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MINUTES OF THE MEETING
BOARD OF REGENTS
STEPHEN F. AUSTIN STATE UNIVERSITY
HELD AT NACOGDOCHES, TEXAS

January 28, 1992

The meeting was called to order by Mr. Kelly Jones, Chairman of the Board of Regents, at 9:00 a.m. on January 28, 1992.

REGENTS

PRESENT: Ms. Sissy Phillips Austin of Jacksonville
          Ms. Dionne Bagsby of Fort Worth
          Senator Roy M. Blake of Nacogdoches
          Mr. Homer Bryce of Henderson
          Mr. Larry J. Christopher of Crockett
          Mr. Kelly Jones of Arlington
          Ms. Retta Baker Kelley of Longview
          Mr. James M. Windham, Jr. of Houston
          Mrs. Peggy Wedgeworth Wright of Nacogdoches

STAFF

PRESENT: Dr. William J. Brophy, Interim President
         Mr. Don L. Henry, Vice President for Administrative and Fiscal Affairs
         Dr. Jerry Holbert, Vice President for University Advancement
         Dr. Baker Pattillo, Vice President for University Affairs
         Dr. Robert J. Provan, Special Counsel
         Dr. James V. Reese, Vice President for Academic Affairs
         Ms. Lucy Stringer, Assistant to the President

VISITORS: Dr. Kent Adair, Rockwell Professor and Acting Dean of School of Forestry
         Dr. Thomas A. Atchison, Dean, School of Science and Mathematics
         Mr. Billy J. Click, Director, Computing and Communication Services
         Mr. Bill Funk, Hedrick & Struggles
         Dr. James C. Hardy, Director, Institutional Research
         Mr. Kent Hutchison, President, Student Government Association
         Mr. Ken Kennamer, Director, University News Service
         Dr. Langston Kerr, Dean, School of Education
         Dr. William Parsons, Dean, School of Fine Arts
VISITORS: Mr. John Rulfs, Associate Director, Physical Plant Department
Mr. Robert F. Szafran, Associate Professor of Sociology and
  Interim Dean, School of Liberal Arts
Mr. Robert D. Sitton, Executive Director, SFA Alumni
  Association
Dr. James O. Standley, Dean, School of Applied Arts and
  Sciences
Mr. David Stanley, Comptroller
Dr. Frank Smith, Chairman, Faculty Senate
Dr. E. Deanne Malpass, Professor of History
Dr. Sylvia F. McGrath, Professor of History
Dr. Patricia R. Russell, Professor of English and Philosophy and
  Chairman of English and Philosophy Department
Dr. Ronald E. Anderson, Professor of Music and
  Chairman of Music Department
MINUTES OF THE MEETING
BOARD OF REGENTS
STEPHEN F. AUSTIN STATE UNIVERSITY

January 28, 1992

92-35
Upon motion of Regent Bagsby, seconded by Regent Kelley, with all members voting aye, it was ordered that the minutes of the meetings of the Board of Regents for October 22, 1991, December 14, 1991, and December 19, 1991, be approved.

92-36
Upon motion of Regent Wright, seconded by Regent Christopher, with all members voting aye, it was ordered that the following appointments for 1991-92 be approved.

1. Economics and Finance

Mr. Danny Gallant, Part-time Instructor, at a salary of $1,750 for 25% time for spring semester, 1992.

Mr. Gary Godfrey, Part-time Instructor, B.B.A. (University of Texas at Austin), at a salary of $1,750 for 25% time for spring semester, 1992.

Mr. William Jake Lyon, Part-time Instructor, at a salary of $1,750 for 25% time for spring semester, 1992.

Mr. Nelson Warren Miller, Jr., Part-time Instructor, at a salary of $1,500 for 25% time for spring semester, 1992.

Mr. John Duncan Montfort, Part-time Instructor, at a salary of $1,750 for 25% time for spring semester, 1992.

2. Forestry

Dr. R. Scott Beasley, Professor of Forestry and Dean, Ph.D. (University of Arizona), at a salary of $76,000 effective April 1, 1992.

Mr. Benjamin H. Koerth, Wildlife Research Associate, M.S. (Texas Tech University), at a salary of $24,000 for 100% time for twelve months, effective October 14, 1991.

3. Secondary Education

Dr. Allan Gordon Cannon, Part-time Instructor, at a salary of $4,000 for 50% time for spring semester, 1992.
Dr. Ralph Eddins, Part-time Professor, at a salary of $13,328 for 50% time for spring semester, 1992.

Dr. Harold Gene Hill, Part-time Professor, at a salary of $10,552 for 50% time for spring semester, 1992.

Dr. Hugh Douglas Prewitt, Part-time Professor, at a salary of $10,726 for 50% time for spring semester, 1992.

Mr. Malcolm N. Rector, Part-time Instructor, at a salary of $4,000 for 50% time for spring semester 1992.

4. University Affairs

Mr. John A. Pearce, Head Football Coach, at a salary of $65,000 for twelve months, effective December 4, 1991.

Mr. David Hughes, Assistant Coach and Instructor of Kinesiology, at a salary of $40,000 for ten and one half months, effective December 9, 1991.

Mr. Eddie Brister, Assistant Coach and Instructor of Kinesiology, at a salary of $40,000 for ten and one half months, effective December 11, 1991.

Mr. Gregory Knox, Assistant Coach and Instructor of Kinesiology, at a salary of $30,000 for ten and one half months, effective December 13, 1991.

Mr. Robert McFarland, Assistant Coach and Instructor of Kinesiology, at a salary of $35,000 for ten and one half months, effective December 13, 1991.

Mr. Bradley Peveto, Assistant Coach and Instructor of Kinesiology, at a salary of $30,600 for ten and one half months, effective January 1, 1992.

Mr. Denzil Cox, Assistant Coach and Instructor of Kinesiology, at a salary of $35,700 for ten and one half months, effective January 1, 1992.

92-37
Upon motion of Regent Blake, seconded by Regent Windham, with all members voting aye, it was ordered that the following changes of status for 1991-92 be approved.

1. Applied Studies

Dr. Milton R. Payne, Professor, from a salary of $1,448 for teaching an overload in Jasper, to a salary of $948 for reduction to full load in Jasper, effective fall semester, 1991.
Dr. Marian Perry, Professor, from a salary of $1,540 for teaching an overload in Humble, to a salary of $1,040 for reduction to full load in Humble, effective fall semester, 1991.

Dr. Odis Rhodes, Professor, from a salary of $838 for teaching an overload in Lufkin, to a salary of $588 for reduction to full load in Lufkin, effective fall semester, 1991.

2. Early Childhood Laboratory

Ms. Lori Ann Padgett, Master Toddler Teacher and Part-time Instructor, from a salary of $18,360 for 100% time for twelve months, to a salary of $20,000 for 100% time for twelve months, effective fall semester, 1991. This is to correct an error in the printed budget.

3. English and Philosophy

Ms. Debbie Bush, Part-time Instructor, from a salary of $5,250 for 75% time, to a salary of $6,750 for 100% time for spring semester, 1992.

Ms. Mary Elizabeth Pierce, Part-time Instructor, from a salary of $5,250 for 75% time, to a salary of $6,750 for 100% time for spring semester, 1992.

4. Liberal Arts

Dr. Robert Frank Szafran, from Associate Professor of Sociology and Assistant Dean of Liberal Arts at a salary of $38,476 for eleven months to Acting Dean of Liberal Arts at a salary of $45,358 for twelve months.

5. Academic Affairs

Mr. Dennis P. Jones, from Associate Registrar at a salary of $33,156, to Registrar at a salary of $44,942 for twelve months, effective February 1, 1992.

6. University Affairs

Mr. Gregg Fort, from Sports Information Director at a salary of $20,000 to Director of Sports Information and Marketing at a salary of $25,000 for twelve months, effective November 1, 1991.

Dr. Janice Ledet, University Physician, from a salary of $53,466 for ten and one-half months to a salary of $45,828 for nine months, effective January 13, 1992.
Ms. Mary Bostwick, from Program Counselor for the Campus Assistance Program at a salary of $26,500 to Counselor and Campus Assistance Program Director at a salary of $28,991, effective January 1, 1992.

92-38
Upon motion of Regent Christopher, seconded by Regent Wright, with all members voting aye, it was ordered that the faculty members listed below be awarded Faculty Development Leaves for the spring semester, 1992, at full pay.

Dr. Barbara C. Carr, Associate Professor, English and Philosophy
Dr. Leon J. Schultz, Associate Professor, English and Philosophy
Dr. Scott L. Bills, Associate Professor, History
Dr. Calvin W. Hines, Professor, History
Dr. Wayne E. Johnson, Professor, Political Science and Geography

92-39
Upon motion of Regent Austin, seconded by Regent Bryce, with all members voting aye, it was ordered that the following retirements be accepted.

1. Secondary Education
   Dr. Ralph Eddins, Professor, effective December 31, 1991.

2. Academic Affairs
   Mr. Gene R. Barbin, Registrar, effective January 31, 1992. Mr. Barbin will assume duties as Associate Registrar at a salary of $22,471 for 50% time effective March 1, 1992.

3. Administrative and Fiscal Affairs

92-40
Upon motion of Regent Bryce, seconded by Regent Blake, with all members voting aye, it was ordered that the severance package and the execution of the Release and Settlement with Dr. Donald E. Bowen be approved.

92-41
Upon motion of Regent Blake, seconded by Regent Bagsby, with all members voting aye, it was ordered that the consulting firm of Heidrick and Struggles be secured at a flat fee of $30,000 plus expenses to assist in conducting the search for the University President.
92-42
Upon motion of Regent Austin, seconded by Regent Bryce, with all members voting aye, it was ordered that the Policy on Use of Tobacco Products as presented to the Board, with the deletion of Item No. 5, be approved effective February 1, 1992. (See page 8)

92-43
Upon motion of Regent Bryce, seconded by Regent Wright, with all members voting aye, it was ordered that the proposed Voluntary Modification of Employment policy be approved, to become effective September 1, 1992. (See page 11)

92-44
Upon motion of Regent Wright, seconded by Regent Bryce, with all members voting aye, it was ordered that the selection of the University General Counsel be by Board of Regents election at the annual meeting.

92-45
Upon motion of Regent Austin, seconded by Regent Blake, with all members voting aye, it was ordered that the Chairman of the Board be authorized to approve the Underenrolled Class Report for the spring semester, 1992.

92-46
Upon motion of Regent Bryce, seconded by Regent Bagsby, with all members voting aye, it was ordered that the Chairman of the Board be authorized to approve the Twelfth Class Day Report for the spring semester, 1992.

92-47
Upon motion of Regent Bagsby, seconded by Regent Austin, with all members voting aye, it was ordered that the Last Class Day Report for the fall semester, 1991, be approved as presented.

92-48
Upon motion of Regent Bagsby, seconded by Regent Wright, with all members voting aye, it was ordered that the name "School" for all academic divisions of the University except for the Graduate School be changed to "College" and that the administration be authorized to seek approval of the Texas Higher Education Coordinating Board for the name change.

92-49
Upon motion of Regent Blake, seconded by Regent Windham, with all members voting aye, it was ordered that the closing transfers for FY 1991 be approved.

92-50
Upon motion of Regent Christopher, seconded by Regent Wright, with all members voting aye, it was ordered that the financial certification be accepted as presented below.
1. All accounting reports currently submitted to the Board of Regents contain information resulting from procedures that are in compliance with state law and regulations and are correct.

2. All funds are on deposit with the approved depositories as authorized by the Board of Regents at the July 9, 1991, meeting.

92-51
Upon motion of Regent Bryce, seconded by Regent Austin, with all members voting aye, it was ordered that the following budget adjustments for FY 1992 be approved and it was further ordered that effective February 1, 1992, the FY 1992 budget be adjusted to reflect an annual increase of $1000 across-the-board for faculty holding professional rank and for staff and that the administration proceed to identify the necessary sources to fund the increases and make the appropriate recommendations at the April meeting.

<table>
<thead>
<tr>
<th>Account No.</th>
<th>Amount of Funds Requested</th>
<th>Name of Account</th>
<th>Source of Funds</th>
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<tr>
<td>1145</td>
<td>$99,088.00</td>
<td>Center for Applied Studies in Forestry</td>
<td>E &amp; G Surplus</td>
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<tr>
<td>1835-9300</td>
<td>$20,346.00</td>
<td>Indirect Cost Allowance Expense</td>
<td>E &amp; G Surplus</td>
</tr>
</tbody>
</table>

92-52
Upon motion of Regent Windham, seconded by Regent Christopher, with all members voting aye, it was ordered that the recommendation of the Finance Committee to accept the compensation study conducted by the Wyatt Company be approved.

92-53
Upon motion of Regent Wright, seconded by Regent Bryce, with all members voting aye, it was ordered that the Old Stone Fort Renovation be accepted as complete.

92-54
Upon motion of Regent Christopher, seconded by Regent Bagsby, with all members voting aye, it was ordered that the remodeling project in the Union Station area of the University Center Cafeteria be accepted as complete.

92-55
Upon motion of Regent Bryce, seconded by Regent Windham, with all members voting aye, it was ordered that the administration be authorized to secure bids for the improvements to the HVAC system in the Art Building to be presented at the April, 1992, Board of Regents meeting for approval.
92-56
Upon motion of Regent Wright, seconded by Regent Kelley, with all members voting aye, it was ordered that the administration be authorized to secure bids for equipment, materials and supplies, and labor and to use University staff to renovate the HVAC system of the Birdwell Building.

92-57
Upon motion of Regent Bryce, seconded by Regent Bagsby, with all members voting aye, it was ordered that the networking systems and approximately one-half of the microcomputers needed in the Library lab be purchased and installed.

REPORTS

A. Dr. Kent Adair, Interim Dean, School of Forestry, presented a report on the status of the proposal for Texas Regional Institute for Environmental Studies with Sam Houston State University.

B. Dr. James V. Reese, Vice President for Academic Affairs, presented a TASP report.

C. Dr. Jerry Holbert, Vice President for University Advancement, presented a report on University Advancement's development plan.

D. Dr. William J. Brophy, Interim President, reported on the public relations study conducted by Stamats Communications, Inc. Dr. Brophy discussed briefly plans to expand computing equipment in Financial Aid and a preliminary proposal for a residence hall Academic Enrichment and Excellence program.

E. Mr. Don L. Henry presented a proposed HEAF expenditure report.

F. Mr. Don L. Henry presented a deferred maintenance report.

Additional reports were presented by Dr. Frank Smith, Faculty Senate Chairman and Mr. Kent Hutchinson, President, Student Government Association, and Jared Wylie, SGA Senator.

Chairman Jones appointed the nominating committee for election of Board officers in April as follows: Homer Bryce, Peggy Wright and Retta Kelley.
POLICY ON USE OF TOBACCO PRODUCTS

1. **Purpose of policy.** The Board of Regents of Stephen F. Austin State University adopts this policy under the authority of sections 101.41 and 95.21(b), Texas Education Code. This policy will be published in the minutes of the board for the meeting at which it is adopted and will be included in the university’s Policy and Procedure Manual.

2. **Tobacco products permitted.** Effective upon the adoption of this policy by the board, the use of tobacco products by persons on property belonging to Stephen F. Austin State University is permitted only in the following locations: out-of-doors; single occupancy private offices; and, except for Residence Halls 10 and 13, residence hall rooms designated by the Director of Housing following receipt of recommendations by the residents of each hall, provided that such designations must be made by floor or wing as determined by the Director of Housing.
3. **Tobacco products not permitted.** Except as provided above, the use of tobacco products is not permitted on property belonging to Stephen F. Austin State University, including, but not limited to all corridors, classrooms, meeting and conference rooms, rooms used for meetings regardless of their primary purpose, reception areas, shared offices, food service areas, the library (except for a closed, designated area), the University Center, Residence Halls 10 and 13, and public visitation areas.

4. **More stringent restrictions permitted.** Notwithstanding the above, to meet circumstances occasioned by the nature or use of a particular area, or upon the petition of individual departments, schools, programs, or administrative offices, or their administrative heads, the president may determine that the use of tobacco products should not be permitted in such areas, including if necessary, whole buildings.
5. **Tobacco products prohibited after 1993:** Effective September 1, 1993, the use of tobacco products is prohibited on all property belonging to Stephen F. Austin State University.

6. **Administrative rules.** The president or his designees may issue rules or guidelines for the implementation of this policy.

7. **Insurance premiums.** The university shall attempt to maximize reductions in the costs of insurance based upon the non-use of tobacco.

8. **Educational programs.** The university shall develop on-going educational programs to acquaint students, faculty, and staff with the health risks associated with tobacco use.
The purpose of this policy is to give certain faculty members, including professional librarians, the opportunity to retire, but to continue guaranteed employment with the University on a modified basis. The terms "modified employment" or "modification" mean an employment status instituted under authority of, and governed by, this policy. The term "retired faculty member" means a faculty member whose employment status has been modified under this policy.

1. **Faculty Eligible.** Any faculty member who is eligible for retirement of any kind under the Teacher Retirement System of Texas or under a plan within the Optional Retirement Program may apply for modification of the terms of the faculty member's employment, subject to the provisions of this policy.

2. **Application.** A faculty member desiring to take advantage of this policy must apply for modification no later than nine months prior to the beginning of the fiscal year in which the modified status is to become effective. For example, a faculty member who wishes to apply for modification effective September 1, must submit the application no later than December 1 of the previous year. During the first year after the plan becomes effective, the request may come as late as March 1.

3. **Discretionary with University.** The University will grant an application for modification only when the academic and financial needs of the University can support the modified position. Once approved, however, the modification is binding, and subject to the termination provisions below, neither the University nor the faculty member may vary the terms of the new employment without the agreement of the other.
4. **Faculty Member's Change in Status.**

   a. A faculty member whose application is approved will formally retire and agree to relinquish his or her full-time status and tenure.

   b. The retired faculty member will not be eligible for merit raises, but will receive legislatively-mandated raises.

   c. The retired faculty member will not be eligible for faculty development grants, but will be eligible for research enhancement grants.

   d. The retired faculty will retain the rank held at the time of retirement, including graduate faculty rank.

5. **University's Obligation.**

   a. If, for not more than five academic years following the modification of employment, the University requires the services of a retired faculty member within the academic expertise of the retired faculty member, the University will make available modified employment to the faculty member.

   b. The modified employment will be on a no-more-than-50%-FTE basis (based on a standard of full time being twelve semester credit hours, or 40 hours a week for librarians) or at the maximum level so as to not result in the loss of retirement benefits to the retired faculty member, whichever is less, for a nine-month academic
year. Thus, depending upon the desires of the faculty member and the needs of the University, the modified employment might be full time for one semester, or half-time for both semesters of the regular academic year.

c. The modified employment salary will be no more than 43.5% for 50% appointment (pro-rated for lesser percent appointments) of that which the retired faculty member earned for the nine-month academic year prior to modification. A lesser amount may be set at the faculty member's option.

d. The University will not guarantee summer teaching, and if summer teaching is offered, it will not exceed the maximum level which would result in the loss of retirement benefits to the retired faculty member. Payment for summer teaching will be at the same proportion or rate as that for full-time faculty.

6. Employment After Period of Modification. After five years of modified employment, the University may at its discretion continue to employ the retired faculty member on any basis convenient to the University, whether for a full academic year, a semester, or summer session, provided, however, that continued employment will not exceed the maximum level so as to result in the loss of retirement benefits to the retired faculty member.

7. Termination. During the specified period of modified employment, the University may terminate the retired faculty member's employment only in accordance with Part III. A, C, or D of the University policy on tenure, Policy and Procedure Manual, Index E-50A.
8. **Office Space, Access to Facilities, etc.** The University will accommodate as much as possible the office requirements of a retired faculty member whose employment has been modified under this policy. However, the University makes no guarantee that the retired faculty member will retain the same office, and the University will have the right to reassign the retired faculty member to a different or shared office. The retired faculty member will have access to secretarial assistance, parking, library services, intracampus mail, athletic and cultural events, professional travel and other facilities and activities on the same basis and at the same costs, if any, as the faculty generally,

9. **Loss of Sick Leave: Eligibility for Sick Leave.** Because the faculty member seeking modification under this policy must retire, the faculty member's balance of pre-retirement sick leave will be lost. However, upon the commencement of modified employment, the retired faculty member will be eligible for the same sick leave accrual and use in accordance with state law as any other University employee.

10. **Retired Faculty Member's Obligations.**

   a. The retired faculty member will continue to observe all obligations applicable to full-time faculty, reduced, however, to a level commensurate with the modified employment.

   b. The retired faculty member will comply with all University rules and regulations applicable to University personnel generally.
c. The retired faculty member may terminate any modified employment granted under this policy by giving prior written notice to the Vice President for Academic Affairs at least two months prior to the beginning of a given semester.

Source of Authority: Board of Regents, President, and Vice President for Academic Affairs

Cross Reference: Faculty Handbook

Contact for Revision: Vice President for Academic Affairs

Forms: None