

The Board of Trustees of the University of Central Arkansas convened in regular meeting at 2:00 p.m. Friday, November 2, 2007, in the Board of Trustees Conference Room in Wingo Hall with the following officers and members present:

Chair:	Mrs. Kay Hinkle
Vice Chair:	Mr. Randy Sims
Secretary:	Mr. Rush Harding III
	Mrs. Patricia Bassett
	Dr. Harold Chakales
	Mr. Scott Roussel
	Dr. Mike Stanton

and with the following absent: None

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

MINUTES

Minutes of the September 7, 2007, Board meeting were unanimously approved as circulated upon motion by Mr. Sims with a second by Mr. Harding.

INTRODUCTIONS AND ANNOUNCEMENTS

President Hardin introduced Tom Pilgreen, who recently returned from over two years of active military duty.

President Hardin expressed appreciation to those involved in the planning of Homecoming events, especially Kelley Erstine and Jan Newcomer. President Hardin stated that all events were outstanding and the atmosphere "electric."

PRESIDENT'S REPORT

President Hardin reported on the following items:

- Enrollment and budget growth over the past six years;
- Financial Report for 2006-07, including positive points and challenges. Following discussion, Mr. Harding requested Paul McLendon to furnish copies of UCA's recent credit rating by Moody's Investors Service. Copies of the credit report, which states UCA's "outlook is stable," were distributed before adjournment.
- UCA's chance of hosting a presidential debate is 50/50. The decision will be made in mid-November. Once again, President Hardin expressed his appreciation to Warwick Sabin for his assertive efforts with this project;
- Board meetings during 2008 have been scheduled on the following dates. Board members were asked to check their schedules for conflicts.

Friday, February 8;
Friday, May 2;
Friday, July 25; and

Friday, November 7.

- Athletic Camps - In 2001 the Board of Trustees authorized the UCA coaching staff to host camps for private compensation. The following camps were held in the summer of 2007. As required by state statute, the camps have provided a financial report to the Vice President for Financial Services. The camp revenues and expenses have been summarized below based on that report.

	<u>Football</u>	<u>Women's Soccer</u>	<u>Men's Soccer</u>	
Revenues:				
Camp Revenues	\$ 24,605	\$30,965	\$ 38,185	
Donations	4,300			
Total Revenue	\$ 28,905	\$30,965	\$ 38,185	\$98,055
Expenses:				
UCA Facility Charge	\$ 1,101	\$ 158	\$ 204	
Supplies/Services	\$ 6,020	\$ 7,246	\$ 8,220	
Housing/Food Service	\$	\$ 9,864	\$ 14,146	
Contract Labor	\$ 21,250	\$ 8,541	\$ 9,340	
Equipment Coach	\$ -	\$ -	\$ 5,603	
Total Expenses	<u>\$ 28,371</u>	<u>\$ 25,808.50</u>	<u>\$ 37,513</u>	\$91,692
Net Profit/Carry Forward	<u>\$ 534</u>	<u>\$ 5,157</u>	<u>\$ 672</u>	
Campers	734	105	136	975

Note: The Net Profit/Carry Forward amount could be further reduced for taxes and accounting charges related to the head coach.

**STATEMENTS BY THE PRESIDENTS OF THE FACULTY SENATE, STUDENT
GOVERNMENT ASSOCIATION AND THE STAFF SENATE**

Copies of statements by Ed Powers, President of the Faculty Senate; Haley Heath, President of the Student Government Association; and Shaneil Ealy, President of the Staff Senate, are attached to these minutes.

ACTION AGENDA

Resolution of Appreciation for John Smith, M. D. - The following resolution was unanimously adopted upon motion by Dr. Stanton with a second by Mr. Harding:

RESOLUTION

WHEREAS, John D. Smith, M. D., serves as the team physician for the Athletic Department and, in this capacity, attends games, both home and away, and provides immediate healthcare for student athletes; and

WHEREAS, Dr. Smith became the university physician in 1997, directing the healthcare provided by the university's Student Health Clinic and overseeing a dramatic increase in the volume of patients seen by the clinic; and

WHEREAS, Dr. Smith has served capably in providing for the healthcare needs of students and athletes of the University of Central Arkansas; and

WHEREAS, Dr. Smith completed his service to the Student Health Clinic on June 30, 2007; now therefore be it

RESOLVED, that the Board of Trustees of the University of Central Arkansas does hereby extend its sincere appreciation and gratitude to Dr. John Smith for his years of dedicated service to the University; and be it further

RESOLVED, that this resolution be made a part of the minutes of the University of Central Arkansas Board of Trustees meeting.

**Adopted this 2nd
day of November 2007,
in Conway, Arkansas**

Kay Hinkle, Chair of the Board

Rush Harding III, Secretary of the Board

Revisions to the Faculty Handbook - The UCA *Faculty Handbook* Committee has recommended a number of revisions to the current document. The following is a summary of the proposed changes. A full document accompanies this summary under separate cover with revisions shown in detail.

- Various position title changes, administrative shifts, and non-substantive editorial and/or clerical revisions have been noted as appropriate throughout the document.
- Chapter Three, Section I.A. The paragraph regarding appointment and commitment was moved from another section to this new location for clarity.
- Chapter Three, Section II.A. A statement about tenure status and rank was added.
- Chapter Three, Section II.C. Item 2 was moved from another location for clarity.
- Chapter Three, Section II.D. Text was deleted and new text added to item 1 and item 2.b.
- Chapter Three, Section IV.B.3. Text regarding achievement along with promise of continued accomplishment was added.
- Chapter Three, Section V.C. Text was added to item 2bc for clarity.
- Chapter Three, Section VI.A. Text was deleted from items A and B. Text was added to the second paragraph of item B for clarity.
- Chapter Three, Section VII.G. Mid-tenure review changed from two years to at least one year.
- Chapter Three, Section VIII.B.1. & 2. Department promotion and tenure committee charges were clarified, along with the charge for the department chair.
- Chapter Three, Section VIII.C.1. & 2. College promotion and tenure committee charges were clarified, along with the charge for the dean.
- Chapter Three, Section XVII. Text was added to clarify procedures for faculty grievances.
- Chapter Seven, University Standing Committees. Editorial changes were made to several committees, new committees were added, and the organization of the section was reorganized to alphabetical within reporting line. Most notable substantive changes were made to the following committees:
 - Athletic Committee
 - Faculty Emeritus/Emerita Committee
 - Faculty Grievance Panel
 - Public Art Committee (new)
 - Retention Committee
 - University Admissions Committee

The recommendations of the *Faculty Handbook* Committee have been considered by the Faculty Senate and other appropriate administrators.

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

"BE IT RESOLVED: That the Board of Trustees hereby approves the revised *Faculty Handbook*."

New Program: Minor in Public Administration - The Department of Political Science and College of Liberal Arts propose a new minor program in Public Administration. The department offers a major program in public administration, and the new minor will be a component of the existing program. The minor is expected to be of interest to students majoring in a variety of other fields who are interested in the administrative aspects of government agencies and non-profit organizations. The minor will focus on the political and administrative contexts of public policy making and public program implementation. Students will have the opportunity to take courses in the fields of public administration and public policy including introductory courses in public administration and public policy, governmental budgeting, public management, planning, and a variety of substantive public policy courses.

Students who choose to minor in public administration must complete core requirements (12 hours) and select two additional courses (6 hours) from public administration courses offerings and one course (3 hours) from public policy course offerings for a total of 21 hours.

All appropriate university councils and administrators have recommended approval of the minor in public administration.

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

"BE IT RESOLVED: that the Board of Trustees hereby approves the minor program in Public Administration."

Board Policy No. 414, "Pets/Animals on University Property" - The University Police Department has asked the administration to develop a policy that clarifies when pets will be permitted on university property. The Board has never adopted a policy addressing this issue. UCA Housing has adopted a policy stating that pets are not permitted in university housing except for fish, under certain conditions, and service animals assisting those with disabilities.

It is believed that proposed Board Policy No. 414 will clarify this issue for the university community.

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

"BE IT RESOLVED: That the Board of Trustees hereby adopts the following policy as Board Policy No. 414, 'Pets/Animals on University Property.'"

UNIVERSITY OF CENTRAL ARKANSAS
BOARD POLICY

Policy Number: 414

Subject: Pets/Animals on University Property

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Date Adopted: _____ Revised: _____

It is the policy of the university to permit service animals on campus to assist students, faculty, staff and visitors with disabilities. However, as a general rule, pets are not permitted on university property. Exceptions are stated below:

Residence Halls/Apartments/Houses: Pets are not permitted in university residence halls, apartments or houses except as stated in the *UCA Student Handbook* and as authorized by UCA Housing and Residence Life on a case-by-case basis.

Visitors: Other than service animals as noted above, pets must be accompanied by their owners and restrained by leash or pet carrier and properly licensed and tagged as required by local ordinances. If university officials determine that pets pose a risk to others, pet owners will be asked to remove their animals from campus.

Stray Animals: Stray animals that pose a threat to the health and safety of the university community will be removed from campus. Whenever possible, the university will work with the Faulkner County Humane Society to place stray animals in appropriate homes.

Mr. Harding moved that the Board of Trustees contribute \$10,000 to the *Oxford American* magazine's operating budget and \$5,000 to the Student Government Association to help the organization meet its goals. These financial gifts will come from the Board of Trustees Endowment Fund. The motion was seconded by Dr. Stanton and passed unanimously.

EXECUTIVE SESSION

Executive session, for the purpose of considering personnel matters, was unanimously declared upon motion by Dr. Stanton with a second by Mr. Roussel.

OPEN SESSION

Open session was unanimously declared upon motion by Mr. Harding with a second by Mr. Roussel.

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

"BE IT RESOLVED: That the Board of Trustees hereby approves the personnel list presented in executive session, provided however, that the administration is authorized to make corrections and changes of a clerical nature."

Election of Board Officers for 2008 - Mr. Roussel, in keeping with the usual rotation, nominated Mr. Sims to serve as Chair, Mr. Harding to serve as Vice Chair and Dr. Chakales to serve as Secretary of the Board for 2008. The nominations were seconded by Mrs. Bassett and unanimously adopted.

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

Mrs. Kay Hinkle, Chair

Mr. Rush Harding III, Secretary

Board Meeting
November 2, 2007
Shaneil Ealy
Staff Senate President

Madam Chair, Members of the Board, President Hardin, and Members of the President's Staff, it is an honor to stand before you today as staff senate president to represent the amazing staff at UCA. I have to applaud the past president of staff senate, Patricia Smith, for her leadership and making it easy for me to assume the role of president as she left the reigns in fine condition. I am also grateful for the staff that unselfishly serve their coworkers by being apart of the senate. I would also like to thank President Hardin, whom the exec board had the opportunity to visit with just this week, for his abiding support.

With the support of president Hardin and the administration at UCA, staff senate accomplished many goals last year. Staff Senate coordinated the traditional events such as the Holiday Feast, the employee picnic, and the Employee of the Year Awards Ceremony. Last year, staff senate also worked with UCA Police Department to create a FREE parking decal that allows the employees of 25 years to enjoy some great parking privileges. Staff senate will continue to look for ways to honor those staff who have longevity and carry the history of our institution.

Staff senate was also instrumental in getting staff exempted from paying the per semester fees that duplicate some services that staff receive as fringe benefits. As well, staff senate awarded 12 scholarships to employees and their dependents totaling \$1,500. As AR is once again 49th in the nation in the number of adults who hold bachelor's

degrees, it is so important that we continue to support staff and their families who are pursuing degrees.

Thus, one of our primary goals this year of the senate is to promote staff development. We had the opportunity to visit with President Hardin this week about our upcoming proposal for increased support for employees, their spouses, and their dependents who are pursuing graduate degrees. We will be conducting research and surveys over the next few weeks to garner the interest and the costs associated with this proposed benefit. We are also looking for ways to support the staff whom are interested in gaining new skills or trades that will enhance their career at UCA.

Also with the administration's support, we will be hosting opportunities for young developing professionals to network with the more seasoned staff at UCA. We believe it is critical for young professionals to develop key relationships on campus and for the seasoned staff to mentor and pour into the lives of the next generation of leaders on our campus. We have been hosting one seminar a month regarding various topics including a historical campus tour to advising staff on how to work with the new generation of helicopter parents.

Not only is staff senate making things happen for staff, but we are also giving back to staff and the community. We recently assisted United Way in their annual giving campaign by asking faculty and staff for their support through a letter from the senate. We stuffed 1,200 envelopes that were mailed to UCA employees that gave them an opportunity to give. We have also had to increase our volunteerism this year. Traditionally, staff senate ushers at the football and basketball games to raise money to support our scholarships. As a result of UCA moving to Division I, we have more have

had to increase the number of ushers that volunteer to work the games. Not only senators work the games, but the staff and their families also volunteer to help us fulfill our responsibility.

UCA was recently voted the best university in the state according to Arkansas State University's Center for Social Research recent survey. The survey poised UCA as a place known for academic quality and one that encompasses a unique culture. We believe the culture of the university is unique because of the leadership and the staff that serve here. It is amazing to see how the staff rally around each other in support during difficult times. Recently, a staff member loss their home to a fire and the staff was anxious to help. Staff senate supported the staff member with a donation, but also recognized the need to form a committee that would set guidelines and determine how we can continue to support our staff that suffer loss. That's the unique culture that exists here at UCA because of the devoted and compassionate staff and I am honored to speak to you on their behalf today. Thank you.

November 2, 2007

Ladies and gentlemen of the Board,

Thank you for giving me the opportunity to speak on behalf of the UCA faculty.

I'll warn you, I'm not much of a speech maker. Worse than that, I'm actually more of a lecturer—just ask my kids, they'll confirm it. I'm a lecturer.

We professors generally lecture to clarify the finer points of an otherwise murky issue or argument. We lecture to inform, to teach. But you already know much of what I might teach in this brief lecture here today.

For example, you already know that UCA has the best teaching faculty in the state. You already know that UCA students come to us as some of the brightest young minds in the state. And you know that when these same students leave us (hopefully 4 years later) they are smarter, more disciplined, more skilled than when they arrived. You know that these students leave UCA ready for success in graduate programs, law school, and medical school. You know that students leave us ready to assume important positions in education, in business, in the arts, and in health care. You know that students leave here better than they started here.

You know that UCA graduates represent the future leaders of our communities. You know that some of these students will one day be standing in my place speaking to other former students sitting in your place. You know that (unlike Vegas) what happens here does not stay here. What happens here moves forward for the betterment of our society.

You know also that other people know. Other people are finding out that what happens here at UCA is good. Increasingly, the evidence confirms that what happens here at UCA is BEST. A colleague tells me that in a recent conversation with an Arkansas business executive, the executive claims he trusts graduates from UCA more than graduates from any other university in the state. In October, a poll on higher education conducted at Arkansas State University revealed that among a sample of registered voters in Arkansas, UCA received higher marks than any other major university in the state. Arkansas residents recognize that UCA faculty members are experts at motivating students, fostering growth, and developing life-long learners.

UCA is fortunate to have an exceptionally qualified faculty that is dedicated to the improvement of higher learning in the state. Faculty quality and dedication has been essential for the development of the superior reputation that UCA now enjoys. I could spend all afternoon reading you a lengthy list of faculty accomplishments. I can share countless stories of creative researchers, patient teachers, and outstanding mentors. Our energetic, multi-talented faculty is a core component of our success. But again, you know this already.

So, How do we keep a good faculty? UCA is already doing some of the things necessary to keep a thriving faculty. For example, last year faculty received a much deserved pay raise to help compensate us for our role in raising the status of UCA. We now offer the competitive salaries necessary to help attract and retain quality faculty members. Another example is faculty governance. UCA faculty members are given broad opportunities to participate in the decision-making processes that guide the university. In this respect, we are much better off than our peers at the other colleges and universities in the state. We have a good relationship with AAUP and our Faculty Handbook has been hailed as a model document for universities within UCA's context.

However, several needs remain. Important among the remaining needs are technology infrastructure and faculty development. UCA has made great progress towards effective information technology systems over the last few years but we need more infrastructure to accommodate the constantly growing demand. A strong technological infrastructure requires good hardware, software, and support. IT is no longer an optional component of education. In the 21st century, faculty literally cannot do their jobs without these tools and support.

What about faculty development? Faculty members need the time and other resources fulfill the research components of their roles. Faculty members need to attend workshops, conferences, and other assemblies of their peers in order to stay current within the disciplines they represent on campus. Faculty members need to disseminate research to develop their own careers but the dissemination also serves an important function for UCA. Faculty participation in conferences across the nation raises the profile of UCA in these broader contexts. This is advertising for those who never see the 30-second commercials on local television. Raising UCA's profile in academia makes it easier to draw additional high-quality professional talent to the faculty.

Finally, why am I telling you all this when you already know it? Because we need your help. We are doing the best we can with the limited resources we have but we would do better with more. We need your help convincing the state that high-quality higher education costs money and it is worth what it costs. We need your help convincing politicians and corporations that UCA is quality and that resources directed here will be true investments in the future of this state and this region. We need your help to make sure that resources at UCA are directed wisely so that all those good words about UCA continue to ring true for successive generations of hopeful UCA students.

Thanks for letting me speak to you today. And yes, of course this will be on the test.

Members of the Board and President Hardin,

I want to thank you for this opportunity to speak with you today, and I would like to tell you what an honor it is to be the SGA President, particularly in UCA's centennial year. Now, more than ever in UCA's history, students feel a very real excitement and pride for this institution and for the Bears. Seniorss are amazed by the new environment at UCA football games, and SGA has made one of its main goals a commitment to increasing student involvement on campus and at sporting events. As a part of this goal, we gave away 2500 purple shirts at the first football game, and we have established a new, pre-game dorm storm. Members of the Bear Den and other student organizations, led by SGA, go through every residence hall before games in order to raise student awareness and attendance.

While we are pleased with the current state of student involvement, SGA has adopted additional goals that we are committed to pursuing. One of these goals involves campus security. I am happy to tell you that part of our concerns involving campus security have been eased as a result of President Hardin's willingness to listen to and act on these concerns. At our first meeting with him this year, SGA informed President Hardin that there were dorms and apartments without peepholes and without latch locks. We felt the implementation of the safety features was a feasible step in the process of dramatically increasing campus security, as students would be given more control over who has access to their living spaces. President Hardin immediately agreed to find the funds for this project, and it is now in progress. Another aspect of our campus security goal involves a desire for UCA to develop a campus wide text message alert system. This would allow the university police to alert the entire UCA community in the event of a security breach. We have met with the police department, and they are working on a system. Lieutenant Crabb in the police department told us that under the current system that he is working with, it would not be feasible to place all student numbers into the alert system. He is interested in purchasing a system that does provide this capability, although they are much more expensive.

Another one of SGA's main concerns for this year is to establish a firm commitment to fiscal responsibility. With our own budget, we have become much more stringent in allocating funds. We realize that every single student fee, no matter how small, can be very taxing combined with tuition and living expenses. Because we recognize the difficulty students face in paying their fees, we are committed to strictly scrutinizing each funding request before granting it. In the same vein of a commitment to fiscal responsibility, we, as the student body, have a desire to see a copy of UCA's budget placed on our URSA website so members of the student body, faculty, and staff could easily examine it.

While we do have these goals for the current year, we are also looking into the future. We have established a Student Center advisory committee to help plan the future of the Student Center as UCA expands.

Also, in looking into the future, we are committed to modernizing one of UCA's policies. Currently, when a freshman is caught in violation of UCA's alcohol policy, a letter is sent home to that student's parents. While we recognize that parents have a vested interest in their child's well-being, we also recognize that many UCA students support themselves with loans and jobs, and are completely independent of their parents. We also recognize that students who are over 18 are legally adults, and we feel this policy is an invasion of privacy. We have found that most of the schools in our conference and state have no parental notification policies and those that do notify parents after the second offense or in extreme situations. This is a policy that we would like to see changed.

Again, I want to tell you that the students recognize this as an exciting time in UCA's history. We realize that the growth of UCA and the growing support for it are largely the result of President Hardin's vision for UCA and a result of the hard work of the very capable UCA faculty and staff. We also realize that this current atmosphere at UCA would not be possible without you, the Board, and your continued commitment to this school. Thank you for that and thank you for giving me the opportunity to speak to you.