

The Board of Trustees of the University of Central Arkansas convened in regular meeting Friday, May 7, 2004, at 2:00 p.m. in the Fireplace Room in McCastlain Hall with the following officers and members present:

Chair: Mr. Scott Roussel
Vice Chair: Dr. Michael Stanton
Secretary: Mrs. Patricia Bassett
Dr. Conrad Garner
Mr. Rush Harding
Mrs. Kay Hinkle
Mr. Randy Sims

with the following absent: None

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

MINUTES

Minutes of the February 20, 2004, Board meeting and the March 16, 2004, teleconference meeting were unanimously approved as circulated upon motion by Mr. Sims with a second by Dr. Garner.

INTRODUCTIONS AND ANNOUNCEMENTS

President Hardin introduced the following individuals:

- Kay Hinkle - UCA's newest Board member;
- Katy Hinkle - Mrs. Hinkle's daughter;
- Carl Frederickson - outgoing president of the Faculty Senate; President Hardin congratulated Dr. Frederickson on a successful year;
- Sondra Gordy - incoming president of the Faculty Senate;
- Julia Robison - outgoing president of the Staff Senate; President Hardin congratulated Ms. Robison on an incredible year;
- Brent Passmore - incoming president of the Staff Senate;
- Ortavius Wright - Ms. Wright was unable to attend the meeting; however President Hardin recognized Ms. Wright as the outgoing president of the Student Government Association and congratulated her on a great year;
- Chris Walter - incoming president of the Student Government Association;
- Jim Brosam - new director of International Programs.

PRESIDENT'S REPORT

Tom Courtway - President Hardin welcomed Tom Courtway back to campus. Mr. Courtway served as interim director of the Arkansas Department of Education for the past six months.

UCA Concert Choir - The UCA Concert Choir, under the direction of John Erwin, added to a year of extraordinary activity and accomplishment by representing UCA and the United States at the Riva del Garda International Choral Competition in Italy. Erwin and the 46-student choir received gold medals in two competition categories and were a mere 4/10 of a point behind the overall competition winner, a semi-professional Russian choir. Because of the very close finish, the UCA choir was invited to perform with category winners in the competition's final concert.

UCA Horn Ensemble - The UCA Horn Ensemble, under the direction of Brent Shires, has been invited to perform at the 36th International Horn Symposium in Valencia, Spain, in July 2004. UCA's ensemble is one of only two US student ensembles to be invited, the other hailing from the Eastman School of Music. In its invitation to the UCA ensemble, the Symposium's organizers note the "excellent reputation of your horn program" and conclude, "Without a doubt your appearance will contribute to making our Congress an event of the highest level."

UCA Humanities and World Cultures Institute - At its annual meeting in Kansas City last month, the East-West Center in Hawaii designated the UCA Humanities and World Cultures Institute as a regional center in Asian studies. As such, the institute is the only one of its kind in Arkansas, and in the Southwest region. To receive this recognition after only three years in existence is an incredible honor for the institute, the College of Liberal Arts and for the university. Being designated a regional center means that the East-West Center will provide funding to assist us in holding conferences and in other related events. It also assures UCA of having at least one faculty member representing UCA at its variety of summer seminars and workshops. To date, seven of our faculty members have attended the East-West Center's summer programs. The center will provide workshops to the community and instructions to the Arkansas teachers about how to include Asia in the curriculum.

Updates - President Hardin gave updates on the following items:

- UCA's financial status (very solid);
- Graduation and retention rates (UCA remains first among State universities);
- Projected enrollment (will exceed 10,000 in fall 2004);
- Negotiations with *The Oxford American* (75 to 80% complete);
- IBM contract (UCA is on track to become the first university wireless provider in the nation);
- Christian Cafeteria renovation and construction (is on schedule to be completed by the beginning of the fall 2004 semester);
- Wingo renovation (is scheduled to begin in the fall);

- Indoor athletic facility (construction is in progress);
- Residential housing (Nabholz has been awarded the contract for a new residential facility; President Hardin expressed appreciation to Barbara Anderson, Jack Gillean, Paul McLendon and others who were involved in reviewing bids).
- Women's golf team (finished 4th in the NCAA Division II South Regional tournament in Florida; President Hardin expressed appreciation to his wife, Mary, for assisting him while coaching the team.)

Steve Wood - President Hardin stated that he is sad to report that Steve Wood has submitted his resignation as Assistant Vice President for Human Resources to accept a position at the University of Arkansas for Medical Sciences. President Hardin announced that Rita Fleming, presently the chief financial officer for the Arkansas Department of Higher Education, has been selected to fill the position.

Fund-raising - President Hardin and Kelley Erstine, Vice President for Development and Alumni Services, reported on UCA's fund-raising efforts. President Hardin reported that UCA Foundation assets increased from \$10 million to \$14 million in the past 18 months.

Mr. Erstine reported the following:

- The recent Phonathon resulted in pledges totaling over \$106,000, approximately 75% of which will be realized. Mr. Erstine also reported on gifts resulting from letter-writing campaigns.
- New levels of giving ranging from \$1,000 to \$25,000 within the President's Club have been developed, some of which are named for former presidents B. W. Torreyson, H. L. McAlister, Nolen Irby, Silas Snow, and Jefferson Farris.
- A "1907 Club" has been developed to recognize individuals and corporations with cumulative giving levels of \$50,000 or more.
- Members of the President's Club and the "1907 Club" charter society will be inducted at an event at the President's Home on May 22.
- Guests at the recent Distinguished Alumni Dinner included recipients of the UCA Distinguished Alumni Award: Wayne Cranford, Scottie Pippen, William Stiritz, and the family of Dee Brown.
- Members of the Doyne Society, which recognizes individuals who participate in UCA's planned-giving program, will be honored at a luncheon in Buffalo Alumni Hall on June 10.
- Plans for the upcoming Centennial Campaign are being developed. Mr. Erstine stated that gift-giving begins with individuals, i.e. faculty, staff, alumni, and friends of UCA. Mr. Erstine announced that President Hardin and his family have given a significant initial gift of \$5,000 and expressed his appreciation to the President. Mr. Erstine asked members of the Board of Trustees and the UCA Foundation Board to join in the effort.

Litigation - Tom Courtway, General Counsel, presented the following litigation report and responded to questions from Board members:

1. Litigation Resulting from Mary Landreth Automobile Accident:

(A) *Background:* On March 10, 2000, Mary Landreth, a UCA history professor, was involved in an automobile accident on Interstate 430 in Little Rock. While returning from a trip to the University of Arkansas at Monticello, Dr. Landreth, while traveling northbound on I-430 in west Little Rock, crossed the median of the interstate and struck a van in the southbound lanes. Dr. Landreth was killed, as was the driver of the van, Ms. Tamrya L. Gray. Ms. Gray also had minor children in the van, all of whom were injured, one critically.

(B) *State Claims Commission:* On March 6, 2003, three (3) separate cases arising out of this accident were filed with the Arkansas State Claims Commission. They are as follows:

(1) No. 03-1069-CC: Lawrence Henry vs. UCA. Amount claimed is \$5,000.00.

(2) No. 03-1070-CC: Lawrence Henry, Next Friend of Christopher Henry, a minor vs. UCA. Amount claimed is left blank in the claim. Allegations are that the minor suffered permanent eye injury, broken jaw, and other injuries.

(3) No. 03-1071-CC: Lee Gray, Guardian for Whitney Gray, Leanne Gray and Katye Gray vs. UCA. This claim is for injuries suffered by the three minors, all of whom were daughters of the deceased driver, Tamrya Gray. Claim filed seeks \$3,900,000.00.

In addition, on April 8, 2004, a separate claim was filed on behalf of Trevor Young (No. 04-1079-CC) seeking reimbursement of \$50,000.00 in medical expenses.

An answer was filed in all four cases. The Claims Commission has issued a stay (postponement) in the proceedings pending resolution of a state court action in Crittenden County, Arkansas. These claims will be litigated in the State Claims Commission once the Crittenden County matter is resolved.

(C) *Litigation Pending in Crittenden County Circuit Court:* Separate cases were also filed in the Circuit Court of Crittenden County, Arkansas. The university's insurance carrier determined that Ms. Landreth was covered under UCA's liability policy, and has agreed to pay the policy limits (\$500,000.00) into the Court to divide among the plaintiffs. A pleading has been filed with the Court, but no monies have been disbursed as of April 20, 2004.

2. Robin Matthews vs. UCA, City of Conway, Arkansas, and City of Bentonville, Arkansas:

(A) *Background*: This is a suit brought by a former officer of the UCA Police Department alleging sex discrimination and other matters. Ms. Matthews resigned from the police force effective March 5, 2003. She then filed an EEOC complaint. The EEOC determined that it could not conclude that UCA was violating any of the federal statutes cited by Ms. Matthews.

(B) *Litigation*: Ms. Matthews filed suit in federal district court against the three defendants. Answers have been filed denying her claim. No trial date has been set and no depositions or other discovery has been taken at this time.

3. Arch Bradley (EEOC complaint):

(A) *Background*: Mr. Bradley was terminated from the UCA Police Department by letter dated March 16, 2004. He then filed an EEOC complaint on March 31, 2004, against UCA alleging age discrimination in the termination of his employment.

(B) *Status*: No action needed at this time.

4. Glen Robinson vs. UCA, et al.

(A) *Background*: Mr. Robinson sued UCA and the Board of Trustees in federal district court alleging Mr. Robinson was arrested for theft from the College Pantry (located on Farris Road) for driving off without paying for gasoline.

(B) *Status*: After Mr. Robinson's attorney was made aware that UCA had no interest in The College Pantry, the university and the Board of Trustees were dismissed as parties to this lawsuit by order entered on December 18, 2003.

SGA Report on Smoking Survey Results - Chris Walter, Executive President of the Student Government Association, reported results of the recent campus smoking survey. After reporting several statistics, Mr. Walter stated that the Student Government Association recommends to the Board of Trustees that smoking restrictions be in place by the beginning of the fall 2004 semester.

President Hardin expressed his appreciation to the Student Government Association and stated that the administration will work with the SGA to draft specific language for a smoking policy and submit it for Board approval before the beginning of the fall 2004 semester.

Financial Report ending March 31, 2004 - Paul McLendon, Vice President for Financial Services, briefly reviewed the financial report.

ACTION AGENDA

College of Natural Sciences and Mathematics Laboratory Fee (Board Policy No. 649) -

The College of Natural Sciences and Mathematics (CNSM) has proposed the institution of a fee to assist in recovering costs associated with natural science laboratory instruction. Lab instruction requires a substantial amount of consumable supplies, attrition of small glass items due to breakage, and the maintenance, repair, and replacement of small capital equipment items such as microscopes. Inflation has contributed collectively to drive up the cost of supplies and small items of equipment, and tighter federal regulatory control of hazardous materials has disproportionately driven up the cost of shipping bio-medical and chemical items, as well as adding costs for safe on-site storage.

A laboratory fee will enhance the university's ability to offer excellent learning experiences in the laboratory sciences for both major and non-major students. Therefore, the CNSM requests that a fee structure be implemented for students enrolled in any natural science laboratory course (this does not include mathematics or computer science) to defray the increased costs of laboratory supplies.

It is recommended that the fee be established at \$20 per lab course rather than by credit hour, with a maximum fee of \$45 per student per semester for students taking more than two lab courses. For the majority of UCA students, this fee structure would result in a total cost of \$40 spread over four years.

Revenue generated by this nominal fee would be returned to the natural sciences departments to support the purchase of expendable supplies and consumables, to include small capital items, and for the repair of existing essential laboratory equipment.

The following resolution was unanimously adopted to establish Board Policy No. 649, "College of Natural Sciences and Mathematics Laboratory Fee," upon motion by Dr. Garner with a second by Mrs. Bassett:

"BE IT RESOLVED: That the Board of Trustees hereby authorizes the establishment of a natural sciences laboratory fee in the amount of \$20 per lab course with a maximum cost of \$45 per student per semester.

BE IT FURTHER RESOLVED: That funds generated from the implementation of this fee shall be placed in the maintenance and operating budget of the College of Natural Sciences and Mathematics to provide necessary supplies and equipment for natural sciences laboratories."

Honors College Participation Fee (Board Policy No. 651) - The director and faculty of the Honors College have proposed a participation fee for students in the Honors College, beginning with the fall 2004 semester. The fee, assessed each fall and spring semester for students enrolled in any Honors College course, would be instituted in phases. A phase-in acknowledges that freshmen will have the most opportunities to benefit from the enhancements paid for by the fee, sophomores the next greatest number of opportunities to benefit, and so on.

Additional operating funds are needed due to rapid enrollment growth and a restricted financial environment that led to budget cuts and to salaries being drawn from the supplies and services budget. The Honors College tripled its enrollment in the past decade. Adjusting to this, the Honors College grew from two faculty and two staff members in 1998 to what will be eight faculty and four staff members by next fall. As enrollment grew, so did the cost of carrying out necessary functions, as have ancillary costs associated with additional faculty and staff.

The fee would help finance curricular enhancements that make honors education special — first-year experience programming; sophomore matriculation events; Parents' Day; Senior Thesis Conference and Senior Banquet; a student newsletter, the *Vino*; a student journal, *PARADIGMS*; major lecture series including High Tables, Issues in the Public Square, and Challenge Week; field trips in honors courses such as service learning trips; and student travel to scholarly meetings.

The phase-in of the fee is proposed as follows: in 2004-05, \$20 per semester for juniors and seniors, \$50 per semester for sophomores, and \$100 per semester for freshmen; in 2005-06, seniors would pay \$20 per semester, juniors \$50 per semester, and sophomores and freshmen \$100 per semester; in 2006-07, seniors would pay \$50 a semester, juniors, sophomores and freshmen \$100 a semester; finally, upon full phase-in by the 2007-08 academic year, each Honors College student would pay \$100 per semester. The \$100 per semester charge would remain as stated until an adjustment is made by the Board upon the recommendation of the Honors College and Provost. This fee will not be covered by scholarship. The Honors College director may waive the participation fee for Honors students who are not on a scholarship. When fully phased in, it is anticipated that the fee will generate \$100,000 annually for the Honors College.

The proposed fee has the endorsement of the Honors College Student Council. The Honors Council will also be involved in the allocation of the revenue raised by this fee.

Following discussion, the following resolution to establish Board Policy No. 651, "Honors College Participation Fee," was unanimously adopted upon motion by Mr. Harding with a second by Dr. Stanton:

“BE IT RESOLVED: That the Board of Trustees hereby approves a participation fee to be phased in as described beginning in fall 2004 for students enrolled in the UCA Honors College. The participation fee will not be covered by scholarship and

may be waived only with the approval of the director of the Honors College in limited circumstances.

BE IT FURTHER RESOLVED: That the fee will be assessed each fall and spring semester and the funds generated will be placed into the maintenance and operating budget of the Honors College.”

The following two items, regarding general registration and other fees and the operating budget for 2004-05 were discussed and voted on simultaneously:

1. General Registration and Other Fees (Board Policy No. 630):

Undergraduate Students - The current general registration and required fees for an undergraduate student enrolled in at least thirteen credit hours per semester is \$2,252.50. Out-of-state students pay an additional \$1,656.

It is recommended that the general registration hourly rate remain \$145 per credit hour and that registration and mandatory fees be charged on a maximum of 14 hours per semester instead of the 13 hours currently charged. This change will result in an overall increase of \$145 per semester for general registration and \$25 per semester for mandatory fees. This results in an overall increase of \$170 per semester for a student taking at least 14 hours.

It is recommended that the out-of-state general registration fee be decreased \$11 per credit hour (from \$138 to \$127) and that the fee be charged on a maximum of 14 hours per semester instead of 12 hours currently charged. This fee has not changed since 2002-03.

The current facility fee of \$3 per credit hour has not changed in several years. The facility charges and infrastructure needs of the university have increased significantly due to the cost of utilities and facility additions to the campus. It is recommended that the facility fee be increased by \$6 per credit hour and be charged based on a maximum of 14 credit hours each semester. The increase for a student taking 14 credit hours is \$84 a semester.

With the support of the Student Government Association, the administration is recommending that the current Health Services Fee of \$5 per student per semester be increased to \$25 per student per semester.

The result for a student taking 14 or more credit hours will be:

2003-04 Charge (13 or more credit hours)	\$2,252.50	
		<u>% Increase</u>
Increase 13 to 14 credit hours		
Registration fees	145.00	6.4%
Mandatory fees	25.00	1.1%
General mandatory fee increase		
Proposed increase in facility and and health services fees (14 hours)	104.00	4.6%
Total Increase	\$ 274.00	12.1%
2004-05 Charge (14 or more credit hours)	<u>\$2,526.50</u>	
Proposed increase for part-time student for general registration and facility fee (charge for one credit hour)	\$ 4.00	
Proposed increase for part-time student (health service fee)	\$ 20.00	
Proposed increase for out-of-state students (14 hours)	\$ 122.00	7.4%

Graduate Students - The current general registration and required fees for a graduate student on a per-credit-hour basis total \$189. In addition, a student pays a Student Activity Fee, Radio Station Fee, Health Service Fee, and a Publication Fee. Out-of-state students pay an additional \$182 per credit hour.

It is recommended that the general registration fee be increased \$5 per credit hour (from \$180 to \$185) and that the facility fee be increased \$6 per credit hour. The new total for fees charged on a per-credit-hour basis is \$200 (5.8% increase).

It is also recommended that the Health Services Fee of \$5 per student per semester be increased to \$25 per student per semester and that the out-of-state general registration fee be increased from \$182 per credit hour to \$185 per credit hour.

2. Operating Budget for 2004-05:

The proposed operating budget for fiscal year 2004-05 totals \$108,296,433 as compared with revised 2003-2004 budget of \$100,971,978. This represents an increase of \$7,324,455 or 7.25%.

REVENUES

State General Revenues - Projected state general revenues are based on the assumption that the university will receive 100% of Category A and 68.6% of Category B-1.

Student Fees

Undergraduates - Charging for 14 credit hours instead of 13 will increase general registration and mandatory fees by 7.5% for those students taking 14 or more credit hours and mandatory fees reflect a general increase of 4.6% over 2003-2004.

Graduates - The general registration and mandatory fees for graduate students will result in an overall increase of 5.8% (from \$189 to \$200 per credit hour).

Out-of-State - The additional registration fee for out-of-state undergraduate students will increase 7.4%. The additional registration fee for out-of-state graduate students will be increased by \$3 (from \$182 to \$185 per credit hour).

The expected additional revenue, based on the proposed changes and enrollment increasing by 400, should be \$4,547,943.

Other Revenues - An increase of \$200,000 is anticipated as a result of access charges to the distributed antennae system for cellular providers (IBM contract).

Auxiliary Revenues - Room and board rates will increase an average of 3.4% and resident hall occupancy is expected to increase by 300.

EXPENDITURES

Salary totals will increase \$965,000 for new positions to provide faculty and staff services for 10,000 students.

Non-classified and Classified Employees - A base salary increase of 2.7% has been included in this budget. The total increase is approximately \$1,050,000. (During discussion, Paul McLendon, Vice President for Financial Services, explained that “non-classified” refers to contract and non-contract employees.)

Fringes - Fringe benefits are now calculated at a rate of 28% of base salary. The current rate of 27% has been in place since 2000-01.

Scholarships - The university's scholarship budget will increase by \$2,370,000 to cover increases in registration and fees and the large 2003-04 freshmen class.

Other Expenditures - The increase in operating expenses are primarily a result of additional debt service necessary to make technology infrastructure improvements. Other increases have occurred in health services and financial aid.

Athletic Department - Increased revenue from athletic fees (based on the 14-hour maximum charge) will cover additional expenses in the athletic program, i.e., scholarships, recruiting, transportation, student assistants, facility improvements, operational expenses, insurance and injury claims.

Housing and Food Services - The housing and food service budget will increase as a result of an 8% increase in the food service contract and the need for additional student housing (university-owned/leased apartments).

During discussion, Dr. Stanton noted that in recent years tuition increases have surpassed inflation and expressed his hope that the Board and the administration will continue to do their best to keep costs down for the students by putting more emphasis on fundraising and belt tightening.

Following lengthy discussion the following resolutions were unanimously adopted upon motion by Mrs. Bassett with a second by Dr. Garner:

“BE IT RESOLVED: That the Board of Trustees adopts the proposed revisions to Board Policy No. 630, ‘General Registration and Other Fees,’ effective fall 2004 (revised policy begins on the following page);

BE IT FURTHER RESOLVED: That all fees not modified remain at the same level.”

AND

“BE IT RESOLVED: That the Board of Trustees approves the 2004-05 operating budget totaling \$108,296,433 as distributed and discussed.”

UNIVERSITY OF CENTRAL ARKANSAS
BOARD POLICY

Policy Number: 630

Subject: Fees - General Registration and Others

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Date Adopted: 3/94

Revised: Passim (most recent 5/04)

UNDERGRADUATE

The current general registration and other required fees for 14-credit hours per semester for an undergraduate student are as follows:

	<u>2004-2005</u>
<u>Current Fees</u>	
General Registration	2,030.00
Facilities/Infrastructure	126.00
Cooperative Education	7.00
Fine/Performing Arts	28.00
HPER	56.00
Health Services	25.00
AAGE	<u>5.00</u>
Sub-Total	2,277.00
Student Ctr/Recreation	56.00
Athletic	161.00
Student Activity	13.50
Radio Station	5.00
Publication	6.00
SAB	<u>8.00</u>
Total	<u><u>2,526.50</u></u>
<u>Out-of-State</u>	1,778.00

**GENERAL REGISTRATION AND OTHER MANDATORY FEES:
UNDERGRADUATE**

The current general registration and other required fees for an undergraduate student on a per-hour or -term basis are as follows:

	2004-05			
	<u>Per Hour</u>	<u>Maximum</u>		
<u>Current Fees:</u>				
General Registration	145.00	2,030.00		
Facilities	9.00	126.00		
Cooperative Education	0.50	7.00		
Fine/Performing Arts	2.00	28.00		
Student Ctr/Recreation	4.00	56.00		
Athletics	11.50	161.00		
HPER	<u>4.00</u>	<u>56.00</u>		
	176.00	2,464.00		
 <u>Per Term/Semester:</u>				
AAGE	N/A	5.00		
Student Activity (8+hrs) (Note 3)	N/A	13.50		
Student Activity (1-7 hrs) (Note 3)	N/A	3.50		
SAB (Note 2)	N/A	8.00		
Radio Station*	N/A	5.00		
Health Service (Note 1)	N/A	25.00		
Publications*	N/A	6.00		
 Out-of-State	 127.00	 1,778.00		
	<u>Fall/Spring</u>	<u>Intersession</u>	<u>Summer I & II</u>	<u>10 Wk Session</u>
Note 1: Health Service Fee	\$ 25.00	\$12.50	\$12.50	\$25.00
Note 2: SAB	\$ 8.00	-0-	\$1.50	\$3.00
Note 3: Student Activity Fee	\$13.50 or \$3.50	\$3.50	\$3.50	\$3.50

* Charged fall and spring semesters only.

GRADUATE

The current general registration and other required fees for a graduate student on a per-hour or -term basis are as follows:

	<u>2004-2005</u>
General Registration	185.00
Facilities	9.00
HPER	4.00
Fine/Performing Arts	<u>2.00</u>
Sub-Total	200.00
Student Ctr/Recreation	4.00
Athletic	<u>11.50</u>
TOTAL	215.50

Per Term/Semester

SAB (Note 2)	8.00
Student Activity (8+ hrs) (Note 3)	13.50
Student Activity (1-7 hrs)(Note 3)	3.50
Radio Station*	5.00
Health Services (See Note 1)	25.00
Publication*	6.00

Out-of-State 185.00

	<u>Fall/Spring</u>	<u>Intersession</u>	<u>Summer I & II</u>	<u>10 Wk Session</u>
Note 1: Health Service Fee	\$25.00	\$12.50	\$12.50	\$25.00
Note 2: SAB	\$8.00	\$ -0-	\$1.50	\$3.00
Note 3: Student Activity	\$13.50 or 3.50	\$3.50	\$3.50	\$3.50

*Charged fall and spring semesters only

Bachelor of Arts Degree in African/African-American Studies - The College of Liberal Arts proposes a new interdisciplinary baccalaureate program in African/African-American Studies. The African/African-American Studies major will give students an understanding of the history and cultures of Africa, the effects of colonialism and slavery on those cultures and on the United States and the Caribbean nations, and the contributions of Africans to the culture of America. This program will be housed in the Department of English but is comprised of courses taught across the UCA campus in history, literature, music, philosophy and religion, political science, sociology, and foreign languages. Teaching students to look at an issue from the perspectives of different disciplines is one of the most important goals of a liberal arts education, and this major will accomplish that goal while enabling students to deal with some of the questions that are most central to our development as a nation and culture. It will prepare students to work successfully in fields that require an understanding of diversity and an ability to relate to people from different cultures, two increasingly important characteristics in today's world. If approved, this will be the first and only BA in African-American Studies in Arkansas.

The proposal has been endorsed by all appropriate administrators and councils.

The following resolution was unanimously approved upon motion by Mr. Harding with a second by Mrs. Bassett:

“BE IT RESOLVED: That the Board of Trustees hereby approves the Bachelor of Arts degree in African/African-American studies.”

Mr. Harding requested that former Board member Rickey Hicks be notified that this program was approved by the Board.

**UNIVERSITY OF CENTRAL ARKANSAS
PROPOSAL FOR A NEW DEGREE PROGRAM**

**BACHELOR OF ARTS IN
AFRICAN/African-American STUDIES**

- 1. PROPOSED PROGRAM TITLE:** Bachelor of Arts in African/African-American Studies
- 2. CIP CODE REQUESTED:** 05.0201
- 3. CONTACT PERSON:** Conrad Shumaker
English Department
University of Central Arkansas
Conway, AR 72035
Shumaker@uca.edu
(501) 450-5126
- 4. PROPOSED STARTING DATE:** Fall Semester 2004

5. PROGRAM SUMMARY:

General Description of the Program

Introduction and Academic Purpose

In a very real sense, American culture *is* multicultural. Our food, our music, our ways of dressing, our literature, and our sciences reflect the ways in which various cultures have contributed to this rich mixture we call “America.” And yet many of those contributions are often overlooked or misunderstood, even by our brightest students. “Ours is a late twentieth-century world profoundly fissured by nationality, ethnicity, race, class, and gender,” wrote Henry Louis Gates in 1992. “And,” he continues, the only way to transcend those divisions – to forge, for once, a civic culture that respects both differences and commonalities – is through education that seeks to comprehend the diversity of human culture. Beyond the hype and the high-flown rhetoric is a pretty homely truth: There is no tolerance without respect – and no respect without knowledge. Any human being sufficiently curious and motivated can fully possess another culture, no matter how “alien” it may appear to be.

The African and African-American studies major aims to nurture in students an understanding of the diversity that makes for human culture, an understanding that will foster respect for difference. This program will be housed in the English Department but comprised of courses taught across the UCA campus in history, literature, music, philosophy and religion, political science, sociology, and foreign languages. Thus, it will give students an interdisciplinary understanding of the history and cultures of Africa, the effects

of colonialism and slavery on those cultures and on the United States and the Caribbean nations, and the contributions of Africans to the culture of America. Giving students the ability to look at an issue from the perspectives of different disciplines is, of course, one of the most important goals of a liberal arts education, and this major will accomplish that goal while enabling students to deal with some of the questions that are most central to our development as a nation and culture. It will prepare students to work successfully in fields that require an understanding of diversity and an ability to relate to people from different cultures, two increasingly important qualifications in today's world, and qualities that are especially needed in Arkansas.

Examining the components of cultural diversity is particularly important in today's world, when international students compose a growing number of students on the majority of American college campuses. (In 2001-02, UCA enrolled 225 international students, representing 54 countries.) Recent events have made every American all too painfully conscious of how apparently isolated occurrences form part of a global network of crises, and how the average life can be affected by issues that seem removed from our daily concerns.

African students, who attend UCA in increasing numbers, report that American students (including African-American students) have little understanding of the history and culture of Africa. And both African and American students often lack an understanding of the history of African-Americans and the implications of that history. This lack of understanding has serious implications, since it robs African-American students of an important part of their heritage, prevents American students from appreciating the significance and importance of Africa in world history and in the development of American culture, and separates African students from their American counterparts. Bringing these groups of students together in courses that explore these issues better prepares students for a future in which Africa is likely to have increasing importance, and in which cooperation among the diverse groups within America will be essential.

B. Curriculum Additions or Modifications

As implied above, the idea of interdisciplinary study is not new to the liberal arts at UCA, though this program will be new in the depth and scope of its particular approach and focus. Since UCA already has well-established curricula and faculty in the liberal arts and has developed several interdisciplinary minors, including one in African/African-American Studies, our curriculum can support the new major with minimal additions. The English Department is already teaching an African/African-American Literature course, and an Introduction to African/African-American Studies has been taught through the World Languages Department. The History Department has a well-established series of offerings in African and African-American History, and courses in Language, Race, and Gender are available through the Philosophy and Sociology Departments. The Writing Department has a course in Sociolinguistics that explores the relationship between language and race, and the Music Department teaches a course on the history of Jazz. Because of an increased awareness of the importance of the African-American contribution to our campus and our culture, the Philosophy department has recently developed a course in African-American Philosophy, and both the English and Philosophy Departments have been offering such courses as "Major African-American Writers," "Race in Literature," and "African-American Thought" under the Advanced Readings rubric.

In order to ensure a full range of offerings, the English Department proposes to make “Major African/African-American Writers” and “Race in Literature” into official courses to be taught every year. In addition, the “Introduction to African/African-American Studies” will be taken over by English, though it can eventually be taught by faculty from other departments because of its interdisciplinary nature. A course in the Harlem Renaissance, which is being offered yearly under the umbrella of Studies in English and American Literature, and is taught by Dr. Maurice Lee, will be proposed as a regular course, and a course in African/African-American Drama is also being developed, to be offered as needed. These courses will be added to the program as the student need arises and as faculty become available to teach them regularly.

C. Faculty Resources, Library Resources, Facilities and Equipment

Most of the faculty needed for this program are already in place, as the discussion above suggests. The English Department is currently conducting a search for a tenure-track faculty member to be hired at the Assistant or Associate Professor level who will teach some of the literature courses for the program, and a search has begun for a second faculty member in African/African-American Studies to be hired in the department that best suits his or her expertise. This faculty member will spend half- time teaching courses in the new major.

UCA’s library is well equipped to support the new major, as its support of the existing minor has shown (See Appendix A). No new facilities or equipment will be needed.

6. NEED FOR THE PROGRAM

Many American researchers in sociology and other fields believe that race is one of the most important and yet one of the least understood issues affecting contemporary American life. By offering a major in African/African-American Studies, UCA will establish itself as a state leader in addressing this subject. (See #15 below on the lack of similar programs in Arkansas.) With regard to the specific campus need for this program, the success of the minor in African/African-American Studies, established in 1998 and currently enrolling 30 students, points to equally positive results for the major, as do two recent surveys. In response to an interest form distributed to randomly selected general education classes in the College of Liberal Arts during the first two weeks of November, 2003, 78 students out of a total of 523 indicated that they would be interested in the major. In a less formal poll of students currently enrolled in Introduction to African African/American Studies, conducted by Prof. Wynona Bryant-Williams, 79 out of 93 students expressed interest in the major.

7. CURRICULUM OUTLINE:

African/African-American Studies Major

Requirements: At least 36 hours, at least 21 of which must be in upper-division courses.

Core Courses (27 hrs):

Introduction (3 hrs):

- ENGL 13XX Introduction to African/African-American Studies Literature (9 hrs):
- ENGL 3380 African/African-American Literature (Change from 4380)
- ENGL 43XX Race in American Literature
- ENGL 43XX Major African/African-American Writers

History (9 hrs):

- HIST 3353 African-American History, 1619-1868
- HIST 3354 African-American History, 1868-present
- HIST 4388 African History

Cultural/Critical Race Studies (6 hrs):

Two of the following:

- PHIL 2360 Gender, Race, and Class Issues
- PHIL 3340 African-American Philosophy
- WRTG 4325 Sociolinguistics

Electives (9 hrs, to be chosen from the following courses):

- ENGL 4304 Studies in English and American Literature: The Harlem Renaissance (shortly to be proposed as a separate course)
- WLAN 2315 World Cultural Traditions: Francophone Literature
- HIST 4391 Topics in History: African-American Autobiography (eventually to be proposed as a separate course).
- HIST 4391 Topics in History: The Civil Rights Movement (eventually to be proposed as a separate course)
- MUS 4301 Jazz: The History
- PHIL 2360 Gender, Race and Class Issues
- PHIL 3340 African-American Philosophy
- RELG 3315 Religion and Culture: African-American Religious Thought
- SOC 3310 Minority Relations
- SOC 4351 Family Structure
- WRTG 4325 Sociolinguistics

African/African-American Studies Minor

Requirements: At least 27 hours, at least 12 of which must be in upper-division courses.

Core Courses (18 hrs)

Introduction (3 hrs):

ENGL 13XX Introduction to African/African-American Studies

Literature (6 hrs):

ENGL 3380 African/African-American Literature

Plus one of the following:

ENGL 43XX Race in American Literature

ENGL 43XX Major African/African-American Writers

History (6 hrs):

Two of the following:

HIST 3353 African-American History, 1619-1868

HIST 3354 African-American History, 1868-present

HIST 4388 African History

Cultural and Critical Race Studies (3 hrs):

One of the following:

PHIL 2360 Gender, Race, and Class Issues

PHIL 3340 African-American Philosophy

WRTG 4325 Sociolinguistics

Electives (9 hrs, to be chosen from the following courses):

ENGL 43XX Race in American Literature

ENGL 43XX Major African/African-American Writers

ENGL 4304 Studies in English and American Literature: The Harlem Renaissance

WLAN 2315 Cultural Traditions: Francophone Literature

HIST 3353 African-American History, 1619-1868

HIST 3354 African-American History, 1868-present

HIST 4388 African History

HIST 4391 Topics in History: African-American Autobiography

HIST 4391 Topics in History: The Civil Rights Movement

MUS 4301 Jazz: The History

PHIL 2360 Gender, Race and Class Issues

PHIL 3340 African-American Philosophy

RELG 3315 Religion and Culture: African-American Religious Thought

SOC 3310 Minority Relations
WRTG 4325 Sociolinguistics

8. FACULTY:

This program will draw on faculty from different disciplines across the university, all of whom have appropriate credentials and extensive scholarship and teaching experience related to the program area.

Phillip Bailey (Ph.D., Univ. of Virginia) is an associate professor of French and chair of the Dept. of World Languages, Literatures, and Cultures. He teaches African and Caribbean writers in his special topics course on Francophone literature, and is proposing a new 3000-level course titled “Cultural Identity in the Post-Colonial French-Speaking World” that includes the writings of Mariama Ba (Senegal), Aime Cesaire (Martinique), Patrick Chamoiseau (Martinique), Maryse Conde (Guadeloupe), and Franz Fanon (Martinique).

Raymond-Jean Frontain (Ph.D., Purdue Univ.), a professor of English, has published two articles on James Baldwin, and twice taught a Major Author course on the writer. He is currently developing a course on African Drama which would complement the course on Asian Drama that he already teaches. As Assistant Director of the proposed Humanities and World Cultures Institute, he will be actively involved in organizing cultural activities (such as guest lectures and film discussions) in support of the new program.

Dawn Jakubowski, assistant professor of philosophy and religion, received her Ph.D. in philosophy from the Univ. of Kansas with a dissertation titled *Social Justice and the Ethics of Multiculturalism*. Her research and teaching interests include Feminist Theory and African-American, Social and Political Philosophy. Her work has appeared in the *Encyclopedia of Feminist Theories*, and she has made presentations to the Central States Philosophical Association, the Society for Phenomenology and Existential Philosophy, and the Tenth Conference of Cuban and North American Philosophers and Social Scientists (in Havana, Cuba). In addition to teaching PHIL 2360 (Gender, Race, and Class Issues), she has developed a new course on African-American Philosophy (PHIL 33xx, pending approval).

Jackie Lamar (DMA, Univ. of North Texas), is associate professor of Music and a practicing jazz musician. In addition to leading the UCA Jazz Ensemble, she teaches MUS 4301 (Jazz), which is a historical survey of jazz’s evolution from African slave songs to the present.

Maurice A. Lee (Ph.D., Univ. of Wisconsin) is Professor of English and Dean of the College of Liberal Arts. Dr. Lee is the founding editor of the Journal of Caribbean Literature and he is a specialist in Afro-Caribbean as well as African-American culture. He will teach a course on the Harlem Literary Renaissance, and he will eventually develop and teach a course in Afro-Caribbean Literature.

Eduardo Perez (Ph.D., Univ. of Nebraska-Lincoln) is assistant professor of Sociology. His areas of specialization include Stratification and Inequality; Class, Race, and Gender; and the Sociology of

Education. He has published articles on campus racial policies in *Race, Gender, and Class* and on pedagogical strategies for a Race Relations course in *Teaching Sociology*. He has taught classes in Nationality and Race Relations, Marriage and Family, and Social Problems. His course rotation at UCA includes SOC 3310 (Minority Relations).

Randall L. Pouwels received his doctorate in African and Middle Eastern History from the University of California at Los Angeles. His teaching specialty is in the history of Africa and the Middle East, while his research interests center on the history of Islam in Africa, East African History, and pre-colonial African History. His publications include *Horn and Crescent: Cultural Change and Traditional Islam on the East African Coast, 800-1900* (Cambridge Univ. Press, 1987); an annotated translation of Abdallah Salih Farsy's *Baadbi ya Wanavyuoni wa Mashariki ya Afrika* (Univ. of Wisconsin Press, 1989); and *History of Islam in Africa* (Ohio Univ. Press, 2000), as well as numerous articles and reviews. Dr. Pouwels was the inaugural recipient of UCA's Award for Distinguished Research and Scholarship, and has been nominated several times for the Teaching Excellence Award.

Michael Schaefer received his doctorate in English from the University of North Carolina at Chapel Hill. He has written two books and co-edited a third, and his articles have appeared in *Stephen Crane Studies*, *Georgia Historical Quarterly* and *War, Literature, and the Arts: An International Journal of the Humanities*. In addition to leading readings for Honors Degree students in nineteenth and twentieth century American literature by African-Americans and women, he has taught ENGL 4303 (Race in American Literature) for four semesters at UCA.

Conrad Shumaker received his Ph.D. in English from the University of California, Los Angeles. He teaches American Literature, World Literature, African/African-American Literature, and interdisciplinary honors courses on American literature and culture. For six years he team-taught a course in "The Cultures of America" with Dr. Patricia Washington McGraw. He has published articles on American and Native American literature and culture in such journals as *American Literature*, *The New England Quarterly*, *The Arizona Quarterly*, and *The Journal of American Culture*.

Theman Taylor, Sr. (Ph.D., Univ. of California at Santa Barbara) is the former Director of African-American Studies at Loyola Marymount University and recipient of UCA's Teaching Excellence Award (1985). He specializes in teaching American-- in particular African-American-- history, and his research interests include race, class, and nationalism. His editorial writing has appeared in major dailies on three continents, including The Final Call, which is the world's largest African-American weekly newspaper. He was appointed to serve two terms on the Arkansas Black History Advisory Committee, which was responsible for Act 326 mandating the teaching of African-American history in Arkansas public schools. Most recently he has used HIST 4391 to develop special topics courses in African-American Autobiography and The Civil Rights Movement in America.

9. DESCRIPTION OF RESOURCES:

Library holdings are more than adequate to support this program. UCA's facilities, including classrooms and instructional equipment and technology, are excellent and offer plenty of support, since this program will require no new classroom space, technologies, or laboratories.

10. NEW PROGRAM COSTS:

- A. *New Administrative Costs:* The administration of this program will require 1/4 time from one faculty member.
- B. *Number of New Faculty and Costs:* Two new faculty members will be hired to teach courses in the new program. However, both will also teach regular (previously existing) departmental offerings, so the total faculty teaching cost will be the equivalent of one full-time faculty member, approximately \$35,000-55,000, depending on the rank and qualifications of the individuals hired.
- C. *New Library Resources and Costs:* None
- D. *New/Renovated Facilities and Costs:* None
- E. *New Instructional Equipment and Costs:* None

11. SOURCES OF FUNDING:

Reallocation from Education and General Budget Funds

12. ORGANIZATION AND ADMINISTRATION OF THE PROGRAM

Proposed Organizational Structure for the Administration and Coordination of the Program in African and African-American Studies

1. There should be a five-member committee to recommend, coordinate, and oversee such matters as program policy, scheduling, requirements, course development, faculty use and recruitment, etc.
2. Of this committee's members, three will come from English and two from other departments participating in the program. The two members from other departments will normally come from those two non-English departments most significantly engaged in the program. The two non-English members will also come from two different departments. These members will be nominated by their home departments and approved by the chair and tenured and tenure-track membership of the English Department.

The English Department members of the committee will come from faculty members nominated by the tenured and tenure-track members of the department and appointed by the chair of the English Department.

3. The chair of this committee will be one of the English Department members of the committee. He or she will be appointed to this position of chair by the chair of English with the advice and consent of the tenured and tenure-track members of the department. This method of selection of the committee chair is necessary because the chairman of this committee should also act as the main “point” person for the program, and he or she should carry the title of Coordinator of the Program in African and African-American Studies.

This person will have primary responsibility for practical day-to-day operation of the program and would provide leadership and direction for the committee and for the program as a whole.

4. The coordinator and chairman of the Directing Committee will report to and ultimately answer to the English Department and the chair of English. This decision, however, is at the discretion of and approval of the dean.
5. The coordinator and chairman of the Directing Committee will have important and various duties and should be given a one-course reduction as part of his or her appointment to this position.
6. The members of the Directing Committee will be appointed to three-year staggered terms (mainly to provide maximum coherence and coordination for the program).
7. The coordinator/chair of Directing Committee should probably initially be chosen from the present faculty, since the early success of the program will depend in part on this individual’s understanding of university structures, procedures, and politics. In the long run, it probably makes sense to give strong consideration to the idea of appointing the new English person in African and African-American Studies to this position, but that will depend on that specific person’s interests and abilities as well as on other possible departmental factors. The dean in consultation with the faculty will make the final decision as to the coordinator.

ORGANIZATIONAL CHART REFLECTING NEW PROGRAM:

PRESIDENT ⇒ PROVOST ⇒ DEAN, COLLEGE OF LIBERAL ARTS ⇒ CHAIR AND FACULTY OF THE ENGLISH DEPARTMENT ⇒ PROGRAM COORDINATOR AND OVERSIGHT COMMITTEE ⇒ TEACHERS OF INDIVIDUAL COURSES

13. SPECIALIZED REQUIREMENTS: None

14. BOARD OF TRUSTEES APPROVAL: *Under consideration May 7, 2004*

15. SIMILAR PROGRAMS IN ARKANSAS AND ADJOINING STATES

No Arkansas university currently has a major in African/African-American Studies. There are two generally related programs listed in the catalogs of other state institutions. One, at the University of Arkansas in Fayetteville, offers fewer than five courses specifically in African-American Studies. The other is at the University of Arkansas at Little Rock. Both programs are offered as minors. In addition to not offering majors, both neglect a significant African component, and the University of Arkansas at Fayetteville has no trained African specialist on its faculty.

In adjoining states, there are African and/or African-American majors offered at such institutions as the University of Texas at Austin, the University of Tennessee at Knoxville, Washington University in St. Louis, Vanderbilt University, the University of Memphis, and Louisiana State University. Though this list shows that major universities have identified a need and have developed African/African-American Studies programs, these are not the kinds of institutions with which we are likely to compete for students.

16. DESEGREGATION

This program will clearly be an important tool in UCA's efforts to attract, recruit, and retain African-American students and faculty. The percentage of African-American undergraduate students at UCA has grown from 16 % in 1998 to 18.9% in 2002. Clearly, it is important to retain these students, and this program can play an important role in that effort by giving these students an opportunity to major in an area that is directly relevant to their interests, experiences, and heritage. There is little doubt that African-American students will participate in this program at a level greater than their percentage at the university in general: The African/African-American Literature classes, for example, tend to consist of approximately one third African-American students. At the same time, the majority of students in courses such as African/African-American Literature have been white, and the mixture of students in such classes contributes to the exploration and easing of racial tensions by giving students a chance to discuss issues of race and racial conflict openly and candidly while learning of the contributions of Africans to American culture.

In addition, such a program will enhance UCA's ability to recruit African-American faculty members, and the presence and active participation of such faculty should also help in the recruitment and retention of African-American students. These faculty members will provide the kind of role model that is crucial in helping students to identify with the institution.

Bachelor of Applied Science Degree - In an effort to meet the increasing demand for baccalaureate degree programs suitable for students with associate degrees from two-year institutions, the College of Health and Applied Science and the Department of Health Sciences in conjunction with the Division of Academic Outreach and Extended Programs and faculty across campus have developed the following proposal for a new degree entitled, "Bachelor of Applied Science." Historically, four-year institutions have not had specific degree track programs that would accommodate completion of general education requirements concurrently with enrollment in upper-level courses. The curriculum in this proposal employs careful sequencing of courses to facilitate completion of prerequisites, advanced professional courses, and general education requirements. With increasing frequency, associate degree program graduates are discovering that for workplace promotions and advancement, employers require advanced degrees. A growing number of universities nationally and in the state are offering BAS degree programs to meet the needs of these individuals.

The proposal has the endorsement of all appropriate administrators and councils.

Following discussion, the following resolution was unanimously approved upon motion by Dr. Stanton with a second by Mr. Sims:

"BE IT RESOLVED: That the Board of Trustees hereby authorizes the establishment of a Bachelor of Applied Science degree program."

**UNIVERSITY OF CENTRAL ARKANSAS
PROPOSAL FOR A NEW DEGREE**

BACHELOR OF APPLIED SCIENCE

1. **PROPOSED PROGRAM TITLE:** Bachelor of Applied Science
2. **CIP CODE REQUESTED:** 30.9999
3. **CONTACT PERSON:** Dr. Emogene Fox, Chair
Department of Health Sciences
University of Central Arkansas
Conway, AR 72035
501-450-3194
EmogeneF@uca.edu
4. **PROPOSED STARTING DATE:** Fall 2004

5. PROGRAM SUMMARY:

The Bachelor of Applied Science (BAS) degree program offers associate's degree holders in the areas of health and technology the opportunity to increase knowledge and leadership skills and to enhance career opportunities. A total of 124 credits must be completed, including the transfer of a maximum of 60 credits from associate's degree programs. The curriculum is designed to facilitate completion of remaining general education requirements, a set of core courses, and one of two areas of concentration: (1) Health and Safety; or (2) Leadership and Technology. The offering of the BAS degree with a focus in either health and safety or leadership and technology is consistent with UCA's mission and history. The University of Central Arkansas has a solid reputation in the preparation of health care professionals and technology specialists.

The majority of students will be in early to mid-career and working full-time. For greater accessibility, the BAS Program Coordinator in cooperation with the Division of Academic Outreach and Extended Programs will design a delivery system to accommodate these non-traditional learners. This will include the scheduling of evening and weekend courses on campus and in other locations. The usual procedures for approval of transfer courses by the Dean of Undergraduate Studies, Registrar, and Department Chairs will be required prior to enrollment in courses offered by other institutions. Methods of distance delivery of courses will include on-line offerings, compressed video, and courses through Extended Learning

(formerly known as correspondence courses). Presently, UCA offers general education courses in writing, history, psychology, sociology, political science and math through Extended Learning.

The articulation agreement adopted by the Arkansas Department of Higher Education (October 21, 1994) paved the way for transfer of community college credits for Associate of Arts degree holders to four-year institutions. Since that time many new associate's degree programs have been implemented with other titles such as Associate of Science, Associate of Applied Science and Associate of Liberal Studies. Opportunities for application of credits to the bachelor's degree earned in these programs are more limited. The purpose of this proposal is to provide an avenue for associate's degree holders with majors in health or technology to complete the bachelor's degree.

Historically, opportunities for associate's degree graduates to apply credits earned in community colleges toward bachelor's degree requirements have been very limited. This was due in part to the lack of a course of study that would accommodate completion of general education requirements concurrently with enrollment in upper-level courses. The curriculum in this proposal employs careful sequencing of courses to facilitate completion of prerequisites, advanced professional courses, and general education requirements. Through careful planning, faculty in the Department of Health Sciences, in collaboration with colleagues across campus have designed an interdisciplinary curriculum that is unique and timely. With increasing frequency, associate's degree program graduates are discovering that for advancement, employers require advanced degrees. A growing number of universities nationally are offering BAS degree programs to meet the needs of these individuals.

A major reason for the lack of economic growth in Arkansas is that less than 17% of its citizens hold the bachelor's degree. The rapid development of community colleges has greatly improved accessibility to higher education. Four-year colleges and universities of Arkansas must take the next step by providing an avenue for more community college graduates to receive the bachelor's degree.

No new courses are anticipated, thus the cost of implementation of the proposed program will be minimal. A program coordinator who reports to the chair of the Department of Health Sciences will be employed. This individual will teach selected courses in the health and safety concentration, advise all students in the program, and serve as liaison with community college advisors and employers, the UCA Division of Academic Outreach and Extended Programs, and the Dean of Undergraduate Studies. A full-time secretary will be employed to support the work of the coordinator and faculty teaching in the program. There is space for the secretary in the existing central department suite, and office space is available for the coordinator. Additional office equipment will be purchased, and budget lines will be established for faculty development and office supplies. Some of the courses are currently offered in distance format, and a budget line has been established to support faculty in designing additional on-line versions of existing courses. Existing library resources are sufficient to meet the needs of the proposed program. An advisory committee consisting of representatives from community colleges, medical facilities, and business and industry will be established to insure that the program is meeting the needs of community college graduates and employers.

6. NEED FOR THE PROGRAM:

There is one BAS program in Arkansas at the University of Arkansas – Fort Smith. The proposed degree program at UCA is needed to serve a different cohort of students in the central Arkansas area with a focus on associate's degree holders in the fields of health and technology. Given recent growth in the number of community colleges in Arkansas, a dramatic increase in associate's degree holders seeking more education can be expected. An examination of the growth of Associate of Applied Science (AAS) degrees, for example, revealed that the number of AAS degrees awarded by community colleges in Arkansas grew from 333 in 2001, to 394 in 2002 (16%). The number of degrees in computer technology and information systems increased from 273 in 2001, to 286 in 2002 (5%). Arkansas' four-year colleges and universities have an obligation to address the educational needs of this rapidly growing cohort of students.

Officials at UCA have been working with colleagues at other institutions to obtain a better understanding of the needs of associate degree graduates. Dr. Thomas Flowers, Vice-Chancellor for Academic Services at the University of Arkansas Community College at Morrilton has been very helpful in describing the type of BAS degree program appropriate for UACCM graduates.

Initial consideration of development of a BAS degree program occurred in 1997 when Dean Winters of the School of Health Professions at UAMS invited Dean Hattlestad of the UCA College of Health and Applied Sciences to his campus to discuss a possible baccalaureate degree program for alumni who have earned associate's degrees at UAMS. Dean Winters noted that several UAMS alumni reported that they were unable to advance to positions of leadership in their facilities without the baccalaureate degree. Faculty in the UCA Department of Health Sciences were asked to explore the possibility of designing a program to meet this need. They were unable to develop a proposal for two reasons. First, many prospective students were working full-time and/or were place-bound, thus they preferred a distance learning format. At that time UCA had neither the technology infrastructure nor faculty who were trained in the design of distance courses. Since 1997, the UCA Technology Associates program has trained more than 100 faculty in the use of instructional technology, and several courses are now offered on-line. A second barrier was the absence of model programs nationally to demonstrate how a course of study could function that allowed for completion of remaining general education requirements, necessary prerequisites, and 40 credits of upper-level courses. Today there are numerous BAS degree programs in four-year institutions that have successfully met these challenges.

Faculty in the Department of Health Sciences reviewed curricula and requirements in fifteen four-year colleges and universities offering the BAS degree, including:

University of Northern Colorado; Boise State University; East Tennessee State University; Arizona State University; Winston Salem State University; Montana State University-Billings; University of Minnesota; Northern Arizona University; Georgia Southern University; Kansas State University;

Central Missouri State University; Southeast Missouri State University; Central Michigan University; St. Cloud State University; and the University of Michigan-Flint.

Attempts to contact graduates of associate's degree programs have proven difficult due to the lack of availability of current addresses. Based on informal interviews by the Vice-President for Academic Services at UACCM, and the Dean of Health Professions at UAMS, both reported that their graduates would have an interest in the proposed program. To follow is a list of some of the associate's degree programs that would prepare students for transfer to the BAS degree program:

University of Arkansas for Medical Sciences:

AS degrees in respiratory therapy; respiratory care; cardiopulmonary technology; radiologic technology; dental hygiene; surgical technology; emergency medical services; and, health information management.

University of Arkansas Community College at Morrilton:

AS degree in computer information science. AAS degree in computer information systems technology.

Pulaski Technical College:

AAS degrees in computer information systems; respiratory therapy; computer electronics technology; and, environmental/safety technology.

ASU – Beebe:

AAS degrees in computer systems technology; medical laboratory technology; and, paramedics.

This list of programs is not all-inclusive. The BAS program coordinator will work closely with advisors on these campuses and other institutions to identify additional health and technology programs providing students with the background appropriate for study toward the Bachelor of Applied Sciences degree.

7. CURRICULUM OUTLINE:

Identify new courses.

The curriculum utilizes existing courses and allows transfer of up to 60 credits from associate's degree programs. A total of 124 credits must be completed, including a 12 credit core and 33 credits of required and elective courses in one of two concentrations (Health and Safety or Leadership and Technology).

Admission Requirements.

- ! All transfer policies for general admission described in the UCA Bulletin will apply.
- ! Applicants will hold the associate's degree, and will have completed at least sixteen (16) semester credit hours applicable toward UCA general education requirements with a grade of C or better.

Degree Requirements.

- ! Present evidence of the completion of the associate's degree.
- ! Approval of specific associate's degree programs and the transferability of credits toward the BAS degree rests with the Dean of Undergraduate Studies.
- ! Transfer of credit hours may not exceed sixty (60) credits, and is permitted only for courses with a final grade of C (2.0) or better.
- ! All UCA general education requirements must be completed.
- ! Completion of at least 124 semester credit hours, forty (40) of which are upper division (courses numbered 3000 or above). A maximum of 30 credits in business courses may be counted (including courses transferred to UCA.) Students wishing to take more business courses should apply to the College of Business Administration for enrollment in the Bachelor of Business Administration (BBA) degree.
- ! A cumulative grade point average of C (2.0) or better must be achieved in all course work.

BACHELOR OF APPLIED SCIENCES

Core (12 credits)

MGMT	2341	Principles of Management
		or
MGMT	2350	Basic Marketing
SPCH	3301	Organizational Communication
HED	3310	Fundamentals of Occupational Health
WRTG	3310	Technical Writing

Professional Development Concentrations

Concentration in Health & Safety

Required Courses (18 credits)

BMED	3370	Intro. to Industrial Safety
HED	4300	Community Health
HED	4343	Health Strategies for Multicult. Populations
HED	4370	Admin. of Health Programs
HED	4600	Health Sci Internship

Upper Level Electives (15 credits)

HED	3315	Theory & Practice of Prevention
HED	3120	Prevention Practicum
HSC	3123	Medical Terminology
HSC	4210	Principles of Patient Care
HED	4301	Health Education in the Medical Care Setting
HED	4302	Health Education in the Worksite

HSC 4305 Technology Apps in the Health Sciences
PHIL 4350 Health Care Ethics
MKTG 4360 Health Care Marketing
MKTG 4361 Marketing Planning for Healthcare Orgs
NURS 4325 Alternative & Complementary Health Care

**Concentration in Leadership & Technology
Required Courses (18 credits)**

MGMT3315 Diversity/Multicultural Communication
MIS 3321 Managing Systems and Technology
SPCH 3303 Gender Communication
SPCH 3307 Interpersonal Communication
MIS 33XX Internship in Mgmt Information Systems I
MIS 43XX Internship in Mgmt Information Systems II

Upper Level Electives (15 credits)

MGMT 3310 Entrepreneurship
INSU 3315 Life and Health Insurance
INSU 3324 Risk and Insurance
PSYC 3331 Psychology of Business and Industry
MCOM 3305 Publication Design and Makeup
MGMT 3300 Labor/Management Relations
MGMT 3342 International Business
MGMT 3346 Personnel/Human Resource Management
MGMT 3349 Small Business Mgmt
MGMT 3350 Compensation Admin.
MIS 3366 Website Management
MIS 4390 Special Problems in Mgmt Info Systems

8. FACULTY:

Since no new courses are planned, existing UCA faculty will serve as the instructional staff with the addition of two part-time instructors. A full-time faculty member will be employed as program coordinator. The successful applicant for this position will have a master's degree or higher in a health-related area. Priority will be given to applicants with community college teaching experience. The program coordinator will have oversight responsibility for the program, and will report to the chair of the Department of Health Sciences.

9. DESCRIPTION OF RESOURCES:

Present library resources including relevant holdings. Current instructional facilities including classrooms, instructional equipment and technology and laboratories (if applicable).

New library resources and costs – None

Current holdings in Torreyson Library are sufficient to support the proposed program. With more than 110,000 square feet, Torreyson Library is a spacious user-friendly learning environment. There are more than a million holdings, including 538,836 volume conversions of microform, microfiche, periodicals, books and special collections. Library holdings increase at a rate of approximately 20,000 items annually. Fully computerized online catalogs can be accessed via modems from off-campus locations, within the library, and across campus through a local area network. The Torreyson Library collection has a 98.8% rating based upon the collection formula of the Association of College and Research Libraries. Several full-text database services are available, including *Proquest*, *Health Reference Center*, and UMI's *Periodical Abstracts*.

New instructional facilities required – None

Since no new courses will be added, existing facilities are adequate to support the proposed program.

10. NEW PROGRAM COSTS:

New administrative costs

A full-time program coordinator will be employed to staff this 12-month position. A salary of \$45,000 is budgeted.

Number of new faculty (full-time and part-time) and costs

Two part-time instructors will be employed each semester at an annual cost of \$10,400.

New library resources and costs - None

New/renovated facilities and costs - None

New instructional equipment and costs – Computers/printers (\$3,000)

Distance delivery costs (if applicable) – None (distance education students are charged a separate distance delivery fee through the Division of Academic Outreach and Extended Programs to cover additional costs.)

Other new costs (graduate assistants, secretarial support, supplies, faculty development, faculty/students research, etc.)

New secretary (\$17,500)

Supplies/telephone (\$800)

Faculty development/travel (\$1,800)

On-line course development (\$8,000)

11. SOURCES OF FUNDING:

Reallocation: Anticipated enrollment is 15 students annually. A reallocation of \$38,623 from the part-time instruction budget in the College of Health and Applied Sciences will be required for start-up costs in year one.

Tuition and fees: As shown in the budget table, by year two of operation, tuition from 30 students will yield \$135,120 which will be sufficient for ongoing funding of the program.

Other – None

BUDGET FOR THE BAS DEGREE PROGRAM

EXPENDITURES	YEAR ONE	YEAR TWO
Personnel	\$45,000	\$46,350
Part-time Instructors	\$10,400	\$10,400
Secretary	\$17,500	\$18,025
Benefits*	\$19,683	\$20,189
Supplies/Equipment	\$3,800	\$800
Faculty Development	\$1,800	\$1,800
On-line Course Development	\$8,000	\$8,000
Total Expenditures	\$106,183	\$105,564
REVENUE		
Tuition**	\$67,560	\$135,120
Net Gain/Loss	(\$38,623)	\$29,556

- * Benefits are 27% of salary costs.
- ** Tuition based on \$2,252 per semester for in-state students.

12. ORGANIZATIONAL CHART REFLECTING NEW PROGRAM:

PRESIDENT ⇒ PROVOST ⇒ DEAN, COLLEGE OF HEALTH AND APPLIED SCIENCES ⇒ CHAIR OF THE HEALTH SCIENCES DEPARTMENT ⇒ DIVISION OF ACADEMIC OUTREACH AND EXTENDED PROGRAMS ⇒ PROGRAM COORDINATOR ⇒ TEACHERS OF INDIVIDUAL COURSES

13. SPECIALIZED REQUIREMENTS:

Specialized accreditation requirements for program - None

Licensure/certification requirements for student entry into the field – None

14. BOARD OF TRUSTEES APPROVAL: *Under consideration May 7, 2004*

15. SIMILAR PROGRAMS IN ARKANSAS AND IN ADJOINING STATES

There is one BAS program in Arkansas at the University of Arkansas – Fort Smith. Regionally, there are similar programs at Central Missouri State University, Southeast Missouri State University, the University of North Texas, and a satellite program through Texas A&M University is offered in Texarkana, Texas.

16. DESEGREGATION:

African-American students comprise approximately 12% of the enrollment at UCA. Enrollment in the proposed program is expected to meet or exceed that percentage. A full-time African-American faculty member in the Department of Health Sciences holds specialty in minority health. She and a colleague in the Department of Speech-Language Pathology who is also African-American, assist with career awareness activities that are conducted for minority students.

Athletic Ticket Prices (Board Policy No. 641) - At President Hardin's request, this item was unanimously tabled upon motion by Mr. Harding with a second by Dr. Garner.

In response to requests from Scott Roussel and Rush Harding, Vance Strange, Director of Athletics, gave updates on athletics, athletic facilities, and the Purple Circle Club.

Property Acquisitions - The following two property-acquisition items were presented and voted on simultaneously:

1. 1961 Torreyson Street - The university has been contacted about purchasing a vacant lot owned by Mary L. Havens Smith and located at 1961 Torreyson Street. The property is adjacent to (east of) the Torreyson Place Apartments and connects with property that the university is negotiating to purchase south of the Torreyson Place Apartments. This lot could be used for parking in the future.

The asking price for the property is very reasonable. The university will obtain appraisals on the property and will pursue a signed offer and acceptance agreement with the owner if the Board approves the purchase. The legal description of the property is Lot 9, E ½ Lot 10, Block 3 College Oak Addition, Parcel # 710-01748-000, Faulkner County, Conway, Arkansas.

2. 1951 South Boulevard - The university has been contacted about purchasing the property owned by Faye S. Hunnicutt and located at 1951 South Boulevard. The property is approximately 1 block east of the President's Home. The property will be used initially for student housing.

The university has obtained an appraisal on the property and will pursue a signed offer and acceptance agreement with the owner if the Board approves the purchase. The legal description of the property is Lots 1, 2, and 3, Block 74 and 10 feet of the north-south alley, Boulevard Addition, Faulkner County, Conway, Arkansas.

The following resolutions were unanimously approved upon motion by Mr. Harding with a second by Dr. Garner:

“BE IT RESOLVED: That the Board of Trustees authorizes the administration to purchase the property located at 1961 Torreyson Street.”

AND

“BE IT RESOLVED: That the Board of Trustees authorizes the administration to purchase the property located at 1951 South Boulevard.”

Army National Guard Partnership Program - The university is excited to have the opportunity to partner with the Army National Guard to provide support for UCA students who are serving our state and nation. The administration recommends approval of a 25% waiver of general registration and fees, not to exceed \$1,300 per academic year, that will be combined with 75% (not to exceed \$4,000 per academic year) provided by Federal Tuition Assistance.

The administration suggests that a 25% waiver of general registration and fees, subject to the same maximum stated above, also be offered to students enlisted in the Air National Guard although they are not eligible for the 75% Federal Tuition Assistance.

This waiver will express the university's appreciation and support for UCA students who are serving our country.

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

“BE IT RESOLVED: That students who are enlisted in the National Guard will receive a 25% waiver of general registration and fees not to exceed \$1,300 per academic year.”

EXECUTIVE SESSION

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

OPEN SESSION

Open session was declared by Chairman Roussel.

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

“BE IT RESOLVED: That the Board of Trustees approves the following adjustments, appointments, appointments from grants, leaves of absence without pay, leaves with pay, advancements, promotions, tenure, resignations and/or non-reappointments, retirements, sabbatical, and reappointments, provided however, that the administration is authorized to make corrections and changes of a clerical nature.”

ADJUSTMENTS:

Linda Arnold, change department from Middle/Secondary Education and Instructional Technologies to English, Assistant Professor, no salary change, effective August 19, 2004.

William Bandy, Physical Therapy, change title from Interim Chair and Professor to Professor, change salary, effective August 15, 2004.

Jim Brosam, change department from Institutional Advancement to International Programs, Director, change salary, effective May 1, 2004.

Terri Canino, Budget, change title from Interim Budget Officer to Director of Budget, change salary, effective July 1, 2004.

Dwain East, change department from College of Education to Institutional Advancement, change title from Instructor/Advisor to Director of Educational Advancement, change salary, effective May 1, 2004.

Linda Long, Institutional Advancement, change title from Administrative Assistant to Project Coordinator, change salary, change from classified to non-classified, effective May 1, 2004.

Tonya McKinney, Academic Outreach, change title from Distance Education Coordinator to Credit/Distance Education Coordinator, change salary, effective July 1, 2004.

Paul McLendon, Financial Services, Vice-President for Financial Services, change salary, effective February 1, 2004.

Grace Ohlenbusch, Music, change title from Assistant Professor to Interim Chair, change salary, effective July 1, 2004.

Tom Pilgreen, Housing and Residence Life, change title from Director of Housing to Director of Housing/Assistant Professor, no salary change, effective October 1, 2003 (returned from military leave Spring 2004).

Nancy Reese, Physical Therapy, change title from Professor to Department Chair and Professor, change salary, effective July 1, 2004.

Steven Runge, Biology, change title from Interim Chair/Associate Professor to Chair & Professor, change salary, effective July 1, 2004.

Lynn Schaefer, World Languages, change title from Interim Coordinator of Intensive English Program/Lecturer II to Director of Intensive English Program/Lecturer II, change salary, effective July 1, 2004.

Checola Seals, Women's Basketball, change title from Assistant Coach to Head Coach, change salary, effective July 1, 2004.

John Smith, change department from Office of the President to College Student Services/Admin. Prog., change title to Director/Assistant Professor, change salary, effective January 1, 2005.

Felicia Taylor, Health Sciences, Assistant Professor, change salary due to completion of doctorate, effective August 15, 2004.

Deborah Walz, Sponsored Programs, change title from Director to Director/Assistant Professor, no salary change, effective March 1, 2004.

Gary Weekin, Political Science, change title from Professor to Interim Chair & Professor, change salary, effective May 15, 2004.

Don Whistler, Political Science, change title from Interim Chair to Professor, change salary, effective August 15, 2004.

APPOINTMENTS:

Terri Canady, Sociology, Assistant Professor, effective August 15, 2004, non-tenure track.

James Downey, Management Information Systems, Assistant Professor, effective August 16, 2004, tenure-track.

Isiah Lavender III, English, Assistant Professor, effective August 19, 2004, tenure-track.

Patricia Mounce, Accounting, Associate Professor, effective August 16, 2004, tenure-track.

Patrick O'Connell, World Languages, Associate Professor, effective August 19, 2004, three year credit towards tenure.

Jennifer Oyler, Marketing/Management, Assistant Professor, effective August 19, 2004, tenure-track.

Chris Springer, Library, Instructional Services/Public Services Librarian, effective April 5, 2004, tenure-track.

Karen Steelman, Chemistry, Assistant Professor, effective August 16, 2004, tenure-track.

Donald Stevens, Computer Sciences, Associate Director, effective April 26, 2004.

Yu Sun, Computer Science, Assistant Professor, effective August 16, 2004, tenure-track.

Haiyan Wang, Mathematics, Assistant Professor, effective August 16, 2004, tenure-track.

APPOINTMENTS FROM GRANTS:

Linda Beaty, Health Sciences, Project Assistant, effective April 16, 2004, non-tenure track.

LEAVE OF ABSENCE (WITHOUT PAY):

Suzanne Booher, Psychology & Counseling

August 2004 - May 2005

Donna Cain, Early Childhood & Special Education

Spring 2004

LEAVE WITH PAY:

John Smith, Office of the President, effective July 1, 2004 through December 31, 2004 (continuation).

ADVANCEMENTS:

Corakeita Allen, Writing & Speech

Lecturer II

Cynthia Anderson, Writing & Speech

Lecturer II

Debbie Barnes, Early Childhood & Special Edu.

Clinical Instructor II

Pamela Bennett, Family & Consumer Science

Clinical Instructor II

Lorraine Duso, Music

Lecturer II

James Gifford, Writing & Speech

Lecturer II

Steven Lance, Writing & Speech

Lecturer II

Lisa Mongo, Writing & Speech

Lecturer II

Ellen Stengel, Writing & Speech

Lecturer II

Aaron Thomason, Middle/Secondary Education
& Instructional Technology

Clinical Instructor II

John Vanderslice, Writing & Speech

Lecturer II

Paulette Walter, Mass Communications

Lecturer II

PROMOTIONS:

Elson Bihm, Psychology & Counseling

Professor

Kurt Boniecki, Psychology & Counseling

Associate Professor

James Fowler, English	Professor
Robert Holden, Music	Associate Professor
John Passe-Smith, Political Science	Professor
Michael Rubach, Marketing & Management	Associate Professor
Steven Runge, Biology	Professor

TENURE:

Kurt Boniecki, Psychology & Counseling
 Lynn Burley, Writing & Speech
 Paul Dickinson, Music
 William Friedman, Marketing & Management
 Lorrie George, Occupational Therapy
 Ling He, Economics, Finance, Insurance & Risk Management
 Jennifer Johnson, Occupational Therapy
 Art Lichtenstein, Library
 Amy Gross McMillan, Physical Therapy
 Edwards Powers, Sociology
 Jacki Ruark, Speech-Language Pathology
 Stephanie Vanderslice, Writing & Speech

RESIGNATIONS AND/OR NON-REAPPOINTMENTS:

Barbara Biljan, Torreyson Library	April 30, 2004
Irene Livshits, Mathematics	August 1, 2004
James Nelson, Psychology	May 15, 2004
John O'Brien, Middle/Secondary Edu. & Inst. Technologies	July 2, 2004
Jeff Showell, Music	July 23, 2004

RETIREMENT:

James Mainord, Early Childhood & Special Education	May 15, 2004
Ronnie Marvel, Women's Basketball	June 30, 2004
Maurice Webb, History	May 14, 2004
Robert Williams, Psychology & Counseling	May 15, 2004

SABBATICAL:

John Murphy, Psychology & Counseling	Spring 2005
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REAPPOINTMENTS:

PRESIDENT'S DIVISION

Office of the President

Lu Hardin	President
Barbara Anderson	Executive Assistant to the President
Peggy S. Smith	Associate for Administration

Athletic Department

Clint Conque	Head Football Coach
Vance Strange, Jr	Athletic Director
Rand Chappell (O)	Head Basketball Coach
Checola Seals (O)	Head Coach/Women's Basketball/Instructor
Denzil Cox	Assistant Football Coach
Richard J. Martin Jr (O)	Head Coach/Cross Country/Instructor
Douglas Clark (O)	Head Coach/Baseball/Instructor
Darrell G. Walsh (O)	Instructor
Ken Collums	Assistant Football Coach/Weight Room Coordinator
Kevin Goodwin (O)	Assistant Football Coach/Instructor
Kris Petersen (O)	Head Coach/Women's Volleyball/Instructor
Christopher Thomsen (O)	Asst Football Coach/Instructor
Chad Flanders (O)	Head Coach/Instructor
Ricky Matt (O)	Assistant Football Coach/Instructor
Tina Conley	Head Coach/Women's Soccer/Fitness Coordinator
Natalie Shock (O)	Head Softball Coach/Instructor
Laura Clayton	Assist Athletic Dir for Compliance
Steve East	Sports Information Director
I. Ryke Dismuke	Head Coach/Golf
Michael Cheaney	Assistant Coach
Henry Briscoe (O)	Strength Coach/Football
Perry Eliano	Assistant Coach/Athletic Strength Training
Mellisa Bryan	Marketing Dir/Cheerleading & Dance Sponsor
Eric Poehlein	Assistant Soccer Coach
Kevin Landers	Assistant Coach
Adam Pearce	Assistant Soccer Coach
Norman Swanson	Video Coordinator
Kevin Shock	Facilities Coordinator

Governmental Affairs

Thomas Courtway	General Counsel
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Jeffery Pitchford

Director of Governmental Relations

University Police

Larry James

Garland Stacks

Director of University Police

Associate for Administration

VICE PRESIDENT FOR ADMINISTRATION

Office of Vice President

Jack Gillean Vice President for Administration

Human Resources

Steven P. Wood Assistant Vice President for Human Resources
Valerie Nicholson Operations Coordinator

Institutional Research

Sonia Hazelwood Director of Institutional Research
Heather Lemon Assistant Director of Institutional Research

Internal Audit

Pamela Massey Director of Internal Audits

Physical Plant

Larry Lawrence Director of Physical Plant
Paul Crosmer Director of Engineering System
Emma Taylor Project Coordinator
Terry Starnes Asst Director of Physical Plant
Velton Daves Asst Director of Physical Plant
Bobby Tucker Asst Director of Physical Plant

VICE PRESIDENT FOR DEVELOPMENT & ALUMNI SERVICES

Office of Vice President

Kelley Erstine Vice President for Development
John Fleming Assistant VP for Development

Development & Alumni Services

Patsy Otto Associate Director of Development
Janice Newcomer Director of Alumni Services
Katherine Hambuchen Development Officer
Patsy Brannon Development Officer

VICE PRESIDENT FOR FINANCIAL SERVICES

Office of Vice President

Paul McLendon Vice President for Financial Services

Financial Services

Mary Kay Dunaway	Controller
Terri Canino	Director of Budget
Rick McCollum	Associate Controller
Sandy Mattox	Project Coordinator/Grant Accountant

Housing Office

George Pilgreen (O)	Director of Housing/Assistant Professor
Chris Charlton	Associate Director of Housing

Purchasing

Cassandra McCuien-Smith	Director of Purchasing
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Student Financial Aid

Cheryl Lyons	Director of Student Aid
Julia Robison	Project Coordinator
Racheal Murrison	Project Coordinator/Associate Dir of Financial Aid

VICE PRESIDENT FOR INSTITUTIONAL ADVANCEMENT

Office of Vice President

Joe Darling	Vice President for Institutional Advancement
Tommy Jackson	Asst. Vice President for Institutional Advancement
Arlis East	Director of Educational Advancement
Linda Long	Project Coordinator

Admissions

Michael Isom	Associate Dean of Students/Transfer Student Coordinator
Penny Hatfield	Director of Admissions
Brian Corbin	Assistant Dean of Students/Assistant Dir of Admissions
Jamie Staggs	Assistant Dean of Students/Assistant Dir of Admissions
Christopher Riggins	Assistant Dean of Students/Assistant Dir of Admissions
Kasi Jones	Assistant Dean of Students/Assistant Dir of Admissions

Public Information

Brent Passmore	Director of Web Development
Jennifer Boyett	Project Coordinator

University Publications

Richard Hancock

Dir of Publications and Creative Services

VICE PRESIDENT FOR STUDENT SERVICES

Office of Vice President

Ronald Williams

Vice President for Student Services

Gary Roberts

Dean of Students

Career Planning and Placement/Cooperative Education

Katherine Rice Clayborn

Director of Career Services

Ronald Edwards

Asst Director of Cooperative Education

Counseling Services

Maurice Ness

Director of Counseling Center

Mary Malpica Edwards

Assistant Dean of Students/Counselor

James Guinee (O)

Director of Developmental Skills/Counselor

Reesa Ramsahai

Assistant Dean of Students/Counselor

Disability Support Services

Crystal Hill

Director of Disability Support Services

Intramural Sports & Recreation

Arch Jones (O)

Assoc Dean/Instructor/Recreation Center

David Dennis

Dir of Intramural Sports and Recreation

Jack Fulmer

Assistant Director of Intramural Activities

Aracelis Servedio

Coordinator of Intramural Activities

Minority Affairs

Wendy Holbrook

Director of Minority Student Services

Orientation/Leadership Development

Henry Phelps IV

Director of Student Center

Student Activities

Stewart Snider

Asst Dir of Student Center

Terrence Love

Asst Dean of Students/Greek Services/Ldr Development

Kendra Regehr

Asst Dean of Students/Director of Student Activities

Monty Rowell

Radio Station Manager

Student Health Services

Candace Welcher (O)	Director of Student Health Services/Instructor
Robert Wallace (O)	Advanced Practice Nurse/Instructor
Christie McCrory (O)	Assistant Director of Student Health Services/Instructor

PROVOST

Office of Provost

Amado Esteban (T)	Provost & Academic VP/Professor
Samual Buchanan (T)	Assoc Provost/Professor
Willie Hardin (T)	Assoc VP for Academic Development
Terry James (T)	Dir of Special Projects/Professor
Carol Daves	Associate for Administration
Lori Hudspeth	Project Coordinator

Academic Outreach & Extended Studies

Kimberly Bradford	Dean of AOES
Pam Jolly	Project Coordinator
Tonya McKinney	Credit/Distance Education Coordinator
Billie Hill	Project Coordinator
C. Shaneil Ealy	Project Coordinator

Computing Services

Lilly Harmon	Associate Director of Computer Services
Terry Brewer	Associate Director of Computer Services
Brent Herring	Associate Director of Computer Services
Lee Stevens	Associate Director of Computer Services

Graduate School of Management, Leadership, and Administration

David McCalman (O)	Assistant Professor
John Klotz (N)	Associate Professor
Johnny Purvis (N)	Professor
Shelly Albritton (N)	Assistant Professor

Graduate School

Elaine McNiece (T)	Academic Dean/Associate Provost/Professor
Abbie Douglas	Project Coordinator

Honors College

Richard I. Scott (T)	Director of Honors College/Professor
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Norbert Schedler (T)	Professor
Donna Bowman (N)	Interim Assoc Director/Assistant Professor
Allison Wallace (N)	Assistant Professor
Phillip Melton (O)	Instructor
Jane Simonsen (O)	Assistant Professor
Douglas Corbitt (O)	Instructor

International Programs

James Brosam	Director of International Programs
Lisa Shoemake	Assistant Director of International Programs
Shannon Parker	Project Coordinator

Registrar's Office

Anthony Sitz	Registrar
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Sponsored Programs

Deborah S. Walz (O)	Asst Professor/Dir Grants/Other Sponsored Programs
Elizabeth Hamilton	Project Director for Compliance

Torreyson Library

Art Lichtenstein (T)	Librarian/Associate Professor/Assoc Dean Library
Kaye Talley (N)	Associate Professor/Assistant Librarian
David Parker	Director of Audiovisual Services
Ellen Johnson (O)	Assistant Professor/Assistant Librarian
Tracy Smith (O)	Assistant Librarian/Library Laboratory Instructor I
Troy Helm (N)	Assistant Professor/Assistant Librarian
Brook Lippy (N)	Assistant Professor/Assistant Librarian
Charlotte Mulford (O)	Assistant Professor/Assistant Librarian
William Bryant (O)	Assistant Professor/Archivist
Susan Burks (N)	Assistant Professor/Assistant Librarian
Teresa Ojezua (O)	Assistant Librarian/Library Laboratory Instructor I

Undergraduate Studies

Sally Roden (T)	Academic Dean/Associate Provost/Professor
Julia Winden Fey (O)	Associate Dean
Norma Tio (O)	Instructor/Coordinator of Academic Advising
Jayne Stone (O)	Instructor/Coordinator of Undergraduate Studies
Kondwani Phwandaphwanda (O)	Resident Master

University College

John Gale (T)	Director of University College/Assoc Professor
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Kenneth Griffin (T)	Associate Professor
Mark McMurtrey (N)	Assistant Professor
William Friedman (T)	Associate Professor
James Bell (T)	Professor
William Kordsmeier (T)	Associate Professor
Carla Barber (O)	Dir of Information Technology/Instructor
James Weller (T)	Assistant Professor
Douglas K. Isanhart (O)	Instructor
Rebecca Martin (O)	Instructor

Department of Marketing & Management

Michael Rubach (T)	Interim Dept Chair/Associate Professor
Don Bradley III (T)	Professor
Scott Markham (T)	Professor
Rebecca Gatlin-Watts (T)	Associate Professor/MBA Dir/Dir of Development
William Bounds, Jr. (T)	Associate Professor
Yuen Chan (N)	Assistant Professor
David Kim (T)	Assistant Professor
John Watt (N)	Assistant Professor
Milan Bartos (O)	Instructor
Marsha Carson (O)	Instructor

COLLEGE OF EDUCATION

Jane McHaney (T)	Academic Dean/Professor
Carolyn Williams (N)	Associate Dean/Professor
Deborah Barnes (O)	Assistant to the Dean/Clinical Instructor II

Candidate and Field Services

Kenneth Vaughn (O)	Assistant Professor/Dir of Admissions and Certification
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Department of Early Childhood & Special Education

Kathleen Atkins (T)	Department Chair/Associate Professor
David Naylor (T)	Professor
Mary Mosley (T)	Associate Professor
Mark Cooper (T)	Associate Professor
Tammy Benson (T)	Associate Professor
Janet Filer (T)	Assistant Professor
Shoudong Feng (N)	Assistant Professor
David Sumpter (T)	Assistant Professor

Donna Cain (O)	Clinical Instructor
Rene Crow (O)	Clinical Instructor/Director CSC
Daniel Barrington (O)	Clinical Instructor
Brenda Greer (O)	Clinical Instructor
Arlona Sturdivant (O)	Clinical Instructor
Ruth Rowell (O)	Clinical Instructor

Department of Middle-Secondary Ed & Inst Technology

Joseph Arn (T)	Department Chair/Professor
Patricia Phelps (T)	Professor
Cheryl Wiedmaier (N)	Assistant Professor
Glenda Thurman (T)	Associate Professor
Ann Witcher (T)	Professor
Jody Charter (T)	Associate Professor
Stephanie Huffman (N)	Assistant Professor
Sherry Roberts (N)	Assistant Professor
Jeffery Whittingham (N)	Assistant Professor
Brenda Linn (O)	Clinical Instructor I
Mary Harris (O)	Instructor
Carolyn Kelley (O)	Clinical Instructor II
Lisa George (O)	Clinical Instructor I

Department of Psychology and Counseling

David Skotko (T)	Department Chair/Professor
Billy Smith (T)	Professor
Brian Bolter (T)	Associate Professor
Linda Glenn (T)	Professor
Ronald Bramlett (T)	Professor
John Murphy (T)	Associate Professor
William Lammers (T)	Professor
Elson Bihm (T)	Professor
Teresa Smith (T)	Associate Professor
Michael Scoles (T)	Associate Professor
Robert Rowell (T)	Associate Professor
Kurt Boniecki (T)	Associate Professor
Joan Simon (N)	Assistant Professor
Amelia Barile (N)	Assistant Professor
James Gillaspay, Jr. (N)	Assistant Professor
Karen Dobbs (O)	Clinical Instructor I

Learning Resource Center

Aaron Thomason (O) Clinical Instructor II
Wendy Rickman (O) Director/Clinical Instructor

COLLEGE OF FINE ARTS AND COMMUNICATION

Jonathan Glenn (T) Interim Dean/Professor
Terry Wright (T) Associate Dean/Professor

Department of Art

Kenneth Burchett (T) Professor
Jeffrey Young (T) Department Chair/Associate Professor
Patrick Larsen (T) Professor
Gayle Seymour (T) Professor
Roger Bowman (T) Professor
Bryan Massey (T) Professor
Elizabeth Smith (N) Assistant Professor
Donna Pinckley (N) Assistant Professor
Deborah Kuster (N) Instructor
Barbara Satterfield (O) Gallery Director/Lecturer I

Department of Mass Communication & Theatre

Joseph Anderson (T) Department Chair/Professor
Hubert Couch, Jr. Director of Reynolds Performance Hall
Gregory Blakey (T) Assistant Professor
No-Kon Heo (N) Assistant Professor
Michael Gunter (O) Lecturer/Facilities Manager
Brooks Walthall Assistant Director of Performing Services
Paulette Walter (O) Lecturer II/Scroll Advisor
Steve Cox (O) Lecturer/Engineer
Bruce Hutchinson (N) Assistant Professor
Chris Fritzges (N) Assistant Professor
Kevin Browne (N) Assistant Professor
Mark Wilcken (O) Instructor
Donna Stephens (N) Lecturer II
Francis Rogers Project Coordinator
Elizabeth Parker Project Coordinator

Department of Music

Grace Ohlenbusch (O) Interim Dept Chair/Assistant Professor
Ricky Brooks (T) Associate Professor/Director of Bands
John Erwin (T) Associate Professor/Director of Choral Activities

Carl Anthony (T)	Professor
Neil Rutman (T)	Associate Professor
Denis Winter (T)	Professor
Don Collins (T)	Professor
Jacquelyn Lamar (T)	Professor
Wolfgang Oeste (T)	Associate Professor
Carolyn Brown (T)	Associate Professor
Linda Hsu (T)	Associate Professor
R. Larry Jones (O)	Assistant Professor
Blake Tyson (O)	Assistant Professor
Robert Holden (T)	Associate Professor
Louis Young (N)	Assistant Professor
Jane Dahlenburg (N)	Assistant Professor
Paul Dickinson (T)	Assistant Professor
Min-Ho Yeh (N)	Instructor
Steve Bird (N)	Assistant Professor
Jann Bryant (O)	Director of Community School of Music/Instructor
Lorraine Duso (O)	Lecturer II
Martha Antolik (O)	Lecturer II
Stephen Feldman (O)	Lecturer I
Chiharu Iinuma (O)	Lecturer I
Brent Shires (O)	Lecturer I

Writing & Speech

David Harvey (T)	Department Chair/Associate Professor
Margaret Morgan (T)	Associate Professor/Co-Dir Instr Development Ctr
Alma Corley (O)	Assistant Professor
Francie Bolter (T)	Associate Professor
Stephanie Vanderslice (T)	Assistant Professor
Bonita Selting (T)	Assistant Professor
Hui Wu (N)	Assistant Professor
Lynn Burley (T)	Assistant Professor
Nelle Bedner (N)	Assistant Professor
Christina Standerfer (N)	Assistant Professor
Amy Amy (N)	Instructor
Melissa Crawford (O)	Resident Master/Instructor
Steven Lance (O)	Lecturer II
Ellen Stengel (O)	Lecturer II
John Vanderslice (O)	Lecturer II
Cynthia Anderson (O)	Lecturer II
James Gifford (O)	Lecturer II

Corakeita Allen (O)	Lecturer II
Lisa Mongno (O)	Lecturer II
Rose Hamilton (O)	Lecturer II
Teri Colaianni (O)	Lecturer II
John Rohweder (O)	Lecturer
Sophie Bradford (O)	Lecturer
Kathryn Henning (O)	Lecturer
Pamela Milburn (O)	Lecturer

COLLEGE OF HEALTH AND APPLIED SCIENCES

Neil Hattlestad (T)	Academic Dean/Professor
Jacqueline Rainey (T)	Assoc Dean/Associate Professor

Department of Family and Consumer Science

Mary Harlan (T)	Department Chair/Professor
Melissa Shock (T)	Associate Professor
Elizabeth Coffman (O)	Clinical Instructor/Dietetic Internship Director
Renee Ryburn (O)	Clinical Instructor
Antoinette Johnson (O)	Clinical Instructor
Tina Crook (O)	Clinical Instructor
Jennifer Whitehead (O)	Clinical Instructor
Pamela Bennett (O)	Clinical Instructor II

Department of Health Sciences

Emogene Fox (T)	Department Chair/Professor
Betty Hubbard (T)	Professor
Jane Elphingstone (T)	Professor
Dwight Pierce (T)	Associate Professor
Gary Lewers (T)	Associate Professor
Felicia Taylor (N)	Assistant Professor

Department of Kinesiology and Physical Education

Deborah Howell (T)	Department Chair/Associate Professor
Larry Titlow (T)	Professor
Charles Hervey (O)	Clinical Instructor I
Ellen Epping (O)	Clinical Instructor
Charlotte Humphries (N)	Associate Professor
Kevin Kendrick (N)	Assistant Professor
David Strickland (O)	Clinical Instructor
Laurie Rivera (O)	Clinical Instructor

Carla Horan (O) Clinical Instructor

Department of Nursing

Barbara Williams (T)	Department Chair/Professor
Kathleen Bondy (T)	Professor
Lauretta Koenigseder (T)	Associate Professor
Nelda New (O)	Clinical Instructor I
Rebecca Lancaster (T)	Assistant Professor
Sheila Stroman (T)	Assistant Professor
Julie Meaux (N)	Assistant Professor
Jackie Murphree (O)	Assistant Professor
Susan Gatto (O)	Clinical Instructor II
Karen Jenkins (O)	Clinical Instructor I
Myra Shock (O)	Clinical Instructor I
Mary Priddy (O)	Clinical Instructor I
Rebecca King (O)	Clinical Instructor I
Pamela Ashcraft (O)	Clinical Instructor I
Christal Waller (O)	Clinical Instructor I
Martha Cullum (O)	Clinical Instructor I

Department of Occupational Therapy

Linda Musselman (T)	Department Chair/Associate Professor
Catherine Acre (T)	Assistant Professor
Lorrie George (T)	Assistant Professor
Marc Willey (T)	Assistant Professor
Jennifer Johnson (T)	Assistant Professor
Tina Mankey (O)	Clinical Instructor
Cynthia Cole (O)	Clinical Instructor

Department of Physical Therapy

Nancy Reese (T)	Department Chair/Professor
William Bandy (T)	Professor
Amy McMillan (T)	Assistant Professor/Dir of Research
Twala Maresh (O)	Clinical Instructor II
Hao Liu (N)	Assistant Professor
James Fletcher (N)	Assistant Professor
James David Taylor (N)	Assistant Professor
Margaret McGee (N)	Assistant Professor
Stephen Hearn (O)	Clinical Instructor I
Myla Quiben (O)	Clinical Instructor I

Stacey Stephens (O) Clinical Instructor II

Department of Speech-Language Pathology

John Lowe (T)	Department Chair/Professor
Susan Moss-Logan (T)	Associate Professor
James Thurman (T)	Associate Professor
Robert Logan (T)	Professor
Kathy McDaniel (O)	Clinical Instructor II/Director of Clinical Services
Jacki Ruark (T)	Assistant Professor
Donna Smiley (N)	Assistant Professor
Byron Ross (N)	Assistant Professor
Kimberly L. McCullough (N)	Assistant Professor
Sharon Ross (O)	Clinical Instructor II
Dee Lance (T)	Assistant Professor
Patricia Hall (O)	Clinical Instructor I
Linda Moore (O)	Clinical Instructor II

COLLEGE OF LIBERAL ARTS

Maurice Lee (T)	Academic Dean
Peter Mehl (T)	Assoc Dean/Professor

Department of English

Terrance Kearns (T)	Dir of General Education/Professor
Jay Ruud (N)	Department Chair/Professor
Raymond Jean Frontain (T)	Professor/Dir of Humanities & World Cultures Inst.
Phillip Anderson (T)	Professor
Henry Rogers, III (T)	Professor
Bonnie Melchior (T)	Professor
Wayne Stengel (T)	Professor
Conrad Shumaker (T)	Professor
Rebecca Williams (T)	Associate Professor
Michael Schaefer (T)	Professor
James Fowler (T)	Professor
Linda Arnold (T)	Assistant Professor
Richard Gaughan (T)	Associate Professor
Laura Swain Cox (O)	Lecturer I

Department of Geography

D. Brooks Green (T)	Department Chair/Associate Professor
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Gerald Reynolds (T)	Associate Professor
Amadou Thiam (N)	Assistant Professor
Paul Butt (T)	Associate Professor
Jeffrey Allender (T)	Assistant Professor
Mary Passe Smith (O)	Lecturer I

Department of History

Ronald Fritze (T)	Department Chair/Professor
James Brodman (T)	Professor
Harry Readnour (T)	Professor
George Schuyler (T)	Professor
Theman Taylor (T)	Professor
Donald Jones (T)	Associate Professor
Eugene Corcoran (T)	Professor
Randall Pouwels (T)	Professor
Kenneth Barnes (T)	Professor
Sondra Gordy (T)	Associate Professor
Vincent Hammond (T)	Associate Professor
Lorien Foote (N)	Assistant Professor
David Welky (N)	Assistant Professor
Patsy Ramsey (O)	Lecturer I
Roger Pauly (O)	Visiting Assistant Professor
Sarah Charton (O)	Instructor
Carole Carter (O)	Instructor

Department of Philosophy and Religion

Charles Harvey (T)	Department Chair/Professor
Jim Shelton (T)	Professor
Dawn Jakubowski (N)	Assistant Professor
James Deitrick (N)	Assistant Professor
Gary Thiher (O)	Visiting Assistant Professor
Clayton Crockett (N)	Assistant Professor
Phillip Spivey (O)	Lecturer I
Ron Novy (O)	Instructor

Department of Political Science

Gary Wekkin (T)	Interim Chair/Professor
Donald Whistler (T)	Professor
John Passe Smith (T)	Professor
Tom McInnis (T)	Associate Professor
Mark Mullenbach (N)	Assistant Professor

Kim Hoffman (N) Assistant Professor

Department of Sociology

anet Wilson (T) Department Chair/Associate Professor
R Gordon Shepherd (T) Professor
Jamia Fox (T) Professor
Eduardo Perez (N) Assistant Professor
Lora Wallace (N) Assistant Professor
Allison Vetter (N) Assistant Professor
Edward Powers (T) Assistant Professor
Marie Rohweder (O) Lecturer I

Department of World Languages Literatures & Cultures

Phillip Bailey (T) Department Chair/Associate Professor
Marian Brodman (T) Associate Professor
Joel Pouwels (T) Associate Professor
Jaime Zambrano (T) Associate Professor
Dwight Langston (T) Associate Professor
Lynn Schaefer (O) Dir Intensive English/Lecturer II
Jennifer Parrack (N) Assistant Professor
John Parrack (N) Assistant Professor
Todd Marshall (N) Assistant Professor
Shirley Friedman (O) Lecturer II
Patricia Carlin (O) Lecturer II
Cheryl Streiff (O) Lecturer I
Sharon Wilkes Laboratory Instructor

COLLEGE OF NATURAL SCIENCES AND MATHEMATICS

Ronald Toll (T) Academic Dean/Professor
Paul Hamilton (T) Associate Dean/Professor

Department of Biology

Steven Runge (T) Department Chair/Professor
Donald Culwell (T) Professor
Katherine Larson (O) Associate Professor
Wilbur Owen (T) Professor
John Choinski Jr (T) Professor
David Dussourd (T) Professor
William Moran (T) Associate Professor
Jerry Mimms (O) Lecturer II

Kenneth Freiley (T)	Associate Professor
Mary McDonald (T)	Associate Professor
David Zehr (T)	Associate Professor
James Murray (N)	Assistant Professor
Benjamin Waggoner (T)	Assistant Professor
Barbara Clancy (N)	Assistant Professor
Kristen Keteles (N)	Assistant Professor
Brent Hill (N)	Assistant Professor
Steven Foley (N)	Assistant Professor
Marc Hirrel (O)	Lecturer II
Michael Martin (O)	Lecturer II
Steven Adams (N)	Instructor
Zaida Gomez-Kramer (O)	Lecturer I

Department of Chemistry

Conrad Stanitski (T)	Department Chair/Professor
Jerald Manion (T)	Professor
Paul Krause (T)	Professor
George Paul (T)	Professor
William Taylor (T)	Professor
Patrick Desrochers (T)	Associate Professor
R. Cameron Dorey, III (T)	Associate Professor
Richard Markka (N)	Assistant Professor
Lori Ism (N)	Assistant Professor
Karen Weaver (T)	Assistant Professor
Donald Perry (N)	Assistant Professor
Melissa Kelley (N)	Assistant Professor
K. Nolan Carter (N)	Assistant Professor

Department of Computer Science

Chenyi Hu (T)	Department Chair/Professor
Han-chieh Wei (N)	Assistant Professor
Qiang Duan (N)	Assistant Professor
Damber Tomer (T)	Associate Professor
Carol Hambuchen (O)	Lecturer
Karen Thessing (O)	Lecturer
Mark Smith (O)	Lecturer

Department of Mathematics

Donna Foss (T)	Department Chair/Professor
Linda Griffith (T)	Professor/Dir of Ark Center for Math Education

Charles Seifert (T)	Professor
Lawrence Huff (T)	Professor
David Peterson (T)	Professor
Fred Hickling (O)	Associate Professor
Carolyn Pinchback (T)	Professor
Ayrin Molefe (N)	Assistant Professor
Ralph Butcher (T)	Associate Professor
Daniel Arrigo (N)	Assistant Professor
George Bratton (T)	Associate Professor
Jean McGehee (T)	Assistant Professor
Jo Ann Royster (O)	Lecturer II
Dana Goodwin (O)	Instructor
Nancy Murphy (O)	Instructor

Department of Physics and Astronomy

Stephen Addison (T)	Department Chair/Professor
James Ross (T)	Associate Professor
Rahul Mehta (T)	Associate Professor
Norman Gaiser (T)	Associate Professor
Carl Frederickson (T)	Associate Professor
Heather Woolverton (T)	Associate Professor
Scott Austin (N)	Assistant Professor
Nancy Austin (O)	Lecturer

* 12-Month Faculty	<u>Tenure Status</u>
** 11-Month Faculty	N = Non-tenured, on track
*** 10-Month Faculty	O = Other tenure status
# Phased Retirement	T = Tenure

ADDENDUM

ADJUSTMENTS:

Deane Amyx, Intramural Sports & Recreation, change title from Program Coordinator (classified) to Project Coordinator (non-classified), change salary, effective July 1, 2004.

Jacque Rainey, Health Sciences, change title from Interim Associate Dean & Associate Professor to Associate Dean & Associate Professor, change salary, effective July 1, 2004.

APPOINTMENTS:

Heidi Island, Psychology/Counseling, effective August 16, 2004, tenure-track position.

Rollin Potter, College of Fine Arts & Communication, Dean and Professor, effective July 1, 2004, with tenure.

Thomas Prentice Jr., Psychology/Counseling, Visiting Assistant Professor, effective August 16, 2004, non-tenure track.

Lyndel Roe, Philosophy & Religion, Instructor, effective August 16, 2004, non-tenure track.

LEAVE OF ABSENCE WITHOUT PAY (EXPLANATION):

Donna Cain, Early Childhood & Special Education, effective March 1, 2004 through May 15, 2004, leave with pay from December 1, 2004 through February 29, 2004, due to medical leave.

RESIGNATIONS AND/OR NON-REAPPOINTMENTS:

Brian Bonhomme, History	May 14, 2004
Kathryn Irby, Occupational Therapy	May 15, 2004
Bobbie Olles, Admissions	April 16, 2004
Adam Pearce, Athletics	May 15, 2004

RETIREMENT:

Jack Fulmer, Intramural Sports & Recreation June 30, 2004

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

Mr. Scott Roussel, Chair

Mrs. Patricia Bassett, Secretary