

The Board of Trustees of the University of Central Arkansas convened in regular meeting Friday, October 13, 2000, at 3:00 p.m. in the Mirror Room in McAlister Hall with the following officers and members present, to-wit:

Chair: Mr. Dalda Womack  
 Vice Chair: Mr. Randy Sims  
 Mr. Kelley Erstine  
 Mrs. Elaine Goode

(Board Secretary, Mr. Rush Harding, and Dr. Harold Chakales arrived during the meeting)

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

### MINUTES

**Minutes of the August 11, 2000, Board Meeting** were unanimously approved as circulated upon motion by Mr. Sims with a second by Mrs. Goode.

### INTRODUCTIONS AND ANNOUNCEMENTS

President Thompson introduced Bill Lide, Director of Athletics, and Pat Otto, Development Officer.

President Thompson announced that Barbara Goswick, Associate Vice President for Financial Services, is resigning effective October 20 to accept a position with the University of Arkansas System. President Thompson commended Ms. Goswick on her job performance and wished her well.

### PRESIDENT'S REPORT

**Praxis II Examination Pass Rate Information** - The Praxis II examination is required of all teacher preparation graduates who desire to be licensed to teach in Arkansas. Last year the Praxis II examinations for special education and content areas were revised to include open-ended questions requiring written responses, and the Arkansas Department of Education raised scores required to pass various components of the exam. Pass rates on this examination will be a part of the institutional report required by the United States Department of Education. The first report will include the data below. A person who fails any component is considered to have failed Praxis II for the report of summary pass rates.

UCA Student Summary Pass Rates on Praxis II  
1999-2000

AREA	PASS	FAIL
Art (three components)	0	1
English Language, Literature and Composition (three components)	4	2
Mathematics (three components)	2	0
Music (three components)	7	0
Social Studies (two components)	7	3
Spanish (three components)	2	0
Special Education (two components)	13	0

President Thompson, Dr. John Mosbo, Provost, and Dr. Jane McHaney, Dean of the College of Education, responded to questions from Board members.

**Construction Report** - Dr. John Smith, Vice President for Financial and Administrative Services, presented the following report:

**Communication Building** - Construction on the facility is progressing on schedule and should be complete in January 2001.

**Conference Center** - Construction on the facility is progressing on schedule and should be complete in January 2001.

**Health, Physical Education and Recreation Facility** - The facility is substantially complete and should be ready for use by our students later this month.

**Math Education/Technology Building** - Final drawings and specifications have been submitted to State Building Services. The plan is to open bids on the facility in November. Construction will take approximately fourteen months.

**New Academic Building** - The university will open bids for this building on October 26, 2000. Construction will take approximately fourteen months.

**Retirement Center** - Bids for this building were opened this week. The contract was awarded to CWR Construction Company in Little Rock with a low bid of \$7,299,000. Construction will take approximately fourteen months. A groundbreaking ceremony for the retirement center is scheduled for 3:00 p.m. Friday, October 27, at College Avenue and Farris Road.

**Estes Stadium - East Stands** - The administration is continuing to look at this issue as requested by the Board. Dr. John Smith reported that State Building Services has been contacted for authorization to employ an architect. The administration will then begin preparing options and cost estimates for the Board's consideration.

**Litigation Report** - Ms. Melissa Rust, General Counsel, presented the following report on the status of litigation involving UCA:

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Jeanne K. Scherer v. University of Central Arkansas, et al., (LR-C-99-875).

Plaintiff, Jeanne K. Scherer, a former student, initiated legal action against the University alleging she was subjected to sexual harassment by a former faculty member, in violation of Title IX of the Education Amendments, 42 U.S.C. 1983, and the Arkansas Civil Rights Act. An Answer was filed on behalf of the University on January 03, 2000. The University submitted Interrogatories and Requests for Production of Documents on February 01, 2000. The Office of the Attorney General is providing legal representation for the University.

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Heather Lawrence v. University of Central Arkansas, (00-1894-CC)

Claimant, Heather Lawrence, initiated legal action against the University alleging that it was negligent and caused her injury when an art project fell and struck her on the head. An Answer was filed on behalf of the University on June 29, 2000. A hearing was held on October 12. A decision is expected within two weeks.

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In the Matter of the George and Billie Bonds Willhite Family Trust, (E-2000-105)

By an instrument dated September 25, 1999, the University is a named beneficiary of a trust established by George and Billie Bonds Willhite. Mr. Willhite and his children have

subsequently petitioned the Monroe County Chancery Court asking that the University's interest in the trust be terminated. The University opposed the action and requested an appraisal of the property. A hearing has yet to be scheduled.

Mr. Rush Harding arrived at this point in the meeting.

**Fraternalities and Sororities** - At President Thompson's request, Mr. Ronnie Williams, Vice President for Student Services, gave an update on recent issues concerning Greek organizations and reported on the steps the university is taking to insure that the Greek system is operating in the best interest of the university.

Mr. Williams updated the Board on a recent fraternity incident. He then distributed copies of and discussed a response to Greek issues prepared by Dr. Gary Roberts, Dean of Students, and a Greek party-planning guide for 2000-01 prepared by the Greek Task Force.

A lengthy discussion followed during which members of the Board expressed their serious concerns regarding the Greek system. Mr. Williams and Dr. Roberts responded to questions from Board members.

Dr. Chakales arrived at this point in the meeting.

In response to a question from Mr. Erstine, Mr. Williams and Dr. Roberts discussed the possibility of requiring Greek organizations to be housed in university-owned property. Following this discussion, **MR. ERSTINE MOVED THAT THE ADMINISTRATION PREPARE A PROPOSAL REQUIRING GREEK ORGANIZATIONS TO BE HOUSED IN UNIVERSITY-OWNED PROPERTY FOR THE BOARD'S CONSIDERATION AT ITS NEXT MEETING. THE MOTION WAS SECONDED BY MR. HARDING. FOLLOWING FURTHER DISCUSSION, THE MOTION PASSED UNANIMOUSLY.**

**Amendment 4** - At President Thompson's request, Jeff Pitchford, Director of Governmental Relations, gave a brief report on the impact of proposed Amendment 4, "To abolish the state and local sales and use tax on used goods, to prohibit the increase of taxes without voter approval at a general election, to provide for a three-year statute of limitations for actions to recover taxes, etc."

Mr. Pitchford reported that if Amendment 4 is adopted, higher education would lose \$27.5 million per year with UCA losing \$2,150,000 per year.

The Supreme Court is currently hearing arguments to remove the proposed amendment from the ballot.

#### **STATEMENTS FROM THE PRESIDENTS OF THE STUDENT**

**GOVERNMENT ASSOCIATION, STAFF SENATE, AND FACULTY SENATE**

Copies of the statements from the presidents of the Student Government Association, Desiree Mauppins; Staff Senate, Sandra Hooper; and Faculty Senate, George Bratton, are attached.

Lengthy discussion followed Ms. Hooper's statement during which President Thompson and Dr. John Smith responded to questions from Board members regarding staff salaries, fringe benefits and the Career Ladder Incentive Program (CLIP).

Following Dr. Bratton's statement, Mr. Harding requested Dr. Bratton to briefly address the issue of low morale among faculty which he said he would discuss during his statement to the Board at its February 2001 meeting.

Dr. Bratton stated that morale is related to the other issues mentioned in his statement (i.e., compensation and censure). Dr. Bratton stated that an indicator of low morale is the number of faculty who are leaving the university. Dr. Bratton further stated that it is not solely an issue of compensation, but also an issue of increasing expectations in all three areas for which faculty are held accountable. Dr. Bratton indicated that while those expectations are increasing, there have not been commensurate increases in compensation or acknowledgment of individual accomplishments.

Lengthy discussion followed concerning faculty salary increases.

Mr. Sims stated that, based on information given to the Board, it appears that UCA has made a good effort in trying to increase faculty salaries.

Mr. Harding stated that President Thompson's administration has done a monumental job with increasing faculty salaries; however, that is not to say that the university does not have further to go. Mr. Harding further stated that the Board appreciates the quality of the faculty and that the Board is committed to providing as good an environment as possible for all employees.

Dr. Chakales stated that the administration has to look at the university's total expenditures and recognize the limitations it faces when determining salary increases.

President Thompson stated that Dr. Bratton is correct in that the total salary level of all ranks of faculty members has fallen slightly in comparison with SREB figures. President Thompson stated that he would provide information at the next board meeting indicating the reasons for the decrease. President Thompson explained that returning faculty members have received increases virtually every year in excess of the national averages. At the same time, faculty members at the instructor,

assistant professor and associate professor ranks have benefitted from salary increases in excess of the national averages in most instances. President Thompson further explained that UCA has experienced a generational turnover of faculty members with a fairly substantial number of faculty retiring. Due to UCA's growth over the past few years, a substantial number of new faculty have been hired. With these recent hires, UCA has a fairly young faculty compared to other institutions.

Dr. Chakales stated that salaries could be increased by decreasing the number of people hired and increasing teaching loads.

President Thompson stated that he previously suggested that a normal teaching load be increased from 12 to 15 hours; however, the idea did not meet with a great deal of enthusiasm.

Dr. Chakales stated that the faculty may want to reconsider the suggestion.

Mr. Womack thanked the presidents of the Student Government Association and the Faculty and Staff Senates for their statements.

### **ACTION AGENDA**

**Health Insurance** - At President Thompson's request, Dr. John Smith presented this item. Dr. Smith and Mr. Steve Wood, Assistant Vice President for Human Resources, responded to questions from Board members.

During the current calendar year the University has explored various modifications in the scope of health insurance which could be provided, including movement to self-insurance. In July, a formal request for proposals was issued. Four insurance providers submitted proposals on nine different plans, including one self-funded plan. Following review of the plans and pricing, the UCA Fringe Benefits Committee has recommended continuation of health insurance through CIGNA Health Care.

The plan recommended is a preferred provider network with an out-of-network option. The in-network benefits mirror the current plan with only minor changes and the plan retains the current physician and hospital affiliations. The out-of-network option will provide participants the choice of other providers and out-of-area coverage with indemnity-style deductibles and co-payments.

In-network, participants may access primary care or specialty care physicians with a flat \$20 co-payment. Pharmacy is a three tier \$10/20/30 plan and in-patient hospital access carries the

current \$400 deductible. With the plan, premiums will increase by approximately 6% over current rates.

Monthly Premiums

	<b>Current</b>		<b>Proposed</b>	
	<u>UCA</u>	<u>Employee</u>	<u>UCA</u>	<u>Employee</u>
Employee Only	\$172.44	\$30	\$182.18	\$32
Employee/Spouse	\$222.89	\$182	\$235.37	\$193
Family	\$263.03	\$322	\$278.96	\$340

Discussion followed during which Board members expressed concerns regarding the increasing cost of health insurance, especially for employees on the lowest pay levels. Board members requested the administration to look for ways in which to make health insurance more affordable for those employees.

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

**“BE IT RESOLVED: THAT THE PRESIDENT IS AUTHORIZED TO RENEW THE HEALTH INSURANCE CONTRACT WITH CIGNA HEALTH CARE FOR THE PERIOD OF JANUARY 1, 2001 THROUGH DECEMBER 31, 2001, AT THE RATES AND TERMS INDICATED ABOVE.”**

**Dental Insurance** - At President Thompson's request, Dr. John Smith presented this item. Dr. Smith and Mr. Steve Wood responded to questions from Board members.

The current dental insurance agreement with Delta Dental of Arkansas will expire on December 31, 2000. The University issued a formal request for insurance proposals in July. Five providers submitted proposals on seven plan designs. Based upon the plans and pricing, the Fringe Benefits Committee has recommended continuation of the agreement with Delta Dental.

The plan will retain a high or enhanced option and a low or basic option as currently provided. As in the current structure, new employees will be held in the low plan for their first year of employment. Changes in the enhanced plan include a co-payment for preventative care and a co-payment reduction from 80% to 70% for basic restorative care. Coverage in the base plan will not change.

Rates for the enhanced plan will increase by approximately 13%, a \$5.18 per month increase for family coverage. Rates for the base plan will not increase.

Monthly Premiums:

	<b>Current Enhanced Plan</b>		<b>Proposed Enhanced Plan</b>	
	<u>Employee</u>	<u>UCA</u>	<u>Employee</u>	<u>UCA</u>
Employee Only	\$00.00	\$17.14	\$00.00	\$19.38
Employee/Spouse	\$17.14	\$17.14	\$ 8.06	\$19.38
Employee/Children	\$22.30	\$17.14	\$25.20	\$19.38
Family	\$39.98	\$17.14	\$45.16	\$19.38
	<b>Current Base Plan</b>		<b>Proposed Base Plan</b>	
	<u>Employee</u>	<u>UCA</u>	<u>Employee</u>	<u>UCA</u>
Employee Only	\$00.00	\$12.06		
Employee/Spouse	\$12.02	\$12.06	No Change in Premiums	
Employee/Children	\$13.86	\$12.06		
Family	\$24.50	\$12.06		



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

**“BE IT RESOLVED: THAT THE PRESIDENT IS AUTHORIZED TO RENEW THE DENTAL INSURANCE CONTRACT WITH DELTA DENTAL OF ARKANSAS FOR THE PERIOD OF JANUARY 1, 2001 THROUGH DECEMBER 31, 2001 AT THE RATES AND TERMS INDICATED ABOVE.”**

**Life and Long-term Disability Insurance** - This item was pulled from the agenda because information was not received in time for the meeting.

**Master of Public Health Program** - At President Thompson's request, Dr. John Mosbo, presented this item. Dr. Mosbo and Dr. Neil Hattlestad, Dean of the College of Health and Applied Sciences, responded to questions from Board members.

The College of Health and Applied Sciences and the Department of Health Sciences propose a master's degree program in public health (MPH). The 39-hour degree program will be offered by the Department of Health Sciences based on existing courses and five new ones. The department anticipates beginning the program in the fall semester 2001. The MPH degree program will provide effectively trained professionals to work with community leaders in identifying health-related needs, and in planning, implementing, and evaluating programs to meet those needs. The MPH graduate can also assist community leaders in identifying grant agencies and developing proposals to secure funding to supplement existing public health and community resources.

The need for such professionals in Arkansas is clear. Arkansas citizens rank well above national averages in incidence of chronic diseases, and a leading national index has rated the state last in overall health and access to health care. Most of these diseases are related to health practices and are preventable with increased and concentrated educational efforts. The US Surgeon General, for example, has called cigarette smoking the single most preventable cause of disease and disability. Arkansas ranks well above national averages in the use of tobacco products. The link between smoking and chronic disease has been well documented. In a recent study, Arkansas had the second highest rate of death nationally due to stroke and the fourth highest rate of death due to lung cancer. Arkansas also lags behind in utilization of preventive health services. It has the second highest percentage of women who fail to receive mammograms and is fifth highest in the percentage of adults who are not regularly screened for colon cancer.

UCA and its Department of Health Sciences are well-positioned to offer the MPH degree, helping to address such health needs in a cost-effective way. The Department of Health Sciences at UCA is the largest academic unit of its type in Arkansas. For more than 30 years, health sciences faculty have trained health professionals who work in clinics, community and state agencies, and schools. Undergraduate offerings include BS and BSE degrees in health education and BS degrees in community health and health sciences. The latter provides specialized tracks in health services administration and gerontology. The department's newest program is the MS degree in health systems, which prepares future chief information officers for medical facilities, insurance companies, and health management organizations. UCA is the single greatest provider of health workers in the state, awarding about half (47%) of all graduate degrees for health professionals and over a third (34%) of all health-related undergraduate degrees.

Start-up and first-year costs for the proposed degree program are estimated at \$201,100. Total continuing costs for the proposed program are estimated at \$187,600 annually. To facilitate quality control and ensure that the program is compliant with nationally recognized standards, an application for accreditation will be submitted to the Council on Education for Public Health (CEPH).

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

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

**“BE IT RESOLVED: THAT THE BOARD OF TRUSTEES HEREBY APPROVES THE MASTER OF PUBLIC HEALTH PROGRAM.”**

### Master of Public Health: Curriculum Outline

The 39-hour proposed master's program can be implemented with the addition of five courses. They include Biostatistics, Grant Writing, Internship, Directed Practicum, and Special Project. The curriculum is presented in the table below. Titles of new courses are bolded in the list.

#### Required Public Health Core (18 hours)

HSC	5370	Administration of Health Programs	3
HSC	6303	Environmental Health	3
HSC	6361	Epidemiology	3
HSC	6320	Social and Behavioral Aspects of Health	3
HSC	6379	Research in Health	3
HSC	63XX	<b>Biostatistics</b>	3

#### Related Community Health Education Core (9 hours)

HSC	5331	Program Planning and Evaluation	3
HSC	63XX	<b>Directed Practicum</b>	3
HSC	63XX	<b>Grant Writing</b>	3

#### Culminating Requirements (6 hours)

HSC	6380 and 6390	Thesis Research I and II <i>or</i>	6
HSC	66XX	<b>Internship</b> <i>or</i>	6
HSC	63XX	<b>Special Project</b> plus a three hour elective course approved by advisor	6

#### Electives (6–9 hours)

HSC	5301	Health Education in the Medical Care Setting	3
HSC	5302	Health Education in the Worksite	3
HSC	5312	Drug Education	3
HSC	5343	Health Strategies for Multicultural Populations	3
HSC	6310	Advanced Health Education Techniques	3
HSC	6350	Contemporary Health Problems	3
HSC	6360	International Health	3
HSC	6371	Directed Independent Study	3
KPED	6316	Data Analysis	3
HSC	5305	Technology Applications in Health Sciences	3
SOC	5321	Social Policy Analysis	3
SOC	5331	Social Gerontology	3
SOC	5334	Medical Sociology	3

**Total Required Hours: 39**

### Program Admission Requirements

Admission requirements include a baccalaureate degree, an overall grade point average of 2.7, eight hours of biological sciences, and a basic course in statistics (e.g., MATH 2311 or equivalent).

**Bond Feasibility for Construction of a New Residence Hall** - In 1999, the university opened a new residence hall with the hope that it would help significantly with meeting the demand for on-campus housing. However, the demand for housing remains strong and the university continues to be unable to provide on-campus housing for a large number of students that submit housing applications. This year, the housing office started a waiting list for the residence halls on June 1, 2000.

Currently, the residence hall system has capacity for approximately 2,100 students, or 25% of the student body. The new residence hall opened in 1999 has a capacity for approximately 200 students in guaranteed private rooms. There appears to be adequate space available along Farris Road to construct another residence hall of similar capacity and design. Such a facility would increase on-campus capacity to 2,300, or 27% of the student body.

The employment of an architect is needed to perform preliminary planning and cost estimates for construction of a new residence hall. If Board authorization is granted for the construction of a facility at a later time, this architect would then develop appropriate bid specifications and oversee construction. In addition, the economic feasibility of issuing bonds to fund the construction needs to be investigated.

Discussion followed during which President Thompson and Dr. John Smith responded to questions from Board members. Mr. Harding requested that a detailed list of bond issues be furnished to members of the Board.

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

**“BE IT RESOLVED: THAT THE PRESIDENT IS AUTHORIZED TO EMPLOY AN ARCHITECT TO DEVELOP PLANNING AND COST ESTIMATES FOR THE CONSTRUCTION OF A NEW RESIDENCE HALL; AND**

**BE IT FURTHER RESOLVED: THAT THE PRESIDENT IS AUTHORIZED TO REQUEST FROM THE DEPARTMENT OF HIGHER EDUCATION AN ECONOMIC FEASIBILITY STUDY TO ISSUE UP TO \$10,000,000 IN BONDS TO CONSTRUCT A NEW RESIDENCE HALL.”**

The following three items were considered together:

**Sale of University of Property** - The Arkansas State Highway Commission has presented to the university a request to purchase a small strip of university property along the northern boundary of Highway 60, Dave Ward Drive, (formerly Highway 286) for \$28,000. The total land to be sold is approximately 0.30 of an acre and the purchase price was determined by a qualified real estate appraiser. The acquisition of this property is necessary for the Arkansas State Highway and Transportation Department to widen Dave Ward Drive.

**Property Acquisition** - Mr. and Mrs. Leslie Mode have approached the university about purchasing their property at 439 Augusta Avenue. The property is located next to the "Old Hospital" property the university recently purchased .

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: Lots 4 and 5, Block 1, J. E. Little Subdivision, Faulkner County, Conway, Arkansas.

**Right-of-Way and Easement for Conway Corporation** - Conway Corporation has requested that the university grant a 20-foot wide right-of-way and easement along Donaghey Avenue from the north boundary of UCA's North Overflow Parking lot to Dave Ward Drive on the south. The purpose of the right-of-way and easement is to accommodate the placement and maintenance of underground electric and CATV cable.

The electric and CATV cable have already been placed underground by Conway Corporation with the university's approval and cooperation. However, the right-of-way and easement are necessary to permit Conway Corporation to access this property for maintenance or replacement as necessary.

The right-of-way and easement would grant Conway Corporation the authority to enter upon the property to make such excavations and perform other work as they deem necessary.

The following resolutions were adopted unanimously upon motion by Mr. Sims with a second by Mr. Harding. Mrs. Goode was not present for the vote.

Resolution for Sale of University Property:

**“BE IT RESOLVED THE BOARD OF TRUSTEES AUTHORIZES THE ADMINISTRATION TO SELL THE FOLLOWING DESCRIBED LAND TO THE ARKANSAS STATE HIGHWAY COMMISSION FOR \$28,000:**

**PART OF THE SOUTHWEST QUARTER OF THE NORTHEAST QUARTER AND PART OF THE SOUTHEAST QUARTER OF THE NORTHEAST QUARTER BOTH IN SECTION 14 TOWNSHIP 5 NORTH, RANGE 14 WEST, FAULKNER COUNTY, ARKANSAS MORE PARTICULARLY DESCRIBED AS FOLLOWS:**

**STARTING AT THE NORTHWEST CORNER OF LOT 6 OF BLOCK 1 OF THE REPLAT OF UNIVERSITY PARK SUBDIVISION TO THE CITY OF CONWAY; THENCE SOUTH 01 DEGREE 28' 01" WEST ALONG THE WEST LINE OF SAID LOT 6 A DISTANCE OF 166.82 FEET TO A POINT ON THE NORTHERLY EXISTING RIGHT-OF-WAY LINE OF STATE HIGHWAY 60, SAID POINT ALSO BEING ON THE NORTHERLY PROPOSED RIGHT-OF-WAY LINE OF STATE HIGHWAY 60 FOR THE POINT OF BEGINNING; THENCE NORTH 87 DEGREES 53' 57" WEST ALONG SAID EXISTING RIGHT-OF-WAY LINE A DISTANCE OF 68.83 FEET TO A POINT; THENCE NORTH 82 DEGREES 11' 14" WEST ALONG SAID EXISTING RIGHT-OF-WAY LINE A DISTANCE OF 100.50 FEET TO A POINT ON THE NORTHERLY PROPOSED RIGHT-OF-WAY LINE OF STATE HIGHWAY 60; THENCE NORTH 77 DEGREES 47' 30" EAST ALONG SAID PROPOSED RIGHT-OF-WAY LINE A DISTANCE OF 56.82 FEET TO A POINT; THENCE SOUTH 87 DEGREES 58' 28" EAST ALONG SAID PROPOSED RIGHT-OF-WAY LINE A DISTANCE OF 45.00 FEET TO A POINT, THENCE SOUTH 68 DEGREES 35' 00" EAST ALONG SAID PROPOSED RIGHT-OF-WAY LINE A DISTANCE OF 72.87 FEET TO THE POINT OF BEGINNING AND CONTAINING 0.05 ACRE OR 2,349 SQUARE FEET MORE OR LESS.**

**ALSO:**

**STARTING AT THE NW CORNER OF LOT 6 OF BLOCK 1 OF REPLAT OF UNIVERSITY PARK SUBDIVISION TO THE CITY OF CONWAY; THENCE SOUTH 01 DEGREE 28' 01" WEST ALONG THE WEST LINE OF SAID LOT 6 A DISTANCE OF 166.82 FEET TO A POINT ON THE NORTHERLY EXISTING RIGHT-OF-WAY LINE OF STATE HIGHWAY 60; THENCE NORTH 87 DEGREES 53' 57" WEST ALONG SAID EXISTING RIGHT-OF-WAY LINE A DISTANCE OF 68.83 FEET TO A POINT; THENCE NORTH 82 DEGREES 11' 14" WEST ALONG SAID EXISTING RIGHT-OF-WAY LINE**

A DISTANCE OF 100.50 FEET TO A POINT; NORTH 87 DEGREES 53' 57" WEST ALONG SAID EXISTING RIGHT-OF-WAY LINE A DISTANCE OF 439.34 FEET TO THE POINT OF BEGINNING; THENCE CONTINUE NORTH 87 DEGREES 53' 57" WEST ALONG SAID EXISTING RIGHT-OF-WAY LINE A DISTANCE OF 110.51 FEET TO A POINT; THENCE SOUTH 71 DEGREES 32' 42" WEST ALONG SAID EXISTING RIGHT-OF-WAY LINE A DISTANCE OF 42.72 FEET TO A POINT; THENCE NORTH 52 DEGREES 21' 41" WEST ALONG SAID EXISTING RIGHT-OF-WAY LINE A DISTANCE OF 43.01 FEET TO A POINT; THENCE NORTH 87 DEGREES 17' 55" WEST ALONG SAID EXISTING RIGHT-OF-WAY LINE A DISTANCE OF 159.01 FEET TO A POINT; THENCE NORTH 65 DEGREES 55' 42" WEST ALONG SAID EXISTING RIGHT-OF-WAY LINE A DISTANCE OF 26.95 FEET TO A POINT ON THE NORTHERLY PROPOSED RIGHT-OF-WAY LINE OF STATE HIGHWAY 60; THENCE SOUTH 87 DEGREES 31' 44" EAST ALONG SAID PROPOSED RIGHT-OF-WAY LINE A DISTANCE OF 338.25 FEET TO A POINT; THENCE SOUTH 55 DEGREES 51' 33" EAST ALONG SAID PROPOSED RIGHT-OF-WAY LINE A DISTANCE OF 36.88 FEET TO THE POINT OF BEGINNING AND CONTAINING 0.13 ACRE OR 5,540 SQUARE FEET MORE OR LESS.

ALSO:

STARTING AT THE NORTHEAST CORNER OF LOT 1, BLOCK 1, OF THE REPLAT OF UNIVERSITY SUBDIVISION TO THE CITY OF CONWAY; THENCE SOUTH 02 DEGREES 06' 15" WEST ALONG THE EAST LINE OF SAID LOT 1 A DISTANCE OF 167.21 FEET TO A POINT ON THE NORTHERLY EXISTING RIGHT-OF-WAY LINE OF STATE HIGHWAY 60; THENCE SOUTH 87 DEGREES 53' 57" EAST ALONG SAID EXISTING RIGHT-OF-WAY LINE A DISTANCE OF 347.96 FEET TO A POINT; THENCE SOUTH 87 DEGREES 28' 13" EAST ALONG SAID EXISTING RIGHT-OF-WAY LINE A DISTANCE OF 64.11 FEET TO A POINT ON THE NORTHERLY PROPOSED RIGHT-OF-WAY LINE OF STATE HIGHWAY 60 FOR THE POINT OF BEGINNING; THENCE NORTH 87 DEGREES 47' 25" EAST ALONG SAID PROPOSED RIGHT-OF-WAY LINE A DISTANCE OF 150.41 FEET TO A POINT, THENCE NORTH 50 DEGREES 50' 20" EAST ALONG SAID PROPOSED RIGHT-OF-WAY LINE A DISTANCE OF 53.15 FEET TO A POINT; THENCE NORTH 02 DEGREES 01' 32" EAST ALONG SAID PROPOSED RIGHT-OF-WAY LINE A DISTANCE OF 60.00 FEET TO A POINT; THENCE SOUTH 87 DEGREES 58' 08" EAST ALONG SAID PROPOSED RIGHT-OF-WAY LINE A DISTANCE OF 40.85 FEET TO A POINT ON THE EAST LINE OF THE SOUTHEAST QUARTER OF THE NORTHEAST QUARTER OF SECTION 14; THENCE SOUTH 02 DEGREES 00' 34" WEST ALONG SAID EAST LINE A DISTANCE OF 87.39 FEET TO A POINT ON THE NORTHERLY EXISTING RIGHT-OF-WAY LINE OF STATE HIGHWAY 60; THENCE

**NORTH 87 DEGREES 55' 02" WEST ALONG SAID EXISTING RIGHT-OF-WAY LINE A DISTANCE OF 34.87 FEET TO A POINT; THENCE SOUTH 65 DEGREES 07' 30" WEST ALONG SAID EXISTING RIGHT-OF-WAY LINE A DISTANCE OF 44.50 FEET TO A POINT; NORTH 87 DEGREES 28' 13" WEST ALONG SAID EXISTING RIGHT-OF-WAY LINE A DISTANCE OF 156.33 FEET TO THE POINT OF BEGINNING AND CONTAINING 0.12 ACRE OR 5,423 SQUARE FEET MORE OR LESS.**

**TOTAL AREA TO ACQUIRE IS 0.30 ACRE OR 13,312 SQUARE FEET MORE OR LESS."**

Resolution for Property Acquisition:

**"BE IT RESOLVED: THAT THE BOARD OF TRUSTEES AUTHORIZES THE ADMINISTRATION TO PURCHASE THE PROPERTY AT 439 AUGUSTA AVENUE, OWNED BY MR. AND MRS. LESLIE MODE.**

**THE PROPERTY IS DESCRIBED AS LOTS 4 AND 5, BLOCK 1, J. E. LITTLE SUBDIVISION, FAULKNER COUNTY, CONWAY, ARKANSAS."**

Resolution for Right-of-Way and Easement for Conway Corporation:

**"BE IT RESOLVED: THAT BOARD OF TRUSTEES APPROVED THE FOLLOWING RIGHT-OF-WAY AND EASEMENT."**



RIGHT OF WAY AND EASEMENT  
With Relinquishment of Dower

UNIVERSITY OF CENTRAL ARKANSAS  
To  
THE CITY OF CONWAY, ARKANSAS

KNOW ALL MEN BY THESE PRESENT:

That We, University of Central Arkansas, (GRANTORS), for and in consideration of the sum of One Dollar, to us paid by the City of Conway, Arkansas, a City of the first class, (GRANTEE), cash in hand, the receipt of which is hereby acknowledged, do hereby grant, bargain, sell and convey unto said GRANTEE, its successors and assigns, forever, a right of way and easement 20 feet wide on, over, across and under the following described lands, owned by us and situated in Faulkner County, Arkansas, to-wit:

Said 20 foot easement is centered on underground electric primary and CATV cable that is installed within the following described properties: The East 100 feet of the NE 1/4 of Section 14, T5N, R14W; The South 170 feet of the East 435 of the NE 1/4 of Section 14, T5N, R14W; the East 100 feet of the SE 1/4 of the SE 1/4 of Section 11, T5N, R14W; and the East 10 feet of Lots 5-A, 5-B, 5-C, and the East 10 feet of the South 100 feet of Lot 4-A all in Gist Replat of the J.E. Little Addition to the City of Conway as platted in B.G. Wilson Plat Book.

Said right of way and easement is located upon and over such portion of the above described lands as has been selected by the GRANTEE and GRANTOR.

It is understood and agreed that the said GRANTEE, or its successors or assigns, shall have the right to enter upon the above described lands at such time as it or they may deem proper to make such excavations and do such other work as it or they deem proper and necessary for the laying, relaying, maintaining, repairing, or replacing of underground electric primary and CATV cable and appliances incident thereto, but it is expressly understood and agreed that the said GRANTEE, or its successors or assigns, shall be liable to the GRANTORS herein, or their heirs or assigns, for any and all damage that may be done in the prosecution of said work to any crops, fences or other improvements upon said lands, and that should it be necessary to go through any fences upon said lands, the said GRANTEE shall rebuild same immediately in as good condition as same were before.

TO HAVE AND TO HOLD the same unto the said GRANTEE, and unto its successors and assigns, forever, with full right of ingress and egress at all times in, upon, over or under and to said lands for the purposes aforesaid.

WITNESS our hands and seals this \_\_\_\_ Day of \_\_\_\_\_, 2000.

\_\_\_\_\_  
\_\_\_\_\_

ACKNOWLEDGMENT

STATE OF ARKANSAS  
County of Faulkner.

BE IT REMEMBERED, That on this day came before the undersigned, a Notary Public within and for the County aforesaid, duly commissioned and acting, \_\_\_\_\_ to me well known as the grantors in the foregoing instrument, and acknowledged that they had executed the same for the consideration and purposes therein mentioned and set forth.

WITNESS my hand and seal as such Notary Public this \_\_\_\_ day of \_\_\_\_\_, 2000.

\_\_\_\_\_  
Notary Public

My Commission Expires:

\_\_\_\_\_

Prior to Executive Session Mr. Sims suggested that improvements be made to the soccer fields.

### EXECUTIVE SESSION

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

### OPEN SESSION

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

**“BE IT RESOLVED: THAT THE UCA BOARD OF TRUSTEES APPROVES THE FOLLOWING ADJUSTMENTS, APPOINTMENTS, ADJUSTMENTS/APPOINTMENTS FROM RESTRICTED GRANT FUNDS, FACULTY EQUITY ADJUSTMENTS, RESIGNATIONS, AND RETIREMENTS, PROVIDED HOWEVER, THAT THE ADMINISTRATION IS AUTHORIZED TO MAKE CORRECTIONS AND CHANGES OF A CLERICAL NATURE.”**

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

There being no further business to come before the Board, the meeting was adjourned by Chairman Womack.

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Mr. Dalda Womack, Chair

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Mr. Rush Harding, Secretary

**BOARD OF TRUSTEES  
ANNUAL FALL ADDRESS  
OCTOBER 13, 2000  
DESIREE MAUPPINS, SGA EXECUTIVE PRESIDENT**

Good afternoon,

I would like to thank the Board for allowing the Student Government Association (SGA) to come and speak this afternoon. This is an honor that SGA would like to see continued for many years to come.

I would also like to express student appreciation to the Board, President Thompson, administrators, faculty, and staff, for their cooperation and support in establishing the Labor Day and Martin Luther King, Jr. Holiday breaks. Starting school on Thursday had a positive impact on freshman during their first days at the University of Central Arkansas (UCA). Planning ahead for two days of class was far less intimidating than preparing for a full slate of classes at once. This slower pace allowed students a little more time to adjust from high school to college life.

Before suggesting changes we would like to see made at UCA, the SGA polled forty peer institutes to determine what practices are in place on their campuses. Currently, this data is being reviewed by appointed committees, and proposals will be presented at a later date. Recently, the members of SGA gathered for their annual Fall retreat where preliminary results of these polls were compared with current practices at UCA. Looking to the future, we have great visions for UCA and have set several goals we would like to reach in the next year. These goals, which I will briefly discuss, are attached to your copy of this speech.

The first goal we addressed concerns the issue of academic “dead days.” Currently, UCA does not institute a time of rest for students before finals. Many other schools see the value of offering their students a break from tests, projects, and papers before rushing them into finals and then out of the residence halls. This hurried schedule not only prevents students from adequately preparing for their final exams, it also greatly affects the stress level experienced by students and negatively impacts their health.

The second goal is aimed at revising and improving the current system of registration. At this time, senior students are allowed to register first, then the remaining students are divided alphabetically to register. Students have expressed concern over the fact that many junior students are unable to register for classes in their major due to over crowding of classes by sophomores. Eventually, we would like to see the registration process evolve into a more efficient process by which seniority to register is given to each classification in turn.

The third goal is to change the current practice of using part of students’ social security number in campus e-mail system. We would like to see a switch to a friendly, name-based system, similar to the current system faculty and staff use for e-mail. Elimination of the use of social security numbers in e-mail addresses would decrease students’ fear that their personal information could be used improperly or by unauthorized persons. Students have expressed unwillingness to post their e-mail addresses on the Web, due to the fact that it contains a significant part of their social security number.

Our fourth goal for improvement at UCA is to create a memorial fountain in memory of deceased faculty, staff, and students. During conferences at other college campuses this summer, we noticed many had such memorials. Additionally, these memorials provide a quiet resting-place for student reflection. A fountain coalition has been established, including alumni, administrators, faculty, staff, and students, who will further explore possibilities for this project.

These are just a few of the many goals and ideas that SGA hopes to accomplish in the near future. I would like to express my appreciation for the working relationships that have been cultivated, and the support I have received, over the past four years I have been involved with SGA. In closing, I wish to say “thank you” on behalf of the students at UCA for making this university the prestigious and respected institute it is today.

Thank you for helping to put “Students First!”

## GOALS FOR 2000/2001

- 1.) Establish an Academic Dead Week/Dead Days
- 2.) Develop and construct a Memorial Fountain
- 3.) Develop UCA Museum or Congress Room
- 4.) Develop a Career Counseling Course/Increase advising training
- 5.) Library open 24 hours/Extended library hours
- 6.) Improve registration process (i.e., order of registration)
- 7.) Increase communication between SGA and students
- 8.) Remove UCA from Censure List
- 9.) Promote student involvement and school pride
- 10.) Develop marketing plan for UCA
- 11.) Develop UCA recycling program
- 12.) Improve technology and access to resources

Sandra Hooper  
President UCA Staff Senate

I asked the members of the staff senate to find out what the top concerns of the staff were and I would like to share these concerns with you.

Our first concern is with the Career Ladder Incentive Program or CLIP, the new evaluation process for all state employees. I know that there is some doubt about this program will be funded or even if it will be funded in the future. We just want to be evaluated for our job performance fairly and we would also like for our supervisors to be better trained as how to evaluate us. In the last NCA study it was stated that the staff is one of the strengths of this university. It is ironic that this same staff seems to be the hardest group of people to reward

We are also concerned about the high cost of insurance benefits. I know that this is a problem across the county but with the lower salaries that some of our employees make on this campus the added expense of insurance to cover the employee and sometimes their family takes a large chunk out the paycheck. Some employees can not afford insurance for themselves or their families.

Our first two concerns, the fair evaluations of staff and the higher cost of benefits, lead to our third concern and that is the constant turn over of staff. This should be a concern for the whole campus because this does impact the faculty, students and other staff. When a staff member leaves this university, their knowledge and experience leaves with them. We should all work together to do what we can to make this campus a place where people want to get a job and a place where staff members want to continue to work throughout their careers.

I would like to take this opportunity to thank the board for trying to give us the bonuses and I hope that by next July 1<sup>st</sup> the money will have been given to the staff. I know that the process of getting the \$90,000 has been a long and frustrating process for the staff and everyone trying to find a way to reward the staff. I would like to thank Sharon Russell, last year's Staff Senate President, Jack Gillean and Melissa Rust for their many hours work spent trying to figure out a way to give the \$90,000 to the staff and for keeping the staff informed about the progress of their efforts. I would also like to thank everyone who helped find campus jobs for the staff displaced by the sale of the bookstore to Barnes and Noble. I know that Steve Wood and his staff in Human Resources were instrumental in finding positions for these staff people.

I would also like to take the time to acknowledge the Faculty Senate President and the Student Government Association President. Professor Bratton and Desiree Mau pins have been willing to work on any mutual problems and have been very supportive of the staff. It is true that a house divided against itself cannot stand and I know that as long as the staff, the faculty and the students work together we can make UCA a place of which we are all proud

George Bratton – Remarks to the Board of Trustees – October 13, 2000

Good afternoon.

There are three issues which very seriously concern my constituents: low morale, compensation, and censure. Five minutes provides little opportunity to discuss even one of these. As I will again have the opportunity to speak to you in the second semester, I leave the topic of low morale until that time.

#### Compensation

The Faculty Senate endorsed and sent to the President this week a comprehensive report on faculty compensation. A brief snapshot of this report's findings: using the salary numbers which were given to you in August in the 1994-5 academic year UCA faculty salaries were 96.9% of the SREB average. In the 1998-9 academic year while Instructor and Assistant Professor salaries exceeded SREB averages, the overall average had dropped to 96.6% of the SREB average. While this may not seem to be a significant drop it is an indicator of other unsatisfactory compensation trends.

I, or those faculty directly involved in the preparation of this report, will gladly provide you with more detailed information.

#### Administrative Censure by AAUP

The censure of the UCA administration by the AAUP has tarnished the excellent reputation of the university. Therefore, the UCA Faculty strongly urges the Board of Trustees to take immediate action to ensure the removal of this censure. The Faculty pledges its support to the Board in this endeavor.

Thank you.