

The Board of Trustees of the University of Central Arkansas convened in regular meeting Friday, October 11, 2002, at 3:00 p.m. in the Fireplace Room in McCastlain Hall with the following officers and members present:

Chair:	Mr. Rush Harding
Vice Chair:	Mr. Kelley Erstine
Secretary:	Mr. Scott Roussel
	Mr. Rickey Hicks
	Mr. Randy Sims
	Dr. Michael Stanton
	Mr. Dalda Womack

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

MINUTES

Minutes of the following meetings were unanimously approved as circulated upon motion by Mr. Womack with a second by Mr. Erstine:

July 29, 2002, meeting;
August 5, 2002, teleconference executive session;
August 20, 2002, meeting; and
September 16, 2002, meeting.

INTRODUCTIONS

President Hardin introduced the following individuals:

Mrs. Mary Hardin, the President's wife;
Dr. Joe Anderson, Chair of the Department of Mass Communication and Theatre;
Dr. Chenyi Hu, Chair of the Department of Computer Science;
Dr. Steve Addison, Chair of Department of Physics and Astronomy;
Dr. Charlotte Cone, Associate Dean of Undergraduate Studies;
Ms. Barbara Anderson, Executive Assistant to the President; and
Mr. Tom Courtway, General Counsel effective November 1, 2002.

PRESIDENT'S REPORT

Litigation - Jack Gillean, Vice President for University Relations, presented the following report on the status of litigation involving UCA:

Paul Pojman v. University of Central Arkansas, (EEOC-251A1178).

Charging party Paul Pojman, a former faculty member, initiated a charge before the Equal Employment Opportunity Commission alleging a supervisor discriminated against him due to his sex in creating a sexually hostile work environment, and retaliated against him for his involvement in a sexual harassment investigation, in violation of Title VII of the Civil Rights Act of 1964, as amended. The university provided a response denying each and every material allegation of the charge. Upon completion of an investigation of the charge, the EEOC dismissed the claim stating that it was unable to conclude that the information obtained established a violation of the statute. Charging party has the appropriate period of time to pursue the matter through litigation should he choose to do so.

Construction - Dr. John Smith, Executive Vice President, presented the following construction report and responded to questions from Board members:

Mathematics/Computer Science Building - This project is substantially complete with a limited number of classes being offered in the building this semester. The contractor has started the site work and it should be completed by mid-October.

Estes Stadium (East Stands) - Renovation will include adding a brick facade and new entrance to the east stands, and new visitor dressing room, concessions area, ticket booths, restrooms and storage area. First review of architectural drawings has been completed by State Building Services with second review scheduled in early October. This project should be ready to bid in late November.

Baseball Field Drainage and Field Re-crown - Project includes new fencing, sod replacement, and field drainage. Work is 80% complete with the project scheduled to be finished in early October.

Mr. Hicks arrived at the meeting at this time and Mr. Harding requested that special guests be introduced and an announcement be made before continuing with the President's Report.

Mr. Harding introduced his wife, Linda, and Ms. Helen Holloway, one of his former teachers and made the following official announcement:

Harding Establishes Million Dollar Scholarship

University of Central Arkansas Board of Trustees Chairman Rush Harding III. (BS '76) and his

wife Linda (BS '82) announced they are establishing the Holloway/Hicks Endowed Scholarship Fund.

According to Harding, Ms. Helen Holloway was a history teacher at Clarendon High School who had a dramatic and positive impact on his life. Harding indicated he was also motivated by a recent discussion with fellow UCA board member Rickey Hicks (BS 884) on the importance of minority role models.

"I have a great deal of respect for Rickey Hicks and his service to UCA. I wanted my friend Rickey to know that his concerns about African-American students are important to me. Ms. Holloway was a wonderful teacher and great example and I am pleased to be able to honor her and help UCA students at the same time," Harding said.

An immediate transfer of one hundred thousand dollars into a life insurance policy of one million dollars will be made. The estimated maturity value of the policy in twenty years will be in excess of one million dollars. Each year beginning in 2003, a scholarship of ten thousand dollars will be awarded to a UCA student to be paid annually in installments of \$2,500. Upon maturity of the policy, as many as 50 plus students could be attending UCA on the Holloway/Hicks Scholarship.

"This is a remarkable gift from two standpoints," stated UCA President Lu Hardin. "First, the large amount of money donated will help hundreds of future UCA students. Second, it recognizes the importance at UCA of minority role models."

Holloway taught at Clarendon High School from 1967 - 1976. She is currently retired and living in De Valls Bluff.

President Hardin, on behalf of the Board of Trustees and UCA expressed his appreciation to Mr. and Mrs. Harding, Ms. Holloway, and Mr. Hicks.

PRESIDENT'S REPORT (continued)

Housing Occupancy - Dr. John Smith gave an update on housing occupancy and responded to questions from Board members.

Financial Report for Fiscal Year 2001-2002 - President Hardin and Mr. Paul McLendon, Interim Vice President for Financial Services, presented this report and explained the newly-imposed requirements of the Governmental Accounting and Standards Board (GASB). During discussion, President Hardin and Mr. McLendon responded to questions from Board members.

Other - Netherlands Campus - President Hardin reported that, as a result of suggestions from some Board members, he will bring recommendations regarding the Netherlands campus to the next Board meeting for consideration by the Board.

Mr. Sims requested financial information regarding the Netherlands campus and Mr. Hicks requested information explaining why more students are not taking advantage of the opportunity to attend classes on the Netherlands campus. President Hardin assured Board members that in-depth information about the Netherlands campus will be furnished to the Board at the next meeting.

**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, Courtney Shearer; Staff Senate, Deloise Mowdy; and Faculty Senate, Michael Schaefer, are attached.

In response to Dr. Michael Schaefer's statement to the Board, Mr. Harding assured Dr. Schaefer that members of the Board do not consider the faculty "...a collection of chronic malcontents who cared about nothing but salary increases...". Mr. Harding further stated that the university is fortunate to have a committed faculty and that sacrifices and efforts made by the faculty and staff on behalf of the university are appreciated.

ACTION AGENDA

Resolution for John Smith - President Hardin read the following resolution, which was adopted unanimously upon motion by Mr. Sims with a second by Mr. Hicks:

WHEREAS, Dr. John Smith has served the University of Central Arkansas for the past nine months as Interim President, and

WHEREAS, during his interim presidency he has been responsible for overseeing the operation of \$86 million, 8400 students, and hundreds of faculty and staff, and

WHEREAS, Dr. John Smith has served the university as ably as Vice President for Financial and Administrative Services since 1998, and has been a valued employee of the University of Central Arkansas since 1984, and

WHEREAS, during his tenure as Interim President, John Smith has exemplified the basic tenets of trust, communication, and commitment to academic freedom that is necessary for the success of a university, and

WHEREAS, the Board of Trustees of the University of Central Arkansas is grateful for John Smith's leadership, communication with the Board, and total cooperation during the search process for a new president,

BE IT RESOLVED, by the University of Central Arkansas Board of Trustees as follows:

DR. JOHN SMITH IS HEREBY RECOGNIZED BY THE UNIVERSITY OF CENTRAL ARKANSAS BOARD OF TRUSTEES FOR HIS OUTSTANDING SERVICE AS INTERIM PRESIDENT OF THE UNIVERSITY OF CENTRAL ARKANSAS, THE BOARD OF TRUSTEES EXTENDS ITS GRATITUDE TO JOHN SMITH FOR HIS COMMITMENT TO THE UNIVERSITY AND LOOKS FORWARD TO MANY YEARS OF CONTINUED SERVICE.

Witness our hands and seal this _____ day of _____.

Rush Harding, Chair Scott Roussel, Secretary

Mr. Harding, on behalf of the Board of Trustees, expressed appreciation to Dr. Smith for his service to the University.

In response, Dr. Smith thanked the Board for giving him the opportunity to serve as Interim President. Dr. Smith stated that it was a very positive experience for him. He further stated that he deeply loves UCA and that the institution has been good to him and his family over the past 19 years. Dr. Smith stated that all he has accomplished during his interim presidency is a result of the support of faculty, staff, and students.

Fee Waiver Policy - Employees (Board Policy No. 623) - Before this item was presented, President Hardin stated that Dr. Stanton, Mr. Harding, and Mr. Roussel wish to recuse themselves from the vote because they have children who are full-time students at UCA. Although he has no vote, President Hardin recused himself as well because he, too, has a daughter who attends UCA.

During the presentation of this item, Dr. John Smith stated that the proposed changes to this policy were recommended by the Fringe Benefits Committee and neither President Hardin nor members of the Board had input into this issue.

The UCA Fringe Benefits Committee has reviewed and recommends the policy shown on the following pages. The committee recognizes that provision of a graduate fee remission is new and potential costs are unknown. Therefore, the committee also recommends continued review of the graduate remission costs with the goal of adjusting the fees to twenty percent, consistent with the undergraduate remission rate.

The following resolution was adopted by majority vote upon motion by Mr. Sims with a second by Mr. Erstine. Mr. Sims, Mr. Erstine, Mr. Hicks, and Mr. Womack cast affirmative votes. As stated above, Dr. Stanton, Mr. Harding, and Mr. Roussel recused themselves:

"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 Page 1 of 2

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, 5/00

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, 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.~~

Undergraduate and Graduate Registration Discount Program

As referenced in IRC Sections 117(d) and 127, UCA has established a tuition remission program for eligible employees and their spouses and dependents. 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 the initial enrollment occurs, subject to any overall registration guides or 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, HPER fee, 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. The discount will not apply to study-abroad programs.

Eligibility and Restrictions

Only courses taken for college credit qualify for the discount.

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

Fee remission for employees, spouses and dependent children may not be used prior to the first regular semester or summer term following the employee's completion of one year of benefits-eligible employment.

Fee remission for spouses and dependent children may be used in attaining only one undergraduate degree. Individuals holding an undergraduate degree from UCA or another institution may not use the remission program.

Fee remission for employees may be used in attaining only one undergraduate and one graduate degree. Individuals holding an undergraduate or graduate degree from UCA or another institution may not use the remission program in attaining a second degree at the same level. However, with review and approval of the appropriate supervisor and vice president, employees may use the fee remission program in attending courses related to the employee's current job duties or role.

Employees

Employees may take no more than three (3) credit hours during normally assigned work hours during any one semester or summer term.

Time-off for courses taken during normal working hours must be approved through the employee's supervisor and department manager. Efforts should be made to schedule courses at

times that will least interfere with heavy seasonal work loads or exceptionally busy periods of the work day. Employees may not give up their lunch-break periods to offset time away from work.

Spouses and Children

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

For the undergraduate discount, dependent children must enroll and begin classes at UCA within thirty (30) months of their date of high school graduation.

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

Undergraduate degree fee discounts for eligible spouses remain in effect for seven (7) consecutive years from the date of initial enrollment.

Graduate degree fee discounts are not available for spouses or dependents.

Costs

Employees, the spouses of employees, and/or the children of employees will pay an amount equal to twenty (20) percent of regular in-state registration and applicable eligible fees for undergraduate courses.

Employees will pay an amount equal to fifty (50) percent of the regular in-state registration and applicable eligible fees for graduate courses.

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 and fees represented by the period of time remaining in that semester.

Exceptions

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

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 that employee's dependents with all other guidelines and restrictions remaining.

Space Utilization Policy (Board Policy No. 400) - Dr. Sam Buchanan, Interim Provost, presented this item.

The proposed modifications to Board Policy No. 400 are very minor. The most significant change is proposed to address confusion that has existed as to whether the university's Solicitation Policy must be followed when vendors or exhibitors set up displays in connection with conferences scheduled in the Brewer-Hegeman Conference Center. These proposed modifications clarify that the Solicitation Policy does not apply to vendors or exhibitors associated with conferences scheduled in the Brewer-Hegeman Conference Center. Other changes include clarification that scheduling of the Brewer-Hegeman Conference Center occurs through the Division of Continuing Education, not the University Calendar Office, and modification of the charge imposed when events scheduled for the Conference Center are canceled within 60 days of the event.

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

"BE IT RESOLVED: THAT THE BOARD OF TRUSTEES APPROVES THE FOLLOWING MODIFICATIONS TO BOARD POLICY NO. 400, SSPACE UTILIZATION."

UNIVERSITY OF CENTRAL ARKANSAS
BOARD POLICY

Policy Number: 400
Subject: Space Utilization
Date Adopted: 8/78
5/00, 5/01

Page 1 of 11
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 submitted, and rental and special fees collected with the exception of the Brewer-Hegeman Conference Center and 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 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 in Brewer-Hegeman 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 BREWER-HEGEMAN 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.

d dTo provide for maximum use of the Brewer-Hegeman Conference Center, Continuing Education reserves the right to grant priority use to events that require multiple rooms and to relocate smaller events to campus locations which have comparable space. If a group is relocated, notification will be provided to the designated group representative a minimum of 30 days before the start of the event.

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 BREWER-HEGEMAN CONFERENCE CENTER

All groups seeking the use of the Brewer-Hegeman Conference Center are scheduled through the Division of Continuing Education. Activities that raise questions regarding policy or appropriateness of activity will be referred to the Council of Vice Presidents for a decision. Activities included in Priorities one, two, and three may be scheduled two (2) years in advance. To provide for maximum use of the facility, Continuing Education reserves the right to grant priority use to events that require multiple rooms and to relocate smaller events to campus locations that have comparable space. If a group is relocated, notification will be provided to the designated group representative a minimum of 30 days before the start of the event. Priority four events may be scheduled 30 days 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 classrooms 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 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, with the exception of groups that seek the use of the Brewer-Hegeman Conference Center. Such groups must schedule activities through the Division of Continuing Education. 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 1 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 Director 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 two (2) calendar years in advance.

XII. GENERAL POLICY STATEMENTS

1. Any sales or solicitation on University property must comply with the University Solicitation Policy. Request for sales or solicitation in connection with a conference or event scheduled through the Division of Continuing Education will be referred to the Director of Continuing Education for a decision or recommendation regarding the approval of such activity. If there is a concern regarding the appropriateness of an activity, the request will be submitted to the Council of Vice Presidents for a decision.

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. If a meal is served by the UCA contract vendor, the rental fee for that room will be waived.

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 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

Basic Network Line Access Charges: 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 30 days of the first telecast.

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 more, will be applied if cancellation is requested within ~~30~~ 60 days or less prior to the scheduled event. ANY RELATED DIRECT 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 *\$750/8hrs (\$ 100/hr additional)
\$400/4hrs (\$100/hr additional)

Brewer-Hegeman 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 7:00 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. All groups will be responsible for paying all costs associated with the event. Examples of direct costs are maintenance set-up charges, clean-up charges, University Police (security) expenses and technician wages. A fee of \$100 or 25% of total estimated charge, whichever is less more, will be applied if cancellation is requested within ~~30~~ 60 days or less prior to the scheduled event.

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. Student Center Ballroom *\$300/8 hrs (\$25/hr additional)
3. Student Center Meeting Rooms \$100/8 hours (\$10/hr additional)
4. Hall of Fame Room in Estes Stadium \$150/per day
5. All Other Meeting Rooms in Estes \$125/per day
6. Farris Center \$125/per day

Gymnasiums

1. Farris Center *\$ 740/per day (gym floor only)
2. Farris Center Pool \$ 50/2 hrs (plus lifeguard fee)
3. Old Gym *\$ 400/per day (gym floor only)
4. HPER Center

- | | | |
|----|------------------------|--|
| A. | One Court Reserved | *\$ 250 |
| B. | Two Courts Reserved | *\$ 500 |
| C. | Three Courts Reserved | *\$ 750 |
| D. | Running Track Reserved | Additional \$100 (Cannot be reserved by
itself) |

Outside Areas

- | | | |
|----|---|---|
| 1. | Estes Stadium | \$ 750/per day (includes track & field
and field markings) |
| 2. | Tennis Courts | \$ 5/hr M-F
\$ 10/hr Sat-Sun |
| 3. | A. Varsity Softball Field
B. Softball Fields | Not Available |
| d | | |
| d | | |
| | One-Day Tournament | |
| | 1) One field | \$ 65.00 |
| | 2) Two fields | \$130.00 |
| | 3) Three fields | \$195.00 |
| | 4) Four fields | \$260.00 |
| | Two-Day Tournament | |
| | 1) One field | \$ 75.00 |
| | 2) Two fields | \$150.00 |
| | 3) Three fields | \$225.00 |
| | 4) Four fields | \$300.00 |
| | Additional Day | |
| | Per Day Per Field | \$ 25.00 |
| | Practice Sessions | |
| | Two Hour Maximum | \$ 20.00 |
| 4. | A. Varsity Soccer Field
B. Soccer fields | \$150/per day
\$ 50/8 hours |
| 5. | Practice Football Fields (2) | \$150/per day per field |
| 6. | Varsity Baseball Field | Not Available |

7. 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.

* H a l f a n d f u l l d a y r a t e s o n l y .

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

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 30 days of the first telecast.

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 more, will be applied if cancellation is requested within ~~30~~ 60 days or less prior to the scheduled event. ANY RELATED DIRECT COSTS ARE THE RESPONSIBILITY OF THE USER. THE 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 | \$350/8 hrs (\$50/hr additional) |

Brewer-Hegeman 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	\$ 75.00 per day
5.	Conference Room 4B	\$ 75.00 per day
6.	Conference Room 4A & 4B Combined	\$150.00 per day
7.	Conference Room 5A	\$100.00 per day
8.	Conference Room 5B	\$100.00 per day
9.	Conference Room 5A & 5B Combined	\$200.00 per day

Time for above rental rate is 7:00 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. 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. A fee of \$100 or 25% of total estimated charge, whichever is less more, will be applied if cancellation is requested within ~~30~~ 60 days or less prior to the scheduled event.

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.	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)
4.	HPER Center	
	A. One Court Reserved	\$100
	B. Two Courts Reserved	\$200
	C. Three Courts Reserved	\$300
	D. Running Track Reserved	Additional \$50 (Cannot be reserved by itself)

Outside Areas

1.	Estes Stadium (includes track & field)	\$125/8 hrs
2.	Tennis Courts	\$ 25/8 hrs (M-F) \$ 50/8 hrs (Sat-Sun)
3.	A. Varsity Softball Field B. Softball Fields	Not Available
	One-Day Tournament	
	1) One field	\$ 40.00
	2) Two fields	\$ 60.00
	3) Three fields	\$ 80.00
	4) Four fields	\$100.00
	Two-Day Tournament	
	1) One field	\$ 60.00
	2) Two fields	\$ 90.00
	3) Three fields	\$120.00
	4) Four fields	\$150.00
	Additional Days Per Day Per Field	\$ 25.00
4.	A. Varsity Soccer Field B. Soccer Fields	Not Available \$ 25/8 hours
5.	Varsity Baseball Field	Not Available
6.	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 that require a fee for their event will be charged a rental fee.

Health Insurance Renewal - Dr. John Smith and Mr. Steve Wood, Assistant Vice President for Human Resources, presented this item.

The university currently offers group health insurance through QualChoice of Arkansas. Two plans, a Health Maintenance Organization (HMO) and a Point of Service (POS) plan, are offered to employees. Based upon high utilization in the HMO plan, the costs to both UCA and to employees in renewing that plan are extreme. In researching plan options with independent insurance brokers, self-funding representatives and with other insurance providers, it appears that offering a traditional zero-deductible HMO through any insurer is becoming prohibitively costly.

Following extensive discussion, the UCA Fringe Benefits Committee has recommended continuation of health insurance coverage with QualChoice using a three-option POS plan design. Other than increases in prescription fees and emergency room fees, the plans will continue the same benefits as currently offered. However, each plan will carry a different deductible cost level for hospital and outpatient services and three corresponding premium levels. Based upon the plan selected by each employee, costs to employees and to UCA are expected to increase by an overall average of approximately 10%.

Monthly Plan Premium Comparisons:

	<u>Current HMO Plan</u>	<u>Proposed Plan Deductible Options</u>		
		\$2,500	\$1,000	\$500
Employee Only Coverage				
Employee	\$ 36.00	\$ 30.00	\$ 38.00	\$ 63.00
UCA	\$206.85	\$177.15	\$216.39	\$264.08
Employee Plus One				
Employee	\$194.00	\$165.00	\$203.00	\$282.00
UCA	\$290.54	\$249.28	\$305.77	\$372.13
Family Coverage				
Employee	\$308.00	\$263.00	\$323.00	\$442.00
UCA	\$376.91	\$322.60	\$396.16	\$482.63

In addition to the health insurance, the Fringe Benefits Committee is currently considering supplemental insurance options that would provide coverage for many of the deductible or out-of-pocket expenses.

Discussion followed during which Mr. Wood responded to questions from Board members.

With the support of the Fringe Benefits Committee, the following resolution was adopted upon motion by Mr. Sims with a second by Mr. Hicks. Mr. Womack was not present for the vote.

"BE IT RESOLVED: THAT THE BOARD OF TRUSTEES AUTHORIZES THE

PRESIDENT TO RENEW THE GROUP HEALTH INSURANCE AGREEMENT WITH QUALCHOICE OF ARKANSAS FOR JANUARY 1, 2003 THROUGH DECEMBER 31, 2003 AT THE RATES AND TERMS AS OUTLINED ABOVE."

Retirement Plan Revision (Transfer and Withdrawal of Retirement Account Funds) - President Hardin presented this item and stated that this proposed revision is consistent with other state institutions and will make UCA more competitive.

Under the university's 403B Alternate Retirement Plan (TIAA-CREF) employee participants have full access to their retirement accounts upon separation from service and attainment of age 59.. Participants also have access to their retirement accounts upon disability separation from service, have access to of their account accumulations upon attainment of age 55 and separation from service or may select a lifetime annuity distribution upon separation from service at any age. Otherwise, participants ending employment with the university at any age prior to 55 do not have cash-withdrawal or rollover options.

Due to the need for greater individual flexibility upon separation from service, the Fringe Benefits Committee supports a provision to allow distribution and/or rollover of vested accumulations upon separation from service at any age.

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

"BE IT RESOLVED: THE UNIVERSITY OF CENTRAL ARKANSAS ALTERNATE RETIREMENT PLAN IS AMENDED TO ALLOW FORMER EMPLOYEES, WITHIN IRS GUIDELINES AND AS PERMITTED BY THE FUNDING VEHICLE, TO RECEIVE CASH WITHDRAWALS AND/OR TO CONDUCT FUND ROLLOVERS OF ALL VESTED ACCOUNTS."

Student Housing - At the February 16, 2001, meeting of the Board of Trustees, the administration was authorized to request proposals from private developers for construction of a student apartment complex on university property at the corner of Robins Street and Donaghey Avenue. The university received three proposals for the project but determined that the cost was prohibitive based on the number of housing units that could be built on the space.

The demand for on-campus student housing has continued to increase. To accommodate this demand, the university has leased approximately 400 beds in apartment complexes surrounding the campus. In order to obtain these accommodations, in most cases, the university had to sign two-year leases with the owners of the apartments. Therefore, these beds are secure for the academic year 2003-2004 as well.

The administration has identified a larger site of university land that could be used for construction of an apartment complex. This new site is approximately four (4) acres and is located on the east side of Donaghey Avenue across from the softball complex. An apartment

complex with 300 - 350 beds could be constructed on this site. The size of this complex should make it financially feasible for private developers and the university. If the process for soliciting proposals begins soon, an apartment complex could be constructed and ready for use for Fall 2004.

Lengthy discussion followed during which President Hardin and Dr. John Smith responded to questions from Board members.

Following discussion, the following resolution was unanimously adopted upon motion by Mr. Sims with a second by Mr. Hicks:

"BE IT RESOLVED: THAT THE ADMINISTRATION IS AUTHORIZED TO REQUEST PROPOSALS FROM PRIVATE DEVELOPERS FOR CONSTRUCTION OF A STUDENT APARTMENT COMPLEX ON UNIVERSITY PROPERTY."

EXECUTIVE SESSION

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

OPEN SESSION

Open session was declared by Mr. Harding.

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

"BE IT RESOLVED: THAT THE BOARD OF TRUSTEES APPROVES THE FOLLOWING ADJUSTMENTS, APPOINTMENTS, AND RESIGNATIONS AND/OR NON-REAPPOINTMENTS, PROVIDED HOWEVER, THAT THE ADMINISTRATION IS AUTHORIZED TO MAKE CORRECTIONS AND CHANGES OF A CLERICAL NATURE."

(A copy of the personnel list is on file in the president's office.)

ADJOURNMENT

There being no further business to come before the Board, the meeting was declared adjourned by Mr. Harding.

Mr. Rush Harding, Chair

Mr. Scott Roussel, Secretary

**Student Government Association
Board of Trustees Meeting
October 11, 2002**

The Student Government Association is already hard at work making improvements for students at UCA. One of our first big projects was a September 11 Memorial Service, in which over 500 students attended. We sponsored the 3rd annual Friday Night HYPE event, which gave students a reason to stay at UCA on the weekend. We handed out UCA bandanas and students had the chance to meet their senators. There was a great voter increase when SGA elections were held last month. The fall election is usually not as popular as the spring election, but 1,517 voted in this past election compared to approximately 1,000 in the spring of 2002.

In working with President Hardin, SGA has been able to extend library hours from 7:00 a.m.-12:00 a.m., Monday-Thursday and from 2:00 p.m.-12:00 a.m. on Sundays. Also with the help of the President, we will be getting 5 new bike racks in the next few weeks.

In an attempt to reach all students at UCA, the SGA has started a television show and a radio show. Students can submit questions, comments, and concerns via the telephone or our Website, and we will address them during the programs. The radio show is every other Tuesday at 11:30 a.m. and the television show is taped the subsequent Tuesdays at 12:15 and airs weekdays at 1:00 p.m. and 7:00 p.m. on Channel 6. Our Website can be accessed through the UCA Website and is updated regularly.

The SGA is trying to educate students about Amendment 3 and the effects it could have on UCA. We handed out informational flyers on the tax at the fall election and two SGA Executive officers attended a press conference at the Capital last month. We realize it is an important issue facing the state of Arkansas, especially in the area of higher education.

We are going to hold a program called "SGA Council" on November 21 to give students a chance to ask the SGA senators as well as faculty, staff, and administrators any questions they have about UCA. At our retreat last weekend, the SGA learned about conflict management, parliamentary procedure, and most importantly, we set our goals for the school year. We have high expectations for ourselves and SGA is looking forward to continuing to better our university.

**Courtney Shearer,
2002-2003 SGA President**

Student Government Association Goals
Board of Trustees Meeting
October 11, 2002

1. **On-Line Voting:** We hope to have voting on-line for the students in the spring elections. We feel like this would be more convenient and that we would see an increase in voter turnout.
2. **Computers in Java City:** We would like to put two non-printing computers in Java City Coffee Shop in the Student Center. This summer, SGA put four Internet ports in the lounge area. We would like to leave two ports open for students to bring their laptops to use in the coffee shop.
3. **SGA/SAB Big Event:** We would like to co-sponsor a "Big Event" with SAB. We would want this to be something that most students would enjoy. We want to bring in a big name act to get UCA on the map.
4. **Increased love/support/school spirit for UCA:** We want to increase support for UCA not only on campus, but also throughout the community. We would love to see Conway businesses supporting the Bears with banners and paraphernalia out on games days.
5. **Diversity Week:** We hope to get continued support for Diversity Week. This is a program that we started last year. We want to make it bigger and better this year.
6. **Senator Accountability:** By using creative publicity we hope to get the names and faces of ALL SGA senators out this year. We want students to know whom they elected and what they can do for them. We want to create a unified and visible senate.
7. **More student involvement:** We hope to get more students involved with not only SGA activities but with all campus activities. By doing programming and informing students about what is going on at their university, we can get them involved.
8. **Community Service:** SGA wants to be more active in community service and hopes to see all students get active in some community service project in Conway. If we support our city, they will support us.
9. **Recycling Program:** There has been talk of a recycling program in years past. We hope to get this program off and running this year with help from administration and the physical plant.
10. **Storage Units:** SGA would like to see some type of storage units put on campus. Many students rent units off campus. By bringing some units on campus, it could create revenue for the university and be very convenient for students.
11. **Bear Bucks:** We are continuing to work with administration on getting the Bear Bucks program up and working. This would be a card that you could use like a declining balance in the bookstore, vending machines, and washing machines/dryers on campus.

Address to the Board

Deloise Mowdy

Staff Senate President

Good afternoon Board members, President Hardin and fellow employees,

I would like to thank the Board for allowing me to address you today.

I also would like to say to President Hardin welcome aboard.

This is an exciting time for UCA. The staff senate is looking forward to working with President Hardin, the faculty and the students in making UCA a better place to work, to teach, and to learn.

I would like to share with you the goals of the Staff Senate for the year 2002-2003.

One of the constant goals since the Staff Senate was formed in 1983 has been communication. It will continue to be a goal this year. It is vital that the Staff Senate continues to promote open and active lines of communication with the new administration, the faculty, the students and the staff body. The steps that have already been taken to open the lines of communication are:

In meeting with President Hardin, he assured the staff senate that his door is always open and will regularly meet with the staff senate to discuss the issues and concerns of the staff.

Next, thanks to the work and creative ability of Jennifer Boyett, staff senate has a new staff senate web page. It now has postings of the staff senate committees, the staff senate minutes, a schedule of the Staff Senate meetings, and the staff senate's up coming events. Events such as the homecoming parade (staff senate will have a float this year), the brown bag specials, and annual picnic.

Other steps to improve lines of communication across the spectrum are to meet with the Faculty Senate President and the Student Government President to discuss how the Staff Senate can aid them in achieving their goals.

In conjunction with these steps our plan includes an improvement in the orientation of new staff employees about the university and the staff senate and the role it plays in the university.

The second goal is to implement a plan to endow the Employee Book Scholarship fund. The goal was started last year and progress has been made. The Employee Book Scholarship committee submitted new guidelines for Administration of the scholarship fund at the August staff senate meeting and they were approved.

The committee is now working on a budget using those guidelines so that the fund is increasing and not decreasing.

Goal three is one that will take the entire UCA community's effort to accomplish, to recommend a plan for ongoing on site computer training for the University's employees. The Staff Senate sponsored four, one-day computer application workshops in May of this year for all employees. A survey was conducted after the workshops and the overwhelming response was that the employees need more comprehensive training in these applications. I have talked with faculty senate president Michael Schaefer about the issue and together we will conduct a survey to see what specific type of training employees feel that they need the most. I also relayed this information to President Hardin since he has joined our UCA community. He was very encouraging about the goal and initiated parties to research the possibilities. Training our employees to use technology is a very important step in making UCA a contender in the technology age.

The forth goal is to find avenues to fund the Career Ladder Incentive program. The CLIP program incorporates pay for performance principles by awarding employees bonus payments for meeting set criteria for their classification. This program was implemented in 2001. The staff

members that meet the requirements that year received a bonus. However, due to budget cuts this year there were no funds for the program. The Staff Senate's goal is to work with the administration to have funds set aside to fund this program so that the employees that put the extra effort and dedication in to their jobs are rewarded. President Hardin indicated that he thought that hard work should be rewarded and that the issue would be addressed in the upcoming months.

The fifth goal of the Staff Senate is to have an office designated for the Staff Senate. Some years the Staff Senate President doesn't have an office, excess to a computer or a place to store the Staff Senate files. Currently the Staff Senate has materials in several locations throughout the campus, resulting in lost efficiency of conducting Staff Senate business. I am glad to report that the Administration is in the process of getting Staff Senate an office.

The last goal is an internal staff senate goal to create guidelines that will help in the transition of the staff senate officers from year to year.

The Staff Senate has made great strides in achieving these goals, by the united support of the UCA community we feel confident that with hard work we can be 6 and 0 for the season.

Thank you for your time.

Michael Schaefer

President, Faculty Senate

Remarks to UCA Board of Trustees

Oct. 11, 2002

On the day he announced his retirement from the presidency of UCA, Dr. Thompson called me into his office to offer some advice about how I should conduct myself with the Board of Trustees. He told me that the remarks of some previous presidents of the Faculty Senate had given the Board the impression that the faculty was a collection of chronic malcontents who cared about nothing but salary increases, and that I should be careful not to reinforce this view. That the board would have such an impression--if, in fact, it does--surprised me, since I was familiar with what my predecessors had said and saw nothing in their statements that would foster such an idea, but in case this misperception does exist, I will speak to it this afternoon.

I will not dispute that there has been a great deal of discontent among the faculty at UCA for a number of years, but I would argue that this condition is not a result of the faculty's being naturally recalcitrant, inevitably impatient of any authority beyond their own. Even a cursory scan of academic publications will show that some university presidents are eager to present faculty in this manner, because doing so absolves those presidents of all responsibility for any discontent. An aphorism I have heard quoted in this regard, attributed to Father Theodore Hesburgh, is "Faculty morale is always the lowest it's ever been"—in other words, no matter what anyone does, faculty are always going to complain loudly. For evidence that this is not the case, we need only look at the current atmosphere on the UCA campus. Far from being the lowest it's ever been, faculty morale has been climbing steadily since last January, thanks to the attitude of mutual respect and the increase in shared governance that were initiated by Interim President Smith and that are continuing under President Hardin. Whereas in the past the Faculty Senate felt compelled to pass frequent resolutions critical of the administration's ignoring of the faculty's proper role in the governance of the university--in the areas of academic standards, curriculum, and staffing--the first Senate resolution of this year, which passed unanimously, was a vote of thanks to Dr. Smith for the atmosphere of cooperation and respect he fostered between the faculty and administration during his tenure as Interim President. (I am delighted to see that the Board has on its agenda today a resolution commending Dr. Smith that includes similar wording, referring to his commitment to trust, communication, and academic freedom.) Nothing in the past thirteen years has generated more positive faculty comment than President Hardin's determination to lift the censure of UCA's administration by the American Association of University Professors and his decision last week to conduct a national search for the next Provost, since both actions bespeak the commitment to academic freedom and shared governance that is the lifeblood of a truly great university. As I noted in my address at the University's opening convocation in September, a former Faculty Senate President advised me to "give the new [University President] a chance. Offer your hand and that of

the Senate in support of him. Let him know that the Senate is not an opponent for power or control of policies; that you share the interest of the University and are willing to cooperate for the benefit of the University community." I, and the Senate, and the faculty as a whole concur with this view, and President Hardin has responded in kind. I have every reason to believe that the coming years will demonstrate that when legitimate reasons for discontent are absent, faculty unrest will be absent as well.

The question of legitimate faculty discontent leads to my second issue, the faculty's alleged concern with nothing but salary increases. I could easily cite dozens of faculty activities that refute this impression, but I will limit myself to just two, drawn from the departments of English and Occupational Therapy. Generally speaking, a faculty member's salary is paid for twelve credit hours of teaching per semester, along with services in research and other areas. In the 2001-02 academic year, the twelve members of the English department (excluding the chair) taught twenty-three extra three-credit-hour courses, under the headings of "Independent Study," "Oxford Tutorial," "Readings for Honors Degree," and others, for no extra pay. Students needed these courses to fulfill the particular demands of their programs, and faculty members willingly, voluntarily, taught an average of nearly six extra hours per person, for free, while at the same time not curtailing their research and service activities. Faculty in Occupational Therapy have shown themselves equally willing to do large amounts of extra, unremunerated work for the good of their students. One of the degree requirements in this major is field experience; although it is not their explicit responsibility to do so, OT faculty regularly involve themselves in this area, often devoting a good deal of their time to bringing clients onto campus and supervising the students' treatment of those clients. The result is that the clients get free treatment, the students get their required experience, and the faculty members get the satisfaction of knowing they have provided the most beneficial opportunities to the other two groups.

Let me repeat that these are not isolated examples; every department on campus engages in similar unremunerated activities. The reality is, then, that while faculty are of course concerned about salary issues, and legitimately so, their highest priority, even in periods of abysmal morale and nearly flat salaries, is always to provide the best possible education for their students. UCA's faculty has achieved a great deal under very difficult conditions in recent years, and that fact bodes well for what will be accomplished when, as seems to be the current case, all parties responsible for our students' education work together in harmony and mutual regard under the best principles of shared governance and academic freedom.