

THE BATTALION

Serving the Texas A&M University community

Vol. 73 No. 185
8 Pages

Wednesday, August 6, 1980
College Station, Texas

USPS 045 360
Phone 845-2611

Hubert addresses Academic Council

System revision lauded in report

by DILLARD STONE
Battalion Staff

Improved administration procedures have taken place since the Texas A&M University System was reorganized in early 1980, Chancellor Frank W.R. Hubert said Tuesday.

Hubert delivered a 26-page report to the Academic Council, detailing the reasons behind and accomplishments of the reorganization plan instituted throughout the first part of this year.

Hubert listed five major improved procedures which the reorganization has accomplished:

— An improved system of documenting communications from System offices to the various parts of the System.

— Development of a standardized program for each part of the System to use in presenting its 5-year master plan to the Board of Regents.

— Development of a systematic and orderly flow of legal services to the System.

— Delegation of authority to System chief executive officers in the areas of personnel appointments, contract negotiations and budgetary matters.

— Development of a system to provide job descriptions and evaluations of administrative officers throughout the System.

Hubert said he felt the System structure now in place was in accordance with a directive from the Board of Regents, a directive which told him to "develop an organization that is structurally sound and durable; one which will not require revision with subsequent changes in personnel"

Historically, the System has had conflicts between the chancellor's office and the office of the University president. That conflict has caused the resignation of a chancellor and reassignment of a president in the past eighteen months.

Another directive which Hubert considered in the reorganization, he said, was one which ordered him to "review all rules and procedures to assure that they provide effective programs"

Four major rationale accompanied the reorganization recommendations made to the Board in January, Hubert said.

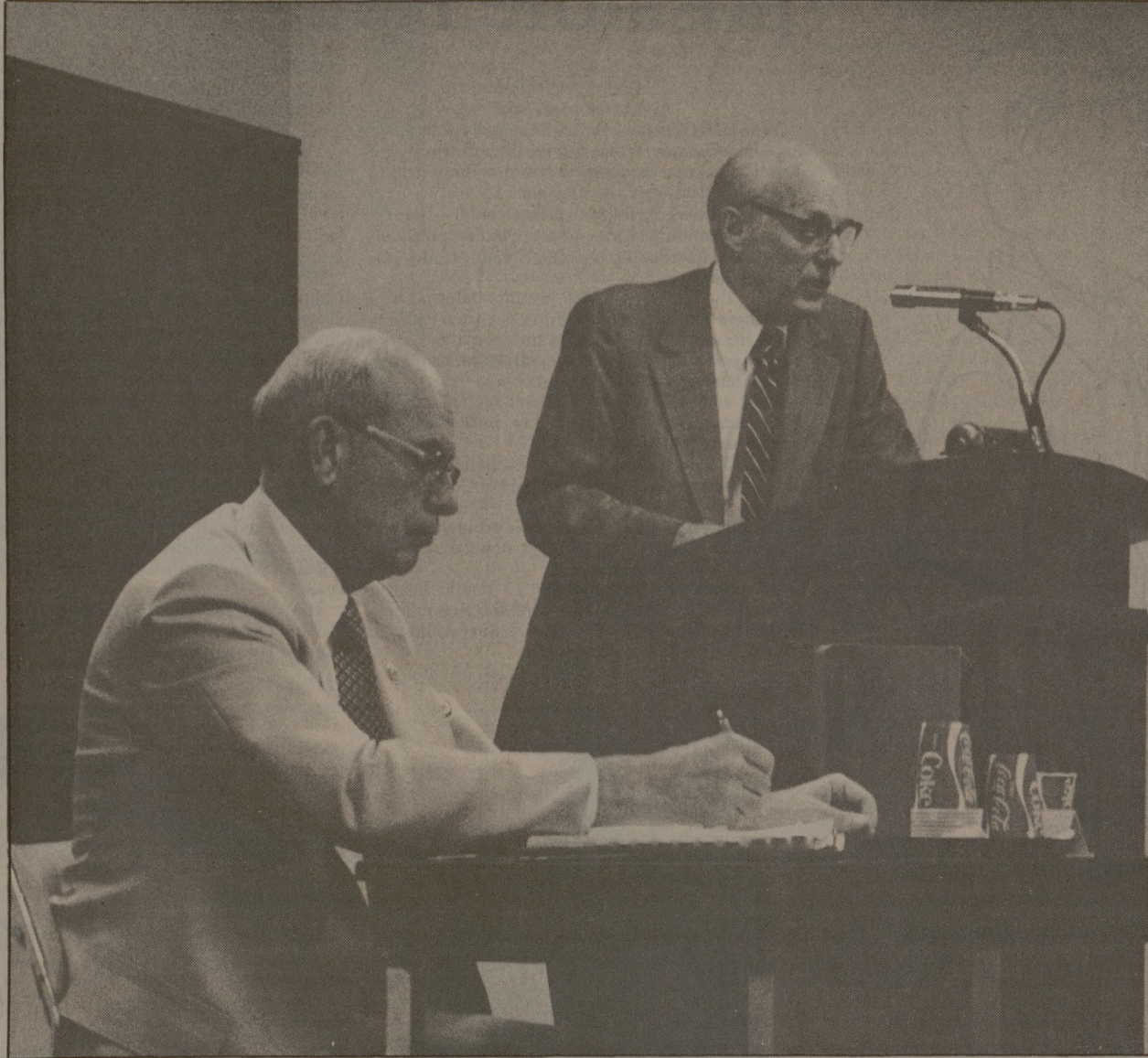
First, each agency of the System is a distinctive organizational entity, with its own goals and purposes. Within this context, each agency should report to the Board in as direct fashion as possible. The lines of communication are now straightforward and well-defined, Hubert said.

Second, Hubert said, the revision "clearly locates each part of the System as a distinct political, fiscal and programmatic entity — and accountability for the accomplishment of purpose and mission is fixed and certain." This is accomplished, Hubert said, without any adverse affects on the cooperative relationships inherent in the System.

Third, the chief executive officer of each agency is to devote full-time energies to administering his agency. This is in keeping with the philosophy that the System is too complex for any one man to handle, Hubert said.

Last, the new structure is stable, Hubert said. "An organizational framework has been designed which need not change with subsequent changes in personnel the new organization offers the possibility of stability and endurance for some time to come."

Hubert added that the transition to the new organization was accomplished "without a single work function delayed or impaired," and that any deterrent to accomplishment of System goals was likely to be caused by personnel problems rather than organizational ones.



Texas A&M System Chancellor Frank W.R. Hubert outlines the selection procedure to be used in choosing a new University president at Tuesday's Academic Council meeting. Seated at left is Dr. Charles Samson, Texas A&M acting president.

Hubert listed the duties that the search committee would have:

- study and make recommendations concerning the qualifications established by the Board of Regents for the position;
- search for the best qualified persons for the position;
- prepare and publish appropriate announcements concerning the vacancy;
- arrange for qualified candidates to present their credentials;
- evaluate the credentials and references of the applicants;
- interview about seven persons, recommending a final list

of at least five candidates to the Board of Regents for action.

Hubert stressed the advisory nature of the committee, saying that the Board of Regents would have the right to accept or reject any recommendation from the committee.

In other business, the Academic Council approved a proposal to make all undergraduate courses in the University available to students on a Satisfactory/Unsatisfactory basis.

The council also approved the degree candidates for summer graduation exercises.

The council was slated to meet again today at 2 p.m. to choose its delegates to the search committee.

Chancellor names search committee

by SCOT K. MEYER
Battalion Staff

A broad-based search committee to aid in the selection of a new Texas A&M University president was announced Tuesday by System Chancellor Frank W.R. Hubert.

The announcement highlighted a meeting of the University Academic Council.

"The scope and diversity of this committee is unprecedented," Hubert said, "and this concept reflects the Board of Regents' commitment to consider the perspective and wishes of representatives of as many key groups as practical as it carries out its responsibility of selecting a new president for this great University."

Names of the 22 people who comprise the committee are being withheld pending their notification. Hubert did, however, specify the sources of some of the committee members. He acknowledged that in some cases the source of the member would specify who that member was, but he declined to name any names.

The committee will include:

- three members of the Board of Regents, one of whom will be Chairman Clyde Wells, who also will chair the committee;
- four members of the Texas A&M faculty, including one academic dean and at least two faculty members who are associate professors or higher;
- three students (the student body president, Corps commander and president of the Graduate Student Council);
- one member of the Association of Former Students;
- one trustee of the Texas A&M University Development Foundation;
- one member of the Texas A&M University at Galveston Board of Visitors;
- one member of the Texas A&M University System staff;
- a president from one of the other three academic campuses in the Texas A&M University System;
- the chief executive officer of a college or university outside the System;
- two representatives from business and industry;
- a state leader in the field of public education;
- three at-large members.

The search committee may also employ a professional consulting firm to assist it. Hubert said a firm would be chosen within 10 days.

Hubert said he hoped the members of the committee would be notified by Thursday, when public announcement of their names could be made.

Although he set no timetable for the selection process, Hubert said he hoped the committee would hold its first meeting by the end of August. He said he did not know how long the search would take, but he said he and the regents hoped the process would be completed during the coming academic year, so that the new president could take office in the summer of 1981.

"A target date for the end of the search has not been set," Hubert said. "With all things falling into place, it (completion of the search) would probably be in the neighborhood of four to five months. That may be ambitious; I don't know."

Hubert indicated that Acting President Charles Samson would be considered for the permanent position, and that the search would not exclude anyone.

"It will be an intensive, nationwide search," Hubert said.

Biennium hearings this week

Salaries key budget item

by DILLARD STONE
Battalion Staff

Creating a scale of salaries competitive with those in private business was a key item addressed by Texas A&M University System Chancellor Frank W.R. Hubert Tuesday in opening remarks made before a budgetary review panel.

Representatives from the Legislative Budget Board and the Governor's Office are on the Texas A&M campus this week to begin reviewing the 1981-83 biennium budget request of the System.

Representatives of the various System institutions are appearing before the panel to present and justify their request for general revenue appropriations. The total System request is \$624 million.

"I'm convinced that it would be difficult for anybody to argue successfully that the salaries of state employees in higher education have kept up with the general rate of inflation in recent years," Hubert said.

"Nor have they kept up with salary increases in commerce and industry in general. State employees have suffered a loss of real income because their salaries have not increased as rapidly as the value of the dollar decreased," he said.

"We're requesting salary increases of 20.1 percent in the first year of the biennium, and an additional 12.6 percent in the second year," Hubert said. This increase tracks the increase recommended by the Coordinating Board, Texas College and University System, regarding faculty salaries in academic institutions, he said.

Hubert said the budget proposal for the most part attempted to stay within budget request guidelines from the governor. He added that the formula rates set by the Coordinating Board for the upcoming appropriation bill are a "substantial improvement" over the formulae used for the 1981 budget.

Hubert cited Coordinating Board figures which said the 1982 formulae will yield a 20 percent increase over the 1981

appropriations, and the 1983 formulae will yield a 12.1 percent increase.

Many appropriated items in the budget request are based on formulae which the Coordinating Board establishes. Teaching salaries, for example, are based on a computation involving how many and what kind of credit hours are taught at a university.

"In the main, we've not exceeded these reference points in our request," Hubert said. He said two examples where the established formulae were inadequate, though, were Moody College (Texas A&M University at Galveston) and Texas A&M University, where expansion and growth created a situation where the institutions were "adversely affected by the use of a fixed-base period."

Texas A&M University was scheduled to present its \$289 million, two-year request at a hearing today at 9 a.m. The University's request includes \$133,730,217 for fiscal 1982 and \$155,342,898 for fiscal 1983. The 1982 figure represents a \$44 million increase over the fiscal 1981 appropriation. The asked-for increase over the two-year period is 66.7 percent.

The Texas Agricultural Experiment Station and Texas Forest Service had their budget hearings Tuesday afternoon. Other hearings slated for today were for Tarleton State University at 11 a.m., the Texas Veterinary Medical Diagnostic Laboratory at 1 p.m., the Texas Agricultural Extension Service at 2:30 p.m. and the Rodent and Predatory Animal Control Service at 4 p.m.

Thursday's schedule includes hearings for Prairie View A&M University at 8:30 a.m., Texas A&M University at Galveston at 10:30 a.m., the Texas Engineering Experiment Station and Texas Transportation Institute at 1 p.m. and the Texas Engineering Extension Service at 3 p.m.

The budget hearings are the first step in the process which will eventually secure a two-year operating budget for the Texas A&M System.



Hey, there lonely girl

A University employee uses a cardboard box to protect herself from the rain as she walks to her car in Tuesday's rain. The afternoon shower left temperatures in the mid-80s, a welcome relief from the heat of the past month.

Allen flooding Jamaica

United Press International

KINGSTON, Jamaica — Hurricane Allen, its 170-mph winds only slightly weakened by an assault on Haiti's mountains, slashed at the northeast coast of Jamaica today where residents fled massive flooding for higher ground.

Rising water covered roads along the bay at Kingston early today and the repeated explosion of transformers on power poles could be heard over the howling winds. There were no immediate reports of casualties.

Beverly Lewis in the Office of Disaster Preparedness said many roads in Kingston had been blocked by fallen utility poles, and live wires were popping in the streets along the waterfront.

Allen made a slight shift to the north late Tuesday, causing officials to order a hurried evacuation of posh resort areas along the northern coast. However, the area was reported safe from the harshest of Allen's winds early today.

Lewis said the small parishes of St. Thomas and Portland, on the less densely populated northeast corner of the island nation,

were expected to get the worst of the hurricane's fury.

People fled the massive flooding on the northeast coast and crammed into emergency shelters on higher ground.

Communications systems remained intact over most of the island, but intermittent power failures were reported frequently. As an emergency measure, radio stations were allowed on the air only one at a time to update residents on the storm.

Lewis said more than 100 schools, churches, community centers and the like had been opened as shelters in the two provinces. Volunteers pressed every car, bus and truck into the evacuation effort, she said.

The hurricane, which killed at least 20 people in its slash across the Windward Islands, hit the southwestern tip of Haiti with its peak winds of 170 mph, but lost some power over the mountains.

It still packed a deadly punch of sustained winds up to 135 mph, whirling around a 30-mile wide center and reaching up to 60 miles out.

Budget request breakdown

This is a table showing the 1981 appropriated budget, and the 1982 and 1983 requests for the institutions and agencies of the Texas A&M System.

	1981 appropriation	1982 request	1983 request
Texas A&M University	\$93,200,704	\$133,730,217	\$155,342,898
Texas A&M-Galveston	3,301,404	29,752,226	11,395,349
Tarleton State University	6,816,207	8,440,020	9,522,498
Prairie View A&M	11,595,249	33,272,414	29,309,830
Texas Agricultural Experiment Station	26,735,456	36,347,864	39,483,793
Rodent and Predatory Animal Control Service	1,606,459	2,511,088	2,666,686
Texas Engineering Experiment Station	9,914,659	13,413,524	14,760,049
Texas Engineering Extension Service	1,264,527	8,117,306	4,210,959
Texas Forest Service	4,776,279	8,757,082	9,490,564
System Administration	1,132,425	2,620,336	2,955,834
Texas Veterinary Medical Diagnostic Laboratory	1,194,550	2,788,444	2,040,990