

The Board of Trustees of the University of Central Arkansas convened in regular meeting Friday, May 5, 2000, at 3:00 p.m. in the Fireplace Room in McCastlain Hall with the following officers and members present, to-wit:

Chair:	Mr. Rickey Hicks
Vice Chair:	Mr. Dalda Womack
Secretary:	Mr. Randy Sims
	Dr. Harold Chakales
	Mr. Kelley Erstine
	Mrs. Elaine Goode
	Mr. Rush Harding

constituting a quorum of said Board, at which meeting the following business was transacted, to-wit:

MINUTES

Minutes of the February 18, 2000, Board Meeting were unanimously approved as circulated upon motion by Dr. Chakales with a second by Mr. Womack.

INTRODUCTIONS AND ANNOUNCEMENTS

President Thompson made the following introductions:

Hilda Malpica - Staff Employee of the Year;
Jean Irion - Public Service Award recipient;
Xiaoshen Wang - Research, Scholarship and Creative Activity Award recipient;
Wayne Brown - Teaching Excellence Award recipient;
Gaylon Ross - Faculty Senate President for 2000-01;
Sandra Hooper - Staff Senate President for 2000-01;
SGA Executive Officers for 2000-01:
 Desiree Mauppins - President
 Anthony Turner - Vice President
 Eric Thompson - Vice President of Finance
 Brandon Hill - Vice President of Operations;
UCA cheerleaders and their sponsor, Artie Jones - winners of the NCAA Division II National Cheerleading Championship,

President Thompson also extended congratulations to the women's cross-country team, coached by Richard Martin, for having the highest grade point average of any team in Division II for two consecutive years.

PRESIDENT'S REPORT

North Central Association Accreditation Visit - President Thompson reported that UCA's decennial NCA accreditation review had been completed. NCA's team, consisting of seven individuals from various institutions throughout the north central region of the U.S., were on campus in April. The administration has been asked to refrain from discussing results of the visit until the review process has been completed. Therefore, President Thompson commented only that he thinks Board members will be pleased with the final report. Dr. Thompson further stated that the team's suggestions will provide helpful guidance.

Legislative Report - At President Thompson's request, Mr. Jeff Pitchford, Director of Governmental Relations, presented this item. Mr. Pitchford reported that the special session of the legislature ended without adopting a spending plan for Arkansas' share of the tobacco settlement. Mr. Pitchford noted that Representative Marvin Parks offered an amendment to the plan that would have created a graduate program in community health education at UCA. However, the amendment was not pursued.

President Thompson stated that it was his understanding that supporters of the spending plan endorsed by the Governor would offer their proposal as an initiated act.

Mr. Pitchford reported that the only bill enacted during the special session established a ban on smoking in the State Capitol.

Financial Report - At President Thompson's request, Dr. John Smith, Vice President for Financial and Administrative Services, gave a brief review of the financial report ending March 31, 2000.

President Thompson stated that early indications are that UCA will have strong housing occupancy rates next year which may result, once again, in a housing shortage at the beginning of the year. President Thompson discussed the possibility of an increase in housing rates in order to fund a bond issue for additional housing.

University College Report - At President Thompson's request, Dr. Brian Bolter, Vice President of Institutional Advancement, presented the following report on UCA's two-year college:

Total number of Fall 2000 freshmen applicants to date: 3,621

Total number of Fall 2000 freshmen admitted to University College to date: 449

Total number of Fall 2000 freshmen admitted to UCA to date: 1,969

Total number of Fall 2000 freshmen denied admission to University College/UCA to date: 131

ACT average for University College admitted freshmen: 18.2

ACT average for UCA admitted freshmen: 24.6

ACT average for all freshmen applicants: 23.1

While the number of freshmen admitted to the University College may appear somewhat high, we anticipate that a number of those students will test out of the remediation during summer registration allowing them to enter UCA in the fall.

Initiatives to Address Nursing Shortages in Arkansas - At President Thompson's request, Dr. John Mosbo, Provost, presented the following report:

Arkansas has a shortage of nurses, and the shortage will become more severe if actions are not taken soon. As the leading provider of health professionals in the state, UCA is uniquely positioned to help address the shortage, but additional resources are needed.

The shortage of registered nurses (RNs) in Arkansas first became evident in 1996, and has increased since then. Some rural hospitals have reported vacancy rates as high as 30%, and conditions in urban areas are comparable. For example, in 1998 there were almost 300 vacancies in Pulaski County's major hospitals, and by 2000 that number doubled. The need for additional nurses is rising at a rate far greater than the number of graduates. Similar conditions exist both nationally and abroad, making it difficult to recruit nurses from surrounding states, Canada, or the United Kingdom, strategies that had worked in the past.

Recent restructuring of medical facilities due to the Balanced Budget Act has caused hospitals to focus attention on patients with more complicated pathologies, requiring nursing professionals with advanced skills in clinical decision making. This has increased the need for RNs prepared at the baccalaureate level, yet Arkansas ranks last nationally in the number of RNs who hold the baccalaureate degree. A leading national index has rated Arkansas last in overall health and access to health care. The latter has significant impact upon the state's ability to attract new businesses and industries. The rapid rise in the number of older Arkansans, the largest consumers of health care services, adds to the seriousness of the problem. Absent a significant increase in the number of baccalaureate prepared RNs, accessibility to affordable, effective nursing services will be limited to a small number of Arkansans, compromising the well-being of our citizens and the economic stability of our state.

The seemingly obvious solution to this problem is to recruit and retain more nursing students. That is not possible at present, however, due to the lack of available nursing faculty and limited facilities and clinical education rotation sites. Since 1995, 91 nursing faculty in

Arkansas have resigned. Some have retired, but the majority (66%) have left teaching to accept clinical positions at substantially higher salaries. Clinics and hospitals are paying approximately \$16,000 more than educational institutions for RNs who hold the master's degree. Adding to the long-term shortage is the age of nursing educators. Sixty-eight percent of nursing faculty in Arkansas are age 45 or older. The problem is even more severe at UCA where 13 of 17 (76%) of the nursing faculty are 45 years of age or older. Across Arkansas, 16% of the current nursing faculty are expected to retire within five years.

The UCA Department of Nursing has been a leader in preparing nursing faculty. Historically, approximately 50% of the graduates from UCA's Master of Nursing Science (MSN) program have become nurse educators, and 25% of UAMS' graduates have joined faculty ranks. Today, fewer than 20% of UCA's graduates and only 7% of UAMS' degree holders accept teaching positions.

The UCA Plan

Given the leadership role UCA has played in the preparation of nurses at both baccalaureate and master's levels, we are obligated to find solutions to the problems. Faculty in the Department of Nursing have developed a plan to address the shortage through deployment of three strategies: 1) recruiting and retaining qualified students and faculty; 2) improving access to educational opportunities for nursing students and nurses; and, 3) expanding and improving UCA nursing facilities.

Recruiting and retaining students will require employing more faculty and a nurse recruiter. With additional faculty, a more desirable student/faculty ratio will lead to better retention. If full funding is achieved, the plan provides for doubling the number of students enrolled in our BSN and MSN programs. To recruit and retain faculty, budgeted salaries for vacant faculty positions must be increased. Similarly, to prevent the loss of current faculty, equity salary adjustments must be provided.

The number of clinical education sites also must be expanded to accommodate increased enrollment. Three actions are planned. First, the number of joint faculty appointments with regional medical facilities will be enlarged significantly. Second, additional clinical rotations for student nurses will be assigned to the UCA Health Center as it expands services, possibly to include employees and dependents. Third, virtual patient technology will be acquired. This technology simulates clinical conditions, providing students with virtual clinical practice to precede and augment actual practice. These virtual experiences will better prepare students for clinical practice, enabling them to ask pertinent questions in the clinic and enhancing their effectiveness in making clinical decisions.

Improved access to nursing education will be provided through expanding on-line learning opportunities and extending the existing compressed video telecommunications system to other locations. Funding for faculty development and reassigned time will be essential for

successful implementation of these initiatives. Renovation of existing facilities and construction of a wing adjacent to the Doyne Health Sciences Center will be required if the goal to double enrollment is to be achieved.

Funding

To accomplish these goals over a four-year period the following will be needed. Full implementation of the plan will require an initial increase of \$1.8 million in the nursing budget for personnel, equipment, operating funds, and renovation. Estimated construction and equipment costs for the new facility adjacent to Doyne Health Sciences Center is \$9.5 million. A request for a special appropriation to the Arkansas Legislature for \$9.5 million for new construction and \$1.8 million for personnel, equipment, operating funds and renovation is recommended. If timely legislative action is not forthcoming, maintaining the existing level of students and faculty will require a supplemental increase of \$450,000.

Discussion followed during which President Thompson responded to questions from Board members.

May 13, 2000, Commencement Ceremonies - President Thompson announced that undergraduate and graduate commencement ceremonies are scheduled for Saturday, May 13, 2000, at 10:30 a.m. and 3:00 p.m. in the Farris Center. Robing will begin in the Purple Circle Room thirty minutes before each ceremony. Parking spaces will be reserved in front of the Farris Center.

ACTION AGENDA

Electric Service Agreement - At President Thompson's request, Mr. Jack Gillean, Vice President for University Relations, presented the following item. Mr. George Heintzen of Conway Corporation was present to answer questions from Board members.

The university has been negotiating with Conway Corporation concerning a long-term contract for the supply of electrical service to the campus. Conway Corporation has proposed a five-year term and has drafted an agreement. The agreement has been reviewed by the appropriate staff and the university is satisfied that the agreement establishes an acceptable arrangement for the supply of electricity.

The agreement is an exclusive arrangement in which the university agrees to purchase and use and Conway Corporation agrees to sell and supply all capacity and energy requirements for electrical services. Although the contract is initially for a five-year term, it will automatically renew for subsequent five-year terms, unless either party requests a reopening of the agreement.

Mr. Sims expressed his concerns about locking in a rate for five years when rates may decrease with deregulation.

Following discussion the following resolution was adopted unanimously upon motion by Mr. Harding with a second by Dr. Chakales:

“BE IT RESOLVED: THAT THE ADMINISTRATION IS AUTHORIZED TO ENTER INTO A CONTRACT WITH CONWAY CORPORATION FOR THE SUPPLY OF ELECTRICITY TO THE UNIVERSITY.”

Operating Budget for 2000-2001 - Before requesting Dr. John Smith to present this item, President Thompson distributed information regarding percentage increases in salaries for employees who have been employed continuously for the past 5 and 10 years. The information indicates that the majority of those employees have received percentage increases exceeding the consumer price index increase of 30%.

President Thompson also distributed information regarding salary increases by employee category (teaching, non-teaching, and classified) for the past 10 years which also indicates that each category of employee has received percentage increases exceeding the consumer price index increase.

Dr. Smith presented the following item:

The proposed operating budget for fiscal year 2000-2001 totals \$83,397,651 as compared with \$79,295,896 for fiscal year 1999-2000. This represents an increase of \$4,101,755, or 5.17 percent.

REVENUES

State General Revenues -- Projected state general revenues are based on the assumption that we will receive 100 percent of Allotment “A” under the Revenue Stabilization Act, an additional \$197,030 from the Educational Excellence Trust Fund, and the continuation of monies received this year for new facilities maintenance. Total additional budgeted state funds are \$924,639, an increase of 2.26 percent over the previous year’s state funding.

Student Fees – With the increases already approved by the Board, additional general registration fees net of scholarship expense and an additional transfer of \$85,000 to athletics are \$1,053,657.

Other Fees -- Revenues of \$675,486 for Continuing Education and Transitional Studies have been added as a part of the original budget base.

Other Revenue – It is anticipated that we will receive \$72,000 in ticket sales for the Reynolds Performance Hall.

EXPENDITURES

Classified Employees -- Salaries will be increased by 2.8 percent on July 1.

Faculty and Non-Classified Employees – Increases include equity adjustments of \$43,246 and promotions of \$48,500. An additional \$236,897 is added to the existing reserve to make a total of 4.5 percent of total salaries available for merit pay.

Part-Time Faculty – An additional \$25,000 is allocated to allow compensation per course taught by a part-time faculty to be increased from \$2,500 to \$2,600.

Fringes – In the past fringe benefits have been approximately 25% of total salaries. However, due to the increased cost of providing health insurance and other benefits to employees and retirees, an adjustment is made to increase budgeted fringes to 27%.

Scholarships -- The University's educational and general budget expended on scholarships will increase from \$8,671,328 to \$9,882,884, an increase of \$1,211,556 or 13.97 percent. E & G scholarships will increase from 13.3 percent to 14.3 percent of the E & G budget.

New Positions -- Although the position of director of the two-year college was added this fiscal year, funding was provided temporarily by reserve funds. Salary and fringes for this position will cost \$55,000 along with a \$5,000 M & O budget for that office. Existing monies will fund two positions in Computing Services and one position in University Police. Ten positions will be funded in the Physical Plant from the facilities maintenance monies received from the state this year.

Fine/Performing Arts – The fine/performing arts fees of \$385,546 along with \$72,000 in ticket sales will allow us to: (1) hire a presenter and a technician for the Reynolds Performance Hall, (2) expand the number and quality of on-campus exhibitions and presentations, (3) provide visiting artist residencies, workshops and performance, (4) support statewide and regional art tours for students, and (4) increase student participation in regional and national competitions.

Following discussion, during which President Thompson and Dr. Smith responded to questions from Board members, the following resolution was adopted unanimously upon motion by Mr. Harding with a second by Mr. Womack:

“BE IT RESOLVED: THAT THE UNIVERSITY OF CENTRAL ARKANSAS BOARD OF TRUSTEES APPROVES THE 2000-2001 OPERATING BUDGET TOTALING \$83,397,651 AS DISTRIBUTED AND DISCUSSED.”

Insert page

Merit Payments for Classified Employees - At President Thompson's request, Dr. John Smith presented this item and responded to questions from Board members.

A funding reserve to support salary increases for classified staff was established in the 1999-2000 fiscal year. Through the use of labor-market and position adjustments, 101 classified employees recently received salary increases averaging approximately 3%. Further, all regular classified staff members will receive a 2.8% general salary adjustment on July 1, 2000.

Under the state regulations governing classified salaries, an additional payment for staff members is available through the performance evaluation merit payment plan. State regulations specify that merit payments may be made to those employees receiving a rating of "Exceeds Standards" on their annual performance evaluations. Merit payments are made as one-time bonus payments which do not accrue to base salary. Using available funds, a 2.0% merit payment is available for those classified staff members, employed no later than July 1, 1999, who have received the required rating on their performance evaluations for fiscal year 1999-2000.

The following resolution was adopted unanimously upon motion by Mr. Sims with a second by Mr. Erstine:

"BE IT RESOLVED: THAT THE BOARD OF TRUSTEES AUTHORIZES THE ADMINISTRATION TO PROVIDE MERIT PAYMENTS OF 2.0% OF BASE SALARY TO QUALIFYING, BENEFITS-ELIGIBLE CLASSIFIED STAFF MEMBERS IN PAY STATUS ON JUNE 1, 2000, TO BE PAID ON JUNE 30, 2000."

Property Acquisition - At President Thompson's request, Dr. John Smith, presented this item and responded to questions from Board members.

In 1996, the university signed a right of first refusal agreement with Joseph L. and Mary Ellen Dildy for the purchase of their property at 400 Farris Road. The family recently notified the university of their desire to sell the property. The acquisition of this property will allow for easier development of the retirement center planned for the corner of Farris Road and College Avenue.

The administration obtained appraisals on the property and signed an offer and acceptance agreement with the owner, subject to Board of Trustees and State of Arkansas approval. The legal description of the property is: Part of the N 3/4, NW 1/4, NW 1/4, SE 1/4, Section 11, T5N, R 14 W, in Faulkner County, Arkansas described as beginning at a point on the East Right of Way of Farris Road, 30 feet East of the SW corner of said N 3/4, NW 1/4, NW 1/4, SE 1/4, and run thence East 150 feet; thence North parallel to said East Right of Way 150 feet; thence West 150 feet to said East Right of Way; thence South 150 feet to the point of beginning, containing 0.52 acres, more or less.

The following resolution was adopted unanimously upon motion by Mr. Sims with a second by Mr. Womack (Dr. Chakales was not present for the vote):

“BE IT RESOLVED: THAT THE BOARD OF TRUSTEES AUTHORIZES THE ADMINISTRATION TO PURCHASE THE PROPERTY AT 400 FARRIS ROAD, CONWAY, ARKANSAS, OWNED BY THE MARY ELLEN DILDY REVOCABLE TRUST.

THE PROPERTY IS DESCRIBED AS PART OF THE N 3/4, NW 1/4, NW 1/4, SE 1/4, SECTION 11, T5N, R 14 W, IN FAULKNER COUNTY, ARKANSAS DESCRIBED AS BEGINNING AT A POINT ON THE EAST RIGHT OF WAY OF FARRIS ROAD, 30 FEET EAST OF THE SW CORNER OF SAID N 3/4, NW 1/4, NW 1/4, SE 1/4, AND RUN THENCE EAST 150 FEET; THENCE NORTH PARALLEL TO SAID EAST RIGHT OF WAY 150 FEET; THENCE WEST 150 FEET TO SAID EAST RIGHT OF WAY; THENCE SOUTH 150 FEET TO THE POINT OF BEGINNING, CONTAINING 0.52 ACRES, MORE OR LESS.”

Athletic Camps - Arkansas law authorizes the Board of Trustees of state institutions of higher learning to grant permission to employees of those institutions to conduct, on and in campus facilities, certain outside work for private compensation only after they have discharged fully their employment responsibilities to those institutions.

The UCA Football Coaching Staff wants to hold a series of day camps on campus and around the state to promote the university and its football program. They will hold camps on the UCA campus June 2 -3, 2000 and around the state June 5 - 9, 2000. These camps involve no conflict of interest with the mission and purpose of the university; and the camps will bring to campus or expose to university personnel a significant number of persons who are potentially future students; and will generate for the university significant revenues through rental of facilities and participants eating in campus dining facilities.

The university will be reimbursed \$100 per day for use of the athletic facilities and all participants eating in campus dining facilities will pay directly to the university the current rate for all food in the Student Center Food Court and/or the cafeteria.

At the conclusion of the camps, the coaching staff will provide to the Vice President for Financial and Administrative Services a complete financial report and the Vice President will submit to the Board of Trustees a summary of this financial report.

The following resolution was adopted unanimously upon motion by Mr. Harding with a second by Mr. Erstine (Dr. Chakales was not present for the vote):

“BE IT RESOLVED: THAT THE BOARD OF TRUSTEES AUTHORIZES THE FOOTBALL STAFF TO HOLD A SERIES OF DAY CAMPS JUNE 2-3, 2000 AND JUNE 5-9, 2000, AND FINDS THAT THE CAMPS INVOLVE NO CONFLICT OF INTEREST WITH THE MISSION AND PURPOSE OF THE UNIVERSITY; THE CAMPS WILL BRING TO CAMPUS OR EXPOSE TO UNIVERSITY PERSONNEL A SIGNIFICANT NUMBER OF PERSONS WHO ARE POTENTIALLY FUTURE STUDENTS; AND WILL GENERATE FOR THE UNIVERSITY SIGNIFICANT REVENUES THROUGH RENTAL OF FACILITIES AND PARTICIPANTS EATING IN CAMPUS DINING FACILITIES; AND,

BE IT FURTHER RESOLVED THE UNIVERSITY WILL BE REIMBURSED \$100 PER DAY FOR USE OF THE ATHLETIC FACILITIES AND ALL PARTICIPANTS EATING IN CAMPUS DINING FACILITIES WILL PAY DIRECTLY TO THE UNIVERSITY THE CURRENT RATE FOR ALL FOOD IN THE STUDENT CENTER FOOD COURT AND/OR THE CAFETERIA.”

Staff Handbook - The University provides a Staff Handbook as a guide to employees and supervisors. The handbook is designed to provide basic information concerning employment with the University and addresses issues such as attendance, leave time, hiring procedures, retirement and benefits.

The handbook is derived from University Policies, State Employment Policies and Procedures and federal and state law. As regulations and policies have changed, various inserts and attachments have been made to the handbook. However, the last comprehensive update of the handbook occurred in 1991.

The handbook has now been organized into topical sections and includes cross-references to related information, an organizational chart and a topical index. Major changes in the 2000 update include:

Concurrent Employment - Clarification of the State rules concerning employment in more than one position and/or with more than one employer.

Funeral Leave - Update of UCA’s procedure to comply with State guidelines.

Maternity Leave - Clarification of the option for employees to use paid or unpaid leave and coordination with the federal Family Medical Leave Act.

Compensatory Time/Overtime - Clarification of the options and restrictions in use of compensatory time and the maximum hours allowed before payment of overtime.

Termination - Clarification of termination due to misconduct and clarification of job abandonment.

Privacy - Update of the privacy rights of students and employees and clarification of responses to requests made under the Freedom of Information Act.

These revisions have been reviewed and accepted by the Staff Senate.

The following resolution was adopted unanimously upon motion by Mr. Womack with a second by Mrs. Goode (Dr. Chakales was not present for the vote):

“BE IT RESOLVED: “THAT THE BOARD OF TRUSTEES APPROVES THE REVISED STAFF HANDBOOK EFFECTIVE MAY 5, 2000.”

Benefits-Eligible Retirement Policy (Board Policy No. 516) - The university offers a retirement plan which provides for continuation of fringe benefits. The plan currently provides the opportunity to continue participation in selected benefits for those employees retiring with 30 or more continuous years of service at any age OR with 10 or more continuous years of service at age 59.5 or older. The plan has operated concurrently with other special retirement incentive programs which the university has periodically offered.

Recently, legislative action changed retirement eligibility for Arkansas Public Employees Retirement System (APERS) members. The change provides for full retirement income benefits upon completion of 28 years of service. The Arkansas Teacher Retirement System (ATRS) had previously established eligibility for full retirement benefits at 28 years. With over 350 APERS or ATRS member employees, primarily in Classified positions, the university’s 30-year requirement creates a dilemma for individuals qualifying for full retirement income benefits through APERS or ATRS but not qualifying for continuation of health, dental and other benefits through UCA.

The additional costs involved in reducing retirement eligibility by two years are negligible. Currently, 34 additional employees would qualify for retirement under a 28 year eligibility. The additional annualized costs, applying current rates and benefits, would be approximately \$2,321 per retiree. However, only a limited number of those employees currently eligible for retirement actually retire when eligible and it is expected that substantially less than the total qualifying under the modified plan will actually retire.

Therefore, to maintain a stable, basic benefits-eligible retirement program which allows employees to plan for retirement and which provides greater coordination with State

retirement income plans, the following resolution was adopted unanimously upon motion by Mrs. Goode with a second by Mrs. Sims (Dr. Chakales was not present for the vote):

“BE IT RESOLVED: THAT THE BOARD OF TRUSTEES APPROVES THE FOLLOWING POLICY AS BOARD POLICY NO. 516 ‘BENEFITS-ELIGIBLE RETIREMENT’, EFFECTIVE MAY 5, 2000.”

UNIVERSITY OF CENTRAL ARKANSAS
BOARD POLICY

Policy Number: 516
Subject: Benefits - Eligible Retirement
Date Adopted: 5/99

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Revised:

Full-time employees who have completed ten (10) or more years of continuous benefits-eligible ~~service~~ employment at UCA and who are age 59.5 or older or full-time employees who have completed ~~thirty (30)~~ twenty-eight (28) or more cumulative years ~~or more years of~~ benefits-eligible employment with UCA ~~service at any~~ regardless of age shall be eligible for basic benefits-eligible retirement. Employees who intend to retire ~~shall~~ are strongly encouraged to provide, at a minimum, a ninety (90) day written notice. For faculty, retirement shall begin, at the earliest, at the end of the semester in which notification is provided. For staff, retirement shall begin, at the earliest, at the end of the notification period. Retirement means termination of all employment with the university.

A year of service is defined as a nine-month full-time faculty assignment, twelve-month full-time faculty assignment or twelve-month full time administrative or staff assignment. Completed years may be achieved using any combination of years of full-time faculty or administrative/staff service. Except for periods of approved leave without pay, partial years of service shall not be considered. Further, for employees qualifying with the twenty-eight cumulative years requirement, no less than five of those years must be completed continuously and immediately prior to retirement. Prior employment periods of less than two continuous years shall not be considered.

Qualified retirees shall be eligible to continue participation in health and dental insurance plans which are available to active employees.

Retirees may purchase health insurance for themselves and their eligible dependents at the same premium rates as those paid by active employees. From age 65 until age 70 the university will contribute toward medicare supplemental coverage for the retiree. At age 70, the retiree pays the entire cost of coverage. At age 65, coverage for dependents will end.

Retirees may purchase dental insurance for themselves and their eligible dependents at the same premium rates as those paid by active employees. When participants reach age 65 all coverage will end.

Future retirees hired before January 1, 1999, will receive \$15,000 in retiree life insurance until age 80. At age 80 all coverage ends. Retirees hired after December 31, 1998, will receive no retiree life insurance coverage. The life insurance plans for current retirees and employees who qualified for retirement as of December 31, 1998, will continue.

Retirees shall be eligible for lifetime passes to athletic events, university athletic and theatre facilities and to other university-sponsored events. Retirees shall be eligible for lifetime passes to the library, free retiree parking decals and other miscellaneous benefits which the university may elect to provide.

Fee Waiver - Employees (Board Policy No. 623) - At President Thompson's request, Mr. Jack Gillean, Vice President for University Relations, presented this item.

At its February 2000 meeting, the Board of Trustees adopted the Fine and Performing Arts fee. Because the fee is a mandatory, non-student initiated fee, the undergraduate registration discount should be applied to the fee. The discount applies only to the fees specifically enumerated in Board Policy No. 623. As such, the Board's policy should be amended to include a reference to this fee.

Also, an amendment to the policy is proposed to clarify that the fee waiver discount does not apply to courses taken through the Division of Continuing Education.

Following discussion, the following resolution, as an amendment to Board Policy No. 623, "Fee Waiver - Employees," was adopted unanimously upon motion by Mr. Harding with a second by Mr. Sims (Dr. Chakales was not present for the vote):

"BE IT RESOLVED: THAT THE BOARD OF TRUSTEES APPROVES THE FOLLOWING AMENDMENTS TO BOARD POLICY NO. 623, 'FEE WAIVER - EMPLOYEES.'"

UNIVERSITY OF CENTRAL ARKANSAS
BOARD POLICY

Policy Number: 623

Subject: Fee Waiver - Employees

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Date Adopted: 4/67

Revised: 6/67, 6/68, 11/68, 11/72, 3/73, 9/75, 1/77, 8/77, 6/83, 6/84, 12/85, 4/87, 8/91, 8/91, 4/95, 6/96, 2/97, 8/97, 5/98, 10/98

Undergraduate Registration Discount Program

The purpose of this policy is to provide guidelines for use of the fee discount program. Registration discounts are designed to support the professional educational development of UCA employees and to provide an additional opportunity for the spouses and dependents of UCA employees to attain their individual educational goals.

Costs and eligibility will be based upon the registration fee schedule in place for the semester in which initial enrollment occurs, subject to any overall registration changes adopted by the Board of Trustees. The discount on required fees applies only to the Facility fee, Co-op fee, AAGE Test fee, Student Center fee and Athletic fee and Fine and Performing Arts fee. The discount will not apply to any future student-initiated fees. The discount may not be used in conjunction with other University fee reductions or discounts or with other University-sponsored tuition scholarships.

Eligibility and Restrictions

Only undergraduate hours qualify for discount.

Only courses taken for college credit qualify for the discount: however, the discount will not apply to courses (credit or non-credit) taken through the Division of Continuing Education.

Eligibility is restricted to full-time, benefits-eligible employees and the spouses and/or dependent children of those employees.

Employees may take no more than three (3) credit hours during normal assigned work hours during any one semester or summer term. Employees attending a course during normal working hours during the summer or fall terms will receive a seven (7%) percent reduction in salary for the period of time in which the course is attended or will forfeit one week of accumulated vacation. During the spring semester the forfeiture of vacation or reduction in salary is not required.

Time off for courses to be taken during normal working hours must be approved through the employee's supervisor and department manager. Effort should be made to schedule courses which least interfere with heavy seasonal work loads or exceptionally busy periods of the working day.

Children must meet the IRS definition of dependent (eligible to be claimed as dependent for federal tax purposes) during each year of the fee remission.

Dependent children must enter the University within thirty (30) months of their date of high school graduation.

Fee discounts for dependent children remain in effect for five (5) consecutive years from the date of initial enrollment.

If an employee resigns or otherwise moves from benefits eligible employment during a semester in which the employee, spouse and/or dependent discount is used, the employee must pay a prorated portion of the regular registration represented by the period of time remaining in the semester.

Beginning with the regular fall semester of 1998, employees and dependents and spouses of employees hired before September 1, 1998, will pay an amount equal to twenty (20) percent of regular in-state undergraduate registration and required fees.

For all employees hired on or after September 1, 1998 or moving to benefits-eligible employment after that date, employee eligibility for the discount and the dependent discount begins after the completion of one (1) continuous year of benefits-eligible employment.

The discount for employees and for dependents and spouses of employees hired on or after September 1, 1998 or moving to benefits eligible employment after that date will be limited to a total of 300 credit hours and participants will pay an amount equal to fifty (50%) percent of regular in-state undergraduate registration and required fees. The discount may be used for one dependent or may be distributed among two or more dependents at the employee's discretion. All regular restrictions, limitations and eligibilities will apply.

Exceptions

If an employee dies or becomes disabled (as determined by the University's disability insurer) during a semester in which dependents are receiving the discount, the dependents will continue their eligibility as if that employee were still eligible and with all other guidelines and restrictions remaining in place.

If an employee with five (5) or more years of benefits eligible University employment dies or becomes disabled (as determined by the University's disability insurer), prior to the date at which a dependent would otherwise become eligible for the discount, the discount will be available for his/her dependents if they enter the University within thirty (30) months of their

date of high school graduation. Employees hired on or after September 1, 1998, or moving to benefits-eligible employment after that date will not be eligible for this benefit.

Space Utilization Policy (Board Policy No. 400) - At President Thompson's request, Mr. Jack Gillean presented this item.

Board Policy No. 400 establishes policies for the use of all university space and also establishes rental fees. The Donald W. Reynolds Performance Hall and the University Conference Center will be completed in the very near future. Appropriate policies and rental fees need to be established for these facilities. Additionally, other minor changes in the wording of the policy are proposed.

The following resolution, as an amendment to Board Policy No. 400, "Space Utilization," was adopted unanimously upon motion by Mr. Sims with a second by Mr. Erstine:

"BE IT RESOLVED: THAT THE BOARD OF TRUSTEES APPROVES THE FOLLOWING AMENDMENTS TO BOARD POLICY NO. 400, 'SPACE UTILIZATION.'"

UNIVERSITY OF CENTRAL ARKANSAS
BOARD POLICY

Policy Number: 400

Subject: Space Utilization

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Date Adopted: 8/78 Revised: 8/79, 4/82, 12/88, 4/89, 8/94, 4/95, 4/96

I. PURPOSE

The University of Central Arkansas is a state-supported institution of higher education. Its facilities are designed primarily to accomplish its educational objectives. This document provides policies and procedures for the use of University facilities.

II. ROLES AND FUNCTIONS

1. University Calendar Office

- a. Serves as the office through which requests to schedule all University space and facilities are ~~scheduled~~ submitted, and rental and special fees collected with the exception of the distance technology classrooms.
- b. Coordinates with all University offices and Building Administrators to insure efficiency and effectiveness in scheduling.

2. Building Administrators

- a. Insure that all activities scheduled in non-restricted space in each building are placed on the University Calendar.
- b. Report to the University Calendar Office all renovations which alter the physical layout of the facility.
- c. Identify restricted spaces and provide the rationale for restricting the space. This rationale is presented to the appropriate Vice President for submission and consideration by the Council of Vice Presidents.

~~III. PRIORITIES FOR USE OF FACILITIES~~

~~1. Priority 1: Academic Classes~~

- ~~a. Academic credit classes offered through the regular class schedule.~~
- ~~b. Academic credit classes scheduled through the Division of Continuing Education.~~

~~2. Priority 2: Non Academic University Sponsored or Recognized Activities (i.e., college, department, student, senates).~~

~~3. Priority 3: Non-University Sponsored or Recognized Activities~~

IV. III. PRIORITIES FOR USE OF STUDENT CENTER

1. Priority 1: Activities sponsored by a UCA recognized student organization (RSO).
2. Priority 2: Activities sponsored by departments, divisions, and other University offices.
3. Priority 3: Non-University sponsored activities.

IV. PRIORITIES FOR USE OF THE DONALD W. REYNOLDS PERFORMANCE HALL

1. Priority 1: Activities sponsored by the President's office.
2. Priority 2: Activities sponsored by arts programs in the College of Fine Arts and Communication.
3. Priority 3: Activities sponsored by Public Appearances.
4. Priority 4: Activities sponsored by the UCA Conference Center.
5. Priority 5: Activities sponsored by UCA recognized student organizations.
6. Priority 6: Activities sponsored by UCA departments, divisions and other University offices.
7. Priority 7: Non-University sponsored activities.

V. PRIORITIES FOR USE OF THE UNIVERSITY CONFERENCE CENTER

1. Priority 1: Activities sponsored by the President's Office.
2. Priority 2: Continuing Education non-credit programs and technology-based credit classes.
3. Priority 3: Activities sponsored by business/industry/community organizations.
4. Priority 4: Non-Academic University-sponsored or recognized events.

VI. PRIORITIES FOR USE OF DISTANCE TECHNOLOGY CLASSROOMS

1. Priority 1: Academic classes which are part of a degree program rotation to be delivered to remote location(s).
2. Priority 2: Academic classes which are part of certification requirements to be delivered to remote location(s).
3. Priority 3: Academic classes offered on request to groups at remote location(s).
4. Priority 4: Non-academic University-sponsored or recognized activities.
5. Priority 5: Non-academic activities sponsored by outside groups.

VII. PRIORITIES FOR USE OF OTHER UNIVERSITY FACILITIES

1. Priority 1: Academic Classes.
 - a. Academic credit classes offered through the regular class schedule.
 - b. Academic credit classes scheduled through the Division of Continuing Education.
2. Priority 2: Non-Academic University-sponsored or recognized activities (i.e., college, department, student, senates).
3. Priority 3: Non-University sponsored or recognized activities.

VIII. SCHEDULING PROCEDURES FOR THE DONALD W. REYNOLDS PERFORMANCE HALL

All groups seeking the use of the Donald W. Reynolds performance hall must complete a request form provided by the University Calendar Office. These requests are forwarded to the Dean of the College of Fine Arts and Communication who is responsible for approving use applications. The Dean in consultation with the Reynolds Scheduling Advisory Committee will review applications and notify the Calendar Office of the status of applications.

IX. SCHEDULING PROCEDURES FOR THE UNIVERSITY CONFERENCE CENTER

All groups seeking the use of the University Conference Center are scheduled through the University Calendar Office. Activities that raise questions regarding policy or appropriateness of activity will be referred to the Council of Vice Presidents for a decision. Activities may be scheduled two (2) years in advance.

X. SCHEDULING PROCEDURES FOR DISTANCE TECHNOLOGY CLASSROOMS

1. Academic classes to be delivered to remote sites through distance technology are identified by the departments during the prior semester. Requests for use of distance

technology classrooms are made through the Division of Continuing Education as part of the course approval process. Priorities one through three for use of distance technology classroom provide the basis for classroom assignment. Classes scheduled through the Division become a part of the master schedule for all credit classes.

2. Non-academic University-sponsored activities to be delivered to or received from remote sites through distance technology will be scheduled through the Division of Continuing Education. These requests are made by completing a video conference request form which provided by the Division. These events will be scheduled if no conflict exists with priorities one through three.
3. Non-academic activities sponsored by outside groups to be delivered to or received from remote sites through distance technology will be scheduled through the Division of Continuing Education. These requests are made by completing a video conference request form which is provided by the Division. These events will be scheduled if no conflict exists with priorities one through four.

∇. XI. SCHEDULING PROCEDURES FOR OTHER UNIVERSITY FACILITIES

1. Priority 1: Academic Classes

Academic classes offered through the regular schedule are assigned spaces by the departments during the prior semester. Coordination of these assignments is provided through the office of the Provost. Classes scheduled through the Division of Continuing Education are coordinated through the academic departments and become a part of the master schedule for all credit classes.

The scheduling of credit classes receives priority through the last day of late registration. At that time, the credit schedule becomes a part of the University Calendar, and all other assignments for the semester are made and/or confirmed through the University Calendar Office.

2. Priority 2: Non-Academic University Sponsored or Recognized Activities

University, college, and departmental sponsored activities are scheduled through the University Calendar Office. Requests which raise questions regarding policy or the appropriateness of the activities will be referred to the College Dean for a decision or recommendation. If the concern cannot be resolved at that level, the request will be submitted to the Council of Vice Presidents for a decision.

Student sponsored activities are scheduled through the University Calendar Office. Any request which raises questions regarding policy or appropriateness of the activity will be referred to the Dean of Students for a decision or recommendation. If the concern cannot be resolved at that level, the request will be submitted to the Council of Vice Presidents for a decision.

Other officially sponsored activities are scheduled through the University Calendar Office. Requests which raise questions related to policy or the appropriateness of the activity will be referred to the Council of Vice Presidents for a decision.

University related activities may be scheduled up to one (1) calendar year in advance. Should conflicts of date or facility occur with Priority I scheduling, and acceptable alternate arrangements cannot be made, the Priority 2 event will be canceled.

3. Priority 3: Non-University Sponsored or Recognized Activities
External groups requesting the use of University facilities must complete a request form provided by the University Calendar Office. Activities which raise questions regarding policy or appropriateness of the activity will be reviewed by the Dean of Continuing Education. Should further review be necessary, the request will be submitted to the Council of Vice Presidents for a decision. Requests will be accepted up to ~~one (1)~~ two (2) calendar years in advance; ~~however, the request will not be confirmed until the last day of late registration during the semester of the requested date.~~

VI. XII. GENERAL POLICY STATEMENTS

1. Any sales or solicitation on University property must comply with the University Solicitation Policy.
2. Rental Fees and Direct Cost Charges:
 - a. All groups renting facilities will be billed for all direct costs unless a waiver has been granted.
 - b. Non-University sponsored or recognized groups using facilities for receptions will pay a rental fee. The rental fee is waived if a meal is served by the UCA contract vendor.
 - c. When no admission fee is charged by University sponsored or recognized activities, rental fees are waived.
 - d. When admission is charged, University and student organizations will be billed for direct costs and also pay a rental fee, unless a waiver has been granted.
 - e. All fees, except for direct costs, will be waived for Student Government sponsored activities.
 - f. When a University department schedules an event for which fees are assessed and the proceeds go to the University, only direct costs will be charged.
 - g. Any group or organization renting or using University facilities is responsible for any damages occurring as a result of the activity.
3. The University Police and other appropriate University officials will determine how much security will be provided for any event, and the sponsor of the event will be billed for security services.

4. All events requiring food service must ~~make arrangements with~~ utilize the UCA contract vendor.
5. Special events that have the potential for injury are required to have liability insurance. The University should be included in the policy rider as an additional insured and be given a copy of the certificate before the event. (The University will determine when required.)
6. All activities must conform to Federal and State laws and regulations.
7. Failure to follow polices and procedures governing the use of University facilities may result in denial of future usage for a period of time.

RENTAL RATES

Classrooms/Conference Rooms/Lobbies \$10/hr (or \$50/8 hrs)

Labs (computer, science, etc.) \$25/hr

Distance Technology Classroom Compressed/Interactive Video Fees

BASIC NETWORK LINE ACCESS CHARGES:

UAMS EDUCATIONAL \$10/hr.

OTHER EDUCATIONAL \$50/hr.

NON-CURRICULUM/ADMINISTRATIVE

 non-profit agency \$100/hr.

 commercial \$200/hr.

The above rates include point to point transmission only. Each additional site is \$10/hr. Telephone conferencing to non-video sites \$10/hr.

All time slots are considered “property” of the purchaser after contractual agreements have been approved by both parties. Unless otherwise specified, user will be invoiced for the full amount of the contract within 60 days of the first telecast.

CLASSROOM AND EQUIPMENT CHARGES:

EDUCATIONAL RELATED \$25/hr.

NON-CURRICULUM ADMINISTRATIVE \$40/hr.

The classroom and equipment charges are for use of the telecommunication classroom and equipment only. It does not cover the basic network line access charges or the facilitator cost.

The user assumes complete responsibility for leaving the area in the same condition as it was found.

FACILITATOR CHARGES:

A facilitator will be required at each site during transmission. The user can provide a facilitator if the individual is trained and approved by network personnel.

Daytime \$18.50/hr.

Evenings and weekends \$25/hr.

CANCELLATION CHARGES:

A fee of \$100 or 25% of total estimated charge, whichever is less, will be applied if cancellation is requested within 30 days or less prior to the scheduled event. ANY RELATED COSTS ARE THE RESPONSIBILITY OF THE USER. USER WILL BE INVOICED FOR ALL CHARGES.

Auditoriums

1. BBA205, LSC101, 102, HSC \$25/hr (or \$150/8 hrs)
2. Recital Hall, Center Stage *\$250/8 hrs (\$25/hr additional)
3. Ida Waldran *\$500/8 hrs (\$50/hr additional)
4. Donald W. Reynolds Performance Hall* \$500/8hrs (\$50/hr additional)

Conference Center

1. Conference Room 1 - \$125 per day
2. Conference Room 2 - \$125 per day
3. Conference Room 3 - \$125 per day
4. Conference Room 4A - \$150 per day
5. Conference Room 4B - \$150 per day
6. Conference Room 4A & 4B Combined \$300 per day
7. Conference Room 5A - \$200 per day
8. Conference Room 5B - \$200 per day
9. Conference Room 5A & 5B Combined - \$400 per day

Time for above rental rate is 8:00 a.m. to midnight. A half-day rental (4 hours) minimum is required. Rental rate for each hour between midnight and 7:00 a.m. is \$100 an hour. Additional fees may be charged for audio visual equipment other than two microphones per room.

Auxiliary

1. Mirror Room *\$50/4 hrs
2. Fireplace Room *\$50/4 hrs
(no cost when East McCastlain is used)
3. President's Dining Room \$25/hr
4. Buffet Area/McCastlain \$25/hr
(no cost when East McCastlain is used)
5. Ferguson Chapel *\$75/8 hrs
(4 hrs for rehearsal the day prior to a wedding is included)

6. Film Rooms 1 & 3 *\$50/8 hrs

Meeting Rooms

- 1. East McCastlain *\$150/8 hrs (\$10/hr additional)
- ~~2. West McCastlain *\$100/8 hrs (\$10/hr additional)~~
- ~~3.~~ 2. Student Center Ballroom *\$300/8 hrs (\$25/hr additional)
- ~~4.~~ 3. Student Center Meeting Rooms \$100/8 hours (\$10/hr additional)

Gymnasiums

- 1. Farris Center *\$500/8 hrs (gym floor only)
- 2. Farris Center Pool \$50/2 hrs (lifeguard included)
- 3. Old Gym * \$250/8 hrs (gym floor only)

Outside Areas

- 1. Estes Stadium *\$250/8 hrs
(includes track & field)
- 2. Tennis Courts \$5/hr M-F
\$10/hr Sat-Sun
- 3. Softball Fields
One-Day Tournament
 - A. One field \$ 65.00
 - B. Two fields \$130.00
 - C. Three fields \$195.00
 - D. Four fields \$260.00Two-Day Tournament
 - A. One field \$ 75.00
 - B. Two fields \$150.00
 - C. Three fields \$225.00
 - D. Four fields \$300.00Additional Day
*Per Day Per Field \$ 25.00

Practice Sessions
*Two Hour Maximum \$20.00
- 4. Soccer fields \$50/8 hours
- 5. Other *\$50/8 hr (Practice Field, Lawn areas, etc.)

All groups will be responsible for paying all direct costs associated with the event. Examples of direct costs are maintenance set-up charges, clean-up charges, University Police (security) expenses and technician wages.

*Half and Full day rates only

RENTAL RATES
FOR
STUDENT ORGANIZATIONS

Classrooms/Conference Rooms/Lobbies \$5/hr (or \$25/8 hrs)

Distance Technology Classroom Compressed/Interactive Video Fees

BASIC NETWORK LINE ACCESS CHARGES:

NON-CURRICULUM/ADMINISTRATIVE

non-profit agency \$100/hr.

The above rates include point to point transmission only. Each additional site is \$10/hr. Telephone conferencing to non-video sites \$10/hr.

All time slots are considered “property” of the purchaser after contractual agreements have been approved by both parties. Unless otherwise specified, user will be invoiced for the full amount of the contract within 60 days of the first telecast.

CLASSROOM AND EQUIPMENT CHARGES:

NON-CURRICULUM ADMINISTRATIVE \$20/hr.

The classroom and equipment charges are for use of the telecommunication classroom and equipment only. It does not cover the basic network line access charges or the facilitator cost. The user assumes complete responsibility for leaving the area in the same condition as it was found.

FACILITATOR CHARGES:

A facilitator will be required at each site during transmission. The user can provide a facilitator if the individual is trained and approved by network personnel.

Daytime \$18.50/hr.

Evenings and weekends \$25/hr.

CANCELLATION CHARGES:

A fee of \$100 or 25% of total estimated charge, whichever is less, will be applied if cancellation is requested within 30 days or less prior to the scheduled event. **ANY RELATED COSTS ARE THE RESPONSIBILITY OF THE USER. USER WILL BE INVOICED FOR ALL CHARGES.**

Auditoriums

1. BBA205, LSC101, 102, HSC \$10/hr (or \$75/8 hrs)
2. Recital Hall, Center Stage \$125/8 hrs (\$25/hr additional)
3. Ida Waldran \$250/8 hrs (\$50/hr additional)
4. Donald W. Reynolds Performance Hall \$250/8hrs (\$50/hr additional)

Conference Center

1. Conference Room 1 - \$62.50 per day
2. Conference Room 2 - \$62.50 per day
3. Conference Room 3 - \$62.50 per day
4. Conference Room 4A - \$75 per day
5. Conference Room 4B - \$75 per day
6. Conference Room 4A & 4B Combined \$150 per day
7. Conference Room 5A - \$100 per day
8. Conference Room 5B - \$100 per day
9. Conference Room 5A & 5B Combined - \$200 per day

Time for above rental rate is 8:00 a.m. to midnight. A half-day rental (4 hours) minimum is required. Rental rate for each hour between midnight and 7:00 a.m. is \$100 an hour. Additional fees may be charged for audio visual equipment other than two microphones per room.

Auxiliary

1. Mirror Room \$25/4 hrs
2. Fireplace Room \$25/4 hrs
3. President's Dining Room \$10/hr
4. Buffet Area/McCastlain \$10/hr
5. Ferguson Chapel \$35/8 hrs
(4 hrs for rehearsal the day prior to a wedding is included)
6. Film Rooms 1 & 3 \$25/8 hrs

Meeting Rooms

1. East McCastlain \$75/8 hrs (\$10/hr additional)
- ~~2. West McCastlain \$50/8 hrs (\$10/hr additional)~~
2. Student Center Ballroom \$150/8 hrs (\$25/hr additional)
3. Student Center Meeting Rooms \$50/8 hours (\$10/hr additional)

Gymnasiums

1. Farris Center \$250/8 hrs (gym floor only)
2. Farris Center Pool \$25/2 hrs (lifeguard included)
3. Old Gym \$125/8 hrs (gym floor only)

Outside Areas

1. Estes Stadium \$125/8 hrs
(includes track & field)
2. Tennis Courts \$25/8 hrs (M-F)
\$50/8 hrs (Sat-Sun)

3. Softball Fields
 - One-Day Tournament
 - A. One field \$ 40.00
 - B. Two fields \$ 60.00
 - C. Three fields \$ 80.00
 - D. Four fields \$100.00
 - Two-Day Tournament
 - A. One field \$ 60.00
 - B. Two fields \$ 90.00
 - C. Three fields \$120.00
 - D. Four fields \$150.00
 - Additional Days
 - *Per Day Per Field \$ 25.00
4. Soccer Fields \$25/8 hours
5. Other \$25/8 hrs (Practice Field, Lawn areas, etc.)

All groups will be responsible for paying all direct costs associated with the event. Examples of direct costs are maintenance set-up charges, clean-up charges, University Police (security) expenses and technician wages. Organizations who require a fee for their event will be charged a rental fee.

Repeal of Non-tenure Track Faculty Senate and Revision of Membership of University Council - In February 1998, the Board established the Non-Tenure Track Faculty Senate and in August 1998, the Board provided for representation of the Non-Tenure Track Faculty Senate on the University Council equal to that of the other Senates. However, in February 2000, the Board ratified an amendment to the Faculty Association Constitution in which the Faculty Association voted to allow membership in the Faculty Association to full-time Non-Tenure Track Faculty members.

As a result of the amendment to the Faculty Association Constitution and the Board's ratification of that amendment, it is appropriate for the Board to abolish the Non-Tenure Track Faculty Senate and to modify the composition of the University Council.

The following resolution was adopted unanimously upon motion by Mr. Harding with a second by Mr. Sims:

“BE IT RESOLVED: THAT THE BOARD OF TRUSTEES ABOLISHES THE NON-TENURE TRACK FACULTY SENATE.

BE IT FURTHER RESOLVED: THAT THE BOARD OF TRUSTEES APPROVES THE FOLLOWING CHANGES TO THE UNIVERSITY COUNCIL.”

UNIVERSITY COUNCIL OF THE UNIVERSITY OF CENTRAL ARKANSAS

I. NAME

The name of this body is the University Council of the University of Central Arkansas.

II. PURPOSE

The University Council serves as the primary forum where faculty, staff, students and administrators consider University issues. It advises and assists the President of the University in formulating and implementing University policy so that UCA may attain its goals.

III. MEMBERSHIP

The University Council shall have the following composition:

- A. The Provost and all Vice Presidents;
- B. General Counsel (non-voting);
- C. All College Deans;
- D. The President and Vice President of the Faculty Senate;
5. Five faculty members appointed by the Faculty Senate;
5. Six Faculty Association members appointed by the Faculty Senate (one from each college) and one part-time faculty member elected by the part-time faculty of the university;
6. The President of the Non-Tenure Track Faculty Senate;
7. Five (5) non-tenure track faculty members;
6. The President of the Staff Senate;
7. Five staff members appointed by the Staff Senate;
8. The President of the Student Government Association;
9. Five students appointed by the Student Government Association, one of whom shall be a graduate student.

Terms of membership are as follows:

- A. Administrators serve by virtue of their office;
- B. Faculty Senate, Staff Senate and Student Government Association Presidents serve by virtue of their office;
- C. Faculty and Staff representatives serve three-year terms effective the first day of the fall semester of each academic year and are eligible to serve two consecutive terms;
- D. Student Government Association representatives serve one-year terms effective the first day of the fall semester of each academic year and are eligible to serve two consecutive terms.

IV. FUNCTIONS

The function of the University Council is as follows:

- A. To implement the functions and exercise the authority delegated to it by the President of the University;
- B. To review and make recommendations on matters proposed by the faculty, staff and students or through the Faculty Senate, the Staff Senate or the Student Government Association;
- C. To refer appropriate matters to the Faculty Senate, Staff Senate and the Student Government Association or to committees, groups or individuals for consideration and recommendation.

V. AUTHORITY

The University Council acts in an advisory capacity to the President and may take such action as it deems necessary. The President may give the actions of the University Council such weight as he/she deems appropriate.

VI. OFFICERS

The officers of the University Council are Chair and Secretary.

- A. The Vice President for University Relations shall serve as Chair of the University Council, but will have no vote, except to break a tie.

- B. A Secretary shall be appointed (elected) by the University Council from among the members of the Council.

VII. MEETINGS

- A. The University Council shall meet at the call of the Chair at least four times during each academic year. A meeting notice and tentative agenda shall be distributed by the Secretary to all University Council members at least five days in advance of each meeting.
- B. A majority of the members of the University Council shall constitute a quorum at any meeting. Action by the University Council requires a simple majority of those present and voting at a meeting, a quorum being present.
- C. Floor privileges are extended without further action to members of committees reporting to the Council and to persons or groups requested or invited by the Council to appear before it for specific items of business. Floor privileges may be extended to other persons by vote of the Council.
- D. The first order of business at each meeting shall be the adoption, with such modifications as may be agreed upon by majority vote, of the meeting agenda prepared by the Secretary of the Council.
- E. Special Meetings of the University Council shall be called by the chair within fifteen (15) days of receipt of a request signed by ten or more members of the Council or within fifteen (15) days of receipt of a request by the President. A specific purpose shall be stated in the request and in the notice distributed in accordance with paragraph A above, and shall be the first agenda item at the meeting. The Secretary may present other items for consideration at the same meeting if included in the meeting notice.
- F. Minutes of each University Council meeting shall be promptly distributed by the Secretary to the President of the University and to the members of the Council. All minutes shall also be available in the office of the Secretary and officially deposited in the office of the Provost for inspection by any member of the University's faculty, administration, staff or student body.

VIII. COMMITTEES

- A. The University Council will refer appropriate matters to standing committees of the University.
- B. The University Council may constitute such ad hoc committees as necessary to carry out its functions and for items not under the purview of a standing committee. Provisions shall be made for administration, student, faculty and

staff representation on such committees unless such representation would be clearly inappropriate.

At President Thompson's request, Dr. John Mosbo, Provost, presented the following three items:

Bachelor of Science in Education, Middle Level Education - The College of Education and the Department of Curriculum and Instruction propose a Bachelor of Science in Education degree program in Middle Level Education. The proposed program is in response to the new Arkansas Teacher Licensure requirements and UCA's commitment to programs of distinction in teacher preparation. The curriculum is designed to prepare middle school teachers, grades 4-8, with a deep understanding of early adolescent development, teaching-learning approaches appropriate for young adolescents, and a broad knowledge of at least two subject areas: Mathematics and Science, or Language Arts and Social Studies. Specialized emphasis will be placed on technology, diversity, decision making, collaboration, and family and community. The proposed program was developed in conjunction with professional education faculty of the College of Education, College of Fine Arts and Communication, College of Liberal Arts, and the College of Natural Sciences and Mathematics.

The program has been recommended by all appropriate councils and administrators.

BSE, Middle Level Licensure: Programs of Study

Language Arts-Social Studies Track (130 semester credit hours)

General Education and Preprofessional				
	General Education Requirements		47	
	CIED 1300	Education as a Profession	3	
			Total	50
In addition to the designated courses required as a part of general education, the following courses are required for the Language Arts-Social Studies track:				
Language Arts				
	ENGL 2312/2313	American Literature I or II	3	
	WRTG 3305	Advanced Composition	3	
	ENGL	Literature for Middle School	3	
	ENGL	Language and Grammar Studies	3	
	ENGL	Cross Cultural English	3	
			Total	15
Social Studies				
	GEOG 1320	Human Geography	3	
	HIST 2302	American Nation II	3	
	HIST 2320	Historical Research	3	
	SOC 3310	Minority Relations	3	
	HIST 4355	The Role of Arkansas in the Nation	3	
	HIST	Cross Cultural History	3	
			Total	18
Capstone				
	ENGL/GPSS	Language Arts-Social Studies Capstone	3	
			Total	3
Candidates must have been admitted to the Teacher Education program before enrolling in Block I.				
Block I				
	MLED 3300	Young Adolescent Development	3	
	CIED 4200	Cultural Diversity and Multiple Intelligences	2	
	MLED 3210	Middle School Concepts	2	
			Total	7
Block II				
	MLED 3220	Principles of Learning	2	
	SPED 3310	Characteristics of Children with Diverse Learning Needs	3	
	MLED 3310	Family, School, and Community Partnerships	3	
			Total	8
Block III				
	MLED 4210	Integrated Methods for Language Arts and Social Studies	2	
	MLED 4320	Integrated Curriculum, Planning and Assessment	3	
	EMLS 3200	Teaching with Technology	2	
	MLED 4325	Literacy Development in the Content Areas	3	
	MLED 4305	Classroom Management	3	
	MLED 4411	Directed Teaching I	4	
			Total	17
Block IV				

	MLED 4260	Professional Development Seminar	2	
	CIED 4300	Teaching as an Ethical Enterprise	3	
	MLED 4712	Directed Teaching II	7	
			Total	12
Language Arts-Social Studies Track, Total Degree Semester Credit Hours				130

Mathematics-Science Track (130 semester credit hours)

General Education and Preprofessional				
	General Education Requirements		47	
	CIED 1300	Education as a Profession	3	
			Total	50

In addition to mathematics and science courses required as a part of general education, the following courses are required for the mathematics-science track:

Mathematics				
	MATH 1360	Mathematics for General Education	3	
	MATH 23XX	Advanced Mathematical Topics for Middle School Teachers	3	
	MATH 3351	Number Systems	3	
	MATH 4310	Topics in Mathematics	3	
	MATH 45XX	Concepts of Middle School Mathematics	5	
			Total	17

Science				
	SCI 34XX	Earth Science	4	
	CHEM 34XX	Chemistry	4	
	SCI 34XX	Integrated Science I	4	
	SCI 44XX	Integrated Science II	4	
			Total	16

Candidates must have been admitted to the Teacher Education program before enrolling in Block I.

Block I				
	MLED 3300	Young Adolescent Development	3	
	CIED 4200	Cultural Diversity and Multiple Intelligences	2	
	MLED 3210	Middle School Concepts	2	
			Total	7

Block II				
	MLED 3220	Principles of Learning	2	
	SPED 3310	Characteristics of Children with Diverse Learning Needs	3	
	MLED 3310	Family, School, and Community Partnerships	3	
			Total	8

Block III				
	MLED 4215	Integrated Science and Mathematics I (Methods)	2	
	MLED 4320	Integrated Curriculum, Planning and Assessment	3	
	EMLS 3200	Teaching with Technology	2	
	MLED 4325	Literacy Development in the Content Areas	3	
	MLED 4305	Classroom Management	3	
	MLED 4411	Directed Teaching I	4	
			Total	17

Block IV				
	MLED 4260	Professional Development Seminar	2	
	CIED 4300	Teaching as an Ethical Enterprise	3	
	MATH 43XX	Integrated Science and Mathematics II	3	
	MLED 4712	Directed Teaching II	7	
			Total	15
Mathematics-Science Track, Total Degree Semester Credit Hours				130

Bachelor of Science in Education, Childhood Education -The College of Education and the Department of Curriculum and Instruction propose a Bachelor of Science in Education degree with a major in Childhood Education for candidates seeking P-4 Licensure. The proposed program is in response to the new Arkansas Teacher Licensure requirements and UCA's commitment to programs of distinction in teacher preparation. The curriculum is designed to prepare teachers to meet the challenge of educating young children, providing a deep understanding of child development, academic content, and pedagogy. Specialized emphasis will be placed on technology, diversity, decision making, collaboration, and family and community. The proposed program was developed by faculty in the Department of Curriculum and Instruction and professional education faculty representing content areas.

The program has been recommended by all appropriate councils and administrators.

Childhood Education (P–4): Program of Study (129 semester credit hours)

	SCH	TOT
General Education and Preprofessional		
General Education Requirements	47	
CIED 1300 Education Profession	3	
CHED 3200 Foundations of Early Childhood Education	2	
Total		52
Application and Admission to Teacher Education		
Mini-Education Block (taken upon admission to teacher education)		
CHED 3400 Early Development & Learning Theories	4	
SPED 3310 Characteristics of Children with Diverse Learning Needs	3	
Total		7
Specialized Academic Studies (completed before Creative Arts Block)		
MATH 3351 Number Systems	3	
MATH 4310 Topics in Mathematics	3	
BIOL 4440 Concepts of Science	4	
HIST 3310 Social Science Concepts in Arkansas History	3	
ENGL 3310 Children's Literature	3	16
Creative Arts Block (taken semester prior to Teaching Block 1)		
MUS 3351 Concepts of Music in Education	3	
ART 4360 Concepts of Art in Education	3	
KPED 3320 Developmentally Appropriate Motor Skills & Fitness for P–4 Learners	3	
Total		9
Retention Review and Interview Process for Cohort Formation(further review occurs for entry into Teaching Block II and Teaching Block III)		
Teaching Blocks I, II, and III (last three semesters)		
Teaching Block I (½ time in field placement, ½ time in Integrated Curriculum)		
Cohort I team taught by UCA faculty over these topics during fall and spring semesters only:		
EMLS 3200 Teaching with Technology	2	
CHED 4200 School, Family, and Community Partnerships	2	
CHED 4400 Integrated Curriculum, Planning and Assessment	4	
CIED 4200 Cultural Diversity and Multiple Intelligences	2	
CHED 4311 Reading/Literacy Instruction	3	
CHED 4309 Classroom Management	3	
Total		16
Teaching Block II (½ time in field placement, ½ time in Integrated Curriculum)		
Cohort II team taught by UCA faculty over these topics during fall and spring semesters only:		
SPED 4310 Teaching Children with Diverse Learning Needs	3	
CHED 4600 Instructional Strategies in Early Childhood Education	6	
CHED 4320 Principles and Practices of Reading and Writing Strategies	3	
CHED 4219 Guidance and Behavior Management Strategies	2	
CIED 4300 Teaching as an Ethical Enterprise	3	
Total		17
Teaching Block III (12 hours student teaching includes reflection workshop)		
CHED 4603 Directed Teaching in PK	6	

CHED 4604 Directed Teaching in Grades 1 - 4	6	
Total		12
BSE, Childhood Education, Total Degree Semester Credit Hours		129

The following resolutions were adopted unanimously upon motion by Mr. Womack with a second by Mr. Harding:

"BE IT RESOLVED: THAT THE BOARD OF TRUSTEES APPROVES THE BACHELOR OF SCIENCE IN EDUCATION, MIDDLE LEVEL EDUCATION."

"BE IT RESOLVED: THAT THE BOARD OF TRUSTEES APPROVES THE BACHELOR OF SCIENCE IN EDUCATION, CHILDHOOD EDUCATION."

Bachelor of Business Administration, Insurance and Risk Management - The College of Business Administration and the Department of Economics and Finance propose a baccalaureate degree program in Insurance and Risk Management. The degree will be offered by the Department of Economics and Finance in the College of Business Administration based on existing and proposed courses offered in Economics and Finance, and courses offered in other departments. We anticipate beginning the program in the fall of 2000. The university has faculty with appropriate backgrounds to provide academic support in all relevant areas of expertise. One new faculty member with appropriate qualifications will be needed. The proposed 24-hour major will offer students the opportunity to develop a level of specialization in the areas of risk management and insurance, personal financial planning, health and life insurance, property and liability insurance, corporate risk management, and employee benefits. The degree will prepare students for management-level positions as employee benefits managers, insurance regulators, group insurance representatives, agents, brokers, personal financial planners, risk managers, and safety or loss control experts.

The program has been recommended by all appropriate university councils and administrators.

The following resolution was adopted unanimously upon motion by Mr. Erstine with a second by Dr. Chakales:

"BE IT RESOLVED: THAT THE BOARD OF TRUSTEES HEREBY APPROVES THE BACHELOR OF BUSINESS ADMINISTRATION IN INSURANCE AND RISK MANAGEMENT."

BBA, Insurance and Risk Management: Curriculum Outline

The major comprises 24 semester credit hours. All students are required to complete the general education program (47 hours), the business foundation (21 hours), and the business core (30 hours). The core courses will ensure that all business students are provided functional business skills in management, marketing, accounting, economics (including global aspects), finance, production/operations management, data analysis, information systems and technology, the legal environment, business communications, and managerial strategy and policy.

ECON 3325 Data Analysis A junior-level course designed to build on the concepts and mechanics learned in Business Statistics (ECON 2330) and to introduce the application of more advanced techniques in solving business problems by data analysis. Rote manual calculations will be minimized by utilizing computer software. This will allow more emphasis to be placed on concepts, applications, and interpretation. Computer intensive course for finance and insurance majors. Fall, Spring, Summer.

FINA 4332 Investments Basic theory, concepts and principles applicable in making investment decisions. Emphasis on investment media, investment analysis, valuation techniques, and portfolio construction and management. Writing-intensive course for finance majors. Prerequisite: FINA 3330. Fall.

FINA 33XX Personal Financial Planning Addresses the major personal financial planning problems that individuals and families encounter. It presents a clear model of the major elements of effective money management. The latest financial planning tools and techniques are discussed. Prerequisite: Business foundation. Fall, Spring, Summer.

INSU 3324 Risk and Insurance A study of risk management within the insurance industry includes the basic principles and terminology of risk management, the insurance industry organizational structure for providing risk reduction, and a financial analysis of the insurance transaction; with specifics for property and liability insurance as well as life and health insurance products and a discussion of government's role in regulating the industry. Prerequisites: Business foundation. Fall, Spring.

INSU 33XX Life and Health Insurance This course covers the nature and importance of life and health risks and the functions and uses of insurance contracts in treating these risks. Included are business insurance, annuities and estate planning. Prerequisites: Risk and Insurance, Personal Financial Planning. Spring.

INSU 33XX Property and Liability Insurance This course is designed to aid in the planning and evaluation of the requirements of property and casualty insurance for individual and business firms. Analysis is made of exposures and appropriate insurance coverage. Company operations are examined and the statistical and mathematical bases for rate-making are explored. Prerequisites: Risk and Insurance, Personal Financial Planning. Spring.

INSU 43XX Corporate Risk Management An applications course that seeks to identify, analyze, and deal with business loss exposures including acts of nature, liability claims, and

price risk. Included are selection and application of risk control and risk financing tools such as risk retention, reduction and transfer including insurance and hedging with financial derivatives. Writing intensive course for insurance and risk management majors. Prerequisites: Property and Liability Insurance, Investments. Fall.

INSU 43XX Employee Benefits The study, design and administration of group health, disability, life insurance and retirement plans. Includes Social Security and related social insurance programs for mitigating economic losses due to personal and business risk problems. Includes profit-sharing and 401(k) plans and flexible benefit programs. Prerequisites: Life and Health Insurance, Investments. Fall.

INSU 43XX Internship in Insurance and Risk Management Primarily summer internship providing hands-on-work experience in an insurance or risk management firm. Besides gaining valuable insight into career paths, students are required to analyze and report on the firm's operations, strategic plans and growth prospects. Up to 6 credit hours available (based on 125 hours employment per 1 credit hour) but not required for graduation. Prerequisite: Senior status. Fall, Spring, Summer.

Anticipated Major Course Sequence

Fall Semester

INSU 3324	Risk and Insurance	3
INSU 33XX	Life and Health Insurance	3
FINA 33XX	Personal Financial Planning	3
FINA 4332	Investments	3

Spring Semester

INSU 33XX	Property and Liability Insurance	3
INSU 43XX	Corporate Risk Management	3
INSU 43XX	Employee Benefits	3
ECON 3325	Data Analysis	3

Summer Semester (as available)

INSU 43XX	Internship in Insurance and Risk Management	3
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Strategic Plan - UCA 2010 - Attached is a copy of “UCA 2000: The Challenge” adopted by the Board in the early 1990's. It was adopted as the university's initial planning document as it approached the year 2000. The university needs to update its strategic plan as it heads into a new planning cycle. It is worth noting that the university will observe its centennial year in 2007 which will fall during this next planning phase.

The administration will present a report to the Board at an upcoming meeting indicating how the university performed in meeting the goals established in the “UCA 2000” plan. The administration also seeks the Board's authorization to proceed with the development of the next strategic plan.

The following resolution was adopted unanimously upon motion by Mr. Harding with a second by Dr. Chakales:

“BE IT RESOLVED: THAT THE BOARD OF TRUSTEES AUTHORIZES AND ENCOURAGES THE ADMINISTRATION TO PROCEED WITH DEVELOPMENT OF A NEW STRATEGIC PLAN.”

UNIVERSITY OF CENTRAL ARKANSAS
BOARD POLICY

Policy Number: 110

Subject: UCA 2000: The Challenge

Page 1 of 4

Date Adopted: 2/84 Revised: 4/90, 8/90

The following is adopted as the initial planning document for the University of Central Arkansas for the 1990's and is entitled UCA 2000: The Challenge.

Quest for Quality. The Long-range goals and aims of the University, established in the Quest for Quality document adopted in February 1984, have taken on a sharper focus in the intervening years, as events and circumstances have affected the institution and its role in higher education.

Plans developed by individual faculty members, departments, colleges, and administration will continue to form the basis for the direction and priorities for the University as we move into the 21st Century. From this foundation the University will fulfill its primary mission, to provide sound educational experiences based on a strong program of liberal studies, relevant professional preparation, and a meaningful program of student life.

The quality of the educational experience depends primarily on the commitment of faculty to students, and the University's goals will reflect that commitment.

Assumptions:

1. The educational philosophy of the University is founded on the need of each student for personal development, intellectual growth, and preparation for serving society as an informed, involved, and productive citizen.
2. The University will continue to develop as a strong, comprehensive institution through the delivery of superior instruction by qualified faculty dedicated to scholarly achievement.
3. Students are changing -- in terms of age, marital status, race, mobility, and in various other ways and interests. The University will increase its efforts to meet these changing needs without diminishing its mission to serve the traditional college-age student.
4. The views of all constituencies of the University are welcomed and valued. Therefore, the Faculty, Staff and Student Senates along with the University councils and committees, will advise and assist the administration in governance and the management of programs and activities.

5. The prospect for significant increases in state funds is uncertain. The University must set realistic priorities for increased educational services and seek supplemental funding from private sources.
6. The first priority for our physical plant must be to maintain and, if necessary, renovate existing facilities. Plans for the 1990s include: a major addition to Torreyson Library, renovation of McAlister Hall, remodeling and adaptation of the Old Gym, an addition to Snow Fine Arts Center, renovation or demolition of Laney Hall, renovation of the Performing and Visual Arts Annex, a climate control system and other renovations in Main Hall and Ida Waldran Auditorium, renovations of residences halls, and construction of an academic complex.

QUALITY GOALS

The University recognizes the need to compete nationally for outstanding faculty and professional staff and is committed to reaching salary levels that meet Southern Regional Education Board averages.

The University will assume responsibility for the following objectives in each degree program: (1) Clearly stating the expected level of student achievement; (2) Regularly assessing the level of student achievement; and (3) Reviewing and evaluating each program on the basis of that assessment.

Graduate education requires familiarity with relevant research and literature, and the University expects its students to participate in research activities. The University expresses its commitment to increased faculty research by providing additional funds, strengthening institutional support to attract sponsored projects, and providing released time to encourage faculty initiatives.

The University continues its commitment to an effective affirmative action program and encourages racial and cultural diversity and interaction among its faculty, students and staff. The institution is committed to provide a healthy pleasant workplace for employees and a campus environment that encourages an appreciation for beauty and intellectual stimulation.

Recognizing the library as the core of its academic programs, the University will complete a major expansion of the library and will fund a library budget equal to at least 5 per cent of the education and general budget. The library will develop data storage and retrieval systems to improve access to all appropriate data sources.

To the extent resources allow, the University will maintain accreditations already earned and earn accreditation of other programs in which such recognition is desirable and advantageous to our students.

The following goals and objectives address issues to be given particular attention as the University moves through the 1990s and beyond:

FACULTY AND EDUCATIONAL EXPERIENCE

The needs of students for more flexible class schedules will be evaluated and accommodated whenever those needs do not compromise the integrity of academic programs.

Tenure is recognized as an important component of the University's educational process. Tenure procedures will be used to assure well qualified, highly motivated and effective faculty. Awards of tenure will reflect both favorable evaluation of past accomplishments and high expectations of future contributions.

Academic scholarships will be made available to the extent resources permit in order to attract deserving students and to encourage a high level of performance.

The Honors College is a model of academic rigor and achievement that attracts outstanding students from throughout Arkansas. The University will seek to strengthen the College and its programs.

International studies demand a higher priority in the 1990s, making available to our students the perspective that can come only from contact with other languages and cultures. The University will increase support from both private and public funds to build such a program.

Technology can enhance the learning process and increase the availability of education to the citizens of Arkansas. The University will explore opportunities to provide students access to new technologies and will cooperate with other institutions to ensure cost-effective and efficient services.

STUDENTS AND ENROLLMENT

The University recognizes the great need for educational opportunity in Arkansas and is committed to provide the necessary additional space, faculty, and other resources to accommodate growing enrollments.

A high priority for the University is the retention of capable students. We will periodically evaluate the causes for student attrition and make increased efforts to improve retention rates without lowering academic standards.

From a review of its undergraduate admission policy, the University will make appropriate changes to provide educational opportunity to aspiring students, while maintaining high academic standards.

Increasing the percentage of graduate students in the total enrollment is a desirable goal for the 1990s. This increase may provide greater opportunities for faculty research and will place greater emphasis on graduate student recruitment.

FINANCE

Access to higher education in a relatively poor state remains a concern. The University is committed to a level of tuition which does not deny access to large numbers of students and maintaining tuition at approximately 20 percent of the cost per student.

The University will seek funding for new programs consistent with our mission and at a level comparable to that of similar programs at other Arkansas colleges and universities.

PUBLIC SERVICE

The University's mission is linked to the industrial, economic and cultural development of Arkansas. We will intensify our efforts to that development primarily through the Division of Continuing Education and the Center for Management Development.

The University will strive to establish, through private funds, an Institute for the Study of Educational Policy in order to objectively assess problems and recommend solutions for more harmonious and complementary educational services in the state. The University will also seek to add scholarships and funds for faculty development as well as endowed chairs and professorship in all colleges.

The University intends to become a more pervasive artistic force in the community and state through an enhanced, privately supported distinguished artist series to bring noted performers to our stage; to present works of art in public exhibit; and to bring prominent speakers to campus for the enlightenment and enjoyment of the University community and the state.

Distinguished Alumnus - At President Thompson's request, Dr. Brian Bolter, Vice President for Institutional Advancement, presented the following item:

The University of Central Arkansas has awarded the citation of "Distinguished Alumnus" since 1986. The Distinguished Alumnus Selection Committee unanimously recommends that Mr. Robert D. Nabholz, Sr. be named as "Distinguished Alumnus" for 2000.

Mr. Nabholz is widely recognized for his business, civic and church achievements. He entered World War II in 1943 and after a 37-month tour of duty, he attended UCA and then the University of Oklahoma. He left college and in 1949 began what became Nabholz Construction Corporation. Nabholz Construction has developed into the largest building contractor in Arkansas and has been ranked in the top 400 in the United States since 1985.

He served as a member and president of various organizations, including the Conway Chamber of Commerce, Kiwanis Club, Young Business Men's Association, Veterans of Foreign Wars and the United Way. He was an early promoter of the Arkansas River development, serving as president and chairman of a five-state group formed to open the river for commercial navigation. He is a founding member of the Conway Industrial Development Corporation and past chairman of the board of the Arkansas Industrial Development Commission. He served as state president of the Associated General Contractors of America, founded the Little Rock chapter of the American Institute of Constructors and served as president of the National AIC.

Mr. Nabholz is now chairman emeritus of Nabholz Construction. He is a member of the Arkansas Children's Hospital board and has served as a member of the Arkansas Higher Education Coordinating Board.

Mr. Harding stated that the university has been blessed with the caliber of individuals who have been acknowledged with this award. Mr. Harding further stated that the community, the university and the state are fortunate to have a man of Mr. Nabholz's stature.

Mr. Sims, agreeing with Mr. Harding's comments, stated that Mr. Nabholz is one of the finest men he has ever known.

The following resolution was adopted unanimously upon motion by Mr. Sims with a second by Mr. Harding:

"BE IT RESOLVED THAT THE BOARD OF TRUSTEES HEREBY RECOGNIZES THE CONTRIBUTIONS AND ACHIEVEMENTS OF ROBERT D. NABHOLZ, SR. AND CONFERS ON HIM THE HONOR OF DISTINGUISHED ALUMNUS. THE BOARD DIRECTS THE ADMINISTRATION TO PREPARE APPROPRIATE FORMAL RESOLUTIONS AND MEMORIALS TO RECOGNIZE HIS ACCOMPLISHMENTS."

President Thompson requested members of the press to refrain from releasing information regarding this item until Mr. Nabholz can be contacted by the university.

Bookstore Contract - At President Thompson's request, Dr. John Smith presented the following item. Prior to presenting the item, Dr. Smith reported that Mr. Stewart Snider, Director of the Bookstore for over 20 years, has done a good job in that position; therefore, it was a difficult decision to recommend the resolution presented below. President Thompson also complimented Mr. Snider on his supervision of the bookstore.

The university currently operates its own bookstore, located in the Student Center. Over the last ten years, gross income has ranged from a low of \$2,190,218 in 1990, to a high of \$3,213,900 in 1994. During the same period, gross income over expenses has ranged from a low of \$82,464 in 1996 (the year the Student Center was closed for renovation), to a high of \$323,217 in 1993. Last year, gross income over expenses was \$144,173 and is projected to be only \$114,683 this year.

Because of a concern with decreasing sales in the bookstore and the unknown impact Internet textbook sales may have on the operation, the administration requested proposals from companies interested in managing our bookstore. Three companies responded with proposals: Barnes and Noble, Follett, and Wallace's Bookstores. The administration reviewed the proposals and all three companies were brought to campus for interviews. Though all companies submitted strong proposals, it is the recommendation of the administration that a contract be negotiated and signed with Barnes and Noble.

Barnes and Noble is one of the largest campus bookstore companies in the country and currently operates the bookstores at Hendrix College and the University of Arkansas at Little Rock. Barnes and Noble has indicated it will interview all current full-time bookstore employees and offer them positions at their current compensation levels with comparable benefits.

Following discussion, during which President Thompson and Dr. Smith responded to questions from Board members, the following resolution was adopted unanimously upon motion by Mr. Harding with a second by Dr. Chakales:

“BE IT RESOLVED: THAT THE BOARD OF TRUSTEES AUTHORIZES THE ADMINISTRATION TO NEGOTIATE AND SIGN A CONTRACT WITH BARNES AND NOBLE TO OPERATE THE UNIVERSITY OF CENTRAL ARKANSAS BOOKSTORE.”

Insert Chart

EXECUTIVE SESSION

Executive session, for the purpose of considering personnel matters, was declared unanimously upon motion by Mrs. Goode with a second by Mr. Womack.

OPEN SESSION

The following resolution was adopted unanimously upon motion by Mr. Harding with a second by Dr. Chakales:

“BE IT RESOLVED: THAT THE UCA BOARD OF TRUSTEES APPROVES THE FOLLOWING ADJUSTMENTS, APPOINTMENTS, REAPPOINTMENTS, SUMMER STIPENDS, PROMOTIONS, TENURE AWARDS, LEAVES WITHOUT PAY, RESIGNATIONS, RETIREMENTS, AND SABBATICALS, PROVIDED HOWEVER, THAT THE ADMINISTRATION IS AUTHORIZED TO MAKE CORRECTIONS AND CHANGES OF A CLERICAL NATURE.”

(A complete copy of the personnel list is on file in the President’s Office.)

In regard to the President’s contract, Mr. Harding moved that the President’s annual salary be fixed at \$170,000, his annuity contribution be raised to \$15,000 annually, and that the provision for half pay for a sabbatical year be raised to 100% of salary as determined by the Board, which may be taken following his final year as President. The motion was seconded by Dr. Chakales and passed unanimously.

President Thompson reported that during the past few weeks Ms. Melissa Rust, General Counsel, has been engaged in negotiations with counsel for Dr. John Lammers who filed a lawsuit against the university regarding his termination. President Thompson stated that the two attorneys are close to reaching an agreement, therefore, he requested the Board’s authority to enter into a settlement agreement with Dr. Lammers that would resolve Dr. Lammers’ claims against the university and result in his resignation. President Thompson stated that he thinks the settlement would be both generous to Dr. Lammers and in the best interest of the university. President Thompson requested the Board’s authority to sign on behalf of the university.

Dr. Chakales moved that the Board grant President Thompson the authority requested. Mr. Womack seconded the motion.

The motion passed with the following votes:

Dr. Chakales-	yes
Mr. Erstine -	yes
Mr. Harding -	yes
Mr. Womack-	yes
Mrs. Goode -	no

Mr. Sims - no

Mr. Sims stated that he thinks that the university took appropriate action. He further stated that it is a sad situation when you cannot hire and fire without fear of lawsuits and that the case should be defended vigorously. Mr. Sims also stated that the university should stand up for what is right instead of settling.

Mrs. Goode agreed with Mr. Sims.

Mr. Hicks stated that even though his vote is not needed, he is in favor of the settlement; however, for the record, he agrees with Mr. Sims. Mr. Hicks stated that the Board's decision to terminate Dr. Lammers, was eminently correct, but he knows the cost of litigation. Mr. Hicks further stated that years of litigation and appeals would be very costly for the university and would likely result in negative publicity. Mr. Hicks also stated that, more importantly, he would like to settle the matter so that the university can eliminate the risk of rehiring Dr. Lammers.

There being no further business to come before the Board, the meeting was adjourned upon motion by Mr. Harding with a second by Mr. Sims.

Mr. Rickey Hicks, Chair

Mr. Randy Sims, Secretary