 650	6468- 7800	
5342	BOAT CAPTAIN	482- 650	5784- 7800	
5345	BOAT OPERATOR	382- 514	4584- 6168	
5348	DECKHAND	279- 382	3348- 4584	
5360	AUTOMOTIVE MECHANIC	400- 514	4800- 6168	
5372	GAMES MECHANIC	382- 482	4584- 5784	
54-	LABOR AND LABOR SUPERVISION TITLES			
5401	HORTICULTURIST	650- 770	7800- 9240	*
5403	ASSISTANT SUPERINTENDENT OF CONSTRUCTION AND MAINTENANCE	650- 800	7800- 9600	
5406	TRANSPORTATION FOREMAN	539- 680	6468- 8160	
5409	GROUNDS MAINTENANCE SUPERVISOR	539- 680	6468- 8160	
5410	ARBORIST II	482- 620	5784- 7440	
5411	ARBORIST I	382- 514	4584- 6168	
5412	ASSISTANT SUPERVISOR, MAINTENANCE AND REPAIR SHOP	514- 620	6168- 7440	
5415	ASSISTANT TRANSPORTATION FOREMAN	460- 592	5520- 7104	
5418	ASSISTANT GROUNDS MAINTENANCE SUPERVISOR	460- 592	5520- 7104	
5430	GROUNDS CREW FOREMAN	335- 415	4020- 5028	
5433	GARDENER	292- 366	3504- 4392	
5436	GROUNDSKEEPER	279- 335	3348- 4020	
5460	UTILITY WORKER	292- 335	3504- 4020	

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CODE NO.	TITLE	MONTHLY	ANNUAL	PEA*	
5463	LABORER	\$ 279-	3194	3348-	3828
5466	HELPER	225-	267	2700-	3204
55- PRINTING- RELATED TITLES					
5506	ASSISTANT MANAGER, PRINTING DIVISION	740-	550	8880-	11400
5530	OFFSET PRESS FOREMAN	439-	592	5268-	7104
5532	OFFSET PRESS OPERATOR II	439-	539	5268-	6468
5533	OFFSET PRESS OPERATOR I	350-	419	4200-	5028
5560	BOOK REPAIRER	292-	366	3504-	4392
6- ANCILLARY SERVICE TITLES					
60- HOUSING MANAGEMENT TITLES					
6003	ASSISTANT DIRECTOR, HOUSING AND FOOD SERVICE	835-	1050	10020-	12600 *
6012	MANAGER, WOMENS RESIDENCE HALLS	650-	800	7800-	9600 *
6015	MANAGER, UNIVERSITY APARTMENTS AND MAINTENANCE SERVICE	650-	800	7800-	9600 *
6018	MANAGER, MENS RESIDENCE HALLS	592-	770	7104-	9240 *
6030	ASSISTANT MANAGER, WOMENS RESIDENCE HALLS	539-	650	6468-	7800 *
6033	ASSISTANT MANAGER, MENS RESIDENCE HALLS	482-	620	5784-	7440 *
6036	ASSISTANT MANAGER, UNIVERSITY APARTMENTS	482-	620	5784-	7440 *
6063	COMMUNITY SUPERVISOR	256-	319	3072-	3828
6066	RECEPTIONIST	225-	256	2700-	3072
61- FOOD MANAGEMENT TITLES					
6103	MANAGER, UNIVERSITY COMMONS	680-	870	8160-	10440 *
6106	MANAGER, VARSITY CAFETERIA	565-	740	6780-	8880 *
6109	MANAGER, UNIVERSITY TEA HOUSE	539-	710	6468-	8520 *
6112	ASSISTANT MANAGER, UNIVERSITY COMMONS	539-	680	6468-	8160 *
6130	HOSPITAL DIETITIAN	514-	650	6168-	7800 *
6150	CATERING COORDINATOR	514-	650	6168-	7800 *
6151	ASSISTANT CATERING COORDINATOR	366-	482	4392-	5784 *
6157	FOOD SERVICE COORDINATOR	514-	620	6168-	7440 *
6160	FOOD SERVICE SUPERVISOR III	514-	650	6168-	7800 *
6161	FOOD SERVICE SUPERVISOR II	382-	482	4584-	5784 *

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CODE NO.	T I T L E	MONTHLY	ANNUAL	PLA*
6162	FOOD SERVICE SUPERVISOR I	\$ 292- 382\$	3504- 4564	
6175	FOOD CHECKER AND CASHIER	279- 366	3348- 4392	
6181	BAKER II	350- 460	4200- 5520	
6182	BAKER I	279- 350	3348- 4200	
6185	CHIEF COOK	460- 620	5520- 7440	
6187	COOK II	350- 460	4200- 5520	
6188	COOK I	279- 350	3348- 4200	
6190	CHIEF WAITER	350- 460	4200- 5520	
6192	FOOD PREPARATION WORKER II	319- 400	3828- 4800	
6193	FOOD PREPARATION WORKER I	267- 335	3204- 4020	
6195	FOOD SERVICE WORKER II	256- 319	3072- 3828	
6196	FOOD SERVICE WORKER I	225- 279	2700- 3348	
62- BUILDING MANAGEMENT TITLES				
6203	SUPERINTENDENT OF BUILDINGS AND GROUNDS	835-1050	10020-12600	*
6206	ASSISTANT SUPERINTENDENT OF BUILDINGS AND GROUNDS	740- 910	8880-10920	*
6230	BUILDING SERVICES SUPERVISOR	680- 835	8160-10020	*
6233	ASSISTANT BUILDING SERVICES SUPERVISOR	460- 592	5520- 7104	
6236	BUILDING CREW FOREMAN	366- 460	4392- 5520	
6237	ASSISTANT BUILDING CREW FOREMAN	319- 400	3828- 4800	
6239	HOUSEKEEPING SUPERVISOR	382- 482	4584- 5784	
6241	HOUSEKEEPER II	319- 400	3828- 4800	
6242	HOUSEKEEPER I	279- 335	3348- 4020	
6257	GAMES AREA CLERK	267- 335	3204- 4020	
6260	BUILDING ATTENDANT	279- 366	3348- 4392	
6275	TOWER RECEPTIONIST	256- 292	3072- 3504	
6290	CLERICAL WORKER	267- 335	3204- 4020	
6293	BUILDING MAID	267- 335	3204- 4020	
7- CIVIL, LAND, AND GEOLOGY TITLES				
70- CIVIL, LAND, AND GEOLOGY TITLES				
7003	SUPERVISING GEOLOGIST	950-1250	11400-15000	*
7004	SENIOR GEOLOGIST	770-1050	9240-12600	*
7005	GEOLOGIST	650- 800	7800- 9600	*
7021	LAND AND TITLE REGISTRAR	592- 740	7104- 8880	*
7024	LAND AND TITLE CLERK	400- 514	4800- 6168	
7030	PETROLEUM ENGINEER	740- 950	8880-11400	*
7042	ASSISTANT CIVIL SUPERVISOR	565- 740	6780- 8880	

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CODE NO.	TITLE	MONTHLY	ANNUAL	
7040	ASSISTANT LAND AGENT	\$ 565- 740	6780- 8880	
7051	PRODUCTION AND DEVELOPMENT ANALYST, UNIVERSITY LANDS	592- 800	7104- 9600	*
7060	OIL SCOUT	592- 800	7104- 9600	
7090	CHIEF OIL CALGARY	565- 710	6780- 8520	
7091	OIL CALGARY	535- 650	6468- 7800	
8-	COMMUNICATIONS TITLES			
80-	LIBRARY TITLES			
8008	LAW LIBRARIAN II	710- 835	8520-10020	*
8007	LAW LIBRARIAN I	592- 710	7104- 8520	*
8021	LIBRARIAN IV	910-1100	10920-13200	*
8022	LIBRARIAN III	800- 950	9600-11400	*
8023	LIBRARIAN II	710- 835	8520-10020	*
8024	LIBRARIAN I	620- 740	7440- 8880	*
8045	ARCHIVES TRANSLATOR	435- 565	5268- 6780	*
8060	SENIOR LIBRARY ASSISTANT	415- 535	5028- 6468	*
8061	LIBRARY ASSISTANT	366- 460	4392- 5520	*
8070	BIBLIOGRAPHER	415- 565	5028- 6780	*
81-	TRAINING - EDUCATIONAL TITLES			
8103	TRAINING SPECIALIST II	770- 950	9240-11400	*
8104	TRAINING SPECIALIST I	565- 770	6780- 9240	*
8121	MENTAL HEALTH EDUCATION SPECIALIST	592- 870	7104-10440	*
8130	INTERSCHOLASTIC ACTIVITIES DIRECTOR	710- 870	8520-10440	*
82-	LANGUAGE TITLES			
8201	ASSISTANT DIRECTOR, LANGUAGE LABORATORY	565- 710	6780- 8520	*
8202	TRANSLATOR	435- 565	5268- 6780	*
83-	MUSIC, ART, AND DRAMA TITLES			
8300	ADVISER TO UNIVERSITY PUBLICATIONS	740- 910	8880-10920	*
8301	ASSISTANT ADVISER TO UNIVERSITY PUBLICATIONS	620- 770	7440- 9240	*
8310	ART CURATOR AND EDUCATIONAL DIRECTOR	535- 710	6468- 8520	*
8321	ART REGISTRAR	482- 620	5784- 7440	*
8324	ARTIST III	514- 650	6168- 7800	*

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CODE NO.	TITLE	MONTHLY	ANNUAL	PEA#
E325	ARTIST II	\$ 382- 482	4584- 5784	
E326	ARTIST I	335- 419	4020- 5028	
E336	SLIDE LIBRARIAN	415- 539	5028- 6468	*
E351	DIRECTOR OF PUBLIC PROGRAMS	620- 770	7440- 9240	*
E360	ASSISTANT DIRECTOR, LONGHORN BANDS	650- 800	7800- 9600	*
E375	COACH--ACCOMPANIST	350- 439	4200- 5268	
E376	IMPROVISATIONAL PIANIST	335- 419	4020- 5028	
E381	PIANIST	256- 319	3072- 3828	
E390	WARDROBE MISTRESS	275- 350	3348- 4200	
E393	DRESSER	275- 350	3348- 4200	
E4-- RADIO AND TELEVISION TITLES				
E403	TELEVISION PROGRAM DIRECTOR	800-1000	9600-12000	*
E404	TELEVISION PRODUCER-DIRECTOR	535- 740	6468- 8880	*
E406	TELEVISION PRODUCTION SUPERVISOR	535- 710	6468- 8520	*
E409	TELEVISION ART DIRECTOR	592- 740	7104- 8880	*
E412	TELEVISION STAGING SERVICES SUPERVISOR	565- 710	6780- 8520	*
E418	TELEVISION DIRECTOR	535- 680	6468- 8160	*
E421	VIDEOTAPE RECORDING TECHNICIAN	482- 620	5784- 7440	*
E442	RADIO PRODUCTION SUPERVISOR	535- 710	6468- 8520	*
E445	RADIO WRITER--PRODUCER	415- 539	5028- 6468	*
E448	RADIO SCRIPT WRITER	415- 539	5028- 6468	*
E460	ASSISTANT DIRECTOR IN CHARGE OF RADIO- TELEVISION ENGINEERING	870-1100	10440-13200	*
E463	RADIO-TELEVISION ASSISTANT CHIEF ENGINEER	620- 800	7440- 9600	*
E466	RADIO-TELEVISION TECHNICAL SUPERVISOR	592- 740	7104- 8880	*
E469	RADIO-TELEVISION CONTROL TECHNICIAN	482- 650	5784- 7800	*
E472	RADIO-TELEVISION MUSIC SUPERVISOR	514- 680	6168- 8160	*
E475	RADIO-TELEVISION SCRIPT EDITOR	514- 680	6168- 8160	*
E480	RADIO-TELEVISION SPECIAL PROGRAMS PRODUCER	535- 680	6468- 8160	*
E490	RADIO-TELEVISION PRODUCTION ASSISTANT II	315- 419	3828- 5028	*
E491	RADIO-TELEVISION PRODUCTION ASSISTANT I	225- 305	2700- 3660	*
E5-- AUDIO-VISUAL TITLES				
E503	ASSISTANT TO THE DIRECTOR, VISUAL INSTRUCTION BUREAU	680- 835	8160-10020	*
E512	MOTION PICTURE PRODUCTION SUPERVISOR	592- 740	7104- 8880	*

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CODE NO.	TITLE	MONTHLY	ANNUAL	PLA
8515	MOTION PICTURE DIRECTOR- CINEMATOGRAPHER	\$ 535- 710	6468- 8520	
8518	MOTION PICTURE CAMERAMAN II	514- 650	6168- 7800	
8519	MOTION PICTURE CAMERAMAN I	419- 539	5028- 6468	
8521	MOTION PICTURE FILM EDITOR	592- 710	7104- 8520	*
8524	MOTION PICTURE LABORATORY TECHNICIAN	292- 366	3504- 4392	
8527	MOTION PICTURE SOUND SPECIALIST	535- 710	6468- 8520	*
8540	INSTRUCTIONAL MEDIA COORDINATOR	835-1100	10020-13200	*
8542	AUDIO-VISUAL EDUCATIONAL SPECIALIST II	650- 800	7800- 9600	*
8543	AUDIO-VISUAL EDUCATIONAL SPECIALIST I	514- 650	6168- 7800	*
8546	AUDIO-VISUAL SPECIALIST II	400- 482	4800- 5760	
8549	AUDIO-VISUAL SPECIALIST I	319- 400	3828- 4800	
8552	AUDIO-VISUAL SHIPPING SUPERVISOR	366- 460	4392- 5520	
8572	CHIEF PHOTOGRAPHER	535- 680	6468- 8160	
8573	PHOTOGRAPHER II	460- 592	5520- 7104	
8574	PHOTOGRAPHER I	400- 539	4800- 6468	
8575	PHOTOGRAPHIC TECHNICIAN	319- 382	3828- 4584	
8581	PROJECTION TECHNICIAN	225- 305	2700- 3660	
E6- JOURNALISM-PUBLICATIONS TITLES				
8603	ASSISTANT DIRECTOR, UNIVERSITY PRESS	650- 835	7800-10020	*
8605	PROMOTION AND ADVERTISING MANAGER, UNIVERSITY PRESS	620- 800	7440- 9600	*
8606	PUBLICATIONS PRODUCTION MANAGER	680- 800	8160- 9600	*
8609	SALES MANAGER, UNIVERSITY PRESS	770- 910	9240-10920	*
8612	BUSINESS MANAGER, UNIVERSITY PRESS	770- 910	9240-10920	*
8615	BOOK DESIGNER, UNIVERSITY PRESS	680- 800	8160- 9600	*
8621	EDITOR, OFFICIAL PUBLICATIONS	680- 835	8160-10020	*
8624	ASSISTANT EDITOR, OFFICIAL PUBLICATIONS	415- 539	5028- 6468	*
8627	STAFF WRITER	620- 800	7440- 9600	*
8630	EDITOR III	680- 870	8160-10440	*
8631	EDITOR II	535- 680	6468- 8160	*
8632	EDITOR I	400- 514	4800- 6168	*
8636	EDITORIAL ASSISTANT	350- 419	4200- 5028	*
8651	TECHNICAL REPORTS EDITOR II	514- 650	6168- 7800	*
8652	TECHNICAL REPORTS EDITOR I	425- 565	5268- 6780	*
8672	ASSISTANT DIRECTOR AND EDITOR, NEWS AND INFORMATION SERVICE	620- 770	7440- 9240	*
8674	INFORMATIONAL WRITER III	592- 740	7104- 8880	*
8675	INFORMATIONAL WRITER II	460- 592	5520- 7104	*
8676	INFORMATIONAL WRITER I	419- 539	5028- 6468	*

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CODE NO.	TITLE	MONTHLY	ANNUAL	P&A*
8690	PROOFREADER	\$ 366-	4392-	5268 *
8693	JUNIOR REPORTER	225-	2700-	3204
9-	STAFF SERVICE TITLES			
9C-	OFFICE MANAGEMENT TITLES			
9004	ADMINISTRATIVE ASSISTANT	514-	6168-	8160 *
9005	OFFICE SUPERVISOR	419-	5028-	6468
9012	ADMINISTRATIVE SECRETARY	419-	5028-	6780
9013	SENIOR SECRETARY	382-	4584-	5784
9014	SECRETARY	335-	4020-	5028
9020	SENIOR CLERK-TYPIST	319-	3828-	4800
9021	CLERK-TYPIST	292-	3504-	4200
9025	SENIOR ADMINISTRATIVE CLERK	400-	4800-	6168
9030	ADMINISTRATIVE CLERK	350-	4200-	5520
9031	SENIOR CLERK	305-	3660-	4584
9032	CLERK	279-	3348-	4020
9042	CHIEF SWITCHBOARD OPERATOR	335-	4020-	5028
9043	SWITCHBOARD OPERATOR	292-	3504-	4200
9060	PHOTOGRAPHIC DUPLICATION SUPERVISOR	400-	4800-	6468
9063	PHOTOSTAT OPERATOR	267-	3204-	4020
9075	CLERICAL ASSISTANT	225-	2700-	3204

* PROFESSIONAL AND ADMINISTRATIVE PERSONNEL TITLES

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THE UNIVERSITY OF TEXAS
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PERSONNEL PAY PLAN

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COD. NO.	TITLE	PAY RANGE		
		MONTHLY	ANNUAL	P&A*
<u>ONXX STAFF SERVICE TITLES</u>				
<u>ONXX Office and Business Management Titles</u>				
0001	Clerk	\$292-366	3504-4392	
0002	Senior Clerk	335-419	4020-5028	
0003	Administrative Clerk	382-482	4584-5784	
0004	Administrative Assistant	592-740	7104-8880	
0007	Statistical Clerk	350-439	4200-5268	
0008	Statistical Typist	382-482	4584-5784	
0011	Clerk-Typist	305-382	3660-4584	
0012	Senior Clerk-Typist	366-460	4392-5520	
0016	Mail Clerk	279-350	3348-4200	
0018	Mail Services Supervisor	366-460	4392-5520	
0021	Secretary	366-460	4392-5520	
0022	Senior Secretary	400-514	4800-6168	
0023	Administrative Secretary	482-620	5784-7440	
0031	Switchboard Operator	319-400	3828-4800	
0032	Chief Switchboard Operator	382-482	4584-5784	
0050	Clerical Aide	215-350	2580-4200	
<u>01XX Fiscal and Accounting Titles</u>				
0101	Accounting Clerk I	319-400	3828-4800	
0102	Accounting Clerk II	366-460	4392-5520	

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CODE NO.	T I T L E	P A Y R A N G E		
		MONTHLY	ANNUAL	P&A*
<u>01XX Fiscal and Accounting Titles (Cont'd)</u>				
0103	Accounting Clerk III	439-565	5268-6780	
0107	Accountant I	482-680	5784-8160	
0108	Accountant II	680-835	8160-10020	*
0111	Cashier	305-382	3660-4584	
0112	Bursar	482-620	5784-7440	
0121	Payroll Officer	460-592	5520-7104	
0130	Internal Auditor	870-1200	10440-14400	*
0140	Assistant Business Manager	870-1200	10440-14400	*
0150	Business Manager of Athletics	620-770	7440-9240	*
0160	Administrative Services Officer	680-910	8160-10920	*
<u>02XX Purchasing and Stores Management Titles</u>				
0201	Assistant Purchasing Agent	620-770	7440-9240	
0202	Purchasing Agent	770-950	9240-11400	*
0205	Purchaser	350-439	4200-5268	
0215	Storekeeper I	350-439	4200-5268	
0216	Storekeeper II	400-514	4800-6168	
0217	Storekeeper Foreman	439-565	5268-6780	
0219	Inventory Supervisor	439-565	5268-6780	
0221	Warehouseman	482-620	5784-7440	
0231	Sales Clerk	279-350	3348-4200	
0235	Retail Store Manager	710-870	8520-10440	*
0241	Locker Room Attendant	279-382	3348-4584	
<u>03XX Data Processing Titles</u>				
0301	Key Punch Operator I	335-419	4020-5028	

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CODE NO.	T I T L E	P A Y R A N G E		
		MONTHLY	ANNUAL	P&A*
03XX	<u>Data Processing Titles</u> (Cont'd)			
0302	Key Punch Operator II	382-482	4584-5784	
0303	Key Punch Supervisor	419-539	5028-6468	
0311	ADP Equipment Operator I	419-539	5028-6468	
0312	ADP Equipment Operator II	482-620	5784-7440	
0313	ADP Equipment Operator III	539-680	6468-8160	
0314	ADP Operations Chief	770-950	9240-11400	
0317	Computer Programmer I	620-770	7440-9240	
0318	Computer Programmer II	740-910	8880-10920	*
0319	Computer Programmer III	770-950	9240-11400	*
0320	Systems Analyst and Programmer I	620-770	7440-9240	
0321	Systems Analyst and Programmer II	770-950	9240-11400	*
0322	Systems Programmer	740-910	8880-10920	*
0323	Systems Analyst	835-1050	10020-12600	*
0324	Assistant Data Processing Director	910-1250	10920-15000	*
04XX	<u>Journalism - Publications Titles</u>			
0401	Information Writer	680-835	8160-10020	*
0403	Editor, Student Publications	680-835	8160-10020	*
0404	Editor, Public Information and Official Publications	770-950	9240-11400	*
0405	Information and Publications Director	800-1000	9600-12000	*
0450	News - Publications Aide	215-350	2580-4200	
05XX	<u>Admissions and Registration Titles</u>			
0501	Transcript Evaluator	382-482	4584-5784	
0504	Assistant Registrar	770-950	9240-11400	*
0506	Associate Registrar	910-1250	10920-15000	*
0508	Associate Director of Admissions	910-1250	10920-15000	*

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CODE NO.	T I T L E	P A Y R A N G E		
		MONTHLY	ANNUAL	P&A*
<u>06XX Personnel Management Titles</u>				
0603	Personnel Representative	680-835	8160-10020	*
0608	Assistant Director of Personnel	770-950	9240-11400	*
<u>.XX STUDENT PROGRAM TITLES</u>				
<u>10XX Student Advisory Titles</u>				
1001	Assistant Dormitory Supervisor	279-350	3348-4200	
1002	Dormitory Supervisor	350-439	4200-5268	
1005	Director of Men's Residence Affairs	650-800	7800-9600	
1007	Student Counselor	770-950	9240-11400	*
1010	Dean of Men	835-1050	10020-12600	*
1012	Dean of Women	835-1050	10020-12600	*
1014	Assistant Dean of Student Life	770-950	9240-11400	*
1050	Counselor's Aide	215-350	2580-4200	
<u>11XX Placement and Student Aid Titles</u>				
1101	Associate Placement and Student Aid Director	740-910	8880-10920	*
1103	Placement and Student Aid Director	835-1050	10020-12600	*
<u>12XX Student Activities Titles</u>				
1201	Bowling and Games Attendant	350-439	4200-5268	
1202	Bowling and Games Room Supervisor	400-514	4800-6168	
1203	Bowling and Games Manager	460-592	5520-7104	
1205	Student Activities Director	650-800	7800-9600	*
1206	Social Activities Coordinator	366-460	4392-5520	

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CODE NO.	TITLE	PAY RANGE		
		MONTHLY	ANNUAL	P&A*
<u>12XX Student Activities Titles (Cont'd)</u>				
1211	Assistant Director of Housing and Student Center Facilities	680-835	8160-10020	*
1250	Student Activities Aide	215-350	2580-4200	
<u>13XX Student Health Titles</u>				
1301	Licensed Vocational Nurse	350-439	4200-5268	
1302	Registered Nurse	592-740	7104-8880	*
1303	Nursing Services Supervisor	650-800	7800-9600	*
1313	X-Ray Laboratory Technician	565-710	6780-8520	
1320	Clinical - Counseling Psychologist	1000-1400	12000-16800	*
1350	Health Center Aide	215-350	2580-4200	
<u>2XXX EDUCATIONAL TITLES</u>				
<u>20XX Library Titles</u>				
2001	Library Assistant	419-539	5028-6468	
2002	Bibliographer	592-740	7104-8880	
2005	Librarian I	680-835	8160-10020	*
2006	Librarian II	740-910	8880-10920	*
2007	Librarian III	835-1150	10020-13800	*
2011	Associate College Librarian	910-1250	10920-15000	*
2020	Audio-Visual Librarian	740-910	8880-10920	*
2025	Director of Audio-Visual Services	835-1150	10020-13800	*
2030	Archivist	800-1100	9600-13200	*

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CODE NO.	T I T L E	P A Y R A N G E		
		MONTHLY	ANNUAL	P&A*
<u>20XX Library Titles (Cont'd)</u>				
2050	Library Aide	215-350	2580-4200	
2051	Audio-Visual Aide	215-350	2580-4200	
<u>23XX Music, Art and Drama Titles</u>				
2305	Art Curator	419-539	5028-6468	
2307	Artist	366-460	4392-5520	
2351	Model	215-350	2580-4200	
<u>25XX Pure and Applied Science Titles</u>				
2501	Research Engineer/Scientist Assistant I	419-539	5028-6468	
2503	Research Engineer/Scientist Assistant II	514-650	6168-7800	
2505	Research Engineer/Scientist Assistant III	565-710	6780-8520	
2507	Research Engineer/Scientist Associate I	592-740	7104-8880	*
2508	Research Engineer/Scientist Associate II	680-835	8160-10020	*
2509	Research Engineer/Scientist Associate III	770-950	9240-11400	*
2510	Research Engineer/Scientist Associate IV	800-1000	9600-12000	*
2511	Research Engineer/Scientist Associate V	950-1325	11400-15900	*
<u>26XX Technical - Scientific Support Titles</u>				
2601	Technical Staff Assistant I	305-382	3660-4584	
2602	Technical Staff Assistant II	350-439	4200-5268	
2603	Technical Staff Assistant III	400-514	4800-6168	
2604	Technical Staff Assistant IV	482-620	5784-7440	
2605	Technical Staff Assistant V	620-835	7440-10020	

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CODE NO.	TITLE	PAY RANGE		
		MONTHLY	ANNUAL	P&A*
<u>26XX Technical - Scientific Support Titles (Cont'd)</u>				
2610	Instrument Maker I	539-680	6468-8160	
2612	Instrument Maker II	592-740	7104-8880	
<u>27XX Research Laboratory Titles</u>				
2701	Animal Caretaker I	279-350	3348-4200	
2702	Animal Caretaker II	350-439	4200-5268	
2703	Animal Caretaker Supervisor	400-565	4800-6780	
2850	Laboratory Aide	215-350	2580-4200	
2851	Senior Laboratory Aide	279-400	3348-4800	
<u>30XX ANCILLARY SERVICE TITLES</u>				
<u>30XX Building Management Titles</u>				
3001	Custodial Worker I	350-439	4200-5268	
3002	Custodial Worker II	366-460	4392-5520	
3003	Housekeeper	319-400	3828-4800	
3005	Building Services Foreman	382-482	4584-5784	
3011	Assistant Building Services Supervisor	460-592	5520-7104	
3020	Building Services Supervisor	620-770	7440-9240	
3050	Auditorium and Theater Manager	620-770	7440-9240	
<u>31XX Food Management Titles</u>				
3101	Food Service Worker I	279-350	3348-4200	
3102	Food Service Worker II	319-400	3828-4800	
3103	Food Service Supervisor I	305-382	3660-4584	
3104	Food Service Supervisor II	350-439	4200-5268	

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CODE NO.	T I T L E	P A Y R A N G E		
		MONTHLY	ANNUAL	P&A*
<u>31XX Food Management Titles (Cont'd)</u>				
3105	Dish Machine Operator	319-400	3828-4800	
3107	Baker	305-382	3660-4584	
3109	Cook I	305-382	3660-4584	
3110	Cook II	350-439	4200-5268	
3120	Assistant Food Service Director	419-539	5028-6468	
3125	Food Service Director	650-800	7800-9600	*
3150	Food Service Aide	215-350	2580-4200	
<u>40XX ENGINEERING, TRADES - CRAFTS, AND LABOR TITLES</u>				
<u>40XX Labor and Labor Supervision Titles</u>				
4001	Laborer	350-439	4200-5268	
4002	Groundskeeper I	350-439	4200-5268	
4003	Groundskeeper II	366-460	4392-5520	
4005	Grounds Maintenance Foreman	382-482	4584-5784	
4006	Grounds Maintenance Supervisor	514-650	6168-7800	
4008	Utility Worker I	366-460	4392-5520	
4009	Utility Worker II	400-514	4800-6168	
4050	Physical Plant Aide	215-350	2580-4200	
<u>41XX Building and Allied Trades Titles</u>				
4101	Carpenter	565-650	6780-7800	
4103	Carpenter Foreman	650-740	7800-8880	
4111	Painter	539-620	6468-7440	

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CODE NO.	T I T L E	P A Y R A N G E		
		MONTHLY	ANNUAL	P&A*
<u>41XX Building and Allied Trades Titles (Cont'd)</u>				
4113	Painter Foreman	620-710	7440-8520	
4115	Plasterer	565-650	6780-7800	
4121	Plumber	620-710	7440-8520	
4123	Plumber Foreman	650-740	7800-8880	
4130	Heating Control Mechanic	620-710	7440-8520	
4131	Air Conditioning and Heating Mechanic	620-710	7440-8520	
4132	Air Conditioning and Heating Foreman	650-740	7800-8880	
4133	Utilities Station Operator	565-650	6780-7800	
4134	Utilities Station Foreman	650-740	7800-8880	
4135	Utilities Station Supervisor	710-800	8520-9600	
4137	Superintendent of Utilities	835-1150	10020-13800	*
4141	Electrician	620-710	7440-8520	
4143	Electrician Foreman	650-740	7800-8880	
4145	Electrician Supervisor	680-770	8160-9240	
4151	Locksmith	565-650	6780-7800	
4161	Maintenance Repairman	400-514	4800-6168	
4162	Maintenance Foreman	514-650	6168-7800	
4163	Maintenance Supervisor	650-800	7800-9600	
4165	General Maintenance and Services Supervisor	740-910	8880-10920	*
4171	Automotive Mechanic	565-650	6780-7800	

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CODE NO.	TITLE	PAY RANGE		
		MONTHLY	ANNUAL	P&A*
<u>41XX Building and Allied Trades Titles (Cont'd)</u>				
4173	Laboratory Mechanic	565-710	6780-8520	
4175	Electronics Technician	565-710	6780-8520	
4177	Communications Technician	565-710	6780-8520	
<u>42XX Engineering Management Titles</u>				
4201	Draftsman I	565-710	6780-8520	
4203	Draftsman II	650-800	7800-9600	
4205	Construction Inspector	680-835	8160-10020	
<u>43XX Printing - Related Titles</u>				
4302	Typesetter Operator	366-460	4392-5520	
4307	Offset Pressman	400-514	4800-6168	
4308	Senior Offset Pressman	565-710	6780-8520	
4313	Assistant Print Shop Supervisor	592-740	7104-8880	
4315	Print Shop Supervisor	680-835	8160-10020	*
<u>44XX Security/Safety Management Titles</u>				
4401	Campus Security Officer	400-514	4800-6168	
4402	Campus Security Sergeant	419-539	5028-6468	
4403	Campus Security Chief	710-870	8520-10440	*
<u>5XXX COMMUNICATIONS TITLES</u>				
<u>50XX Radio and Television Titles</u>				
5001	Radio-Television Writer-Producer	439-620	5268-7440	
5003	Radio-Television Producer-Director	539-740	6468-8880	
5005	Radio-Television Music Supervisor	482-680	5784-8160	

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CODE NO.	T I T L E	P A Y R A N G E		
		MONTHLY	ANNUAL	P&A*
50XX	<u>Radio and Television Titles (Cont'd)</u>			
5007	Television Art Director	514-710	6168-8520	
5009	Television Film Editor	565-770	6780-9240	
5011	Radio-Television Technician	482-680	5784-8160	
5013	Radio-Television Assistant Chief Engineer	592-800	7104-9600	*
5015	Radio-Television Chief Engineer	800-1100	9600-13200	*
5020	Photographic Technician	305-382	3660-4584	
5023	Photographer	350-482	4200-5784	
5025	Motion Picture Cameraman	400-565	4800-6780	
5027	Chief Photographer	439-620	5268-7440	
5050	Radio-Television Aide	215-350	2580-4200	

FOOTNOTES:

*Professional and Administrative Personnel Titles

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PERSONNEL PAY PLAN

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CODE NO.	T I T L E	P A Y R A N G E		
		MONTHLY	ANNUAL	PEA*
OXXX	STAFF SERVICE TITLES			
00XX	<u>Office and Business Management Titles</u>			
0000	Clerical Assistant	\$200- 305	\$ 2400- 3660	
0001	Clerk	245- 305	2940- 3660	
0002	Senior Clerk	292- 366	3504- 4392	
0003	Administrative Clerk	335- 419	4020- 5028	
0010	Clerk Typist	245- 305	2940- 3660	
0011	Senior Clerk Typist	292- 366	3504- 4392	
0020	Secretary	279- 350	3348- 4200	
0021	Senior Secretary	305- 382	3660- 4584	
0022	Administrative Secretary	350- 460	4200- 5520	
0026	Assistant Director of Development	514- 650	6168- 7800	*
0027	Assistant Director, Financial Aid and Placement	592- 770	7104- 9240	*
0028	Assistant Registrar	439- 650	5268- 7800	*
0029	Assistant Director of Admissions	514- 740	6168- 8880	*
0030	Administrative Assistant	419- 539	5028- 6468	
0040	Assistant to Business Manager	439- 565	5268- 6780	
0050	Office Supply and Duplicating Services Manager	350- 482	4200- 5784	
0060	Executive Assistant	539- 710	6468- 8520	*
0061	Personnel Assistant	460- 620	5520- 7440	*

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CODE NO.	T I T L E	P A Y R A N G E		
		SEE TABLE II FOR INTERMEDIATE STEPS AND HOURLY RATES		
		MONTHLY	ANNUAL	P&A*
0065	Student Placement Interviewer	\$460- 592	\$ 5520- 7104	*
0070	Office Supervisor	366- 482	4392- 5784	
0071	Mail Clerk	245- 279	2940- 3348	
<u>01XX</u>	<u>Fiscal and Accounting Titles</u>			
0121	Internal Auditor	565- 800	6780- 9600	*
0122	Assistant Auditor	539- 770	6468- 9240	*
0130	Accountant I	439- 592	5268- 7104	*
0131	Accountant II	565- 740	6780- 8880	*
0132	Accountant III	650- 835	7800-10020	*
0155	Assistant Purchasing Agent	439- 650	5268- 7800	
0156	Purchasing Agent	565- 800	6780- 9600	*
0185	Cashier I	267- 335	3204- 4020	
0186	Cashier II	305- 382	3660- 4584	
0190	Accounting Clerk I	267- 335	3204- 4020	
0191	Accounting Clerk II	319- 400	3828- 4800	
<u>02XX</u>	<u>Statistical Titles</u>			
0201	Clerk Draftsman	235- 305	2820- 3660	
<u>03XX</u>	<u>Data Processing Titles</u>			
0301	Computer Operator I	335- 400	4020- 4800	
0302	Computer Operator II	419- 539	5028- 6468	
0303	Bookkeeping Machine Operator I	267- 350	3204- 4200	
0304	Bookkeeping Machine Operator II	335- 460	4020- 5520	
0305	Data Processing Supervisor	620- 835	7440-10020	

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CODE NO.	TITLE	PAY RANGE		
		MONTHLY	ANNUAL	P&A*
0306	Computer Operator III	\$514- 620	\$ 6168- 7440	
0307	Tabulating Equipment Operator II	382- 514	4584- 6168	
0310	Tabulating Equipment Operator I	335- 460	4020- 5520	
0311	Tabulating Equipment Supervisor	460- 592	5520- 7104	
0315	Key Punch Operator I	245- 305	2940- 3660	
0316	Key Punch Operator II	292- 366	3504- 4392	
0320	Computer Programmer III	620- 740	7440- 8880	*
0321	Computer Programmer II	565- 680	6780- 8160	*
0322	Computer Programmer I	482- 592	5784- 7104	*
0323	Computer Programmer, Assistant	350- 439	4200- 5268	
04XX	<u>Stores and Supply Management Titles</u>			
0400	Stores Foreman	565- 650	6780- 7800	
0401	Warehouseman	335- 460	4020- 5520	
0402	Receiving and Shipping Clerk	292- 382	3504- 4584	
0430	Laboratory Services Supervisor	292- 382	3504- 4584	
0435	Stores Clerk II	305- 400	3660- 4800	
0440	Stores Clerk I	235- 305	2820- 3660	
09XX	<u>Bookstore Titles</u>			
0900	Bookstore Clerk	245- 305	2940- 3660	
0905	Bookstore Manager	565- 800	6780- 9600	*
0906	Assistant Bookstore Manager	400- 514	4800- 6168	
1XXX	STUDENT PROGRAM TITLES			
10XX	<u>Student Advisory Titles</u>			

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CODE NO.	T I T L E	P A Y R A N G E		
		MONTHLY	ANNUAL	P&A*
1001	Dormitory Director	\$225- 305	\$ 2700- 3660	
1021	Intramurals Director	439- 710	5268- 8520	*
1022	Intramurals Assistant Director	319- 482	3828- 5784	
1047	Manager, Recreation Room	419- 539	5028- 6468	
11XX	<u>Testing and Counseling Titles</u>			
1110	Psychologist I	319- 419	3828- 5028	*
1111	Psychologist II	439- 539	5268- 6468	*
1112	Psychologist III	565- 710	6780- 8520	*
1120	Psychometrist I	292- 366	3504- 4392	
1121	Psychometrist II	366- 460	4392- 5520	
12XX	<u>Student Health Titles</u>			
1210	Clinic Nurse	382- 514	4584- 6168	*
1262	Supervising Nurse	460- 592	5520- 7104	*
13XX	RESEARCH-SCIENTIFIC TITLES			
20XX	<u>Social Science/Humanities Titles</u>			
2001	Social Science/Humanities Research Assistant I	200- 256	2400- 3072	
2002	Social Science/Humanities Research Assistant II	235- 305	2820- 3660	
2051	Curator of Exhibits	650- 800	7800- 9600	*
21XX	<u>Pure and Applied Science Titles</u>			
2100	Laboratory Research Assistant I	200- 256	2400- 3072	
2101	Laboratory Research Assistant II	235- 292	2820- 3504	
2102	Laboratory Research Assistant III	279- 335	3348- 4020	

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CODE NO.	T I T L E	P A Y R A N G E		P&A*
		MONTHLY	ANNUAL	
2108	Research Engineer-Scientist Assistant I	\$350- 400	\$ 4200- 4800	*
2109	Research Engineer-Scientist Assistant II	400- 439	4800- 5268	*
2110	Research Engineer-Scientist Assistant III	439- 539	5268- 6468	*
2111	Research Engineer-Scientist Associate I (Group of Classes)	482- 620	5784- 7440	*
2112	Research Engineer-Scientist Associate II (Group of Classes)	592- 710	7104- 8520	*
2113	Research Engineer-Scientist Associate III (Group of Classes)	680- 800	8160- 9600	*
2114	Research Engineer-Scientist Associate IV (Group of Classes)	740- 870	8880-10440	*
2115	Research Engineer-Scientist Associate V (Group of Classes)	835-1150	10020-13800	*
2140	Assistant to the Director SRL	514- 650	6168- 7800	*
2141	Special Research Associate	800-1250	9600-15000	*
2142	Meteorologist	514- 620	6168- 7440	*
<u>22XX Technical-Scientific Support Titles</u>				
2210	Technical Staff Assistant I	200- 305	2400- 3660	
2211	Technical Staff Assistant II	279- 366	3348- 4392	
2212	Technical Staff Assistant III	350- 460	4200- 5520	
2213	Technical Staff Assistant IV	439- 565	5268- 6780	
2214	Technical Staff Assistant V	539- 740	6468- 8880	
<u>23XX Laboratory and Stores Titles</u>				
2300	Laboratory Attendant	200- 267	2400- 3204	

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CODE NO.	T I T L E	P A Y R A N G E		
		MONTHLY	ANNUAL	PEA*
<u>28XX Language Titles</u>				
2803	Translator	\$245- 305	\$ 2940- 3660	
2804	Translator-Interpreter	279- 350	3348- 4200	
3XXX ENGINEERING, TRADES-CRAFTS, AND LABOR TITLES				
<u>30XX Engineering Management Titles</u>				
3010	Assistant Director, Physical Plant	620- 710	7440- 8520	*
3011	Draftsman II	419- 539	5028- 6468	
3012	Draftsman I	305- 400	3660- 4800	
<u>31XX Plant Operation Titles</u>				
3105	Building Utility Operator	366- 460	4392- 5520	
3180	Assistant Physical Plant Engineer	382- 514	4584- 6168	
3181	Physical Plant Engineer	539- 650	6468- 7800	*
<u>32XX Building and Allied Trades Titles</u>				
3200	Maintenance Man	279- 350	3348- 4200	
3205	Building Services Supervisor	350- 439	4200- 5268	
3210	Carpenter	335- 419	4020- 5028	
3213	Carpenter Foreman	460- 565	5520- 6780	
3220	Electrician	514- 620	6168- 7440	
3230	Painter	279- 366	3348- 4392	
3231	Painter Foreman	382- 460	4584- 5520	
3240	Plumber	350- 482	4200- 5784	
3241	Plasterer	350- 439	4200- 5268	
3242	Refrigeration Mechanic	400- 514	4800- 6168	

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CODE NO.	TITLE	PAY RANGE		
		MONTHLY	ANNUAL	P&A*
<u>33XX Mechanical and Allied Trades Titles</u>				
3310	Automotive Mechanic	\$292- 350	\$ 3504- 4200	
<u>34XX Printing and Allied Trades Titles</u>				
3400	Offset Press Operator	335- 439	4020- 5268	
3401	Photo Offset Platemaker (Combination)	482- 592	5784- 7104	
3402	Cylinder Pressman	482- 592	5784- 7104	
3405	Printer Foreman	482- 592	5784- 7104	
3450	Manager, Printing Division	650- 910	7800-10920	
<u>35XX Labor and Labor Supervision Titles</u>				
3500	Laborer II	235- 292	2820- 3504	
3501	Utility Worker	245- 319	2940- 3828	
3502	Yard Foreman	279- 366	3348- 4392	
3503	Laborer I	200- 256	2400- 3072	
3505	Helper	200- 305	2400- 3660	
4XXX ANCILLARY SERVICE TITLES				
<u>40XX Housing Management Titles</u>				
4000	Receptionist	200- 256	2400- 3072	
<u>41XX Food Service Titles</u>				
4100	Food Service Worker	200- 279	2400- 3348	
4111	Cook	200- 279	2400- 3348	
4130	Food Checker and Cashier	200- 267	2400- 3204	
4141	Manager, Snack Bar	539- 800	6468- 9600	
4150	Assistant Manager, Snack Bar	382- 565	4584- 6780	

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CODE NO.	T I T L E S	P A Y R A N G E		
		MONTHLY	ANNUAL	P&A*
42XX	<u>Building Management Titles</u>			
4200	Custodial Worker II	\$235- 292	\$ 2820- 3504	
4201	Custodial Worker I	200- 256	2400- 3072	
4205	Custodial Supervisor	335- 460	4020- 5520	
4210	Building Attendant	256- 335	3072- 4020	
4241	Games Area Manager	366- 460	4392- 5520	
4242	Assistant Games Area Manager	279- 350	3348- 4200	
43XX	<u>Security/Safety Management Titles</u>			
4300	Watchman	279- 382	3348- 4584	
4320	Campus Policeman	200- 305	2400- 3660	
4321	Traffic Control and Parking Officer	305- 382	3660- 4584	
4330	Traffic and Security Supervisor	592- 710	7104- 8520	
5XXX	LIBRARY TITLES			
50XX	<u>Library Titles</u>			
5000	Library Assistant	267- 366	3204- 4392	
5010	Librarian I (Group of Classes)	319- 419	3828- 5028	
5011	Librarian II	439- 565	5268- 6780	
5012	Librarian III	650- 800	7800- 9600	*
5040	Chief Catalog Librarian	650- 800	7800- 9600	*
5041	Loan Librarian	650- 800	7800- 9600	*
5042	Acquisition Librarian	650- 800	7800- 9600	*
5043	Reference Librarian	650- 800	7800- 9600	*
5044	Archives Librarian	650- 800	7800- 9600	

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CODE NO.	T I T L E S	P A Y R A N G E		P&A*
		MONTHLY	ANNUAL	
5045	Documents Librarian	\$650- 800	\$ 7800- 9600	*
5100	Assistant Librarian	382- 482	4584- 5784	
5110	Chief of Technical Services (Library)	680- 835	8160-10020	*
6XXX	EDUCATIONAL AND INFORMATIONAL TITLES			
63XX	<u>Athletic Titles</u>			
6311	Swimming Pool Assistant	200- 256	2400- 3072	
6340	Athletic Business Manager	514- 650	6168- 7800	*
6345	Athletic Publicity Director	514- 650	6168- 7800	*
66XX	<u>Radio and Television Titles</u>			
6601	Radio-Television Technical Supervisor	419- 565	5028- 6780	
6602	Radio-Television Chief Engineer	592- 740	7104- 8880	
6603	Radio-Television Production Supervisor	592- 740	7104- 8880	
6620	Radio Production Assistant	200- 267	2400- 3204	
6630	Television Production Assistant	200- 267	2400- 3204	
68XX	<u>Journalism-Publication Titles</u>			
6822	Assistant Director, News and Information	482- 620	5784- 7440	*
6823	Technical Reports Editor I	350- 439	4200- 5268	
6824	Technical Reports Editor II	419- 539	5028- 6468	
6825	Informational Writer I	292- 366	3504- 4392	
69XX	<u>Audio-Visual Titles</u>			
6901	Chief Photographer	382- 482	4584- 5784	
6902	Photographic Technician	256- 335	3072- 4020	

FOOTNOTES:

*Professional and Administrative Personnel Titles

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 Medical Branch
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PERSONNEL PAY PLAN

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TABLE I - TITLES AND SALARY RANGES

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CODE NO.	T I T L E	P A Y R A N G E		P&A*
		SEE TABLE II FOR INTERMEDIATE STEPS AND HOURLY RATES MONTHLY	ANNUAL	
CXXX	STAFF SERVICE TITLES			
00XX	<u>Office and Business Management Titles</u>			
0000	Clerical Assistant	\$245-305	\$2940-3660	
0001	Clerk I	279-350	3348-4200	
0002	Clerk II	335-419	4020-5028	
0003	Clerk III	419-539	5028-6468	
0004	Chief Clerk (Group of Classes)	565-710	6780-8520	
0010	Clerk-Typist I	292-366	3504-4392	
0011	Clerk-Typist II	350-439	4200-5268	
0012	Clerk-Typist III	460-592	5520-7104	
0014	Medical Records Typist	350-439	4200-5268	
0020	Secretary I	319-400	3828-4800	
0021	Secretary II	382-482	4584-5784	
0022	Secretary III	460-592	5520-7104	
0023	Administrative Assistant I	592-740	7104-8880	*
0024	Administrative Assistant II	770-950	9240-11400	*
0027	Dispatcher	350-439	4200-5268	
0033	Admitting Officer	565-710	6780-8520	*
0034	Assistant Bursar	650-800	7800-9600	*
0035	Bursar	800-1000	9600-12000	*
0038	Unit Clerk	305-382	3660-4584	
0040	Unit Manager I	460-592	5520-7104	
0041	Unit Manager II	539-680	6468-8160	

CODE NO.	T I T L E	P A Y R A N G E		
		SEE TABLE II FOR INTERMEDIATE STEPS AND HOURLY RATES		P&A*
		MONTHLY	ANNUAL	
<u>01XX</u>	<u>Fiscal and Accounting Titles</u>			
0100	Accounting Clerk I	\$350-439	\$4200-5268	
0101	Accounting Clerk II	439-565	5268-6780	
0105	Cashier I	350-439	4200-5268	
0106	Cashier II	419-539	5028-6468	
0109	Accountant I	620-770	7440-9240	*
0110	Accountant II	710-870	8520-10440	*
0111	Accountant III	770-950	9240-11400	*
0112	Assistant Auditor	835-1050	10020-12600	*
0113	Internal Auditor	835-1050	10020-12600	*
0120	Fiscal Manager, Grants and Contracts	770-950	9240-11400	*
0130	Supervisor, Payroll Division	710-870	8520-10440	*
<u>02XX</u>	<u>Office Equipment Operation Titles</u>			
0200	Switchboard Operator	305-382	3660-4584	
0202	Chief Switchboard Operator	366-460	4392-5520	
0204	Assistant Communications Supervisor	592-740	7104-8880	
0206	Control Clerk-Coder I	319-400	3828-4800	
0207	Control Clerk-Coder II	382-482	4584-5784	
0208	Control Clerk-Coder Supervisor	460-592	5520-7104	
0209	Magnetic Tape Librarian	382-482	4584-5784	
0210	Key Punch Operator I	319-400	3828-4800	
0211	Key Punch Operator II	382-482	4584-5784	
0212	Key Punch Supervisor	460-592	5520-7104	
0213	Unit-Record Equipment Operator I	400-514	4800-6168	
0214	Unit-Record Equipment Operator II	482-620	5784-7440	
0215	Supervisor, Auxiliary Equipment Operations	592-740	7104-8880	*

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CODE NO.	T I T L E	P A Y R A N G E		
		SEE TABLE II FOR INTERMEDIATE STEPS AND MONTHLY	HOURLY RATES ANNUAL	P&A*
0220	Computer Programmer I	\$592-740	\$7104-8880	*
0221	Computer Programmer II	680-835	8160-10020	*
0222	Computer Programmer III	770-950	9240-11400	*
0225	Systems Analyst and Programmer I	680-835	8160-10020	*
0226	Systems Analyst and Programmer II	770-950	9240-11400	*
0227	Systems Analyst and Programmer III	870-1100	10400-13200	*
0228	Manager, Systems Analysis and Programming	910-1150	10920-13800	*
0229	Technical Assistant to the Director, Service Computation Center	740-910	8880-10920	*
0230	Computer Operator I	514-650	6168-7800	
0231	Computer Operator II	620-770	7440-9240	
0232	Supervisor, Computer Operations	710-870	8520-10440	
0234	Work-Processing Scheduler	592-740	7104-8880	*
0235	Manager of Operations	910-1150	10920-13800	*
0236	Assistant Director, Service Computation Center	1050-1325	12600-15900	*
0237	Assistant Director, Research Computation Center	1050-1325	12600-15900	*
<u>03XX</u>	<u>Stores and Procurement Titles</u>			
0300	Stores Clerk I	275-350	3348-4200	
0301	Stores Clerk II	335-419	4020-5028	
0305	Stores Clerk III	382-482	4584-5784	
0310	Storekeeper	482-620	5784-7440	
0313	Assistant Stores Supervisor	565-710	6780-8520	
0315	Stores Supervisor	680-835	8160-10020	*
0316	Buyer I	305-382	3660-4584	
0317	Buyer II	366-460	4392-5520	
0318	Buyer III	482-620	5784-7440	

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CODE NO.	TITLE	PAY RANGE		
		SEE TABLE II FOR INTERMEDIATE STEPS AND HOURLY RATES	MONTHLY	ANNUAL
0319	Assistant Purchasing Agent	\$650-800	\$7800-9600	*
0320	Purchasing Agent	835-1050	10020-12600	*
05XX	<u>Medical Records Titles</u>			
0500	Medical Records Technician	439-565	5268-6780	
0502	Medical Records Librarian	539-680	6468-8160	*
0505	Assistant Chief Medical Records Librarian	650-800	7800-9600	*
06XX	<u>Journalism - Publication Titles</u>			
0610	Managing Editor	592-740	7104-8800	*
07XX	<u>Personnel Management Titles</u>			
0710	Personnel Interviewer	539-680	6468-8160	*
0720	Personnel Assistant I	592-740	7104-8800	*
0721	Personnel Assistant II	680-835	8106-10020	*
0729	Assistant Personnel Director	800-1000	9600-12000	*
LXXX	ALLIED HEALTH SCIENCE TITLES			
10XX	<u>Dental Titles</u>			
1000	Dental Assistant	279-350	3348-4200	
1005	Dental Technician	419-539	5028-6468	
11XX	<u>Technical Titles</u>			
1100	Heart Station Technician	305-382	3660-4584	
1105	Heart Station Supervisor	419-539	5028-6468	
1110	Electroencephalograph Technician	382-482	4584-5784	
1112	Chief Electroencephalograph Technician	460-592	5520-7104	
1115	Echoencephalograph Technician	335-419	4020-5028	
1121	X-ray Technologist I	460-592	5520-7104	
1122	X-ray Technologist II	539-680	6468-8160	

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CODE NO.	T I T L E	P A Y R A N G E		
		SEE TABLE II FOR INTERMEDIATE STEPS AND HOURLY RATES	MONTHLY	ANNUAL P&A*
1124	X-ray Technologist Supervisor	\$650-800	\$7800-9600	
1129	Supervisor, Supply and Transportation	400-514	4800-6168	
1135	Nuclear Medicine Assistant	279-350	3348-4200	
1137	Nuclear Medicine Technologist I	460-592	5520-7104	
1138	Nuclear Medicine Technologist II	539-680	6468-8160	
1150	Inhalation Therapy Technician (Trainee)	100	1200+See Footnote	
1151	Inhalation Therapy Assistant I	245-305	2940-3660	
1152	Inhalation Therapy Assistant II	319-400	3828-4800	
1153	Inhalation Therapy Technician I	460-592	5520-7104	
1154	Inhalation Therapy Technician II	539-680	6468-8160	
1160	Heart-Lung Technician	592-740	7104-8800	*
1165	Dialysis Technician I	419-539	5028-6468	
1166	Dialysis Technician II	514-680	6168-8160	
<u>12XX</u>	<u>Nursing Titles</u>			
1200	Hospital Aide	245-319	2940-3828	
1204	Operating Room Technician	350-439	4200-5268	
1205	Vocational Nurse	350-439	4200-5268	
1210	Staff Nurse	539-680	6468-8160	*
1215	Operating Room Nurse	539-680	6468-8160	*
1220	Head Nurse	620-770	7440-9240	*
1230	Nursing Supervisor	710-870	8520-10440	*
<u>13XX</u>	<u>Pharmaceutical Titles</u>			
1300	Pharmacy Technician	245-305	2940-3660	
1301	Pharmaceutical Technologist	460-592	5520-7104	
1302	Pharmacist	740-910	8880-10920	*
1303	Assistant Director of Pharmacy Services	835-1050	10020-12600	*

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CODE NO.	T I T L E	P A Y R A N G E		
		SEE TABLE II FOR INTERMEDIATE MONTHLY	STEPS AND HOURLY RATES ANNUAL	P&A*
<u>14XX</u>	<u>Social Service Titles</u>			
1405	Social Case Assistant	\$592-740	7104-8880	*
1408	Social Case Worker I	680-835	8160-10020	*
1410	Social Case Worker II	740-910	8880-10920	*
1412	Social Work Supervisor	800-1000	9600-12000	*
1414	Assistant Director, Social Service	870-1100	10440-13200	*
<u>15XX</u>	<u>Therapy Titles</u>			
1500	Physical Therapy Aide	267-335	3204-4020	
1503	Physical Therapy Technician	366-460	4392-5520	
1506	Physical Therapy Assistant	460-592	5520-7104	
1510	Physical Therapist I	592-740	7104-8880	*
1511	Physical Therapist II	680-835	8160-10200	*
1515	Occupational Therapy Aide	267-335	3204-4020	
1517	Occupational Therapy Assistant	460-592	5520-7104	
1525	Occupational Therapist I	592-740	7104-8880	*
1526	Occupational Therapist II	680-835	8160-10020	*
1527	Therapeutic Activities Specialist	592-740	7104-8880	*
1528	Speech Therapist	620-770	7440-9240	*
<u>20XX</u>	<u>RESEARCH - SCIENTIFIC TITLES</u>			
<u>20XX</u>	<u>Technical - Scientific Support Titles</u>			
2000	Animal Caretaker I	279-350	3348-4200	
2001	Animal Caretaker II	319-400	3828-4800	
2002	Animal Technician	350-439	4200-5268	
2005	Animal Care Center Supervisor	539-680	6468-8160	*
2010	Laboratory Helper	245-305	2940-3660	
2020	Laboratory Technical Assistant	279-419	3348-5028	

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CODE NO.	T I T L E	P A Y R A N G E		
		SEE TABLE II FOR INTERMEDIATE STEPS AND HOURLY RATES	MONTHLY	ANNUAL P&A*
2022	Certified Laboratory Assistant		\$382-482	\$4584-5784
2025	Laboratory Services Supervisor		419-539	3348-6468
2030	Anatomical Embalmer		460-592	5520-7104
2040	Autopsy Assistant		305-382	3660-4584
2050	Medical Museum Curator		460-592	5520-7104
<u>21XX</u>	<u>Diagnostic Laboratory Titles</u>			
2100	Laboratory Technologist I		592-740	5520-8880 *
2101	Laboratory Technologist II		680-835	8160-10020 *
2102	Cytotechnology (Trainee)		100	1200+See Footnote
2103	Cytotechnologist		460-592	5520-7104
2104	Technical Director, Cyto-Pathology		710-870	8520-10440 *
2110	Histology Technician (Trainee)		100	1200+See Footnote
2113	Histology Technician		400-514	4800-6168
2116	Technical Director, Histopathology		710-870	8520-10440 *
2120	Electron Microscopy Technician (Trainee)		279-419	3348-5028
2122	Electron Microscopy Technician I		460-592	5520-7104
2124	Electron Microscopy Technician II		620-770	7440-9240 *
2126	Technical Director, Electron Microscopy Laboratory		710-870	8520-10440 *
<u>22XX</u>	<u>Research Laboratory Titles</u>			
2200	Research Technician		539-740	6468-8880 *
2201	Research Associate I		710-870	8520-10440 *
2202	Research Associate II		835-1050	10020-12600 *
2210	Research Scientist		910-1150	10920-13800 *
2215	Research Nurse		539-680	6468-8160 *
2220	Metabolic Cook		305-382	3660-4584
2225	Research Dietitian		592-740	7104-8880 *

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CODE NO.	TITLE	PAY RANGE		
		MONTHLY	ANNUAL	P&A*
23XX	<u>Scientific Art Titles</u>			
2300	Photography Assistant	\$305-382	\$3660-4584	
2302	Photographic Technician I	366-460	4392-5520	
2303	Photographic Technician II	439-565	5268-6780	
2304	Photographic Technician III	565-710	6780-8520	
2305	Medical Photographer I	460-592	5520-7104	
2306	Medical Photographer II	565-710	6780-8520	
2310	Medical Photographer III	650-800	7800-9600	
2311	Medical Photographer IV	770-950	9240-11400	*
2315	Motion Picture Cameraman I	565-710	6780-8520	
2316	Motion Picture Cameraman II	650-800	7800-9600	
2320	Illustration Assistant	305-382	3660-4584	
2323	Medical Illustrator I	460-592	5520-7104	
2324	Medical Illustrator II	565-710	6780-8520	*
2325	Medical Illustrator III	650-800	7800-9600	*
2326	Medical Illustrator IV	770-950	9240-11400	*
2345	Creative Research Worker	770-950	9240-11400	
300X	<u>ENGINEERING, TRADES-CRAFTS, AND LABOR TITLES</u>			
30XX	<u>Engineering Management Titles</u>			
3000	Draftsman	439-565	5268-6780	
3001	Mechanical Engineering Assistant	565-710	6780-8520	
3005	Architectural Assistant	565-710	6780-8520	*
3006	Architect	770-950	9240-11400	*
3007	Clerk-of-the-Works	680-835	8160-10020	
3009	Assistant Electrical Superintendent	770-950	9240-11400	*
3010	Electrical Superintendent	870-1100	10400-13200	*

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CODE NO.	T I T L E	P A Y R A N G E		
		SEE TABLE II FOR INTERMEDIATE STEPS AND HOURLY RATES	MONTHLY	ANNUAL P&A*
3018	Superintendent of Remodeling and Construction		\$870-1100	\$10400-13200 *
3019	Assistant Superintendent of Air Conditioning and Refrigeration		770-950	9240-11400
3020	Superintendent of Air Conditioning and Refrigeration		870-1100	10400-13200 *
3023	Assistant Superintendent, Buildings and Grounds Maintenance		770-950	9240-11400 *
3025	Superintendent, Buildings and Grounds Maintenance		870-1100	10400-13200 *
3045	Assistant Director, Physical Plant		1000-1250	12000-15000 *
<u>3LXX</u>	<u>Plant Operation Titles</u>			
3100	Stationary Fireman		460-592	5520-7104
3105	Stationary Engineer		592-740	7104-8880
3110	Chief Stationary Engineer		650-800	7800-9600
<u>32XX</u>	<u>Building and Allied Trades Titles</u>			
3200	Maintenance Man (Group of Classes)		439-565	5268-6780
3210	Carpenter		592-740	7104-8800
3215	Carpenter Foreman		680-835	8160-10020
3220	Electrician		592-740	7104-8800
3225	Electrician Foreman		680-835	8160-10020
3230	Painter		592-740	7104-8800
3235	Painter Foreman		680-835	8160-10020
3240	Plumber and Steamfitter		592-740	7104-8800
3243	Assistant Plumbing and Steamfitting Foreman		620-770	7440-9240
3245	Plumbing and Steamfitting Foreman		680-835	8160-10020
3246	Roofer		592-740	7104-8800
3247	Insulator		592-740	7104-8800

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CODE NO.	T I T L E	P A Y R A N G E		
		SEE TABLE II FOR INTERMEDIATE STEPS AND HOURLY RATES		
		MONTHLY	ANNUAL	P&A*
3248	Sheet Metal Worker	\$592-740	\$7104-8800	
3249	Plasterer	592-740	7104-8800	
3250	Welder	592-740	7104-8800	
<u>32XX</u>	<u>Mechanical and Allied Trades Titles</u>			
3305	Locksmith	592-740	7104-8800	
3310	Instrument Mechanic	592-740	7104-8800	
3315	Communications Mechanic	592-740	7104-8800	
3320	Refrigeration Mechanic	592-740	7104-8800	
3325	Refrigeration Mechanic Foreman	680-835	8160-10020	
3326	Air Conditioning Mechanic	592-740	7104-8800	
3327	Air Conditioning Lead Man	650-800	7800-9600	
3328	Air Conditioning Foreman	680-835	8160-10020	
3340	Laboratory Mechanic	592-740	7104-8880	
3341	Engineering Technician I	514-650	6168-7800	
3342	Engineering Technician II	650-800	7800-9600	
3343	Engineering Technician III	800-1000	9600-12000	*
<u>34XX</u>	<u>Printing - Related Titles</u>			
3400	Duplicating Equipment Operator I	335-419	4020-5028	
3401	Duplicating Equipment Operator II	382-482	4584-5784	
3402	Duplicating Equipment Operator III	460-592	5520-7104	
3403	Duplicating Equipment Operator IV	592-740	7104-8880	
3410	Assistant Bookbinder	400-514	4800-6168	
3415	Bookbinder	565-710	6780-8520	
<u>35XX</u>	<u>Labor and Labor Supervision Titles</u>			
3500	Laborer I	279-350	3348-4200	
3501	Laborer II	335-419	4020-5028	

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CODE NO.	T I T L E	P A Y R A N G E		
		SEE TABLE II FOR INTERMEDIATE STEPS AND HOURLY RATES	MONTHLY	ANNUAL P&A*
3502	Laborer Foreman	\$400-514	\$4800-6168	
3510	Truck Driver	350-439	4200-5268	
3530	Landscape Supervisor	680-835	8160-10020	*
4XXX	ANCILLARY SERVICE TITLES			
40XX	<u>Laundry Titles</u>			
4000	Laundry Worker	245-305	2940-3660	
4003	Presser, Machine	245-305	2940-3660	
4004	Marker, Sorter	256-319	3072-3828	
4005	Washman	350-439	4200-5268	
4006	Washer, Extractor	267-335	3204-4020	
4012	Laundry Supervisor	460-592	5520-7104	
41XX	<u>Food Management Titles</u>			
4100	Food Service Worker	245-305	2940-3660	
4103	Food Preparation Worker	245-305	2940-3660	
4105	Food Service Supervisor	350-439	4200-5268	
4110	Cook I	245-305	2940-3660	
4111	Cook II	267-335	3204-4020	
4112	Cook III	292-366	3504-4392	
4112	Baker-Helper	245-305	2940-3660	
4119	Baker I	292-366	3504-4392	
4120	Baker II	366-460	4392-5520	
4140	Therapeutic Dietitian	592-740	7104-8880	*
4141	Assistant Chef	400-514	4800-6168	
4142	Chef	514-650	6168-7800	
4143	Chief Therapeutic Dietitian	650-800	7800-9600	*
4145	Chief Administrative Food Service Dietitian	650-800	7800-9600	*

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CODE NO.	TITLE	PAY RANGE		
		MONTHLY	ANNUAL	P&A*
42XX	<u>Building Management Titles</u>			
4200	Custodial Worker	\$245-305	\$2940-3660	
4220	Elevator Operator	245-305	2940-3660	
4230	Seamstress	245-305	2940-3660	
4240	Housekeeper	350-439	4200-5268	
4242	Housekeeping Supervisor	419-539	5028-6468	
43XX	<u>Security/Safety Management Titles</u>			
4300	Guard	400-514	4800-6168	
4305	Security Sergeant	482-620	5784-7440	
4310	Security Supervisor	650-800	7800-9600	
44XX	<u>Housing Management Titles</u>			
4430	Manager, Dormitories and Apartments	565-710	6780-8520	*
5XXX	COMMUNICATIONS TITLES			
50XX	<u>Library Titles</u>			
5000	Librarian I	592-740	7104-8880	*
5010	Librarian II	680-835	8160-10020	*
6XXX	EDUCATIONAL AND INFORMATIONAL TITLES			
67XX	<u>Audio-Visual Titles</u>			
6700	Audio-Visual Equipment Technician I	305-382	3660-4584	
6701	Audio-Visual Equipment Technician II	366-460	4392-5520	
6702	Audio-Visual Equipment Technician III	539-680	6468-8160	

+ Position held for one year only.

* Professional and Administrative Personnel Titles

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PERSONNEL TITLES AND SALARY RANGES

EFFECTIVE 09-01-68
1968-69

CODE NO.	TITLE	PAY RANGE		
		MONTHLY	ANNUAL	P&A*
OXXX STAFF SERVICE TITLES				
<u>O0XX Office and Business Management Titles</u>				
0000	Clerical Assistant	\$245- 305	\$2940- 3660	
0001	Clerk	305- 382	3660- 4584	
0002	Senior Clerk	350- 439	4200- 5268	
0003	Administrative Clerk	400- 514	4800- 6168	
0010	Clerk Typist	305- 382	3660- 4584	
0011	Senior Clerk Typist	366- 460	4392- 5520	
0020	Secretary	366- 460	4392- 5520	
0021	Senior Secretary	400- 514	4800- 6168	
0022	Administrative Secretary	482- 620	5784- 7440	
0024	Administrative Assistant	565- 710	6780- 8520	*
0025	Executive Assistant	740- 910	8880-10920	*
0031	Assistant to the Registrar	565- 710	6780- 8520	*
<u>01XX Fiscal and Accounting Titles</u>				
0100	Accounting Clerk	366- 460	4392- 5520	
0101	Senior Accounting Clerk	419- 565	5028- 6780	
0110	Accountant I	592- 740	7104- 8880	*
0111	Accountant II	650- 835	7800-10020	*
0112	Accountant III	740- 910	8880-10920	*

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CODE NO.	T I T L E	P A Y R A N G E		P&A*
		SEE TABLE II FOR INTERMEDIATE STEPS AND HOURLY RATES MONTHLY	ANNUAL	
0113	Internal Auditor	\$740- 910	8880-10920	*
0114	Assistant Auditor	740- 910	8880-10920	*
0120	Fiscal Manager, Grants & Contracts	710- 910	8520-10920	*
0125	Cashier I	305- 382	3660- 4584	
<u>02XX</u>	<u>Statistical Titles</u>			
0250	Biostatistician	740-1000	8880-12000	*
<u>03XX</u>	<u>Office Equipment Operation Titles</u>			
0300	Switchboard Operator	319- 400	3828- 4800	
0301	Chief Switchboard Operator	350- 460	4200- 5520	
0305	Key Punch Operator	335- 419	4020- 5028	
0306	Senior Key Punch Operator	382- 482	4584- 5784	
0309	Unit-Record Equipment Operator I	419- 539	5028- 6468	
0310	Unit-Record Equipment Operator II	514- 650	6168- 7800	
0311	A D P Equipment Operator I	366- 460	4392- 5520	
0312	A D P Equipment Operator II	419- 539	5028- 6468	
0313	A D P Equipment Operator III	514- 650	6168- 7800	
0314	A D P Equipment Operator IV	592- 770	7104- 9240	
0316	System Analyst & Programmer I	620- 770	7440- 9240	*
0317	System Analyst & Programmer II	740- 910	8880-10920	*
0318	System Analyst & Programmer III	870-1100	10440-13200	*
0330	Computer Programmer I	620- 770	7440- 9240	*
0331	Computer Programmer II	740- 910	8880-10920	*
0332	Computer Programmer III	870-1100	10440-13200	*

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TABLE NO. 1
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CODE NO.	T I T L E	P A Y R A N G E		
		MONTHLY	ANNUAL	P&A*
0333	Computer Programmer IV	\$1000-1250	12000-15000	*
04XX	<u>Stores and Procurement Titles</u>			
0400	Stores Clerk I	305- 366	3660- 4392	
0401	Stores Clerk II	366- 439	4392- 5268	
0402	Storekeeper	460- 565	5520- 6780	
0406	Buyer I	350- 439	4200- 5268	
0407	Buyer II	382- 482	4584- 5784	
0409	Assistant Purchasing Agent	592- 770	7104- 9240	*
0410	Purchasing Agent	740- 910	8880-10920	*
0420	Director of Student Union and Book-store Manager	539- 680	6468- 8160	
06XX	<u>Journalism-Publications Titles</u>			
0608	Editor	650- 800	7800- 9600	*
0610	Assistant Editor	565- 710	6780- 8520	*
07XX	<u>Personnel Management Titles</u>			
0710	Personnel Assistant	539- 680	6468- 8160	*
0715	Supervisor, Personnel Records	514- 650	6168- 7800	
0716	Personnel Interviewer	565- 680	6780- 8160	*
0717	Personnel Representative	620- 740	7440- 8880	*
0719	Assistant Personnel Director	539- 680	6468- 8160	*
1XXX	ALLIED HEALTH SCIENCE TITLES			
11XX	<u>Radiology Titles</u>			
1101	Radiologic Technician I	460- 592	5520- 7104	

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CODE NO.	T I T L E	P A Y R A N G E		P&A*
		MONTHLY	ANNUAL	
1102	Radiologic Technician II	\$539- 650	6468-7800	
1103	Radiologic Technician III	620- 710	7440- 8520	
<u>12XX Nursing Titles</u>				
1200	Assistant Director of Health Services	592- 740	7104- 8880	*
1201	Nurse I	539- 650	6468- 7800	*
1202	Nurse II	592- 710	7104- 8520	*
1203	Nurse III	680- 800	8160- 9600	*
1204	Nurse IV	770- 910	9240-10920	*
1205	Nurse V	835-1050	10020-12600	*
1215	Nurse Assistant	292- 366	3504- 4392	
<u>14XX Pharmaceutical Titles</u>				
1401	Pharmacist I	740- 910	8880-10920	*
1402	Pharmacist II	835-1050	10020-12600	*
<u>15XX Social Service Titles</u>				
1501	Social Work Assistant	539- 680	6468- 8160	*
1511	Social Case Worker I	620- 770	7440- 9240	*
1512	Social Case Worker II	680- 835	8160-10020	*
1515	Social Work Supervisor	740- 910	8880-10920	*
1521	Home Economist	539- 680	6468- 8160	*
<u>16XX Medical Laboratories Titles</u>				
1601	Laboratory Technologist I	539- 680	6468- 8160	*
1602	Laboratory Technologist II	592- 740	7104- 8880	*
1603	Laboratory Technologist III	650- 800	7800- 9600	*

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CODE NO.	T I T L E	P A Y R A N G E		P&A*
		MONTHLY	ANNUAL	
<u>17XX Dental Titles</u>				
1730	Dental Hygienist	\$460- 592	5520- 7104	
<u>19XX Therapy Titles</u>				
1901	Physical Therapist I	539- 680	6468- 8160	*
1902	Physical Therapist II	620- 770	7440- 9240	*
1911	Speech and Hearing Therapist	565- 710	6780- 8520	*
1921	Occupational Therapist I	539- 680	6468- 8160	*
1922	Occupational Therapist II	620- 770	7440- 9240	*
2XXX RESEARCH - SCIENTIFIC TITLES				
<u>20XX Technical-Scientific Support Titles</u>				
2000	Animal Caretaker I	279- 350	3348- 4200	
2001	Animal Caretaker II	319- 382	3828- 4584	
2005	Animal Hospital Supervisor	650- 800	7800- 9600	*
2010	Laboratory Helper	279- 350	3348- 4200	
2020	Laboratory Technical Assistant I	305- 366	3660- 4322	
2021	Laboratory Technical Assistant II	366- 460	4392- 5520	
2030	Anatomical Embalmer	439- 620	5268- 7440	
<u>22XX Research Laboratory Titles</u>				
2200	Research Technician I	419- 565	5028- 6780	
2201	Research Technician II	592- 740	7104- 8880	*
2202	Research Technician III	650- 800	7800- 9600	*
2205	Research Associate	710- 870	8520-10440	*
2207	Research Nurse	565- 680	6780- 8160	*

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CODE NO.	T I T L E	P A Y R A N G E		P&A*
		MONTHLY	ANNUAL	
2208	Research Nurse Assistant Supervisor	\$650- 800	7800- 9600	*
2209	Research Nurse Supervisor	770- 910	9240-10920	*
2210	Engineering Technician I	539- 680	6468- 8160	
2211	Engineering Technician II	650- 870	7800-10440	
2220	Research Engineer-Scientist I	870-1100	10440-13200	*
2225	Scientific Research Specialist	1000-1400	12000-16800	*
2230	Electron Microscopy Technician I	460- 592	5520- 7104	
2231	Electron Microscopy Technician II	620- 770	7440- 9240	
<u>23XX Scientific Art Titles</u>				
2300	Photographic Clerk	305- 382	3660- 4584	
2301	Medical Photographic Technician I	382- 482	4584- 5784	
2302	Medical Photographic Technician II	482- 620	5784- 7440	
2303	Medical Photographic Technician III	592- 740	7104- 8880	
2310	Director of Medical Photography	870-1200	10440-14400	*
2320	Medical Art Technician I	382- 482	4584- 5784	
2321	Medical Art Technician II	482- 620	5784- 7440	
2322	Medical Art Technician III	592- 740	7104- 8880	
2330	Television Technical Director	770-1000	9240-12000	*
3XXX ENGINEERING, TRADES-CRAFTS, and LABOR TITLES				
<u>30XX Engineering Management Titles</u>				
3000	Draftsman I	460- 565	5520- 6780	
3001	Draftsman II	565- 680	6780- 8160	
3020	Maintenance Foreman	680- 800	8160- 9600	

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CODE NO.	TITLE	P A Y R A N G E		
		MONTHLY	ANNUAL	P&A*
3022	Co-ordinator of Remodeling and Construction	\$740- 950	8880-11400	
3030	Mechanical Engineer	870-1150	10440-13800	*
<u>31XX</u>	<u>Plant Operation Titles</u>			
3100	Utilities Station Operator	539- 650	6468- 7800	
3102	Chief Stationary Engineer	740- 870	8880-10440	
3110	Mechanical Foreman	620- 770	7440- 9240	
<u>32XX</u>	<u>Building and Allied Trades Titles</u>			
3200	Maintenance Man	400- 514	4800- 6168	
3209	Cabinetmaker	620- 740	7440- 8880	
3212	Carpenter Foreman	710- 835	8520-10020	
3220	Electrician	620- 740	7440- 8880	
3222	Electrical Foreman	710- 835	8520-10020	
3230	Painter	592- 710	7104- 8520	
3232	Painter Foreman	680- 800	8160- 9600	
3240	Plumber	650- 770	7800- 9240	
3242	Plumber Foreman	740- 870	8880-10440	
<u>33XX</u>	<u>Mechanical and Allied Trades Titles</u>			
3320	Refrigeration Mechanic	620- 770	7440- 9240	
3350	Automotive Mechanic	460- 565	5520- 6780	
<u>34XX</u>	<u>Printing - Related Titles</u>			
3400	Offset Press Operator	350- 460	4200- 5520	
3401	Chief Offset Press Operator	439- 592	5268- 7104	

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CODE NO.	TITLE	PAY RANGE		
		MONTHLY	ANNUAL	P&A*
<u>35XX Labor and Labor Supervision Titles</u>				
3500	Laborer	\$350- 460	4200- 5520	
3501	Utility Worker I	400- 482	4800- 5784	
3502	Utility Worker II	439- 539	5268- 6468	
<u>36XX Technical Staff Assistant Titles</u>				
3601	Technical Staff Assistant I	279- 350	3348- 4200	
3602	Technical Staff Assistant II	350- 439	4200- 5268	
3603	Technical Staff Assistant III	439- 565	5268- 6780	
3604	Technical Staff Assistant IV	565-710	6780- 8520	
3605	Technical Staff Assistant V	710- 870	8520-10440	
<u>4XXX ANCILLARY SERVICE TITLES</u>				
<u>41XX Food Management Titles</u>				
4100	Dietary Aide	279- 350	3348- 4200	
4101	Nutritionist I	539- 680	6468- 8160	*
4102	Nutritionist II	620- 770	7440- 9240	*
<u>42XX Building Management Titles</u>				
4200	Custodial Worker I	279- 350	3348- 4200	
4201	Custodial Worker II	350- 419	4200- 5028	
4210	Custodial Foreman	439- 565	5268- 6780	
<u>43XX Security/Safety Management Titles</u>				
4301	Traffic and Security Officer	419-514	5028-6168	
4305	Traffic and Security Sergeant	514-620	6168-7440	

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CODE NO.	TITLE	PAY RANGE		
		MONTHLY	ANNUAL	P&A*
5XXX	LIBRARY TITLES			
50XX	<u>Library Service Titles</u>			
5000	Library Attendant	\$279- 366	3348- 4392	
5010	Assistant Librarian I	419- 565	5028- 6780	
51XX	<u>Professional Library Titles</u>			
5100	Librarian I	592- 740	7104- 8880	*
5101	Librarian II	680- 835	8160-10020	*

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THE UNIVERSITY OF TEXAS
MEDICAL SCHOOL AT SAN ANTONIO

PERSONNEL PAY PLAN

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PERSONNEL TITLES AND SALARY RANGES

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1968-69

CODE NO.	TITLE	PAY RANGE		
		MONTHLY	ANNUAL	P&A*
OXXX STAFF SERVICE TITLES				
<u>00XX Office and Business Management Titles</u>				
0001	Clerk	\$292- 366	\$ 3504- 4392	
0002	Senior Clerk	350- 439	4200- 5268	
0003	Administrative Clerk	419- 514	5028- 6168	
0010	Clerk-Typist	305- 382	3660- 4584	
0011	Senior Clerk-Typist	366- 460	4392- 5520	
0020	Secretary	335- 419	4020- 5028	
0021	Senior Secretary	400- 514	4800- 6168	
0022	Administrative Secretary	482- 620	5784- 7440	
0023	Administrative Assistant	620- 770	7440- 9240	*
<u>01XX Fiscal and Accounting Titles</u>				
0101	Cashier	335- 419	4020- 5028	
0105	Accounting Clerk	366- 460	4392- 5520	
0106	Senior Accounting Clerk	460- 592	5520- 7104	
0110	Accountant I	620- 770	7440- 9240	*
0111	Accountant II	710- 870	8520-10440	*
<u>02XX Equipment Operation Titles</u>				
0200	Switchboard Operator	319- 400	3828- 4800	
0201	Chief Switchboard Operator	366- 460	4392- 5520	
0205	Key Punch Operator	382- 482	4584- 5784	
0215	Systems Analyst and Programmer	740- 910	8880-10920	*

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CODE NO.	TITLE	P A Y R A N G E		P&A*
		MONTHLY	ANNUAL	
<u>03XX Stores and Supply Management Titles</u>				
0300	Stores Clerk	\$ 335- 419	\$ 4020- 5028	
0305	Storeroom Supervisor	539- 680	6468- 8160	*
0310	Bookstore Manager	539- 680	6468- 8160	*
<u>07XX Personnel Management Titles</u>				
0705	Personnel Interviewer	565- 710	6780- 8520	*
0710	Personnel Assistant	620- 770	7440- 9240	*
1XXX ALLIED HEALTH SCIENCE TITLES				
<u>12XX Nursing Titles</u>				
1200	Nurse Assistant	292- 366	3504- 4392	
1210	Clinic Nurse	539- 680	6468- 8160	*
1215	Nurse Anesthetist	650- 800	7800- 9600	*
2XXX RESEARCH-SCIENTIFIC TITLES				
<u>20XX Technical-Scientific Support Titles</u>				
2000	Laboratory Helper	279- 350	3348- 4200	
2005	Animal Caretaker I	305- 382	3660- 4584	
2007	Animal Caretaker II	366- 460	4392- 5520	
2010	Animal Care Center Supervisor	565- 710	6780- 8520	*
2020	Anatomical Embalmer	419- 539	5028- 6468	
2025	Autopsy Assistant	419- 539	5028- 6468	
2026	Technical Director, Autopsy Service	565- 710	6780- 8520	
2035	Engineering Technician I	482- 620	5784- 7440	
2036	Engineering Technician II	620- 770	7440- 9240	*
<u>22XX Research Laboratory Titles</u>				
2205	Laboratory Technical Assistant I	305- 382	3660- 4584	
2206	Laboratory Technical Assistant II	350- 439	4200- 5268	

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CODE NO.	TITLE	P A Y R A N G E		P&A*
		SEE TABLE II FOR INTERMEDIATE STEPS AND HOURLY RATES	SEE TABLE II FOR INTERMEDIATE STEPS AND HOURLY RATES	
		MONTHLY	ANNUAL	
2207	Laboratory Technical Assistant III	\$ 419- 539	\$ 5028- 6468	
2210	Research Assistant	620- 770	7440- 9240 *	
2211	Senior Research Assistant	710- 870	8520-10440 *	
2215	Research Associate	800-1000	9600-12000 *	
2216	Senior Research Associate	870-1100	10440-13200 *	
2220	Research Scientist	1000-1250	12000-15000 *	
2221	Senior Research Scientist	1150-1475	13800-17700 *	
2225	Electron Microscopy Technician I	460- 592	5520- 7104	
2226	Electron Microscopy Technician II	620- 770	7440- 9240 *	
2230	Histology Technologist	419- 539	5028- 6468	
2235	Cytotechnologist	460- 620	5520- 7440	
<u>23XX</u>	<u>Scientific Art Titles</u>			
2300	Medical Photography Assistant	335- 419	4020- 5028	
2305	Medical Photographer	514- 650	6168- 7800	
2310	Medical Photography Supervisor	680- 835	8160-10020 *	
2315	Medical Art Assistant	335- 419	4020- 5028	
2320	Medical Artist	539- 680	6468- 8160	
2325	Medical Art Supervisor	680- 835	8160-10020 *	
3XXX	ENGINEERING, TRADES-CRAFTS, AND LABOR TITLES			
<u>30XX</u>	<u>Engineering Management Titles</u>			
3000	Draftsman	439- 565	5268- 6780	
3005	Maintenance Engineer	710- 870	8520-10440 *	
<u>31XX</u>	<u>Labor and Labor Supervision Titles</u>			
3100	Truckdriver	305- 382	3660- 4584	
3105	Laborer	292- 366	3504- 4392	

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CODE NO.	TITLE	P A Y R A N G E		P&A*
		SEE TABLE 11 FOR INTERMEDIATE MONTHLY	STEPS AND HOURLY RATES ANNUAL	
311C	Labor Foreman	\$ 350- 439	\$ 4200- 5268	
3112	Grounds Maintenance Supervisor	482- 620	5784- 7440	
32XX	<u>Building and Allied Trades Titles</u>			
3200	Maintenance Man	382- 482	4584- 5784	
3208	Cabinetmaker	514- 650	6168- 7800	
3209	Carpenter	514- 650	6168- 7800	
3210	Carpenter Foreman	592- 740	7104- 8880	
3215	Electrician	514- 650	6168- 7800	
3217	Electrician Foreman	592- 740	7104- 8880	
3220	Painter	514- 650	6168- 7800	
3222	Painter Foreman	592- 740	7104- 8880	
3223	Plasterer	514- 650	6168- 7800	
3225	Plumber	514- 650	6168- 7800	
3227	Plumber Foreman	592- 740	7104- 8880	
33XX	<u>Mechanical and Allied Trades Titles</u>			
3330	Engine Mechanic	514- 650	6168- 7800	
34XX	<u>Printing-Related Titles</u>			
3400	Offset Press Operator	400- 514	4800- 6168	
3402	Senior Offset Press Operator	482- 620	5784- 7440	
3405	Print Shop Supervisor	565- 710	6780- 8520	
35XX	<u>Plant Operation Titles</u>			
3500	Utilities Station Operator	514- 650	6168- 7800	
3503	Utilities Operations Supervisor	592- 740	7104- 8880	
4XXX	ANCILLARY SERVICE TITLES			
42XX	<u>Building Management Titles</u>			

CODE NO.	TITLE	P A Y R A N G E		P&A*
		MONTHLY	ANNUAL	
4200	Building Attendant	\$ 279- 350	\$ 3348- 4200	
4203	Building Crew Foreman	350- 439	4200- 5268	
4205	Building Services Supervisor	514- 650	6168- 7800	
43XX	<u>Security/Safety Management Titles</u>			
4300	Guard, LCC	292- 366	3504- 4392	
4303	Traffic and Security Officer	350- 439	4200- 5268	
4305	Chief Traffic and Security Officer	514- 650	6168- 7800	
5XXX	COMMUNICATIONS TITLES			
50XX	<u>Library Titles</u>			
5000	Library Assistant	319- 400	3828- 4800	
5005	Senior Library Assistant	382- 482	4584- 5784	
5009	Librarian I	539- 680	6468- 8160	*
5010	Librarian II	620- 770	7440- 9240	*
5011	Librarian III	710- 870	8520-10440	*
5012	Librarian IV	800-1000	9600-12000	*
51XX	<u>Television Titles</u>			
5104	Television Technician I	514- 650	6168- 7800	
5105	Television Technician II	680- 835	8160-10020	
5110	Television Unit Supervisor	910-1150	10920-13800	*
52XX	<u>Audio-Visual Titles</u>			
5200	Audio-Visual Assistant	335- 419	4020- 5028	
5205	Audio-Visual Technician	400- 514	4800- 6168	
5210	Audio-Visual Supervisor	514- 650	6168- 7800	

FOOTNOTES:

*Professional and Administrative Personnel Titles

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THE UNIVERSITY OF TEXAS
DENTAL BRANCH AT HOUSTON

PERSONNEL PAY PLAN

EFFECTIVE 09-01-68
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TABLE NO. 1
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PERSONNEL TITLES AND SALARY RANGES

CODE NO.	TITLE	PAY RANGE		P&A*
		MONTHLY	ANNUAL	
<u>OXXX STAFF SERVICE TITLES</u>				
<u>00XX Office and Business Management Titles</u>				
0000	Clerical Assistant	\$279- 350	\$ 3348- 4200	
0001	Clerk	292- 366	3504- 4392	
0002	Senior Clerk	366- 460	4392- 5520	
0010	Clerk-Typist	305- 382	3660- 4584	
0020	Secretary I	382- 482	4584- 5784	
0021	Secretary II	439- 565	5268- 6780	
0022	Secretary III	514- 650	6168- 7800	
0025	Administrative Secretary	514- 650	6168- 7800	
0030	Administrative Assistant	592- 740	7104- 8880	*
<u>01XX Fiscal and Accounting Titles</u>				
0100	Accounting Clerk I	366- 460	4392- 5520	
0101	Accounting Clerk II	439- 565	5268- 6780	
0105	Accountant I	620- 770	7440- 9240	*
0106	Accountant II	710- 870	8520-10440	*
0125	Cashier	366- 460	4392- 5520	
<u>03XX Office Equipment Operation Titles</u>				
0300	Switchboard Operator	335- 419	4020- 5028	
0340	Key Punch Operator	335- 419	4020- 5028	
0341	Senior Key Punch Operator	382- 482	4584- 5784	

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CODE NO.	T I T L E	P A Y R A N G E		
		MONTHLY	ANNUAL	P&A*
0360	Systems Analyst and Programmer I	\$770- 950	\$ 9240-11400	*
0361	Systems Analyst and Programmer II	910-1150	10920-13800	*
0370	Computer Programmer	565- 710	6780- 8520	
<u>04XX</u>	<u>Stores and Procurement Titles</u>			
0400	Stores Clerk I	305- 382	3660- 4584	
0401	Stores Clerk II	350- 439	4200- 5268	
0410	Storekeeper	305- 382	3660- 4584	
0415	Assistant Purchasing Agent	650- 800	7800- 9600	
<u>07XX</u>	<u>Personnel Management Titles</u>			
0700	Personnel Assistant	592- 740	7104- 8880	
<u>1XXX</u>	<u>ALLIED HEALTH SCIENCE TITLES</u>			
<u>11XX</u>	<u>Dental Titles</u>			
1100	Dental Assistant I	305- 382	3660- 4584	
1101	Dental Assistant II	350- 439	4200- 5268	
1102	Dental Assistant Supervisor	382- 482	4584- 5784	
1103	Dental Technician I	335- 419	4020- 5028	
1104	Dental Technician II	382- 482	4584- 5784	
1105	Dental Technician III	460- 592	5520- 7104	
1106	Dental Technician IV	565- 710	6780- 8520	
<u>12XX</u>	<u>Nursing Titles</u>			
1211	Dental Nurse	539- 680	6468- 8160	
1212	Dental Nursing Supervisor	710- 870	8520-10440	*

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EFFECTIVE 09-01-68
1968-09

TABLE NO. 1
PAGE 3

CODE NO.	T I T L E	P A Y R A N G E		Pg. #
		MONTHLY	ANNUAL	
<u>13XX Dental Hygiene and Social Service Titles</u>				
1300	Dental Hygienist	\$482- 620	\$ 5784- 7440	
1307	Social Worker	592- 740	7104- 8880	*
<u>14XX Radiology Group</u>				
1400	X-Ray Technician	439- 565	5268- 6780	
1401	Senior X-Ray Technician	514- 650	6168- 7800	
<u>2XXX RESEARCH-SCIENTIFIC TITLES</u>				
<u>20XX Technical-Scientific Support Titles</u>				
2000	Animal Care Technician I	305- 382	3660- 4584	
2001	Animal Care Technician II	350- 439	4200- 5268	
2002	Animal Care Center Supervisor	400- 514	4800- 6168	
2010	Laboratory Helper	279- 350	3348- 4200	
2030	Anatomical Embalmer	382- 482	4584- 5784	
2039	Laboratory Assistant	319- 400	3828- 4800	
2040	Laboratory Technician I	439- 565	5268- 6780	
2041	Laboratory Technician II	514- 650	6168- 7800	
2042	Laboratory Technician Supervisor	592- 740	7104- 8880	*
2050	Dispensary Supervisor	350- 439	4200- 5268	
<u>21XX Prosthetic Titles</u>				
2100	Maxillofacial Prosthetic Technician	592- 740	7104- 8880	
<u>22XX Research Laboratory Titles</u>				
2200	Research Technician I	400- 514	4800- 6168	
2201	Research Technician II	592- 740	7104- 8880	*

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1968

TABLE NO. 1
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1968-69

CODE NO.	TITLE	PAY RANGE		P&A
		MONTHLY	ANNUAL	
2205	Research Assistant	\$740- 910	\$ 8880-10920	*
2210	Research Associate	800-1000	9600-12000	*
<u>23XX</u>	<u>Scientific Art Titles</u>			
2300	Assistant Medical Photographer	382- 482	4584- 5784	
2305	Medical Photographer	482- 620	5784- 7440	
2323	Medical Illustrator	439- 565	5268- 6780	
2325	Medical Illustration Supervisor	710- 870	8520-10440	*
2330	Audio Visual Librarian	419- 539	5028- 6468	
2335	Chief Audio Visual Librarian	514- 650	6168- 7800	
<u>3XXX</u>	<u>ENGINEERING, TRADES-CRAFTS, AND LABOR TITLES</u>			
<u>30XX</u>	<u>Engineering Management Titles</u>			
3025	Maintenance Engineer	710- 870	8520-10440	*
<u>31XX</u>	<u>Plant Operation Titles</u>			
3105	Plant Operator	460- 592	5520- 7104	
<u>32XX</u>	<u>Building and Allied Trades Titles</u>			
3200	Maintenance Man	539- 680	6468- 8160	
3210	Carpenter	592- 740	7104- 8880	
3220	Electrician	592- 740	7104- 8880	
3240	Plumber	592- 740	7104- 8880	
<u>33XX</u>	<u>Mechanical and Allied Trades Titles</u>			
3345	Assistant Dental Equipment Mechanic	439- 565	5268- 6780	
3346	Dental Equipment Mechanic	514- 650	6168- 7800	
3350	Scientific Instrument Maker	680- 835	8160-10020	
3371	Laboratory Machinist	539- 680	6468- 8160	

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EFFECTIVE 09-01-6
1968-6

CODE NO.	TITLE	PAY RANGE		P&A
		MONTHLY	ANNUAL	
<u>34XX Printing-Related Titles</u>				
3400	Printing Plant Operator	\$650- 800	\$ 7800- 9600	
3402	Multilith Operator	439- 565	5268- 6780	
<u>35XX Labor and Labor Supervision Titles</u>				
3500	Laborer	292- 366	3504- 4392	
3501	Utility Worker	305- 382	3660- 4584	
3510	Truck Driver	305- 382	3660- 4584	
4XXX ANCILLARY SERVICE TITLES				
<u>42XX Building Management Titles</u>				
4200	Custodial Worker	279- 350	3348- 4200	
4201	Custodian-Watchman	305- 382	3660- 4584	
4232	Building Supervisor	482- 620	5784- 7440	
<u>43XX Security-Safety Management Titles</u>				
4300	Watchman	305- 382	3660- 4584	
6XXX COMMUNICATIONS TITLES				
<u>66XX Radio and Television Titles</u>				
6600	Radio, Television and Electronic Control Technician	539- 680	6468- 8160	
6601	Television Audio Visual Specialist	460- 592	5520- 7104	
6602	Radio and Television Technical Supervisor	565- 710	6780- 8520	

FOOTNOTES:

*Professional and Administrative Personnel Titles

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September 1, 1968

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SALARY RANGES FOR
PERSONNEL PAY PLAN

THE UNIVERSITY OF TEXAS
M. D. ANDERSON HOSPITAL AND TUMOR INSTITUTE

RANGE

(See Salary Schedule for Intermediate Steps)

<u>CODE</u>		<u>MONTHLY</u>	<u>ANNUAL</u>	<u>P & A</u>
	<u>STAFF SERVICE TITLES</u>			
<u>OXXX</u>	<u>CLERICAL, FISCAL AND ADMINISTRATIVE SERVICE</u>			
<u>00XX</u>	<u>OFFICE AND BUSINESS MANAGEMENT TITLES</u>			
0000	Clerical Assistant	279-350	3348-4200	
0001	Clerk I	292-366	3504-4392	
0002	Clerk II	335-419	4020-5028	
0003	Senior Clerk	366-460	4392-5520	
0004	Administrative Clerk	419-539	5028-6468	
0009	Clerk-Typist I	305-382	3660-4584	
0010	Clerk-Typist II	366-460	4392-5520	
0012	Medical Typist	382-482	4584-5784	
0013	Medical Stenographer	439-565	5268-6780	
0021	Secretary I	382-482	4584-5784	
0022	Secretary II	439-565	5268-6780	
0023	Secretary III	514-650	6168-7800	
0024	Executive Assistant	770-950	9240-11,400	
0030	Personnel Interviewer	482-620	5784-7440	
0031	Personnel Assistant	592-740	7104-8880	

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<u>CODE</u>		<u>MONTHLY</u>	<u>ANNUAL</u>	<u>P & A</u>
<u>00XX</u>	<u>OFFICE AND BUSINESS MANAGEMENT TITLES (Cont'd.)</u>			
0040	Assistant Personnel Manager	770-950	9240-11,400	
0050	Administrative Assistant	592-740	7104-8880	
0060	Assistant Editor	592-740	7104-8880	
0061	Associate Editor	680-835	8160-10,020	
<u>01XX</u>	<u>FISCAL AND ACCOUNTING TITLES</u>			
0100	Accounting Clerk I	366-460	4392-5520	
0101	Accounting Clerk II	439-565	5268-6780	
0105	Accountant I	620-770	7440-9240	
0106	Accountant II	710-870	8520-10,440	
0109	Assistant Internal Auditor	740-910	8880-10,920	
0110	Internal Auditor	800-1000	9600-12,000	
<u>02XX</u>	<u>STATISTICAL TITLES</u>			
0200	Statistical Clerk	335-419	4020-5028	
0201	Statistician	592-740	7104-8880	
0205	Assistant Epidemiologist	650-800	7800-9600	
<u>03XX</u>	<u>OFFICE EQUIPMENT OPERATION TITLES</u>			
0300	Switchboard Operator	335-419	4020-5028	
0301	Chief Switchboard Operator	400-514	4800-6168	
0305	Print Shop Assistant	279-350	3348-4200	
0306	Multilith Operator	439-565	5268-6780	
0307	Print Shop Supervisor	650-800	7800-9600	
0350	Key Punch Operator I	335-419	4020-5028	
0351	Key Punch Operator II	382-482	4584-5784	
0352	Key Punch Operator III	439-565	5268-6780	
0360	Tabulating Equipment Operator	400-514	4800-6168	

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<u>CODE</u>		<u>MONTHLY</u>	<u>ANNUAL</u>	<u>P & A</u>
<u>03XX</u>	<u>OFFICE EQUIPMENT OPERATION TITLES (Cont'd.)</u>			
0366	Digital Computer Operator I	514-650	6168-7800	
0367	Digital Computer Operator II	592-740	7104-8880	
0370	Computer Programmer I	592-740	7104-8880	
0371	Computer Programmer II	740-910	8880-10,920	
0372	Computer Programmer III	870-1100	10,440-13,200	
0374	Computer Programmer IV	1050-1325	12,600-15,900	
0390	Systems Analyst I	1150-1475	13,800-17,700	
<u>04XX</u>	<u>STORES AND PROCUREMENT TITLES</u>			
0400	Warehouseman	350-439	4200-5268	
0405	Supply Supervisor	514-650	6168-7800	
0410	Assistant Supply Manager	514-650	6168-7800	
0415	Assistant Purchasing Agent	650-800	7800-9600	
<u>05XX</u>	<u>MEDICAL RECORDS TITLES</u>			
0500	Medical Record Technician	439-565	5268-6780	
0505	Medical Record Librarian	539-680	6468-8160	
0510	Assistant Chief Medical Record Librarian	650-800	7800-9600	
<u>1XXX</u>	<u>ALLIED HEALTH SCIENCE TITLES</u>			
<u>10XX</u>	<u>NURSING TITLES</u>			
1000	Nurse Aide	279-350	3348-4200	
1001	Orderly	279-350	3348-4200	
1005	Vocational Nurse	350-439	4200-5268	
1007	Operating Room Technician	350-439	4200-5268	
1010	Staff Nurse	539-680	6468-8160	
1019	Assistant Head Nurse	592-740	7104-8880	
1020	Head Nurse	620-770	7440-9240	

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<u>CODE</u>		<u>MONTHLY</u>	<u>ANNUAL</u>	<u>P & A</u> 1055
<u>10XX</u>	<u>NURSING TITLES (Cont'd.)</u>			
1025	Assistant Nurse Supervisor	650-800	7800-9600	
1026	Nurse Supervisor	710-870	8520-10,440	
1030	Assistant Director, Nursing Service	770-950	9240-11,400	
1040	Nurse Anesthetist	680-835	8160-10,020	
1041	Assistant Nurse Anesthetist Supervisor	710-870	8520-10,440	
1042	Nurse Anesthetist Supervisor	740-910	8880-10,920	
<u>11XX</u>	<u>PHARMACEUTICAL TITLES</u>			
1100	Pharmacy Technician	460-592	5520-7104	
1101	Pharmacist	710-870	8520-10,440	
1102	Senior Pharmacist	800-1000	9600-12,000	
1103	Assistant Chief Pharmacist	870-1100	10,440-13,200	
<u>12XX</u>	<u>RADIOLOGY TITLES</u>			
1200	X-Ray Technician	460-592	5520-7104	
1204	Assistant Chief X-Ray Technician	539-680	6468-8160	
1205	Chief X-Ray Technician	650-800	7800-9600	
1210	Radiotherapy Technician	565-710	6780-8520	
1211	Senior Radiotherapy Technician	620-770	7440-9240	
1214	Assistant Chief Radiotherapy Technician	680-835	8160-10,020	
1215	Chief Radiotherapy Technician	770-950	9240-11,400	
1216	Dosimetry Technician	592-740	7104-8880	
1217	Senior Dosimetry Technician	710-870	8520-10,440	
1220	Radium Curator	592-740	7104-8880	

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<u>CODE</u>		<u>MONTHLY</u>	<u>ANNUAL</u>	<u>P & A</u>
<u>13XX</u>	<u>SOCIAL SERVICE TITLES</u>			
1300	Case Aide	366-460	4392-5520	
1303	Senior Case Aide	592-740	7104-8880	
1305	Social Worker	650-800	7800-9600	
1307	Senior Social Worker	740-910	8880-10,920	
1310	Case Supervisor	800-1000	9600-12,000	
1312	Assistant Director, Medical Social Service	870-1100	10,440-13,200	
<u>14XX</u>	<u>DIAGNOSTIC CLINIC TITLES</u>			
1404	Electrocardiograph Technician	305-382	3660-4584	
1405	Senior Electrocardiograph Technician	350-439	4200-5268	
1450	Electroencephalograph Technician	382-482	4584-5784	
1451	Senior Electroencephalograph Technician	460-592	5520-7104	
1460	Dental Assistant	305-382	3660-4584	
<u>15XX</u>	<u>THERAPY TITLES</u>			
1510	Physical Therapist	592-740	7104-8880	
1520	Senior Physical Therapist	680-835	8160-10,020	
1610	Inhalation Therapy Technician	350-439	4200-5268	
1620	Inhalation Therapist I	439-565	5268-6780	
1630	Inhalation Therapist II	514-650	6168-7800	
1710	Occupational Therapist	592-740	7104-8880	
1720	Senior Occupational Therapist	680-835	8160-10,020	
<u>2XXX</u>	<u>RESEARCH - SCIENTIFIC TITLES</u>			
<u>20XX</u>	<u>TECHNICAL - SCIENTIFIC SUPPORT TITLES</u>			
2000	Animal Caretaker I	292-366	3504-4392	

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<u>CODE</u>		<u>MONTHLY</u>	<u>ANNUAL</u>	<u>P & A</u>
<u>20XX</u>	<u>TECHNICAL - SCIENTIFIC SUPPORT TITLES (Cont'd.)</u>			
2001	Animal Caretaker II	319-400	3828-4800	
2005	Laboratory Attendant	279-350	3348-4200	
2010	Laboratory Assistant	319-400	3828-4800	
2020	Autopsy Assistant	382-482	4584-5784	
<u>21XX</u>	<u>DIAGNOSTIC LABORATORY TITLES</u>			
2101	Histology Technician	419-539	5028-6468	
2102	Assistant Chief Histology Technician	539-680	6468-8160	
2103	Chief Histology Technician	592-740	7104-8880	
2105	Cytotechnologist	460-592	5520-7104	
2107	Chief Cytotechnologist	592-740	7104-8880	
2110	Medical Technologist I	382-482	4584-5784	
2111	Medical Technologist II	592-740	7104-8880	
2112	Medical Technologist III	680-835	8160-10,020	
2114	Assistant Chief Medical Technologist	740-910	8880-10,920	
2115	Chief Medical Technologist	800-1000	9600-12,000	
<u>22XX</u>	<u>RESEARCH LABORATORY TITLES</u>			
2200	Research Technician I	350-439	4200-5268	
2201	Research Technician II	592-740	7104-8880	
2202	Research Technician III	680-835	8160-10,020	
2203	Research Assistant	740-910	8880-10,920	
2204	Research Scientist-Engineer	740-910	8880-10,920	
2215	Junior Physicist	710-870	8520-10,440	
2220	Research Dietitian	592-740	7104-8880	
2230	Research Statistical Aide	382-482	4584-5784	

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<u>CODE</u>		<u>MONTHLY</u>	<u>ANNUAL</u>	<u>P & A</u>
<u>23XX</u>	<u>MEDICAL COMMUNICATIONS TITLES</u>			
2309	Assistant Photographer	382-482	4584-5784	
2310	Photographer	482-620	5784-7440	
2315	Medical Photographer	539-680	6468-8160	
2320	Artist	460-592	5520-7104	
2322	Medical Artist	592-740	7104-8880	
2325	Senior Artist	710-870	8520-10,440	
2333	Audio-Visual Aids Inspector	335-419	4020-5028	
2334	Audio-Visual Aids Library Technician	292-366	3504-4392	
2335	Audio-Visual Aids Librarian	514-650	6168-7800	
2340	Projectionist	350-439	4200-5268	
2344	Program Director-Television	592-740	7104-8880	
2345	Slide Sequence Cameraman	482-620	5784-7440	
2346	Motion Picture Cameraman	565-710	6780-8520	
2347	Communications Equipment Technician	419-539	5028-6468	
2349	Electronic Technician	539-680	6468-8160	
2350	Electronic Engineer	565-710	6780-8520	
2351	Chief Communications Engineer	835-1050	10,020-12,600	
2360	Supervisor, Visual Aids Production Laboratory	800-1000	9600-12,000	
2370	Assistant in Medical Communications	592-740	7104-8880	
<u>3XXX</u>	<u>ENGINEERING, TRADES-CRAFTS AND LABOR TITLES</u>			
<u>30XX</u>	<u>ENGINEERING MANAGEMENT TITLES</u>			
3000	Draftsman I	439-565	5268-6780	
3001	Draftsman II	565-710	6780-8520	

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<u>CODE</u>		<u>ANNUAL</u>	<u>MONTHLY</u>	<u>P & A</u>
<u>30XX</u>	<u>ENGINEERING MANAGEMENT TITLES (Cont'd.)</u>			
3010	Engineer-Designer	770-950	9240-11,400	
3020	Fire and Safety Coordinator	620-770	7440-9240	
<u>31XX</u>	<u>PLANT OPERATION TITLES</u>			
3101	Stationary Fireman	460-592	5520-7104	
3105	Stationary Engineer	592-740	7104-8880	
3107	Chief Stationary Engineer	710-870	8520-10,440	
3120	Mechanical Engineer	835-1050	10,020-12,600	
<u>32XX</u>	<u>LABOR AND TRADES TITLES</u>			
3200	Laborer	292-366	3504-4392	
3205	Driver	350-439	4200-5268	
3210	Mechanic Helper	350-439	4200-5268	
3215	Gardener	400-514	4800-6168	
3220	Carpenter	592-740	7104-8880	
3225	Carpenter Foreman	680-835	8160-10,020	
3230	Electrician	592-740	7104-8880	
3235	Electrical Foreman	680-835	8160-10,020	
3240	Painter	565-710	6780-8520	
3245	Paint Foreman	680-835	8160-10,020	
3250	Maintenance Man	539-680	6468-8160	
3255	Plumber	592-740	7104-8880	
3260	Plumbing & Piping Foreman	680-835	8160-10,020	
3265	Insulator	592-740	7104-8880	
3270	Refrigeration Mechanic	620-770	7440-9240	
3275	Air Conditioning Foreman	680-835	8160-10,020	
3280	Machinist	539-680	6468-8160	

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<u>CODE</u>		<u>MONTHLY</u>	<u>ANNUAL</u>	<u>P & A</u>
<u>32XX</u>	<u>LABOR AND TRADES TITLES (Cont'd.)</u>			
3285	Precision Machinist	592-740	7104-8880	
3290	Scientific Instrument Maker	680-835	8160-10,020	
<u>4XXX</u>	<u>ANCILLARY SERVICE TITLES</u>			
<u>40XX</u>	<u>LAUNDRY TITLES</u>			
4000	Laundry Worker I	279-350	3348-4200	
4001	Laundry Worker II	305-382	3660-4584	
4002	Laundry Worker III	335-419	4020-5028	
4005	Washman	335-419	4020-5028	
4008	Laundry Supervisor	382-482	4584-5784	
<u>41XX</u>	<u>FOOD SERVICE TITLES</u>			
4100	Kitchen Helper I	279-350	3348-4200	
4101	Kitchen Helper II	305-382	3660-4584	
4103	Cook I	305-382	3660-4584	
4104	Cook II	350-439	4200-5268	
4105	Baker	439-565	5268-6780	
4107	Assistant Chief Cook	439-565	5268-6780	
4108	Chief Cook	539-680	6468-8160	
4112	Dietary Assistant	350-439	4200-5268	
4120	Dietitian	592-740	7104-8880	
4125	Administrative Dietitian	650-800	7800-9600	
4130	Assistant Director Dietitic Services	710-870	8520-10,440	
<u>42XX</u>	<u>BUILDING SERVICES TITLES</u>			
4200	Custodial Worker I	279-350	3348-4200	
4201	Custodial Worker II	305-382	3660-4584	
4202	Custodial Worker III	335-419	4020-5028	

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<u>CODE</u>		<u>MONTHLY</u>	<u>ANNUAL</u>	<u>P & A</u>
<u>42XX</u>	<u>BUILDING SERVICES TITLES (Cont'd.)</u>			
4205	Elevator Operator	279-350	3348-4200	
4206	Assistant Chief Elevator Operator	319-400	3828-4800	
4207	Chief Elevator Operator	350-439	4200-5268	
4210	Seamstress	279-350	3348-4200	
4215	Assistant Matron	279-350	3348-4200	
4216	Matron	350-439	4200-5268	
4220	Housekeeper	382-482	4584-5784	
4223	Assistant Executive Housekeeper	460-592	5520-7104	
<u>43XX</u>	<u>SECURITY/SAFETY MANAGEMENT TITLES</u>			
4300	Watchman	350-439	4200-5268	
4302	Guard	514-650	6168-7800	
4305	Security Coordinator	620-770	7440-9240	
<u>5XXX</u>	<u>LIBRARY TITLES</u>			
<u>50XX</u>	<u>PROFESSIONAL LIBRARY TITLES</u>			
5005	Librarian I	539-680	6468-8160	
5006	Librarian II	620-770	7440-9240	

*Professional and Administrative Personnel Titles

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U. T. SYSTEM AND U. T. AUSTIN: REPORT ON SECURITY SERVICES AT U. T. AUSTIN AND RECOMMENDATIONS FOR IMPLEMENTATION OF S. B. NO. 162 (SYSTEM-WIDE). -- The report entitled "Report and Recommendations on Traffic and Security Services and Implementation of S. B. No. 162, The University of Texas at Austin" as filed by Chancellor Ransom with the Board of Regents in December 1967 was adopted together with the following recommendations for implementation of Senate Bill No. 162 (System-wide). The report is in the Secretary's Files, Volume XV:

Recommended Schedule of Implementation (Taken From the Report)

It is recommended that the personnel eligible for the positions of peace officers, and having met the qualifications and satisfactorily completed the first eighteen-day training course, be commissioned effective February 1, 1968.

1. The training course for the first group of men from the Traffic and Security Services, The University of Texas at Austin, will commence on January 8, 1968 and be completed on January 31, 1968.
2. Board of Regents authorize at the December 8, 1967 meeting the adoption of this report and recommendations including:
 - a. Approve training programs and schedule.
 - b. Approve plan and organization structure for U. T. Austin.
 - c. Approve commissioning of certain personnel.
 - d. Approve the qualifications for peace officers.
 - e. Approve the arming of supervisory personnel.
 - f. Approve additional positions at Austin, effective January 1, 1968:
 - 2 uniformed captains (commissioned)
 - 2 uniformed sergeants (commissioned)
 - 2 plain clothes investigators (commissioned)
 - 1 chief clerk
 - 1 secretary
 - g. Approve minimum salaries for commissioned personnel.
 - h. Authorize necessary expenditures for personnel, equipment, etc., with the costs to be reported at January meeting of the Board of Regents.

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3. Prepare necessary resolutions for adoption by the Board of Regents at January 26, 1968 meeting to effect the following schedule:
 - a. Implementation of Senate Bill 162.
 - b. Authorization of commissioned officers.
 - c. Adoption of Traffic and Security Regulations.
 - d. Approval of Peace Officer Bond.
 - e. Approval of Oath of Appointment.
4. Commissioning of peace officers by Chairman of the Board of Regents who have been recommended to him for commissioning by the Chancellor, The University of Texas System, or his designated representative.
5. Approval of continuing a recommended training program at The University of Texas at Austin for all institutions of The University of Texas System.
6. Follow the same guidelines, requirements and procedures for commissioning personnel at other units of U. T. System that are herein recommended for U. T. Austin and determine a timetable for each such institution if commissioned personnel is required.

U. T. SYSTEM AND U. T. AUSTIN: (1) IMPLEMENTATION OF STATUTORY AUTHORITY FOR THE PROTECTION AND POLICING OF BUILDINGS AND GROUNDS OF THE UNIVERSITY OF TEXAS SYSTEM PROPERTY; (2) THE ADOPTION OF TRAFFIC REGULATIONS FOR U. T. AUSTIN.--(1) The following resolutions for the implementation of statutory authority (Senate Bill 162, 60th Legislature) for the protection and policing of buildings and grounds of The University of Texas System were adopted (Pages 141-148) and (2) Parking and Traffic Regulations for The University of Texas at Austin as set out on Pages 149-155 were adopted:

(1) Chapter 80, Page 151, Acts 60th Legislature, Regular Session, 1967, which is codified as Article 2919j, Vernon's Civil Statutes, became law on April 27, 1967, and provides for the protection, safety and welfare of students and employees of the respective governing boards of this State, and for the protection and policing of the buildings and grounds of the state institutions of higher education. Under this measure the respective boards are authorized to employ security personnel and to commission such officers as peace officers. These officers so commissioned are vested with the powers, privileges, and immunities of peace officers while on the property under the control and jurisdiction of the various state institutions of higher education of this

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State or otherwise in the performance of their duties. The bill is permissive in nature and it is requested that the following resolution be adopted in order to implement the said act:

RESOLUTION

WHEREAS, Article 2919j, Vernon's Civil Statutes of Texas was enacted by the 60th Legislature, R. S., 1967, and provides for the protection, safety and welfare of students and employees of The University of Texas System; and

WHEREAS, it is the desire of the Board of Regents of The University of Texas System to implement the provisions of Article 2919j, V. C. S., so as to make the same applicable to The University of Texas System; now, therefore,

BE IT RESOLVED by the Board of Regents of The University of Texas System that Chapter 80, page 151, Acts 60th Legislature, Regular Session, 1967, codified as Article 2919j, Vernon's Civil Statutes, which declares all of the general and criminal laws of the State to be in full force and effect within the areas under the control and jurisdiction of The University of Texas System and provides for the protection, safety and welfare of students and employees, and for the protection and policing of University buildings and grounds; the promulgation of rules and regulations; the employment of peace officers duly commissioned pursuant to law; the enforcement of rules by commissioned officers; punishment for violations; the prohibition of trespass and damage to property; the regulation and control of traffic and parking and the use of parking facilities; the issuance of vehicle identification insignia and jurisdiction over offenses; be and the same is hereby approved and adopted and made a part of this resolution as fully as if it were copied herein verbatim.

BE IT FURTHER RESOLVED by the Board of Regents that the following rules and regulations be adopted in further implementation of Sections 4 and 9 of Article 2919j, V. C. S., or state and local law, and the same shall be in force on all property under the jurisdiction of the Board of Regents of The University of Texas System:

- (1) Any person who shall unlawfully enter upon or remain upon the property of The University of Texas System in violation of state or local law, rules and regulations of the Board of Regents, or other published administrative rules, shall be deemed a trespasser.
- (2) Any person who shall enter upon or remain upon the property of The University of Texas

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System after a request by a commissioned peace officer not to enter upon, or a request to leave, the property of the said System, when such request is made pursuant to Article 2919j, V. C. S., or other appropriate law, rules and regulations, or other administrative rules, shall be deemed to be in violation of Section 9 of Article 2919j, V. C. S.

- (3) The institutional heads of the respective institutions of The University of Texas System are hereby authorized by and through appropriate personnel to carry out these responsibilities under Sections 4 and 9 of Article 2919j, V. C. S.

BE IT FURTHER RESOLVED by the Board of Regents that the campus security personnel whose names appear on the list attached hereto and marked Exhibit A be commissioned as peace officers of The University of Texas System pursuant to Article 2919j, V. C. S., and all other personnel who hereafter are qualified and appointed by the Chancellor of The University of Texas System shall also be commissioned as peace officers, and they are hereby authorized and empowered to enforce the provisions of Article 2919j, V. C. S., together with all rules and regulations promulgated pursuant thereto by the Board of Regents of The University of Texas System, subject to the execution and delivery of a peace officer's bond and the execution of an oath of appointment, each in substantial form approved by the Board of Regents of The University of Texas System, copies of which are attached hereto and made a part hereof, as Exhibits B and C, and such persons shall serve as commissioned peace officers until removed by the Chancellor of The University of Texas System when in his judgment the best interest of the University System will be served by such removal.

BE IT FURTHER RESOLVED by the Board of Regents that pursuant to Section 2 of Article 2919j, V. C. S., the traffic regulations of The University of Texas at Austin, a copy of which is attached hereto as Exhibit "D", be and they are hereby adopted as the traffic regulations governing the operation and parking of vehicles upon the grounds, streets, drives, and alleys or any other institutional property under the control of The University of Texas at Austin; and henceforth any person violating any provision of the said traffic regulations may upon conviction be punished by fine of not more than \$200 pursuant to said Section 2.

BE IT FURTHER RESOLVED by the Board of Regents that the Chairman of the Board of Regents and the Chancellor of The University of Texas System, or either of them, be and they are hereby authorized to take such action as in their judgment may be necessary or desirable or appropriate at each institution in The University of Texas System in order to carry out the terms and provisions of Article 2919j, V. C. S.

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EXHIBIT "A"

ELIGIBLE FOR COMMISSIONING

FEBRUARY 1, 1968

Allen R Hamilton, Chief Traffic and Security
William L Purse, Assistant Chief Traffic and Security
J.Y. Barr, Captain
Wilson B. Davis, Captain
Joe E. Shuberg, Captain
Richard G. Hinton, Sergeant
Johnny F. Rush, Sergeant
Tom Graham, Sergeant Investigator
Gerald Watkins, Sergeant Investigator
Donald L. Adams, Officer
Melvin Bibbs, Officer
Wendell C. Brockhouse, Officer
Bobby L. Bryan, Officer
Sterling B. Harwell, Officer
Robert D. Mills, Officer
Earnest F. Puryear, Officer
James T. Reed, Officer
Chester E. Reinhardt, Officer
Cecil J. Rhoades, Jr., Officer
Jack O. Rodman, Officer
Kenneth R. Sakewitz, Officer
Alex J. Wuthrich, Officer

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EXHIBIT "B"

PEACE OFFICER'S BOND

THE STATE OF TEXAS |
COUNTY OF _____ | (KNOW ALL MEN BY THESE PRESENTS:

That we, _____ as principal, and
_____ as surety, are held and

firmly bound unto the Governor of the State of Texas and his successors
in office, in the sum of One Thousand Dollars (\$1,000.00), for the pay-
ment of which, well and truly to be made, we bind ourselves, our
heirs, executors and administrators, and successors and assigns,
jointly and severally, by these presents.

The condition of the above obligation is such that if the above bound
_____, who has been commissioned as a
peace officer of The University of Texas System by the Board of Re-
gents and the Chancellor of The University of Texas System pursuant
to the authority of Chapter 80, page 151, Acts 60th Legislature, Re-
gular Session, 1967, will fairly, impartially, and faithfully perform all
of the duties as may be required of him by law, then this obligation to
be null and void, otherwise to remain in full force and effect.

This bond is executed by the Surety upon the following express condi-
tions:

- (1) As respects any or all officials or the individuals named in the
schedule attached hereto may be cancelled:
 - (a) By the Surety, after giving thirty (30) days' notice of
cancellation to the Obligee, in writing, of its desire so
to cancel;

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(b) By the Obligee, by giving notice to the Surety, in writing of the Obligee's desire so to cancel;

(2) The Surety remains liable, however, subject to the terms, conditions and provisions hereof for any act or acts covered hereby which may have been committed prior to the date of such cancellation.

In event of cancellation, the Surety shall refund the pro rata unearned premium, if any, but the whole year's premium for the premium year within which such cancellation takes place shall be considered as fully earned for any official or individual whose acts or omissions are made the basis of a claim hereunder.

IN TESTIMONY WHEREOF, witness our hands this _____ day of _____, 196__.

Principal

Surety

The foregoing bond of _____ as peace officer of _____ is approved.

BOARD OF REGENTS OF
THE UNIVERSITY OF TEXAS SYSTEM

Institutional Head

By _____
Chancellor

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EXHIBIT "C"

OATH OF OFFICE

I, _____, do solemnly swear (or affirm), that I will faithfully execute the duties of the office of Peace Officer of The University of Texas System, and will to the best of my ability preserve, protect, and defend the Constitution and laws of the United States and of this State; and I furthermore solemnly swear (or affirm), that I have not directly nor indirectly paid, offered, or promised to pay, contributed, nor promised to contribute any money, or valuable thing, or promised any public office or employment, as a reward to secure my appointment or the confirmation thereof. So help me God.

SWORN TO AND SUBSCRIBED before me at Austin, Texas, this _____ day of _____, 196__.

Notary Public in and for
Travis County, Texas

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COMMISSION

THE UNIVERSITY OF TEXAS SYSTEM

(University Seal)

IN THE NAME AND BY THE AUTHORITY OF

THE STATE OF TEXAS

To All to Whom These Presents May Come -- GREETINGS:

BE IT KNOWN, that the Board of Regents and the Chancellor of The University of Texas System, reposing special trust and full confidence in the integrity and ability of _____,

(Name)

do by virtue of the authority vested in us by law hereby commission him as a peace officer as authorized by Chapter 80, page 151, Acts 60th Legislature, Regular Session, 1967, giving and hereby granting to him all the rights, privileges, and emoluments appertaining to said appointment to carry out the provisions of the said Act while on the property under the control and jurisdiction of The University of Texas System, or otherwise, conditioned on the said officer executing a good and sufficient bond and taking the oath as required by law.

IN TESTIMONY WHEREOF, the Board of Regents of The University of Texas System has caused these presents to be signed by the Chairman of the Board of Regents of The University of Texas System and the Chancellor of The University of Texas System, duly authorized thereunto, and the seal of The University of Texas System to be affixed at Austin, Texas, this

_____ day of _____, 196__.

ATTEST:

BOARD OF REGENTS OF
THE UNIVERSITY OF TEXAS SYSTEM

Secretary

By _____
Chairman

(SEAL)

By _____
Chancellor

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EXHIBIT "D"

PARKING AND TRAFFIC REGULATIONS
THE UNIVERSITY OF TEXAS AT AUSTIN

These regulations promulgated under authority of law govern the operation and parking of motor vehicles on property under the jurisdiction of The University of Texas at Austin. The term "vehicle" or "motor vehicle" includes automobiles, trucks, motorcycles, motorbikes and scooters. The University reserves the right to impound but assumes no responsibility. The following rules shall be in effect at The University of Texas at Austin:

1. The general and criminal laws of the State of Texas are declared to be in full force and effect on the campus. The Campus Security Personnel is empowered and authorized to enforce these parking and traffic regulations. Campus Security Personnel shall also perform such duties as may be delegated to them from time to time by the Chief of Campus Security. All city, state and The University of Texas at Austin traffic regulations and rules governing the use of motor vehicles must be complied with on all parts of the campus throughout all hours of the day and night. THE SPEED LIMIT ON ALL PARTS OF THE CAMPUS IS 15 MILES PER HOUR. PEDESTRIANS SHALL AT ALL TIMES HAVE THE RIGHT OF WAY.

The University of Texas at Austin assumes no responsibility for the care and/or protection of any vehicle or its contents at any time it is operated or parked on its campus. The University also reserves the right to impound any vehicle which is parked in a manner dangerous to vehicular or pedestrian traffic or with serious impropriety.

Regulations posted on signs apply at all times, including holidays and intermission periods.

Except in metered spaces, only cars bearing University parking permits may be parked on the University campus, Monday through Friday, 7:30 a.m. to 5:00 p.m., and on Saturday, 7:30 a.m. to 11:15 a.m. Failure to comply constitutes a major violation.

2. Pedestrians shall at all times have the right of way. The Chief of Campus Security shall have discretionary powers to enforce a policy of traffic control on the campus when the same is not specifically provided for by these rules.
3. All vehicles owned or operated or parked on the campus at any time by students, faculty or staff must be registered in the Campus Security Office.

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A permit will not be honored unless it is properly affixed to the lower left-hand corner of the windshield in accordance with directions which appear on the back of each permit. The use of tape to affix a permit to the windshield is prohibited.

Permits are not transferable.

A replacement permit will be issued without charge whenever there is a transfer of automobile, change of windshield, or defective permit, provided the remnants of the original permit are returned or a statement provided that the permit has been destroyed.

The holder of a permit must assume responsibility for every parking and traffic violation involving motor vehicles belonging to him or his spouse. If the person driving the motor vehicle when the violation occurs is not the person to whom the permit was issued, the parking and traffic violation ticket will apply both to the driver and to the person to whom the permit was issued. This regulation also applies in the case of persons holding no permit.

Class C and Class F permits, as hereinafter defined, will be issued only for an automobile owned by the applicant, his spouse, or his parents.

- 4. Every car is required to stop completely, pause briefly, and then proceed with caution at each stop sign. A flashing yellow light shall be observed by slowing the vehicle to a prudent speed and then proceeding with caution. A flashing red light shall be observed by stopping the vehicle completely and then proceeding in a prudent manner when it is safe to do so.
- 5. The following shall be considered as specific violations and it shall be unlawful to:
 - a. Exceed the speed limit.
 - b. Drive in an imprudent manner.
 - c. Remove any temporary barricade.
 - d. Drive a vehicle into a barricaded area or park in violation of any barricade or barrier.
 - e. Drive while drinking intoxicants.
 - f. Drive while intoxicated.
 - g. Refuse to show driver's license upon request of a University traffic and/or security officer.
 - h. Fail to stop or heed other instructions given by a University traffic and/or security officer.
 - i. Park on the campus of the University while barred.
 - j. Fail to yield right of way to pedestrian.
 - k. Fail to stop for stop signs.
 - l. Fail to report an accident to Traffic Office immediately.

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- m. Make a U-turn.
- n. Fail to display proper permit.
- o. Park in any of the following places or manners:

- (1) On any lawn
- (2) On any curb or sidewalk
- (3) In any loading zone
- (4) Obstruct any crosswalk
- (5) In or upon any service drive
- (6) In any manner which obstructs traffic
- (7) in NO PARKING spaces
- (8) In violation of any posted sign

6. In all cases in which a car is parked, the position shall be such that the whole of the vehicle is located within the boundaries of the parking space. The fact that other vehicles are parked with impropriety shall not constitute an excuse for parking with any part of the car over any line.

Where parallel parking is required, vehicles must be parked with right wheels to the curb where two-way traffic is permitted, and on one-way streets the automobile must be parked with the front end forward in the direction in which traffic is allowed.

Where diagonal parking is required, the wheel nearest the curb may not be removed more than 12" from the street face of the curb.

No vehicle shall be parked:

- a. With rear end to the curb in diagonal parking spaces
- b. For periods longer than those specifically designated
- c. With double or other forms of multiple parking

7. University regulations provide for the suspension of driving privileges when a person accumulates five violations in one semester. This suspension of driving privileges is for a period of three months with thirty days added for each unpaid violation notice. Credit for time the vehicle is restricted is counted only on a registered vehicle in all cases. Violation of a driving restriction may result in the student's suspension from the University.

The state law provides that tickets may be issued or cases filed in the City Court or Justice of Peace Court for the violation of any state law or university traffic regulation. When any person has a case filed on him in the City Court or Justice of Peace Court he cannot appeal to the University Traffic Appeals Panel, but must appear in the court designated at the time and place specified on the ticket.

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The following regulations apply when tickets have accumulated in any of the listed violation patterns:

Immediate loss of the privilege of driving any motor vehicle within the University campus boundaries or permitting his motor vehicle(s) to be driven or parked within the University campus boundaries, and revocation of permit for a period of twelve months from the date postmarked on the envelope containing the remnants of the permit.

Immediate loss of the privilege of driving any motor vehicle within the University campus boundaries or permitting his motor vehicle(s) to be driven or parked within the University campus boundaries for a period of twelve months.

A motor vehicle will be subject to impounding if driven or parked within the University campus boundaries while barred from so doing by the Committee on Parking and Traffic. Violations during the barred period will be reported to the Discipline Committee. When a student's permit is revoked, the student will be subject to being dropped from the rolls of The University of Texas at Austin if he does not return the remnants of his permit to the Parking and Traffic Division within ten days.

When a student receives a penalty for parking and traffic violations, he may elect to pay a \$5.00 service charge to effect the immediate restoration of his privileges in lieu of the twelve-month penalty period described above. An additional service charge will be accepted in the event a penalty is assessed a second time in any year, September 1 to August 31, inclusive. A service charge of \$10.00 will be accepted for subsequent reinstatements within this year, provided approval is granted after a hearing.

8. Every student must file a Motor Vehicle Information Card, regardless of whether he possesses and/or maintains a motor vehicle. Such cards must be filed at the time of registration. Students who do not possess and/or maintain a motor vehicle in Travis County must supply the information called for in Parts (A) and (C) of the MVI Card.

Students who are eligible and do possess and/or maintain an automobile, motorcycle, motor bicycle or motor scooter must supply all information called for on the MVI Card and must register the motor vehicle by presenting the following documents:

- a. The current license receipt

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- b. An official document showing the number of semester hours of credit recognized by The University of Texas at Austin
- c. Auditor's receipt for semester involved
- d. Valid driver's license

A motor vehicle possessed and/or maintained by a student may not be driven or parked within the University campus boundaries until it has been registered and the appropriate permit has been properly affixed.

Students who do not want to park within the University campus boundaries and so indicate, but possess and/or maintain a motor vehicle, will be provided with a registration decal without charge. This decal must be placed on the vehicle for which it is provided.

If a student acquires the use of a motor vehicle after enrollment, for any period, however short, he must immediately register this motor vehicle.

If a student disposes of his motor vehicle, the decal must be removed and the change of status must be reported immediately to the Parking and Traffic Office.

9. Class C parking permits will be issued to:
- a. Students having twenty-six or more semester hours of credit recognized by The University of Texas at Austin
 - b. Freshmen students who are 21 years of age or over
 - c. Freshmen students who are married and living with spouse

The fee for the Class C parking permit is \$5.00 per year.

Class F parking permits will be issued to students who are not eligible for a Class C parking permit but who qualify as an exception to the Freshman Car Ban. From 7:30 a.m. to 5:00 p.m., Monday through Friday, automobiles bearing Class F parking permits may be parked ONLY in parking lots 1 and 2 (located on Red River Street near University Junior High School). The fee for a Class F parking permit is \$5.00 per year.

Class M parking permits will be issued for motorcycles, motor bicycles and motor scooters. These vehicles may be parked ONLY in the parking areas set aside for motorcycles, motor bicycles and motor scooters. The fee for a Class M parking permit is \$3.00 per year.

Class C or F parking permits purchased at any time during the fall semester will cost \$5.00; spring semester

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\$3.00; summer session \$1.00. Class M parking permits purchased at any time during the fall semester will cost \$3.00; spring semester \$2.00; summer session \$1.00. Students who withdraw from the University during or at the conclusion of the fall semester who have paid for Class C, F, or M parking permits will receive a refund, upon request, of \$2.00. No refund will be made to any student who withdraws from the University during the spring semester, at the conclusion of the spring semester, or does not attend Summer School.

Class A parking permits will be issued to students for reasons of health upon certification by the Director of the Student Health Center. The fee for a Class A parking permit is \$12.00 per year.

Class E (Disabled) parking permits will be issued to students whose physical infirmities make mandatory their parking near their classes. Certification must be made by the Director of the Student Health Center. Automobiles bearing Class E parking permits may be parked only in spaces specifically designated for the disabled. The fee for a Class E parking permit is \$12.00 per year.

- 10. Permission to park passenger cars in loading zones and service drives must be secured from a Control Station Officer or from the Office of the Chief Traffic and Security Officer. Passenger cars may be parked in loading zones and service drives only long enough to conduct the actual loading and unloading operations (whether on University business or otherwise, and only with permission as stated above). Any passenger car parked in a loading zone or service drive when loading and unloading operations are not plainly visible and in progress is subject to impounding. Passenger cars shall not be stopped in loading zones or service drives for the purpose of awaiting the arrival of passengers.

Commercial vehicles may be parked in loading zones and service drives only for whatever length of time actual loading and unloading operations are in progress.

- 11. On special occasions and in emergencies, parking limitations will be imposed by the Chief Traffic and Security Officer as required by the conditions which prevail. When conditions warrant such an action at the time of special events, the Chief Traffic and Security Officer may waive parking limitations which are ordinarily imposed.

- 12. Parking areas shown on the map on Page 156 are presently in operation as follows:

Administrative Parking Area - Reserved at all times for Class RO permits.

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Reserved Parking Areas - Reserved for Class R permits issued for each specific Reserved Area, Monday through Friday, 7:30 a.m. to 5:00 p.m.; and restricted to R and A permits on Saturday, 7:30 a.m. to 11:15 a.m.

Reserved Parking Area Q - Reserved for Class R permits issued for area Q, Monday through Friday, 7:30 a.m. to 5:00 p.m.; and restricted to R and A permits, Monday through Friday, 5:00 p.m. to 9:00 p.m., and on Saturday, 7:30 a.m. to 11:15 a.m.

Inner Campus Drive - Restricted to Class A permits, Monday through Friday, 7:30 a.m. to 5:00 p.m.; and restricted to R and A permits, Monday through Friday, 5:00 p.m. to 9:00 p.m., and on Saturday, 7:30 a.m. to 11:15 a.m.

Class A Parking Area - Restricted to Class A permits, Monday through Friday, 7:30 a.m. to 5:00 p.m.; and restricted to R, A, B, C, D and F permits on Saturday, 7:30 a.m. to 11:15 a.m.

Class B Parking Areas - Restricted to Class A and B permits, Monday through Friday, 7:30 a.m. to 5:00 p.m.; and restricted to R, A, B, C, D and F permits on Saturday 7:30 a.m. to 11:15 a.m.

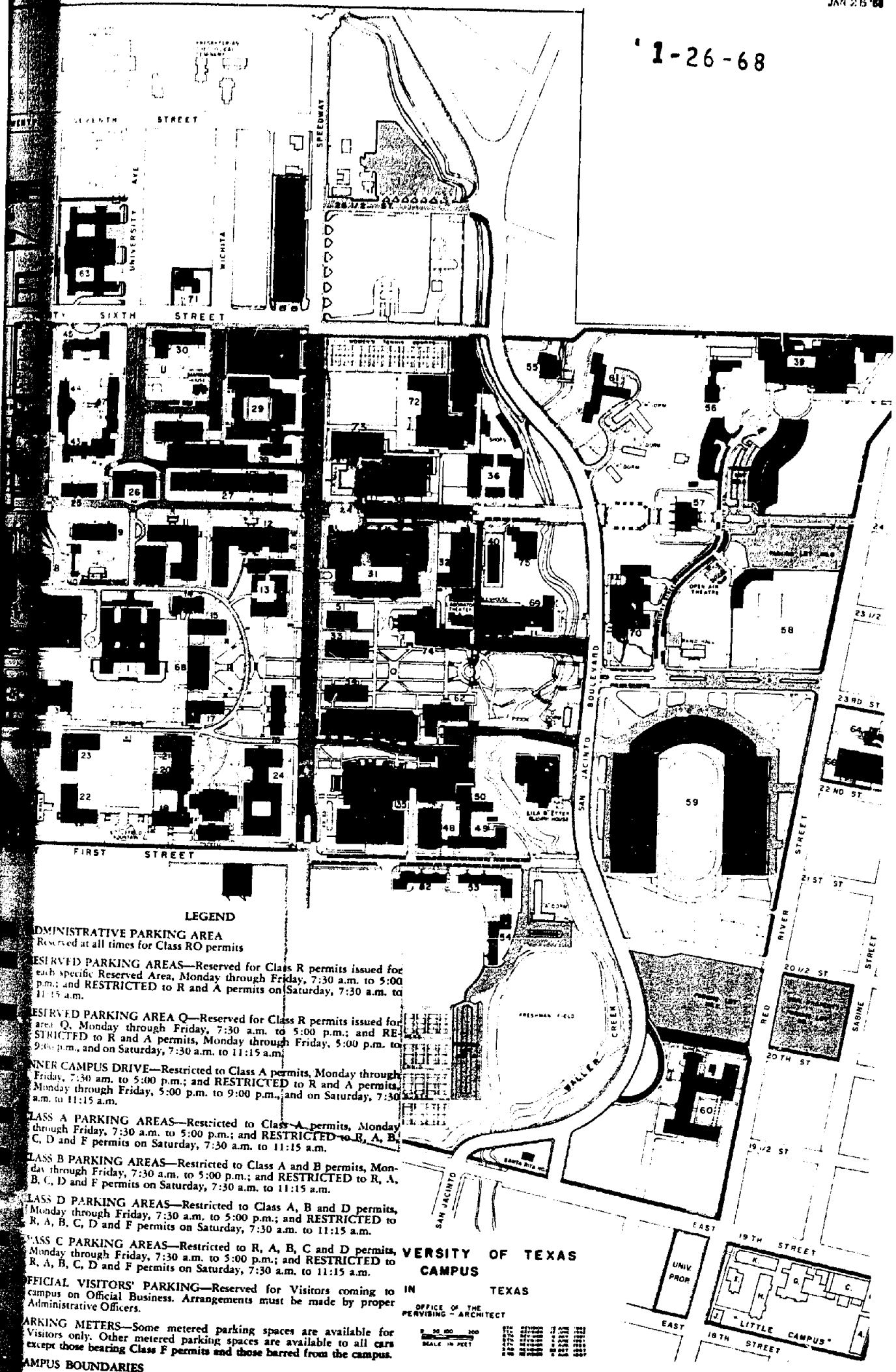
Class D Parking Areas - Restricted to Class A, B and D permits, Monday through Friday, 7:30 a.m. to 5:00 p.m.; and restricted to R, A, B, C, D and F permits on Saturday, 7:30 a.m. to 11:15 a.m.

Class C Parking Areas - Restricted to R, A, B, C and D permits, Monday through Friday, 7:30 a.m. to 5:00 p.m.; and restricted to R, A, B, C, D and F permits on Saturday, 7:30 a.m. to 11:15 a.m.

Official Visitors' Parking - Reserved for visitors coming to campus on official business. Arrangements must be made by proper administrative officers.

Parking Meters - Some metered parking spaces are available for visitors only. Other metered parking spaces are available to all cars except those bearing Class F permits and those barred from the campus.

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LEGEND

ADMINISTRATIVE PARKING AREA
Reserved at all times for Class RO permits

RESERVED PARKING AREAS—Reserved for Class R permits issued for each specific Reserved Area, Monday through Friday, 7:30 a.m. to 5:00 p.m.; and RESTRICTED to R and A permits on Saturday, 7:30 a.m. to 11:15 a.m.

RESERVED PARKING AREA Q—Reserved for Class R permits issued for area Q, Monday through Friday, 7:30 a.m. to 5:00 p.m.; and RESTRICTED to R and A permits, Monday through Friday, 5:00 p.m. to 9:00 p.m., and on Saturday, 7:30 a.m. to 11:15 a.m.

INNER CAMPUS DRIVE—Restricted to Class A permits, Monday through Friday, 7:30 a.m. to 5:00 p.m.; and RESTRICTED to R and A permits, Monday through Friday, 5:00 p.m. to 9:00 p.m., and on Saturday, 7:30 a.m. to 11:15 a.m.

CLASS A PARKING AREAS—Restricted to Class A permits, Monday through Friday, 7:30 a.m. to 5:00 p.m.; and RESTRICTED to R, A, B, C, D and F permits on Saturday, 7:30 a.m. to 11:15 a.m.

CLASS B PARKING AREAS—Restricted to Class A and B permits, Monday through Friday, 7:30 a.m. to 5:00 p.m.; and RESTRICTED to R, A, B, C, D and F permits on Saturday, 7:30 a.m. to 11:15 a.m.

CLASS D PARKING AREAS—Restricted to Class A, B and D permits, Monday through Friday, 7:30 a.m. to 5:00 p.m.; and RESTRICTED to R, A, B, C, D and F permits on Saturday, 7:30 a.m. to 11:15 a.m.

CLASS C PARKING AREAS—Restricted to R, A, B, C and D permits, Monday through Friday, 7:30 a.m. to 5:00 p.m.; and RESTRICTED to R, A, B, C, D and F permits on Saturday, 7:30 a.m. to 11:15 a.m.

OFFICIAL VISITORS' PARKING—Reserved for Visitors coming to campus on Official Business. Arrangements must be made by proper Administrative Officers.

PARKING METERS—Some metered parking spaces are available for Visitors only. Other metered parking spaces are available to all cars except those bearing Class F permits and those barred from the campus.

CAMPUS BOUNDARIES

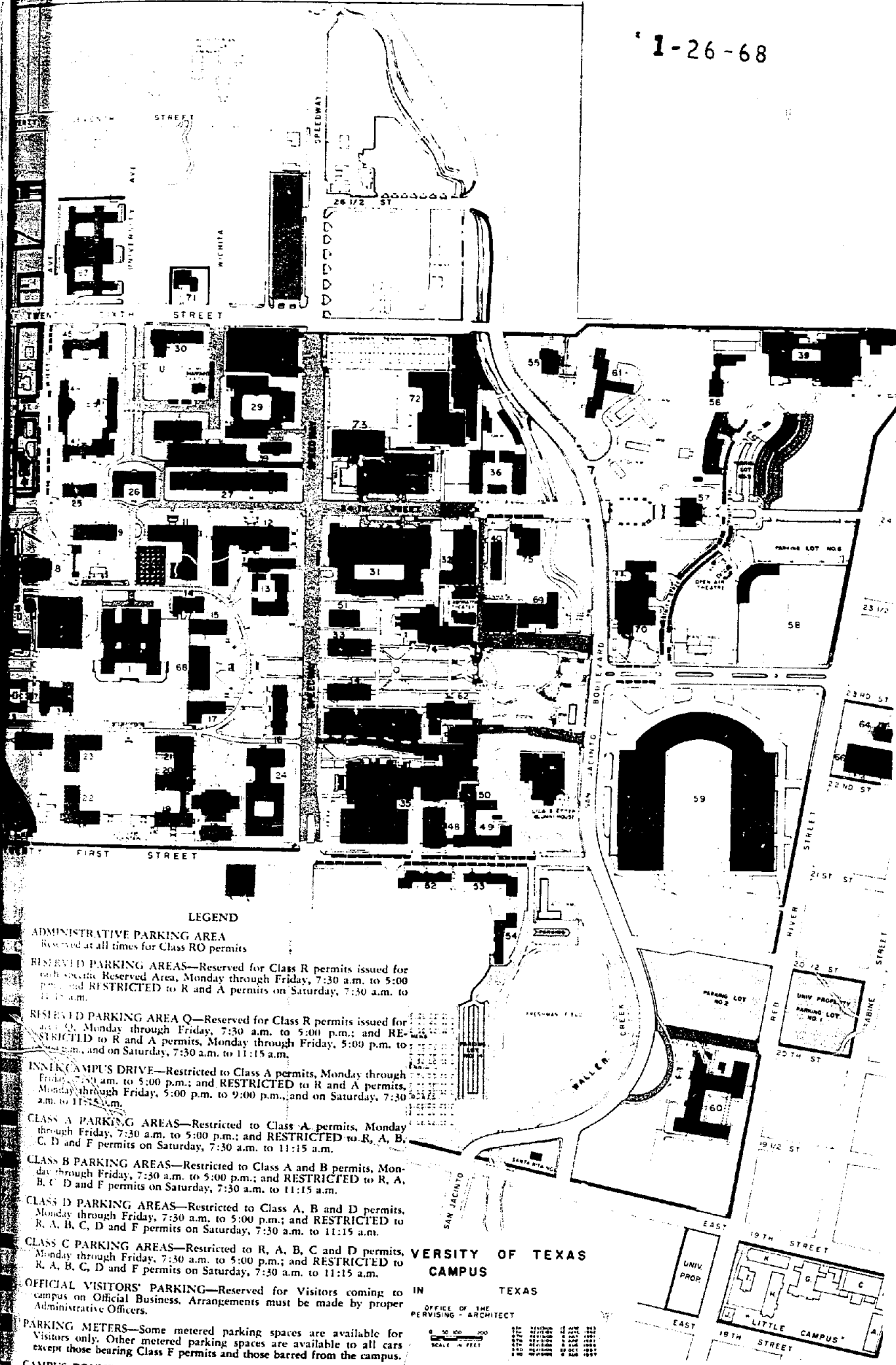
**UNIVERSITY OF TEXAS
CAMPUS**

IN
OFFICE OF THE
PERVISING ARCHITECT

1" = 30' 00"
SCALE IN FEET

1	2	3	4	5	6	7	8	9	10
11	12	13	14	15	16	17	18	19	20
21	22	23	24	25	26	27	28	29	30
31	32	33	34	35	36	37	38	39	40
41	42	43	44	45	46	47	48	49	50
51	52	53	54	55	56	57	58	59	60
61	62	63	64	65	66	67	68	69	70
71	72	73	74	75	76	77	78	79	80

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LEGEND

- ADMINISTRATIVE PARKING AREA**—Reserved at all times for Class RO permits
- RESERVED PARKING AREA P**—Reserved for Class R permits issued for each specific Reserved Area, Monday through Friday, 7:30 a.m. to 5:00 p.m.; and RESTRICTED to R and A permits on Saturday, 7:30 a.m. to 11:15 a.m.
- RESERVED PARKING AREA Q**—Reserved for Class R permits issued for each specific Reserved Area, Monday through Friday, 7:30 a.m. to 5:00 p.m.; and RESTRICTED to R and A permits, Monday through Friday, 5:00 p.m. to 11:15 a.m., and on Saturday, 7:30 a.m. to 11:15 a.m.
- INNICK CAMPUS DRIVE**—Restricted to Class A permits, Monday through Friday, 7:30 a.m. to 5:00 p.m.; and RESTRICTED to R and A permits, Monday through Friday, 5:00 p.m. to 9:00 p.m., and on Saturday, 7:30 a.m. to 11:15 a.m.
- CLASS A PARKING AREAS**—Restricted to Class A permits, Monday through Friday, 7:30 a.m. to 5:00 p.m.; and RESTRICTED to R, A, B, C, D and F permits on Saturday, 7:30 a.m. to 11:15 a.m.
- CLASS B PARKING AREAS**—Restricted to Class A and B permits, Monday through Friday, 7:30 a.m. to 5:00 p.m.; and RESTRICTED to R, A, B, C, D and F permits on Saturday, 7:30 a.m. to 11:15 a.m.
- CLASS D PARKING AREAS**—Restricted to Class A, B and D permits, Monday through Friday, 7:30 a.m. to 5:00 p.m.; and RESTRICTED to R, A, B, C, D and F permits on Saturday, 7:30 a.m. to 11:15 a.m.
- CLASS C PARKING AREAS**—Restricted to R, A, B, C and D permits, Monday through Friday, 7:30 a.m. to 5:00 p.m.; and RESTRICTED to R, A, B, C, D and F permits on Saturday, 7:30 a.m. to 11:15 a.m.
- OFFICIAL VISITORS' PARKING**—Reserved for Visitors coming to campus on Official Business. Arrangements must be made by proper Administrative Officers.
- PARKING METERS**—Some metered parking spaces are available for Visitors only. Other metered parking spaces are available to all cars except those bearing Class F permits and those barred from the campus.

UNIVERSITY OF TEXAS CAMPUS

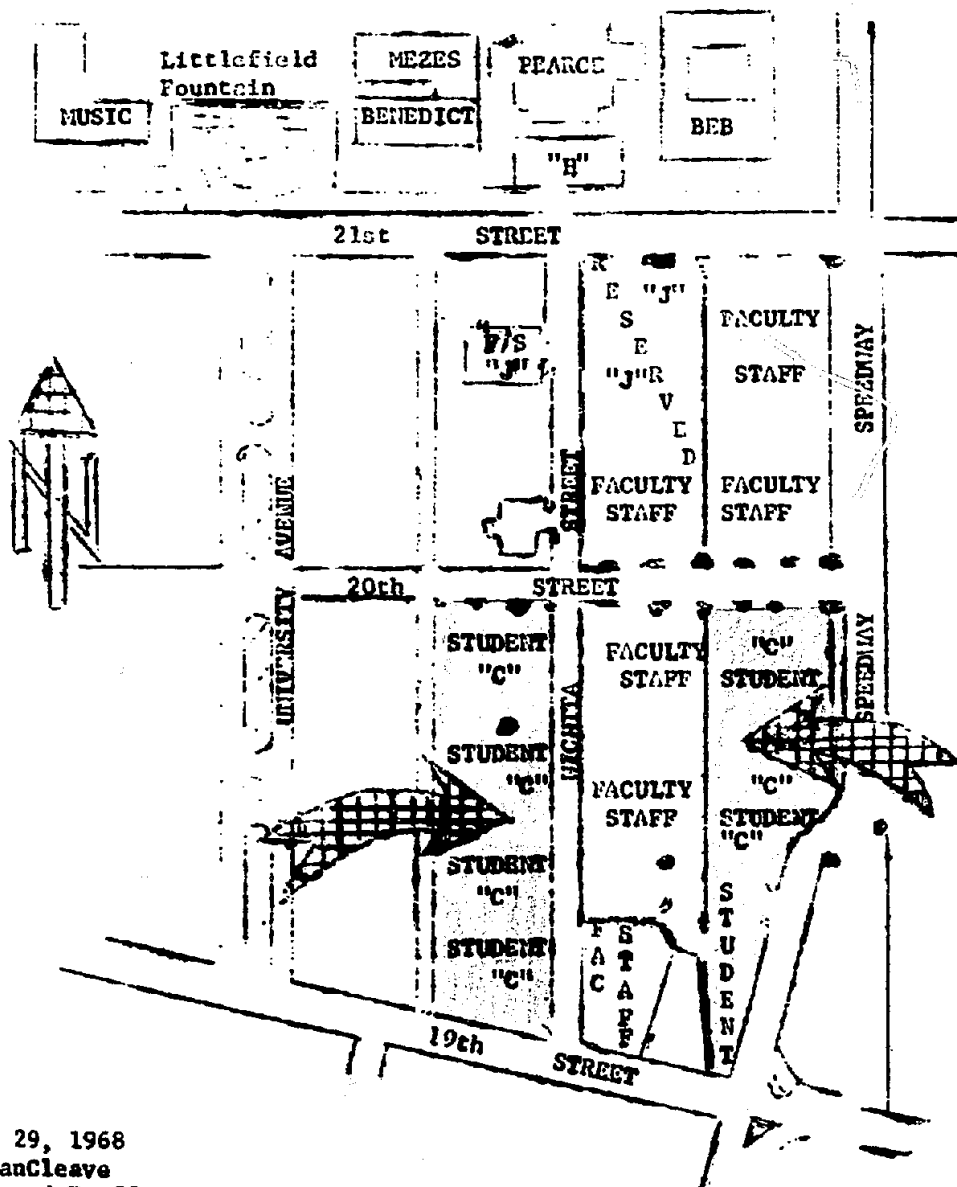
IN TEXAS
 OFFICE OF THE PERMISSING ARCHITECT
 SCALE IN FEET
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1-26-68

NEW CLASS "C" PARKING PERMIT AREAS

1. The parking area* located west of Wichita between 19th and 20th Streets (198 spaces).
2. The parking area* located west of Speedway between 19th and 20th Streets (152 spaces).
3. The parking area located on the west side of 2600 block Speedway has been changed from a Class "B" (staff) area to a Class "C" parking area. (269 spaces)

*The areas listed under 1 and 2 above are shown on this supplementary parking map and are also identified by posted signs.



January 29, 1968
E. R. VanCleave
Parking and Traffic Division

1-26-68

U. T. AUSTIN: OPINION ADOPTED IN THE MATTER OF ALICE EMBREE, JOHN LEFEBER, DAVID MAHLER, RICHARD REAVIS, TOM SMITH, AND GARY THIHER. --The following opinion was unanimously adopted as the official action of the Board with respect to the appeal by Alice Embree, John LeFeber, David Mahler, Richard Reavis, Tom Smith, and Gary Thiher from the finding of guilt and penalty made and assessed by the Faculty Discipline Committee of The University of Texas at Austin:

IN THE MATTER OF ALICE | BEFORE THE BOARD OF REGENTS OF
 EMBREE, JOHN LEFEBER, |
 DAVID MAHLER, RICHARD |
 REAVIS, TOM SMITH, AND |
 GARY THIHER, Appellants | THE UNIVERSITY OF TEXAS SYSTEM

OPINION

This is an appeal by the six above-captioned student appellants from a finding by the Faculty Committee on Discipline that each of them is guilty of having "knowingly and wilfully violated an order of the Chancellor, in that he or she did participate in a meeting and rally on the West Mall of the campus of The University of Texas at Austin at about six p. m. on Sunday evening, April 23, 1967; such meeting and rally having been expressly prohibited by the Chancellor," and from the following penalty assessed against each appellant by the Faculty Committee on Discipline, to wit: "A form of Disciplinary Probation, extending until June 1968, which stipulates the single condition that any similar violations of University regulations will cause the student to be suspended for a period to be determined by the Faculty Committee on Discipline."

The foregoing finding and penalty have heretofore been affirmed by the Discipline Policy Committee, the Vice Chancellor for Academic Affairs (now the President of The University of Texas at Austin), and the Chancellor of The University of Texas System. This appeal to the Board of Regents exhausts the appellants' opportunity to seek relief within The University of Texas System.

The only charge against the appellants was the violation of the Chancellor's order. Since the authority of the Chancellor is derived from the Board of Regents, no consideration of the validity or violation of any order or regulation issued by any lesser administrative or faculty officer or committee is either necessary or material to our action on this appeal.

The University of Texas at Austin is the creation of the Texas Legislature, acting under the mandate of Article 7, Section 10, of the Texas Constitution, to establish and maintain a university of the first class. The Legislature has delegated

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the power and authority to administer the University to the Board of Regents in broad terms. See: Articles 2584, 2585, and 2587, V. C. S. Texas cases construing these statutes have held that rules and regulations of the Board of Regents have the force and effect of statutes. Foley v. Benedict, 55 S. W. (2d) 805 (Tex., 1932); Rainey v. Malone, 141 S. W. (2d) 713 (Tex. Civ. App., 1940) (no writ history); Morris v. Nowotny, 323 S. W. (2d) 301 (Tex. Civ. App., 1959) (writ refused, n.r.e.), cer. den., 361 U.S. 889, 80 S. Ct. 164, 4 L. Ed. 2d 124). The University's lands and buildings, including the Austin campus, are state property subject to the control of the Board of Regents as the state's agent. Splawn v. Woodard, 287 S. W. 677 (Tex. Civ. App., 1926) (no writ history); Walsh v. University of Texas, 169 S. W. (2d) 993 (Tex. Civ. App., 1942) (writ refused).

The Board of Regents, in turn, has both expressly and by implication delegated broad power for the day-to-day operations of The University of Texas System to the Chancellor in the following language:

"The Chancellor is the chief executive and administrative officer of The University of Texas System and of the Main University." Rules and Regulations of the Board of Regents of The University of Texas System.

As the chief executive officer and administrative officer of The University of Texas System and of the Main University, and pursuant to the authority delegated by the Board of Regents to him, the Chancellor on Saturday, April 22, 1967, issued the following order:

"The University of Texas has regularly encouraged the expression of student opinion.

"Evidence of this fact is a full calendar of meetings, discussions, lectures, and demonstrations on both sides of controversial issues in recent months.

"The unauthorized distribution of an announcement of a campus meeting and rally on Sunday, (April 23), however, ignores practical and necessary arrangements for orderly administration of student activities. This meeting has been specifically and officially disapproved. Any student organization deliberately ignoring this decision will be eliminated from the list of General Student Organizations. Students participating in such activities will be referred to a discipline committee."

It will be noted that the Chancellor's order refers to the fact that the calling of the S. D. S. meeting and rally at the proposed time and place "ignores practical and necessary arrangements for orderly administration of student activities." It is common knowledge that the University mustered a veritable army of police and security forces to protect the participants at the last S. D. S. meeting and rally held prior to April 22, 1967, after

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the administration had received and become aware of many serious threats to their safety. Because of the shortage of time between the announcement of the meeting here in question and the time it was proposed to be held, and because it was scheduled to be held on a Sunday afternoon when only a skeleton security force was available at the University, appropriate protective arrangements could not possibly have been made for the proposed meeting, and under the circumstances it was not unreasonable for the Chancellor to fear for the safety of the participants if such protective arrangements were not made. That the meeting was actually held without incident is immaterial since hindsight was not available to the Chancellor, and he had reasonable grounds for fearing for the safety of the participants.

It is our opinion that the Chancellor's order was amply supported by and well within the authority delegated to him by the Board of Regents, and that under the circumstances under which it was issued, the order was neither unreasonable nor arbitrary. Certainly, it was definite, specific, and unambiguous.

We next turn to a consideration of the evidence with respect to whether or not the appellants knowingly and wilfully violated the Chancellor's order.

The evidence offered through the University's witnesses established that the Chancellor's order was widely disseminated through the Daily Texan and other news media, that Dean Ed Price read the order to those present at the outset of the meeting, and that thereafter each of the appellants not only participated but also spoke at the meeting.

The six appellants then took the stand in their own behalf, and each admitted that he or she attended the meeting and spoke to those assembled after having actual knowledge of the contents of the Chancellor's order. Moreover, it was admitted that one of the appellants, Gary Thiher, read the Chancellor's order to the assembled group before either he or the other five appellants spoke.

In the appellants' brief filed in this matter, it is argued that the six appellants were required to testify against themselves in violation of their rights under the Fifth Amendment to the Federal Constitution. However, that argument is specious indeed, because it has been many times held that in order to avail himself of the protection of the Fifth Amendment, the witness must himself assert his privilege against self-incrimination or otherwise the privilege is waived. The transcript in this case clearly reflects that none of the six appellants claimed his or her privilege under the Fifth Amendment at the hearing.

The evidence having conclusively established that each of the appellants knew of the Chancellor's order and thereafter violated it, the only question is whether the appellants "wilfully" violated it.

Each of the appellants and their attorneys vigorously asserted that the appellants did not "wilfully" violate the Chancellor's order, because they asserted that each of the appellants honestly believed

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that the Chancellor's order was violative of his Constitutional right of free speech and/or free assembly and, therefore, that he had no obligation to obey it.

During the past several years we have all too frequently heard this argument that each citizen has a right to make a subjective judgment about the legal and/or moral rightness of every rule or regulation, and that if, in his opinion, the rule or regulation fails that subjective test, the citizen is free to ignore or violate it. Fortunately, there is no legal support for any such course of conduct.

The fact is that when any citizen violates a rule or regulation duly promulgated by appropriate authority, he does so at his peril. And if the citizen is not thereafter able to secure a favorable final judgment in an appropriate court of law, he must bear the punishment assessed for his defective constitutional judgment.

Thus, it is with these appellants. By their own admission, they deliberately violated the Chancellor's order upon the contention that the order was unconstitutional. We have already expressed the opinion that the order was valid, and if the appellants are not able to establish in an appropriate court of law that the order is in fact unconstitutional, they must bear the punishment assessed against them by the Faculty Committee on Discipline.

The fact that the defiance of the Chancellor's order was open, contemptuous, and wilful is clearly demonstrated by the following testimony of appellant Gary Thiher:

"I will go on the record as purposely disobeying that edict because there are higher edicts in the United States and outside the United States, and I am not ashamed of it. I am proud."

The other appellants expressed similar sentiments at the hearing.

One final word. Appellants' counsel contend that the appellants' constitutional rights were violated because they were denied due process of law at the hearing before the Faculty Discipline Committee. Not only was the hearing conducted with essential fairness, but the appellants received every protection required by law. The charge against them was specific, in writing, and delivered to them in advance of the hearing. They were permitted a reasonable time within which to prepare their defense, and they made no objection to the time allowed. Those on the hearing panel that they objected to were removed, and they agreed to the members of the panel that conducted the hearing, which five person panel contained two student members. They were represented by two attorneys, and their counsel were permitted to present all the evidence and witnesses they desired. The appellants were confronted by the witnesses against them, and their counsel were permitted to cross-examine those witnesses. The hearing was

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attended by the press and representatives of both the A. A. U. P. and the University's Faculty Committee on Academic Freedom. A verbatim written transcription of the hearing was made, and it is on file with the Secretary to the Board of Regents. The students have applied for and have been granted a review of the Discipline Committee's findings and penalty by the two highest University administrative officials and by the governing board of the institution. Due process can require no more protection than the appellants have received in this matter.

The finding and penalty made and assessed by the Faculty Committee on Discipline are affirmed.

BOARD OF REGENTS
THE UNIVERSITY OF TEXAS SYSTEM

By _____
Chairman

U. T. AUSTIN: 1967-68 BUDGETARY AMENDMENTS, APPOINTMENT OF DR. GARDNER LINDZEY AS VICE-PRESIDENT FOR ACADEMIC AFFAIRS AND DR. BRYCE JORDAN AS VICE-PRESIDENT FOR STUDENT AFFAIRS. --Dr. Gardner Lindzey, Professor and Chairman of the Department of Psychology, was named as Vice-President for Academic Affairs at The University of Texas at Austin at an annual salary rate of \$35,000, effective February 1, 1968, thus amending the 1967-68 budget for the Office of the President. The Office of the Vice-President for Academic Affairs will be in Suite 102 of the Main Building.

Dr. Bryce Jordan, Professor and Chairman of the Department of Music, was named as Vice-President for Student Affairs at The University of Texas at Austin at an annual salary rate of \$30,000, effective February 1, 1968, thus amending the 1967-68 budget for the Office of the President. The Office of the Vice-President for Student Affairs will be in Suite 120 of the Main Building.

U. T. AUSTIN: FUNDING OF CHILEAN STUDENT EXCHANGE PROGRAM. --With respect to that part of the Chilean Student Exchange Program that brings the Chilean Students to the campus of The University of Texas at Austin, the following funds were authorized for this purpose for the current year:

\$1,494 from the Students' Association if approved
by Students' Association
\$2,712 from the International Office

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U. T. AUSTIN: CHANGE IN CATALOG OF SCHOOL OF LAW 1966-68 REGARDING CLASS ATTENDANCE AND DEGREE REQUIREMENTS. -- The recommendation of the Faculty Council of The University of Texas at Austin to amend the catalog of the 1966-68 School of Law with respect to class attendance and degree requirements was amended and the catalog was authorized amended as follows (See Page 19 .):

- a. By deleting on Page 29 the section entitled "Absence Rule" (consisting of three paragraphs) and substituting in lieu thereof the following:

Class Attendance. Class attendance is required.

- b. By substituting on Page 32 for section 3 under "Degrees," the following:

Eighty-nine semester hours in the School of Law must be earned. With the permission of the Dean, students may enroll in courses offered by other schools and colleges of The University of Texas at Austin. For credit toward graduation from the School of Law, courses should be at the graduate level, and normally not more than three semester hours will be accepted.

U. T. AUSTIN: ACQUISITION OF PROPERTY AT 2101 MEADOWBROOK FOR HOME FOR PRESIDENT; APPROPRIATION THEREFOR AND FOR FURNITURE AND FURNISHINGS. -- Approval was given to purchase the property at 2101 Meadowbrook, to be used as a home for the President of The University of Texas at Austin, for the sum of \$68,250. The Chairman of the Board of Regents was authorized to request the necessary approvals from the Governor, the Legislative Budget Board and the Coordinating Board, Texas College and University System as required under the current Appropriation Bill.

To cover this acquisition and to acquire the necessary furniture and furnishings, the following appropriations were authorized:

1. Account No. 36-0200-0070 (Funds in this account were derived from the sale of this same property in 1963.)	\$54,399.06
2. Unappropriated balances in PUF Bond Proceeds	<u>13,850.94</u>
	<u>\$68,250.00</u>
3. Account No. 36-0200-0010 - Campus Extension Rentals (for Furniture and Furnishings)	\$10,000.00

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SAN ANTONIO MEDICAL SCHOOL: SUBSTITUTION OF MAIN BANK AND TRUST FOR PAN AMERICAN NATIONAL BANK AS BANK DEPOSITORY. --It was ordered that the Main Bank and Trust of San Antonio, Texas, be named as a bank depository and be substituted for the Pan American National Bank of San Antonio, Texas, provided said bank is willing to execute the standard bank depository agreement in the form previously approved by the Board of Regents.

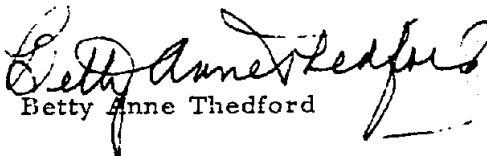
ANDERSON HOSPITAL: AWARD OF CONTRACT TO WARRIOP CONSTRUCTORS, INC., FOR REMODELING OF OUTPATIENT AND OTHER SERVICE AREAS. --A contract for the Remodeling of the Outpatient and Other Patient Service Areas at The University of Texas M. D. Anderson Hospital and Tumor Institute at Houston was awarded to the low bidder, Warrior Constructors, Inc., Houston, Texas, in the amount of \$1,000,000.00, subject to the approval of the United States Public Health Service. A Contingency Allowance in the amount of \$57,875.000 was approved with authorization to the Director of the Office of Facilities Planning and Construction to issue additive change orders to the contract not to exceed this amount. Regent Bauer voted "NO." (See Page 14.)

SCHEDULED MEETINGS. --In connection with the meeting of the Board of Regents scheduled on March 8-9 in El Paso, Mr. Shelton, Executive Director of Investments, Trusts and Lands, and Mr. Carr were authorized to confer with Regents Bauer and Ikard and make arrangements for the members of the Board of Regents to meet in Midland on March 6 and from there to make an inspection trip of some of the West Texas Lands.

In addition to the meetings of the Board previously scheduled on March 7-8 in El Paso, on April 19-20 in Dallas, and on May 31-June 1 in Austin, a meeting was scheduled in Austin on July 12-13.

Adoption of Report. --The foregoing report of the Committee of the Whole was unanimously adopted upon motion duly made and seconded.

ADJOURNMENT.-- There being no further business, the meeting was duly adjourned at 4:35 p. m.


Betty Anne Thedford

January 30, 1968