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REGENTS APPROVE INCREASES, TENURE, PROMOTION, OTHER ITEMS

During its quarterly meeting on June 27 and 28 in Denton, the TWU board of regents approved a number of business items that affect faculty, staff and students, including: an increase in the general use fee; an increase in the student services fee; distribution of a benefits differential; the list for tenure and promotion; a revised motor vehicle registration and parking fee schedule; a 3 percent general increase in salaries for regular continuing faculty and staff; and the budget for fiscal year 1997, among other items.

■ *1997 fiscal year operating budget and general use fee increase* -- The operating budget and guidelines approved for fiscal year 1997 included five specific items, all of which were contingent on the approval of a \$7 increase in the general use fee following a public hearing on the proposed fee increase. The total funds available for fiscal year 1997 education and general (E&G) operating budget are projected to be \$48,596,409. Of this total, approximately \$38.6 million comes from state appropriations, and the balance of \$10 million is from local E&G and other incomes. "To maintain the current level of services, meet inflationary costs and maintain our relative standing with other universities, an additional \$1.5 million was needed," said Don Henry (fiscal affairs). The \$7 increase in the general use fee will be used to bridge the gap in funding.

The budget items proposed for fiscal year 1997 -- a 3 percent salary increase for all regular and continuing faculty and staff employees (an approximate \$1,126,000; salary increments for adjunct faculty, student employees and temporary staff not included; no change in the pay scale for graduate students); faculty tenure and promotion adjustments for FY 97 (\$45,000 -- the amount of the award for a faculty member receiving tenure or a promotion will be an additional \$1,000 for the new budget period); a budget of \$125,000 for a senior-level position for information technology (which includes salary and staff benefits); no increases for maintenance and operations or travel; and a total of \$97,000 for TWU's contribution to the Dallas Education Center -- were approved.

■ *Increase in the general use fee* -- A proposed increase in the general use fee (formerly called the building use fee...an increase of \$7 per semester credit hour, changing the current fee from \$12 per semester credit hour to \$19 per semester credit hour, effective fall 1996...was approved, which enabled TWU to give regular continuing faculty and staff a general increase in salary. The salary increase was contingent on that approval from the board, as well as a public hearing during which students, faculty and staff could express their opinions concerning the proposed increase.

The general use fee supplements general revenue appropriations and tuition. It pays for general operations of the university, including faculty and staff salaries, building maintenance and operations, scholarships and other expenses authorized under state statute. The general use fee may not exceed the tuition fee per semester credit hour, which will be \$32 per semester credit hour in fall 1996. Many other universities in Texas already have increased the general use fee, and several others are proposing an increase this fall -- some to the current maximum of \$32 per semester credit hour, equal to the tuition rate.

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BOARD OF REGENTS, *continued*

TWU held public hearings in May in Denton, Dallas and Houston (some by videoconference). "We had the public hearings and received good feedback. I can, with confidence, recommend approval of the fee increase," Henry told the regents on June 27. Dr. Carol Surles (president's office) added, "The public hearings were publicized broadly, and we heard representative views. Students indicated that they understood the need for this money so that we can provide high-quality programs. We also made it quite clear that the bulk of the increase would go to faculty and staff salary increase."

■ *Increase in student services fee* -- The regents approved an increase in the student services fee, effective fall 1996, of 76 cents per semester credit hour. The current fee is \$12.58 per semester hour, not to exceed \$88.06 per semester, for fall, spring and summer III or \$12.58 per semester credit hour, not to exceed \$44.03 per semester, for summer I and II. The higher fee will be \$13.34 per semester credit hour, not to exceed \$93.38 per semester for fall, spring and summer III or \$13.34 per semester credit hour, not to exceed \$46.69, for summer I and II. Under state law, the university may assess a student fee to provide student services that are separate and apart from regularly scheduled academic functions of the institution.

■ *Distribution of a benefits differential* -- TWU will distribute a "benefits differential" comprising funds remaining from the period during which the university's health benefits were self-insured. Faculty and staff who will receive the benefits differential must meet two specific criteria -- please see the separate story in this issue of *TWU Update* for specific details.

■ *Tenure and promotion* -- The faculty tenure and promotion list received approval from the regents, including 17 persons for promotion, 4 for tenure, 11 for promotion and tenure, and 8 for emeritus status. (The list for tenure and promotion is published later in this issue of *Update*.)

■ *Revised motor vehicle registration and parking fee schedule* -- Following discussion with Surles and Henry, the regents voted to approve a revised motor vehicle registration and parking fee schedule, beginning this fall, that will begin an equalization process for parking fees paid among faculty and staff in all TWU locations.

The current annual parking fee in Denton and Dallas for non-exempt employees is \$35 and for exempt faculty and staff is \$42. Effective fall 1996, non-exempt faculty and staff will pay an annual parking fee of \$53 for an annual decal (fall, spring, summer), \$52 for an academic decal (fall and spring), \$40 for an academic decal (spring and summer), \$44 for one semester (fall or spring) or \$40 for summer only. Exempt employees will pay \$60 for an annual decal (fall, spring, summer), \$58 for an academic decal (fall and spring), \$56 for an academic decal (spring and summer), \$50 per semester (fall or spring) or \$45 for summer only. Student parking fees for fall 1996 are \$35 for an annual decal (fall, spring, summer), \$34 for an academic decal (fall and spring), \$32 for an academic decal (spring and summer), \$26 for one semester (fall or spring) or \$22 for summer only. Additional decals are \$5 each.

In other business, the regents heard reports from each of the university's divisions. In academic affairs, Dr. Beverley Byers-Pevitts talked about student recruitment with area community colleges and about faculty salary differences between TWU and other Texas institutions. She asked the task forces on mission preservation, institutional effectiveness, community service and enrollment management to present reports. Dr. Charlotte Sanborn discussed the Center for Research on Women's Health.

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REGENTS, continued

Dr. Glenda Simmons (student life) discussed the increase in the student services fee, the Student Center and Hubbard Hall renovations and a new program in housing call the NET (Neighbors Educated Together), comprising students with the same academic majors who will live and study together on designated floors. Henry also presented reports and requested approval for personnel changes and additions, gifts and grants, allocation of federal funds, a schedule of renewal, extension and acquisition of insurance, certificates of substantial completion, and proposals for financial management services.

Kathleen Gigl (institutional advancement) and directors in her division discussed alumni relations (new academic chapters, in particular, and faculty involvement); major gifts and upcoming President's Council events; the Help Keep the Promise Campaign (which has seen an 86 percent increase this year in restricted giving and no decrease in unrestricted giving, which means that TWU is bringing in new donors who are affiliating themselves specifically with their departments); an increase in planned giving (excluding approximately \$600,000 from the Mattie Mae Glover Wilkinson estate gift); and the Pioneer campaign (the goal is \$70,000 and TWU has \$65,000 to date -- about \$3,000 ahead of the same time last year). Gigl also introduced the new director of development, Jerri Pastor, and reports also were presented from public information, including a demonstration of a new prototype web page for TWU.

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BENEFITS DIFFERENTIAL DISTRIBUTION APPROVED

The TWU board of regents on June 28 approved a recommendation that will enable the university to distribute a "benefits differential" to a pool of approximately 750 employees. The "benefits differential" -- approximately \$1.5 million dollars in the health insurance balance remaining from a period when TWU employees were self-insured -- will be distributed on Nov. 1, 1996, with October payroll checks. **Persons eligible to receive a "benefits differential" are those faculty, staff and employed graduate students who were insurance-eligible on Aug. 31, 1992, and who are working as employees at TWU on Sept. 2, 1996.** Officials from TWU sought an opinion concerning possible distribution to retirees; they were told, under the state's constitution, that retirees are not current employees and do not qualify to receive the "benefits differential."

Don Henry (fiscal affairs) said, "We attempted to define the broadest possible group who could receive the 'benefits differential.' Based on the opinion provided by the law firm of Vinson and Elkins, and recommendations from the university's benefits committee, we recommend that the balance of the self-insured fund that TWU has retained be distributed equally to employees who were insurance-eligible on Aug. 31, 1992, and who are working as employees at TWU on Sept. 2, 1996. The amount that will be distributed includes the fund's balance, minus consulting fees, run-off reserves, interest on the state's part of the reserved funds, plus any costs associated with the distribution of these funds -- including withholding taxes."

Employees within the pool who meet the two criteria for the "benefits differential" may receive approximately \$1,100 per eligible person, depending on the tax bracket in which they belong. TWU was self-insured for medical coverage from March 1, 1988, through Aug. 31, 1992. These reserve funds, plus earned interest, comprise the money from which eligible TWU employees will receive a "benefits differential." Persons with questions should call the office of human resources at ext. 3555.

TENURE AND PROMOTIONS ANNOUNCED

TWU faculty who received tenure and/or promotion during the June meeting of the university's board of regents are listed below:

■ *Tenure*: Dr. Allan Bird (communication sciences and disorders), Dr. Diana Garza (health care administration, Houston), Dr. Kelley Moseley (health care administration, Houston), Dr. Susan Ward (health studies) and Dr. Rebecca Krepper (Nursing, Houston).

■ *Promotions*: Dr. Dana Gibson (business and economics) to associate professor; Dr. Ninfa Nik (English, speech and foreign languages) to associate professor; Dr. Ingrid Scobie (history and government) to professor; Dr. John Flohr (performing arts, music) to professor; Dr. John Calabrese (visual arts) to professor; Susan kae Grant (visual arts) to professor; Dr. Charlotte Keefe (early childhood and special education) to associate professor; Dr. Lloyd Kinnison (early childhood and special education) to professor; Dr. Linda Sluder (early childhood and special education) to associate professor; Dr. Jennifer Martin (family sciences) to associate professor; Dr. Charlotte Sanborn (kinesiology) to professor; Dr. Nancy DiMarco (nutrition and food sciences) to professor; Nina Fredland (Nursing, Houston) to assistant clinical professor; Marian Roman (Nursing, Dallas) to assistant clinical professor; Jeanette Vaughan (Nursing, Dallas) to assistant clinical professor; Marsha Neville-Smith (Occupational Therapy, Dallas) to assistant professor; and Catherine Orr (Occupational Therapy, Dallas) to assistant professor.

■ *Tenure and promotion*: Dr. Janice Killian (performing arts, music) to associate professor; Dr. Daniel Miller (psychology and philosophy) to associate professor; Dr. Sally Stabb (psychology and philosophy) to associate professor; Jeanne Broussard (visual arts) to associate professor; Gary Washmon (visual arts) to associate professor; Dr. JoAnn Barbour (educational leadership) to associate professor; Dr. Gladys Hildreth (family sciences) to associate professor; Dr. Billie Askew (reading and bilingual education) to professor; Dr. Kelley Moseley (health care administration, Houston) to professor; Dr. Christine Garza (Nursing, Dallas) to associate professor; and Dr. Scott Hasson (Physical Therapy, Houston) to professor.

■ *Emeritus status* was approved for the following people: Dr. Robert Collier (Arts and Sciences), dean emeritus; Dr. Ann Uhler (Health Sciences), dean emerita; Dr. Ruth Caswell (reading and bilingual education), emerita; Dr. Ralph Green (business and economics), emeritus; Dr. Nancy Griffin (Occupational Therapy), emerita; Dr. Virginia Jolly (psychology and philosophy), emerita; Dr. Turner Kobler (English, speech and foreign languages), emerita; and Dr. Rose Marie Smith (mathematics and computer science), emerita.

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FACULTY DEVELOPMENT DAY SET

TWU Faculty Development Day will be held on Tues., Aug. 20, from 9 a.m. to 4 p.m. on the Denton campus, and several sessions will be presented by videoconference to Dallas and Houston. Organized by the TWU faculty evaluation and development committee, the program is presented in cooperation with academic affairs. Registration forms will be mailed to all full-time faculty members and *should be returned to academic affairs no later than Aug. 10*. The featured luncheon speaker will be Marilyn G. Bartels, communications consultant for Bartels, Thompson and Young in Oklahoma City. She will present a functional approach to learning in the classroom.

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FACULTY DEVELOPMENT DAY, *continued*

Sessions available by videoconference will include: "The Retirement Process," Amy Hall (human resources); "Intra-disciplinary Courses," faculty panel chaired by Dr. Lybeth Hodges (history and government); "Power Point Presentations," Dr. John D'Angelo (Library and Information Studies); "Teaching, Learning and Technology," Bartels; and "How to Write a Research Proposal," Dr. Sondra Ferstl (research and grants).

Additional sessions scheduled in Denton are: "First Things First," Mike Duggins, Christian Leadership Ministries; "Academic Advising Tips," Lana Woods (Academic Advising Center); "Library Information Retrieval," James Galloway (library); "E-Mail Introduction" and "Advanced E-Mail," Joe Natale (library); "Creating a Home Page," Ted Brown and Jim Wheat, Apple Software; "Colleague System," Elaine Martin (information technology); and "Annual Evaluations," faculty panel chaired by Dr. Clay King (nutrition and food sciences).

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SUMMER INSURANCE ENROLLMENT MEETINGS ANNOUNCED

Summer enrollment for group insurance and TexFlex programs will be held July 1-31, 1996, for all eligible TWU employees. During summer enrollment, the Employees Retirement System offers an opportunity for personnel to make changes in their Uniform Group Insurance coverage, to change their TexFlex premium conversion election and to enroll in TexFlex reimbursement accounts. Benefits coordinators from human resources at TWU will be available July 10 from 9 a.m. to noon and from 1 to 3 p.m. in SC 207-208 in Denton to help employees complete the forms they need to make changes during summer enrollment.

Representatives from each insurance company participating in the Uniform Group Insurance program also will be present that day (same times and location) for individual consultations. They will provide employees with new packets and help TWU faculty and staff with individual questions or concerns about the insurance programs. No appointments are necessary. In addition, a Blue Cross/Blue Shield representative will make a brief presentation to explain the differences between the HealthSelect and new HealthSelect Plus plans at 9 a.m. and 2 p.m.

"Please remember, effective Sept. 1, 1996, that the carrier for the dental maintenance plan will change from American Dental to Prudential Dental Maintenance Organization (Prudential DMO)," added Amy Hall (human resources) in a recent campus memorandum. "The DMO plan benefits will remain the same; however, premiums will be reduced. All employees who are currently enrolled in American Dental who do not complete a multipurpose form during the summer enrollment period to enroll in the Prudential DMO or to change to the dental indemnity plan will have their dental coverage automatically canceled effective Aug. 31, 1996."

Employees are encouraged to visit with insurance representatives on July 10; however, they do not need to attend the meeting or complete any forms if **all** following statements are true:

- the employee currently is enrolled in the Dental Maintenance Plan with American Dental but does not want any dental coverage effective Sept. 1, 1996;
- the employee does not want to change any other insurance coverages;
- the employee does not want to participate in a TexFlex Health Care or Dependent Care Reimbursement account;
- the employee's current TexFlex premium conversion election is not changing; and
- the employee's mailing address is correct on her or his schedule of coverage.

TECHNOLOGY ADVISORY COMMITTEES FORMED

Three advisory committees related to information technology at TWU are in their formative stages and will be coordinated by Tom Graf (information technology). Committee lists have not been finalized to date, but the following groups will meet within the next month: the Colleague-Benefactor advisory council, on Tues., July 23, 4 p.m., Bralley Annex, room 231; the information technology academic advisory council, on Wed., July 24, at 4 p.m., Bralley Annex, room 231; and the Web advisory council, on Mon., July 15, at 1 p.m., Bralley Annex, room 231.

"The Colleague-Benefactor advisory council, an ongoing work group, will address issues and concerns related to providing relevant and accurate data, advise and consult on the implementation of new releases, provide a forum for user participation and feedback, and provide strategic direction for relational database management," said Graf. "The information technology academic advisory council will address major issues affecting information technology -- specifically prioritizing, budgeting and integrating new systems -- plus training and support for existing and new systems. The Web advisory council will begin its work by formulating policies and procedures for Internet activities on campus; the office of public information will participate in this group as well." Grace Chalon will assist the Web and Colleague-Benefactor advisory councils, and Patricia Jackson will handle the IT advisory council. Contact them by e-mail: CHALON@TWU.EDU and JACKSON@TWU.EDU.

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NEWSBRIEFS

Goodnight Desdemona (Good Morning Juliet) continues July 12-13 at 8 p.m. and on Sun., July 14, at 2 p.m. in Redbud Theatre. Tickets are \$10 for general admission; \$7 for students, senior citizens and TWU faculty and staff; and \$5 for TWU students. Call ext. 2020.

Reminder: TWU alumni and friends are invited to participate in an 8-day trip through Copper Canyon, Mexico, Oct. 12-19, 1996. Prices per person from El Paso are \$1,296 for double, \$1,226 for triple or \$1,625 for single accommodations. Insurance is available; a \$150 deposit is due by July 15; final payment must be made by Aug. 8 (check only). Call ext. 2586.

The purchasing department reminds all offices and departments of the following deadlines for purchase orders: all purchase orders for STATE CONTRACT items to be purchased with funds budgeted for the 1995-96 fiscal year must be received in purchasing **on or before Aug. 8, 1996**; all other purchase orders for direct purchases from vendors using 1995-96 funds (less than \$1,000) must be in the purchasing office **no later than Aug. 15, 1996**. Call ext. 3585.

Reminder: The graduate office has extended its deadline for graduate students who will finish in August 1996; paperwork now must be submitted by 6 p.m. on Fri., July 12. The graduate office also will remain open until 6 p.m. during the week of July 8-12 so that students can submit their paperwork for graduation. For more information, call Doris Laing at ext. 3403.

The TWU Dental Hygiene Clinic is open summer II on July 10, 17 and 31, plus Aug. 7 (all Wednesdays). Services include dental examinations, x-rays, cleaning, fluoride and sealants. The total cost is \$6 per semester. Each patient must be screened to determine what services she or he needs; screenings are held from 8 to 10:30 a.m. and 1 to 3:30 p.m. Call ext. 2888.

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NEWSBRIEFS, *continued*

The Wellness Center is offering several new opportunities for interested members and others. Weight classes, at a cost of \$10 per class (each offered once a month), are scheduled as follows: weight machines, 10 to 11:30 a.m., on Sat., July 13, and Sat., Aug. 17; or free weights, 10 to 11:30 a.m. on Sat., July 20, or 6:30 to 8 p.m. on Thurs., July 22. The center's nutrition clinic also is offering a 4-week weight loss challenge program beginning Tues., July 15, with a meeting in JH 201. The group will meet every Tuesday from noon to 1 p.m. until Aug. 15. The cost of the entire program is \$18; however, participants can earn \$1 back each week they meet their goal for a cost of only \$15. Scheduled topics will include dining out, label reading, exercise, eating favorite foods and behavior modification. For details, call ext. 2900.

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UPDATE ON TWU PEOPLE

Please note: Student scholarships or activities are not included in the "People" section of *TWU Update* -- a faculty and staff newsletter -- unless they are done in conjunction with or sponsored by a faculty member who submits that information and includes her or his name and department. Otherwise, the information is sent to the *Lasso*, TWU's student newspaper.

Drs. **Linda Sluder** and **Jane Irons** (early childhood and special education) presented research titled "A Multigenerational Study of Incarcerated Teenage Mothers and Their Maternal Relations" to the American Education Research Association in New York April 12.

Sympathy is expressed to retired faculty member **Cruz Mattei** (Occupational Therapy) and family members following the death of her mother, Carmen Mattei, on May 28. Services were held in Ponce, Puerto Rico, May 30.

Drs. **Judy Baker**, **Rob Rager** and **Bill Cissell** (health studies) recently participated in the 1996 SOPHE Midyear Scientific Conference in Westchester, Penn. Baker and Cissell co-presented a paper titled "The Promise and Pitfalls of Distance Education." Rager co-presented a paper titled "Implementing Medical Self-Care Programs at the Workplace." Cissell, a trustee for the organization, read a colleague's paper, "Looking at Violence in Our Schools: Prevention and Intervention," and participated in a joint meeting of the board of trustees and house of delegates.

Dr. **Becky Code** (biology), nominated by one of her students, will be listed in the 1996 edition of *Who's Who Among America's Teachers*.

Dr. **Carol Surles** (president's office) has been invited to join the Dallas Forum.

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THE NEXT TWO WEEKS AT TWU: JULY 8-21, 1996

June 1-July 31	-Exhibit: Homecoming '96, Blagg-Huey Library first floor, regular hours.
July 1-31	-Summer enrollment for Group Insurance and TexFlex programs.
July 8-25	-Continuing education: "College for Kids," 1-4:45 p.m. (Ext. 3408)

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CALENDAR, *continued*

- July 8-12 -Blagg-Huey Library open 8 a.m.-9 p.m.; Bookstore open 8 a.m.-5 p.m.
- Mon., July 8 -Payment settlement for summer II. (Ext. 3030)
- Tues., July 9 -Classes begin for summer II.
 -Reading and Bilingual Education workshop: "Learning English Well--or
Not: What Practices Make the Difference," Hubbard Hall, 6:30-8 p.m.
- Wed., July 10 -Summer enrollment for Group Insurance and TexFlex programs sign-up,
questions/answers, SC 207-208, 9 a.m.-noon; 1-3 p.m.(Ext. 3555)
- Thurs., July 11 -Public safety: defensive driving course, ACT 601, 8 a.m.-5 p.m.; fee \$20.
- July 12-13 -Summerfest: "Goodnight Desdemona," Redbud Theatre, 8 p.m.
- July 12-14 -Summer orientation for new students. (Ext. 3611)
- Fri., July 12 -Reading and bilingual education workshop: "Learning English Well -- or
Not: What Practices Make the Difference," ACT 3, 9 a.m.-3:30 p.m.
 -Deadline for paperwork submitted by graduate students who will finish in
August; ACT 13, 6 p.m. (Ext. 2403)
- Sat., July 13 -Blagg-Huey Library 9 a.m.-6 p.m.; bookstore closed.
- Sun. July 14 -Blagg-Huey Library closed; bookstore closed.
 -"Goodnight Desdemona (Good Morning Juliet)," Redbud Theatre, 2 p.m.
- July 15-19 -Blagg-Huey Library open 8 a.m.-9 p.m.; Bookstore open 8 a.m.-5 p.m.
- Sat., July 20 -Blagg-Huey Library open 9 a.m.-6 p.m.; bookstore closed.
 -TASP test, CFO, 8 a.m. (Ext. 3950)
- Sun. July 21 -Blagg-Huey Library open 2 p.m.-midnight; bookstore closed.

CAMPS AND SPECIAL PROGRAMS

- July 1-25 -North TexPREP, Denton. (Ext. 2769)
- July 7-19 -ACES Camp, Denton, grades 6-7. (Ext. 2769)
- July 9-12 -Universal Cheerleaders Association. (Ext. 3644)
- July 11-14 -Mission Service Corps. (Ext. 3644)
- July 13-16 -Universal Cheerleaders Association. (Ext. 3644)
- July 16-19 -Jostens Journalism Workshop. (Ext. 3644)
- July 18-21 -Universal Cheerleaders Association. (Ext. 3644)
- July 18-21 -IOF Foresters (Ext. 3644)

OTHER EVENTS

- July 1-19 -"On My Own Time" city-wide exhibit, Center for the Visual Arts