

**BOARD OF REGENTS - REGENTS' RULES AND REGULATIONS, PART TWO: AMENDMENTS TO (a) CHAPTER V, SECTION 2 (MATERNITY LEAVE) AND (b) CHAPTER VI, SECTIONS 4, 5, 6, 7 AND 8 (STAFF BENEFITS). -- Chapters V and VI of Part Two of the Regents' Rules and Regulations were amended as set out below:**

MAY 3 1974

- a. Subsections 2.21 and 2.24 of Section 2 of Chapter V was amended as set out below:

2.21 Disabilities caused or contributed to by pregnancy, miscarriage, abortion, childbirth, and recovery therefrom, are, for all job related purposes, temporary disabilities and will be treated as are other temporary disabilities. Upon request, a leave of absence without pay shall be granted to regular employees for maternity reasons, which include pregnancy, miscarriage, abortion, childbirth, and recovery therefrom. A pregnant employee who wishes to retain her position or comparable position may be granted such leave for a "reasonable period" of time as determined by the individual circumstances of her case with due consideration being given to the well-being of the employee and to the interests of the institution.

2.24 Accrued sick leave and vacation leave shall be granted in conjunction with maternity leave and shall be governed by the policy on sick leave and the policy on vacation leave. Also, vacation leave and sick leave do not accrue while on maternity leave.

- b. Subsections 4.2, 5.1, 6.1, 7.1 and 8.1 of respective Sections 4, 5, 6 7 and 8 of Chapter VI were amended as set out below:

4.2 Any employee employed at least one-half time or more is eligible for coverage. An insured employee's spouse and unmarried children between the ages of 19 and 25 may also be covered.

5.1 The University of Texas System carries a master group term life insurance policy, applicable to all component institutions, with the Aetna Life Insurance Company for a "One Year Term Plan." Premiums are payable monthly in advance, by payroll deduction, increased for each person with each year of age, and are payable entirely by the individual. The program is optional and is available to any employee employed at least one-half time or more; new employees are notified of their eligibility by the personnel office at the time of employment.

6.1 Supplemental Group Cash Value Paid-Up at Age 65 Life Insurance was made available to employees of The University of Texas System by a rider to the group term life insurance master policy with the Aetna Life Insurance Company. Premiums remain level and are based on the age of the insured at the time he enrolls or, if he increases coverage, his age at the time he changes the amount of insurance. The program is optional and is available to any employee insured under the maximum (two times annual earnings) group term life insurance who has not attained age 65. In order to be eligible for group term life insurance, an individual must be employed at least one-half time or more. New employees are notified of their eligibility at the time of employment. The plan became effective initially April 1, 1972.

- 7.1 The University of Texas System carries a master group long term disability income insurance policy, covering all institutions, with the Aetna Life Insurance Company. Premiums are payable monthly in advance, by payroll deduction, and the rate applies to the monthly rate of basic earnings of each covered employee regardless of age. The program is optional and is available to any employee employed at least one-half time or more. New employees are notified of their eligibility by the personnel office at the time of employment. The plan became effective initially on October 1, 1965.
- 8.1 Group Accident Insurance was made available to employees of The University of Texas System by a rider to the Long Term Disability Insurance Master Policy with the Aetna Life Insurance Company. The Group Accident Plan became effective February 1, 1968, and is available to any employee under age 70 employed at least one-half time or more. Eligible employees can join the plan either during the first 60 days of their employment or during an annual enrollment period in December of each year for coverage effective February 1.

DEC 7 1973

U. T. PERMIAN BASIN AND UNIVERSITY CANCER CENTER: APPROVAL IN PRINCIPLE OF TERM APPOINTMENT TO TENURE CONCEPT (A VARIATION OF DEFINITION OF TENURE IN REGENTS' RULES AND REGULATIONS). --At the request of Chancellor LeMaistre, President Amstead of The University of Texas of the Permian Basin and President Clark of The University of Texas Cancer Center entered into a discussion with the Committee of the Whole with respect to a variation to or an additional definition of the "tenure" concept as in the Regents' Rules and Regulations. The present definition is "tenure is a status of continuing appointment as a member of the faculty at a component institution."

President Amstead and President Clark proposed that at their respective institutions (a) the initial appointment to tenure be for a 7 year term, (b) during the 6th year of that term the academic performance of the person be reviewed, and (c) based upon that evaluation, the individual be either awarded an additional 7 year appointment to tenure, or be advised that the 7th year of the existing tenured term would be the terminal year of employment at that component institution. The process would be repeated at each 7 year interval.

It was noted that the Health Affairs Council and the University Council had discussed this matter and that the several chief administrative officers had no objection to the term appointment for tenure proposal for U. T. Permian Basin and University Cancer Center. However, it was further noted that the Health Affairs Council and the University Council and the chief administrative officers were neither suggesting nor endorsing it for any other campus.

Regent Erwin expressed opposition to this recommendation and requested that if the recommendation passes that any news releases relating thereto make it clear that this is being done at these two institutions only and not at U. T. Austin.

The recommendation was referred to the Executive Session of the Committee of the Whole and a detailed discussion ensued in which the Regents and various chief administrative officers participated. Thereafter, based on the fact that the faculties of these two component units had consented to this proposal, the Committee of the Whole approved in principle for U. T. Permian Basin and the University Cancer Center this alternative (term appointment) to the existing concept of tenure as a status of continuing appointment and approved for these two component institutions the proposal set out in paragraph two above by a vote of 8 to 1. Regent Erwin voted "No."

Chancellor LeMaistre was instructed to submit at the February 1974 meeting of the Board of Regents amendments to the Regents' Rules and Regulations to conform to this action.

SEP 14 1973

REGENTS' RULES AND REGULATIONS, PART TWO: RECOMMENDATION TO AMEND SECTIONS 6 AND 7 OF CHAPTER IX RELATING TO EXPANSION OF INVESTMENT ADVISORY COMMITTEE AND BROKERAGE FIRMS - TABLED. -- Upon motion of Regent Erwin, seconded by Regent Nelson, the recommendation to amend Sections 6 and 7 of Chapter IX of Part Two of the Regents' Rules and Regulations relating to the expansion of the Investment Advisory Committee and the brokerage firms was tabled.

OCT 26 1973

BOARD OF REGENTS - LIST OF INVESTMENT DEALERS ABOLISHED; REGENTS' RULES AND REGULATIONS, PART TWO AMENDED. -- An amendment to Section 7 and its subsections of Chapter IX, Part Two of the Regents' Rules and Regulations relating to an approved list of investment dealers was submitted to the Committee of the Whole together with a proposed list of investment dealers. Upon motion of Regent Shivers, seconded by Regent Garrett, the list of investment dealers was abolished and the purchase of securities was left to the discretion of the investment officials of The University of Texas System.

To conform to this action, the Regents' Rules and Regulations, Part Two, Chapter IX, will be amended and the changes therein will be reported to the Board of Regents at the meeting on December 7, 1973.

DEC 7 1973

REGENTS' RULES AND REGULATIONS, PART TWO: AMENDMENT TO CHAPTER IX, SECTION 7. -- Subsections 7.1, 7.2 and 7.3 of Section 7 of Chapter IX of Part Two of the Regents' Rules and Regulations were deleted and Section 7 was amended to read as follows to be effective immediately:

Sec. 7 Investment Transactions: Sales, purchases and exchanges shall be effected through investment dealers or brokers in accordance with normal investment practices, if, in the judgment of the Deputy Chancellor for Administration or the Associate Deputy Chancellor for Investments, Trusts and Lands, these services will produce the maximum benefit to The University of Texas System.