Administrative Notes, April 3rd, 1978

University of Texas at Tyler

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To: Board of Regents, Texas Eastern University  
From: James H. Stewart, Jr.  
Subject: Administrative Notes  

I. April 12, 1978 Board Meeting Agenda and March 8, 1978 Minutes  
The agenda for the annual meeting of the Board of Regents on April 12, 1978 and the minutes of the March 8, 1978 unofficial meeting are enclosed for your information.  

II. 1978-79 University Catalog  
The 1978-79 University Catalog has just been received from the printer, and a copy is enclosed. We are very pleased with the sixth edition of the catalog, and I am especially appreciative to Mr. J. Archie Whitfield for the excellent work performed in coordinating publication of this important university document which will provide official information for students and others during the period beginning with the Fall Semester 1978 through the Summer Terms 1979. The catalog is being placed on the April 12, 1978 board agenda for approval. At that time additional copies will be made available to board members.  

III. Mandatory Retirement  
I know each of you is aware of the mandatory retirement legislation recently passed by Congress and sent to the President. Also, I know each of you has considered the impact of this legislation on your business and professional activities, but perhaps you have not thought about it in terms of higher education. And although the basic nature of the retirement legislation apparently is essentially the same for all aspects of our society, there are some provisions related specifically to higher education. Therefore, I mention these briefly for your consideration.
Regarding all non-faculty employees and faculty members without tenure, the effective date of the new law would be January 1, 1979. Regarding faculty members with tenure, the effective date would be July 1, 1982. If an institution is a party to a collective bargaining agreement which was executed before September 1, 1977 and which provides for retirement at an age earlier than 70, the collective bargaining provisions may continue to be enforced until the agreement expires or January 1, 1980, whichever comes first.

There are two exceptions to the bill's coverage that probably would have some limited implications for institutions of higher learning. One is that administrators whose retirement income--exclusive of social security--would exceed $27,000 may be required to retire at age 65. The other exception pertains to employees whose work assignments have bona fide physical requirements which can be related to age and states that these individuals can be mandatorily retired at any age which a legitimate policy directs. It is assumed that university police and security guard personnel would be examples of the latter.

Also, if an employee reaches his or her 65th birthday prior to the applicable effective date of the new law, the federal statute would permit an institution to require that he or she retire at that time. However, when the new law takes effect, such an employee can seek to regain his or her position if the individual is still under the age of 70.

Although there are no immediate concerns at Texas Eastern University relative to mandatory retirement because of age, I bring this information to your attention as a timely matter.

IV. Report from Resident Engineer

Attached is a report from the director of physical plant and resident engineer for the week ending March 31, 1978.

V. Expenditures for Period Beginning March 1, 1978

Attached is a copy of the expenditures for Texas Eastern University for the period beginning March 1, 1978 for your information and files.

JHS:rc

Enclosures and Attachments
CONSTRUCTION PROGRESS REPORT
PHASE II
Week Ending: March 31, 1978

SCIENCE/MATH: Brick work continues on three sides and is approximately 95 percent complete on the west side, 75 percent on the north side and 25 percent on the east side. Mechanical work is progressing well. Air handlers have been set on pads on the first floor. Chair risers have been installed and air handler pads have been poured on the second floor. Duct insulation work is underway. The Dover elevator equipment has been placed on the first floor near the elevator pit. The second floor ceiling level fire barrier is approximately 80 percent complete.

BUSINESS: Storm drains from the roof are being installed and insulated. Installation of domestic water lines is in progress. Chair risers have been installed on the first floor. Air handler pads have been poured on the first floor. The lecture hall floor has been poured and the framing is being dismantled. Metal channels are being installed at the second floor ceiling level for hanging the fire barrier.

GREENHOUSE: Brick work shows good progress on all four sides of the headhouse and is over 90 percent complete.

SITWORK: Demolition of existing steps immediately east of the HPR Building has been completed. No other significant sitework was accomplished during the week.

L. J. Grubbs, P. E.
Director of Physical Plant
and Resident Engineer

LJG/dlw

cc: Dr. James H. Stewart, Jr.
Mr. John R. Sawyer

PS: As previously mentioned, quality brick masons are extremely difficult to find in the Tyler/Longview area. And, our average work force has been from 4 to 6 men which is very low for the amount of work to be done on our Phase II facilities. However, the Contractor is paying $1.00 per hour over Dallas/Ft. Worth union scale to encourage the employment of additional workers. As a result, we now have 12 masons, 6 helpers, and 1 operator on the job. This really helps!