

The Board of Trustees of the University of Central Arkansas convened in regular meeting Friday, May 8, 1998, at 2:00 p.m. in the Fireplace Room in McCastlain Hall with the following officers and members present, to-wit:

Vice Chair: Mrs. Elaine W. Goode
 Secretary: Mr. Rickey H. Hicks
 Mr. Rush Harding
 Mr. Randy Sims
 Mr. Dalda Womack

and with the following absent, to-wit: Chair: Dr. Harold H. Chakales
 Mr. Madison P. Aydelott III

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

Minutes of the February 20, 1998, Board meeting were unanimously approved as circulated upon motion by Mr. Harding with a second by Mr. Womack.

INTRODUCTIONS/ANNOUNCEMENTS

President Thompson made the following introductions:

Melissa Rust, General Counsel;
Peter Mehl, incoming Interim Dean of the College of Liberal Arts;
Gary Stark, outgoing Dean of the College of Liberal Arts;
Lori Hambuchen, Director of Major Gifts;
Don Adlong, incoming President of the Faculty Senate;
Jonathan Ross, outgoing Treasurer and incoming Vice President of the Student Government Association;
Doris Clark, incoming President of the SGA; and
Desiree Mauppins, incoming Secretary of the SGA.

Copies of an updated Administrative Personnel Directory were distributed to members of the Board.

PRESIDENT'S REPORT

Update on Fraternity Housing - President Thompson discussed the possibility of acquiring additional property on Western Avenue and leasing houses to fraternities/sororities in an effort to develop a fraternity/sorority row.

In response to a question from Mr. Sims, Mr. Ronnie Williams, vice president for student services, and Dr. John Smith, vice president for administrative services, explained that behavioral standards regarding noise, visitation, alcohol, etc. will be included in each lease.

Construction Projects - Dr. John Smith, gave an update on construction projects at President Thompson's request:

1. Conference Center - Detailed drawings and specifications are complete and the contractor and architects are finalizing cost estimates. This facility and the Donald W. Reynolds Performance Hall will be constructed at the same time.
2. Football Stadium - Construction is progressing well and the facility should be completed by early July.
3. Harrin Hall - Interior demolition of the existing building is nearing completion. Site preparation and foundation work have begun on the new addition. This project should be completed around March 1, 1999.
4. Health, Physical Education and Recreation Facility - Detailed drawings and bid specifications should be completed by early summer and the project bid in mid-July.
5. Mass Communications Building - The architects are developing detailed plans for this facility. Funding is not yet available for the construction of the building. President Thompson is in discussion with Lu Hardin about release of the funds.
6. New Residence Hall - Final drawings and bid specifications are with State Building Services for approval and setting of a bid date.
7. Donald W. Reynolds Performance Hall - The architects and the contractor are developing final cost estimates for the building. Once the project is in budget, final drawings and specifications will be developed. Construction should begin in July, 1998.

8. Physical Therapy Building - Bids on the Physical Therapy Building were opened on February 24, 1998. All bids were significantly over budget. Necessary modifications have been made to the building and the project will be re-bid later this month.

Mr. Hicks arrived at the meeting at this time.

Litigation Report - Ms. Melissa Rust, general counsel, gave a litigation update at President Thompson's request:

Crawford v. Davis, et al., No. LR-C-95-092 (Federal District Court). Pursuant to a motion filed by the university, the Eighth Circuit Court of Appeals entered an order on April 16, 1998 dismissing Ms. Crawford's appeal of the jury verdict rejecting her claims of sexual harassment. Ms. Crawford failed to request rehearing of the Eighth Circuit's decision, thus the matter has been disposed of in its entirety.

Crawford v. UCA, et al. No. LR-C-96-334 (Federal District Court). Ms. Michelle Crawford has filed a complaint challenging the validity of UCA's traffic and parking regulations, seeking to certify a class action to contest the regulations, and alleging that she was denied due process in the appeal of her parking tickets. The University has filed an answer denying the complaint. The Attorney General's Office is representing the university. On March 16, 1998, the trial court entered an order denying Ms. Crawford's motion for class certification. A trial date has been set for the week of September 21, 1998.

UCA v. James C. Owen and Sherry T. Owen, No. Civ. 97-374 (Faulkner County Circuit). On July 25, 1997, the UCA Board of Trustees filed a complaint seeking to condemn the property located at 453 Western. Mr. Owen accepted service of the complaint on September 9, 1997. The defendants filed an answer on September 22, 1997, and have challenged the university's need for this property. Discovery is under way.

Donny Lane V. UCA, Claim No. 98-0203C-CC (Arkansas State Claims Commission). Donny Lane has filed a claim against UCA with the Arkansas State Claims Commission seeking reimbursement for more than \$9,000.00 in medical bills and anticipated medical bills. Mr. Lane claims that he slipped and fell on the UCA practice football field on July 30, 1994, while attending a football clinic for football officials. Mr. Lane claims that he injured his knee and his shoulder. The Attorney General's office represents the university in this matter. An answer has been filed denying the claim.

Earl Croston, Jr. v. UCA, No. LR-C-96-303 (Federal District Court). After a trial was held on August 11, 1997, pursuant to Mr. Croston's claim of race discrimination which ended with a verdict in favor of the university, Mr. Croston filed a notice of appeal to the United States Court of Appeals for the Eighth Circuit. The Attorney General's office will handle the appeal for the university.

School Psychology Program - President Thompson reported that the Department of Psychology and Counseling, through the appropriate university officials, has indicated an interest in pursuing a doctoral program in school psychology. Dr. Thompson stated that recent tragic events in Jonesboro and elsewhere make the need for the program more apparent. President Thompson stated that he has given the department and appropriate officials approval to develop the program for the Board's consideration at a future meeting.

May 16, 1998, Commencement Ceremonies - President Thompson announced that undergraduate and graduate commencement ceremonies are scheduled for Saturday, May 16, 1998, at 10:30 a.m. and 3:00 p.m. in the Farris Center. Three colleges will have ceremonies at 10:30 and three at 3:00.

First-Year Student Remediation - Copies of the "Arkansas Department of Higher Education Annual Report on First-Year Student Remediation" were distributed and discussed.

EXECUTIVE SESSION

At President Thompson's suggestion, executive session was declared upon motion by Mr. Harding with a second by Mr. Hicks.

OPEN SESSION

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

“BE IT RESOLVED: THAT THE UCA BOARD OF TRUSTEES APPROVES THE FOLLOWING ADJUSTMENTS, APPOINTMENTS, REAPPOINTMENTS, SUMMER RESEARCH, PROMOTIONS, TENURE, LEAVES WITHOUT PAY, EDUCATIONAL LEAVE, RESIGNATIONS, RETIREMENTS, SABBATICALS, AND DESIGNATION AS DISTINGUISHED PROFESSOR EMERITUS, PROVIDED HOWEVER, THAT THE ADMINISTRATION IS AUTHORIZED TO MAKE CORRECTION AND CHANGES OF A CLERICAL NATURE.”

ADJUSTMENTS:

1. Jeffrey Allender, change from Assistant Professor , GPSS to Interim Assistant Dean/Assistant Professor, College of Liberal Arts/Geography, effective July 1, 1998 to July 1, 1999 @ a salary of \$49,045.00.
2. Glenn Irion, change from Associate Professor to Associate Professor/Director of Research, Physical Therapy, effective August 15, 1998 change salary from \$44,258.00 to \$49,658.00.
3. Peter Mehl, change from Assistant Dean/Associate Professor to Interim Dean/Associate Professor, College of Liberal Arts, effective June 6-30, 1998, change annual salary from \$53,750.00 to \$70,000.00. Change salary effective July 1, 1998 to July 1, 1999 to \$72,078.00.
4. Anne Patterson, change from Assistant Dean/College of Fine Arts and Communication to Interim Chair/Associate Professor, Music, effective July 1, 1998 to June 30, 1999, change salary from \$58,467.00 to \$62,000.00.
5. Huey Antley, change from Instructor/Coordinator of Research to Assistant Professor/Assistant Director of Institutional Research, Undergraduate Studies, effective July 1, 1998 to June 30, 1999 @ a salary of \$45,000.00.
6. Wayne Stengel, change from Professor to Interim Department Chairperson/Professor, English, effective August 1, 1998 to June 30, 1999 @ a salary of \$64,000.00.

7. Terrance Kearns, change from Department Chairperson/Professor, College of Liberal Arts to Professor, English, effective August 17, 1998 to May 15, 1999 @ a salary of \$58,700.00.

APPOINTMENTS:

1. Mahir S. Ali, Chairperson/Professor, Computer Science, Appointment with Tenure, effective December 15, 1998 through June 30, 1999 @ a salary of \$46,042.00.
2. Brian V. Bolter, Director of International Programs/Associate Professor of Education, Appointment with Tenure, effective August 1, 1998 through June 30, 1999 @ a salary of \$71,042.00.
3. Gary Borjesson, Assistant Professor, Philosophy, Tenure Track Appointment, effective August 15, 1998 through May 15, 1999 @ a salary of \$33,000.00.
4. Lynn A. Burley, Assistant Professor, Writing Program, Tenure Track Appointment, effective August 15, 1998 through May 15, 1999 @ a salary of \$35,000.00.
5. William H. Friedman, Associate Professor, Marketing and Management, Tenure Track Appointment, effective August 19, 1998 through May 15, 1999 @ a salary of \$68,000.00.
6. Gwendolyn R. Galloway, Clinical Instructor, Nursing, Non-tenure Track, effective August 17, 1998 through May 15, 1999 @ a salary of \$33,000.00.
7. Ling Tian He, Associate Professor, Economics and Finance, Tenure Track Appointment, effective August 17, 1998 through May 17, 1999 @ a salary of \$65,000.00.
8. Pamela Jolly, Project Coordinator, Administrative Services, Non-faculty Appointment, effective July 1, 1998 to June 30, 1999 @ a salary of \$42,000.00.
9. Edward L. Powers, Assistant Professor, Sociology, Tenure Track Appointment, effective August 17, 1998 through May 17, 1999 @ a salary of \$33,000.00.
10. Monty Rowell, Project Coordinator, Student Services, Non-tenure Track Appointment, effective April 7 through June 30, 1998 @ a salary of \$6,700.00.
11. Melissa K. Rust, General Counsel, President's Office, Non-faculty Appointment, effective May 1 through June 30, 1998 @ a salary of \$9,167.00.

12. Jeralynn Sittig, Assistant Professor, Sociology, Tenure Track Appointment, effective August 17, 1998 through May 17, 1999 @ a salary of \$34,000.00.
13. Stephanie Vanderslice, Assistant Professor, Writing Program, Tenure Track Appointment, effective August 24, 1998 through May 15, 1999 @ a salary of \$35,000.00.

APPOINTMENTS FROM RESTRICTED/GRANT FUNDS:

1. Jim L. Grinder, Assistant Project Coordinator, Small Business Advancement National Center, Non-tenure Track, effective April 13, 1998 through June 30, 1998 @ a salary of \$5,273.00.

Reappointments:

PRESIDENT'S DIVISION

Office of the President

Winfred L. Thompson (T)	President/Professor of History	\$
Peggy S. Smith	Associate for Administration	32,688

Athletic Department

Michael B. Isom (O)	Head Football Coach/ Physical Education Instructor	\$ 60,122
Arch M. Jones (O)	Head Coach/Men's Basketball/ Asst. Athletic Director	55,893
Ronald J. Marvel (O)	Head Coach/Women's Basketball/Instructor	55,392
Sallie V. Dalton (O)	Compliance Coordinator/Instructor/ Women's Athletic Administrator	53,123
Richard J. Martin Jr (O)	Head Coach/Cross Country/Instructor	47,387
Brooks Hollingsworth (O)	Assistant Football Coach/Instructor	43,250
Charles Wade	Instructor/Assistant Coach/Football	41,802
Thomas Shea	Assistant Football Coach/Instructor	41,200
William E. Stephens	Director of Athletics	36,848
Charles Hervey (O)	Instructor/Assistant Men's Basketball Coach	36,767
Daniel Powell	Associate Director of Athletics	36,307
Mary Schlientz (O)	Head Volleyball Coach/Instructor	33,474
Darrell G. Walsh (O)	Instructor/Head Tennis Coach Assistant Women's Basketball Coach/	33,413

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Hollie Harris	Interim Women's Soccer Coach/Instructor	32,950
Scott D. Schwartz	Instructor/Assistant Coach/Football	32,278
Steven East	Sports Information Director	31,452
Toby J. White	Head Coach/Baseball/Instructor	31,255
Natalie Shock	Instructor/Head Softball Coach	31,152
Ryan Strong (O)	Instructor/Men's Soccer Coach	28,290

Governmental Affairs

James Dombek (T)	Executive Assistant to the President/ Director of Affirmative Action/Professor	\$ 82,717
Jack Gillean	Director of Governmental Relations	72,615
Melissa Rust	General Counsel	55,000

International Programs

Brian Bolter (T)	Director of International Programs/ Associate Professor	\$ 71,042
Carol Knipscheer (O)	Instructor/ Coordinator of Intensive English Program	37,123
Lynn Schaefer (O)	Instructor	25,602
Freddie Bowles (O)	Instructor	24,901
Jennifer Ewald	Project Coordinator	25,978

Institutional Research

Roger Lewis	Director of Institutional Research	\$ 57,283
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PROVOST'S DIVISION

Office of Provost

John A. Mosbo (T)	Interim Provost/Professor	\$ 95,790
Samual Buchanan (T)	Assistant Vice President/ Associate Provost/Professor	77,496
Joan Pritchard (T)	Assistant Professor/ Director of Faculty Development	59,130**
Jonathan Glenn (T)	Professor/Director of University Assessment	48,611

Continuing Education

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Linda Beene (O)	Assistant Professor/ Director of Continuing Education	\$ 68,441
Kimberly Bradford	Continuing Education Coordinator	41,458
Kathleen Smith (O)	Instructor	26,377
Patricia Price (O)	Instructor	25,725
Jo Smith (O)	Instructor	24,848
Michael Seger (O)	Instructor	24,159
<u>Graduate School/Sponsored Programs</u>		
Elaine McNiece (T)	Academic Dean/Professor	\$ 76,528
Deborah S. Walz	Director of Grants & Other Sponsored Programs	55,597
<u>Honors College</u>		
Norbert O. Schedler (T)	Professor/Director of Honors College	\$ 76,894
Richard I. Scott (T)	Professor/ Assistant Director of Honors College	56,958
<u>Registrar's Office</u>		
Anthony Sitz	Registrar	\$ 60,718
<u>Torreyson Library</u>		
Willie Hardin (T)	Academic Dean/Professor	\$ 67,866
Kaye Talley	Assistant Librarian/ Technical Services Coordinator	41,061
David Parker	Director of Audiovisual Services	40,209
Art Lichtenstein	Assistant Librarian/Public Services Coordinator	37,661
Ellen Johnson	Assistant Librarian/Circulation	35,198
Sarah Bryan	Assistant Librarian/Head Cataloger	33,943
Amanda Moore	Assistant Librarian	32,858
Troy Helm	Assistant Librarian	31,361
Eleanor Annis	Assistant Librarian	31,063
Charlotte Evans	Assistant Librarian	29,591
Sloan Powell	Assistant Librarian	14,671 #
Tracy Swank	Assistant Librarian	29,158
David Duncan	Assistant Librarian	28,829
Rick Fought	Assistant Librarian	28,829

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Undergraduate Studies

Sally Roden (T)	Academic Dean/Professor	\$ 78,800
Charlotte Cone	Research Associate/ Director of Accelerated Learning & Teaching	40,158
Norma Tio (O)	Instructor/Coordinator of Academic Advising	35,666
Jayne Stone (O)	Instructor/ Coordinator of Undergraduate Studies	35,494
Huey Antley (O)	Instructor/Coordinator of Research	33,408

ADMINISTRATIVE SERVICES DIVISION

Office of Vice President

John Smith (O)	Vice-President for Administrative Services/ Assistant Professor	\$ 92,027
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Financial Services

Barbara Goswick	Assistant Vice-President for Financial Services	\$ 70,000
Pam Jolly	Project Coordinator	42,000
Margaret Wallace	Budget Officer	33,987
Terri Canino	Grant Accountant	24,480

Student Financial Aid

Terri Powers	Project Coordinator	\$ 30,450
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Human Resources

Steven P. Wood	Assistant Vice-President for Human Resources	\$ 57,680
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Purchasing

Paul Totten	Business Manager	\$ 50,109
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Computing Center

Lilly Harmon	Associate Director of Computer Services	\$ 63,510
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Physical Plant

Jerrel Fielder	Director of Physical Plant	\$ 69,635
Paul Crosmer	Director of Engineering System	47,689

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<u>Bookstore</u>		
Stewart Snider	Bookstore Manager	\$ 46,227
<u>Housing Office</u>		
George Pilgreen	Assistant Dean of Students	\$ 45,693

INSTITUTIONAL ADVANCEMENT'S DIVISION

<u>Office of Vice President</u>		
Joe Hatcher	Vice-President for Institutional Advancement	\$ 82,400
<u>Admissions</u>		
Joe Darling	Director of Admissions	\$ 55,228
Curtis Hippensteel II	Assistant Dean of Students/ Assistant Director of Admissions	24,019
Eric Clay	Assistant Dean of Students/ Assistant Director of Admissions	23,972
Stephanie Ratliff	Assistant Dean of Students/ Assistant Director of Admissions	18,046
<u>Development & Alumni Services</u>		
Lorri Hambuchen	Director of Development/Director of Major Gifts	\$ 52,500
Carolyn Ishee	Associate Director of Development	44,192
<u>Public Information</u>		
James Schneider	Director of Information	\$ 46,107
<u>University Publications</u>		
Ellen Ishee	Dir of Publications & Creative Services	\$ 38,196

STUDENT SERVICES DIVISION

<u>Office of Vice President</u>		
Ronald Williams	Vice-President for Student Services	\$ 73,645
Gary Roberts	Dean of Students	57,720

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Career Planning and Placement

William E. Yates	Director of Cooperative Education	\$ 50,441
Katherine Rice Clayborn	Assistant Dean of Students/ Assistant Director of Placement	38,218

Counseling Services

Maurice Ness	Director of Counseling Center	\$ 57,059
Beth Scott	Assistant Dean of Students/Counselor	33,495
Mary Mabry	Assistant Dean of Students/Counselor	33,395
James Guinee	Director of Developmental Skills/Counselor	31,512

Disability Services

Kareen Cooper	Director of Disability Services	\$ 28,560
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Student Activities

John Cagle	Assistant Dean of Students/ Director of the Student Center	\$ 41,455
Jeanette Taylor	Assistant Dean of Students/ Director of Greek & University Programs	31,016

Intramural Sports & Recreation

David Dennis	Coordinator of Intramural Activities/Recreation	\$ 36,005
Jack Fulmer	Project Coordinator/ Assistant Director of Intramurals	31,682

Minority Affairs

Logan Hampton	Associate Dean/Director of Minority Affairs	\$ 45,170
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Orientation/Leadership Development

Henry Phelps IV	Assistant Dean of Students/ Director of Orientation	\$ 38,329
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Student Health Services

Nelda New (O)	Instructor/Director of Student Health Services	\$ 41,171 *
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COLLEGE OF BUSINESS ADMINISTRATION

Joseph Horton (T)	Academic Dean/Professor	\$ 97,278 *
Ira Saltz (O)	Associate Professor/Assistant Dean	72,658 *

Department of Accounting

Thomas Oxner (T)	Department Chairperson/Associate Professor	\$ 74,158
Michael Moore (T)	Professor	73,729
Billy Humphrey (T)	Professor	62,058
Ben Carter (T)	Associate Professor	58,814
Pamela Spikes (T)	Associate Professor	57,158
Roy Whitehead Jr. (T)	Associate Professor	56,309
Paul Jensen (T)	Assistant Professor	55,483
Donna Smith (T)	Assistant Professor	50,058

Department of Economics & Finance

Walter Block (N)	Department Chair/Professor	\$ 72,658
William Johnson (T)	Professor	65,451
James Packer III (T)	Associate Professor	63,369
James Bell (T)	Professor	62,458
Armand Picou (N)	Associate Professor	61,858
Patricia Cantrell (T)	Associate Professor	54,908
William Kordsmeier (T)	Associate Professor	53,304
James Weller (T)	Assistant Professor	49,118
Joseph McGarrity (N)	Assistant Professor	47,858
Roy McLean (N)	Assistant Professor	46,658

Department of Marketing & Management

William Bounds Jr (T)	Department Chairperson/Associate Professor	\$ 76,558 *
John Malley (T)	Professor	68,583
Douglas Grider (T)	Professor	67,308
Don Bradley III (T)	Professor	64,058
Herff Moore Jr (T)	Associate Professor	63,474
Joseph Cangelosi Jr (T)	Associate Professor	63,442
Kenneth Griffin (T)	Professor	63,381
James Barr (T)	Professor	62,818
Michael Rubach (N)	Assistant Professor	58,658
Robert Holbrook (N)	Assistant Professor	56,658

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Scott Markham (T)	Associate Professor	55,639
M David Kim (N)	Assistant Professor	47,858
Rebecca Gatlin-Watts (T)	Assistant Professor	42,058
Paula Ladd (N)	Assistant Professor	40,165
Beverly Oswald (O)	Instructor	32,178 *
Milan Bartos (O)	Instructor	31,658
Gerald Plumlee Jr (O)	Instructor	29,764 *
Carla Barber (O)	Information Technology Specialist/Instructor	22,858 *

COLLEGE OF EDUCATION

Freddie Litton (T)	Interim Dean/Professor	\$ 74,622 *
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Center for Academic Excellence

Susan Peterson (O)	Associate Professor/Assistant Director	\$ 44,406 *
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Department of Academic Technologies and Educational Leadership

Selvin Royal (T)	Department Chairperson/Professor	\$ 80,760 *
Joseph Arn (T)	Professor	60,867
Paul Peterson (T)	Professor	57,531
Jesse Rancifer (T)	Associate Professor	50,943
Kenneth Jordan (T)	Professor	50,719
Clemens Gruen (T)	Professor	48,063
Glenda Thurman (T)	Associate Professor	46,495
Jody Charter (T)	Associate Professor	43,892
Harold Griffin (T)	Associate Professor	41,317
Debora Adler (N)	Assistant Professor	35,658

Learning Resource Center

Hope Shastri (O)	Assistant Professor/ Director of Learning Resource Center	\$ 34,840
John Goswick (O)	Instructor	32,278 *

Department of Curriculum and Instruction

James Mainord (T)	Interim Chairperson/Professor	\$ 84,102 *
David Naylor (T)	Professor	65,348
Kathleen Atkins (T)	Associate Professor/Interim Assistant Dean	60,908 *
Terry James (T)	Professor	50,297

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Patricia Phelps (T)	Associate Professor	42,582
Mary Mosley (T)	Associate Professor	39,722
Tammy Benson (N)	Assistant Professor	37,979
Lloyd Hervey (N)	Assistant Professor/ Coordinator of Minority Student Services	36,849
C Denise Johnson (N)	Assistant Professor	36,658
Janet Filer (N)	Assistant Professor	36,021
Alma Shearin (N)	Assistant Professor	34,000
Ralph Calhoun (T)	Assistant Professor	33,658
David Sumpter (T)	Assistant Professor	33,621
Carolyn Zimmerly (O)	Instructor/ Director Child Study Center	28,678
Donna Cain (O)	Instructor	28,658
Angela Greenland (O)	Instructor	24,789

Professional Field Services

Kenneth Vaughn (O)	Assistant Professor/ Director of Professional Field Services	\$ 54,053 *
Deborah Barnes (O)	Instructor/Coordinator of Directed Teaching	40,088 *
Lisa George (O)	Instructor/ Coordinator of Early Field Experiences	29,279
Daniel Barrington (O)	Instructor/Coordinator of Preprofessional Field Services	28,158

Department of Psychology and Counseling

David Skotko (T)	Department Chairperson/Professor	\$ 80,244 *
Billy Smith (T)	Professor	67,414
Bobby Williams (T)	Professor	62,941
Clyde Reese (T)	Professor	29,580
Barbara Holmes (T)	Associate Professor	52,839
Linda Glenn (T)	Professor	51,808
John Murphy (N)	Assistant Professor	46,828
Teresa Smith (T)	Associate Professor	44,625
Elson Bihm (T)	Associate Professor	44,541
Lynda Fielstein (T)	Associate Professor	43,294
Michael Scoles (T)	Associate Professor	42,061
Ann Witcher (T)	Associate Professor	40,902
William Lammers (T)	Associate Professor	40,755
Ronald Bramlett (T)	Associate Professor	39,249

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Robert Rowell (T)	Assistant Professor	37,974
Paulette Leonard (T)	Associate Professor	36,950
James Nelson (N)	Assistant Professor	34,658
Chudi Obijekwu (N)	Assistant Professor	33,250
Carolyn Kelley (O)	Instructor	26,487
Karen Dobbs (O)	Instructor	25,658
Kim Dielmann (O)	Instructor	25,658

COLLEGE OF FINE ARTS AND COMMUNICATION

Robert Everding (T)	Academic Dean/Professor	\$ 89,528 *
Anne Patterson (T)	Associate Professor/Assistant Dean	58,467 *
<u>Department of Art</u>		
Kenneth Burchett (T)	Department Chairperson/Professor	\$ 75,626 *
Helen Phillips (T)	Professor	50,622
Robert Thompson (T)	Professor	48,699
Patrick Larsen (T)	Professor	48,159
Roger Bowman (T)	Professor	45,544
Gayle Seymour (T)	Professor	43,132
Cathy Caldwell (T)	Associate Professor	38,877
Bryan Massey (T)	Associate Professor	38,163
Andrew Cohen (T)	Associate Professor	37,625
Lyn Brands-Wallace (T)	Associate Professor	37,432
Jeffrey Young (N)	Assistant Professor	36,908
Maxine Payne Caufield (N)	Assistant Professor	35,658
Garlan F Jenkins (O)	Instructor/Gallery Director	31,688 *
<u>Department of Music</u>		
John Erwin (T)	Associate Professor/ Director of Choral Activities	\$ 53,058**
Don Collins (T)	Professor	49,343
Neil Rutman (T)	Assistant Professor	49,306
Ricky Brooks (N)	Assistant Professor/Director of Bands	49,118 *
Carl Anthony (T)	Professor	47,104
Denis Winter (T)	Professor	46,283
Patrick Hasty (T)	Associate Professor	45,549

Kay Kraeft (T)	Professor	45,541
Gilbert Baker (T)	Assistant Professor	41,191
Jacquelyn Lamar (T)	Associate Professor	41,190
Wolfgang Oeste (T)	Assistant Professor	40,314
Carolyn Brown (N)	Assistant Professor	36,537
John Roscigno (N)	Assistant Professor	35,658
Robert Holden (N)	Assistant Professor	34,958
Paul Dickinson (N)	Assistant Professor	34,658
Linda Hsu (N)	Assistant Professor	33,908
Thomas Burritt (N)	Instructor	33,658
Judith Roberts (O)	Instructor	33,658
Joan Huang (O)	Lecturer	29,658
Martha Antolik (O)	Lecturer	26,858
Christine Franklin (O)	Lecturer	25,000
Jann Bryant (O)	Instructor/ Director of Community School of Music	23,706 *
Charles Quinn (O)	Lecturer	25,000
Sam Driggers (T)	Professor	18,430

Department of Speech, Theatre, Communication

Robert Willenbrink Jr (T)	Department Chairperson/Associate Professor	\$ 64,582 *
Glenn Smith (T)	Professor	54,829
Ernest Dumas (N)	Assistant Professor/ Journalist in Residence/Echo Advisor	47,338
Gregory Blakey (T)	Assistant Professor	38,685
Claudia Beach (N)	Assistant Professor/Director of Theatre	38,114
Kathryn Young (N)	Assistant Professor	35,658
Mike Lar (O)	Instructor	35,658 *
Paulette Walter (O)	Instructor/Scroll Advisor	35,640 **
Debra Worthington (N)	Assistant Professor	33,658
Shawn Fulper Smith (O)	Instructor/Radio Program Manager	30,175 *
Belinda Bernum (O)	Instructor/Lecturer I	29,658
Shauna Thieman (O)	Lecturer/Director of Forensics	28,658
Rose Hamilton (O)	Instructor	25,658
Elizabeth Parker	Project Coordinator	22,048

Writing Program

David Harvey (T)	Associate Professor/Director, Writing Program	\$ 58,158
Margaret Morgan (T)	Associate Professor	41,860
Terry Wright (T)	Associate Professor	39,721
Francie Jeffery (T)	Assistant Professor	36,819
Daniel Roche (N)	Assistant Professor	36,158
Bonita Selting (N)	Assistant Professor	35,658
Stephanie Vanderslice (N)	Assistant Professor	35,000
Hui Wu (O)	Lecturer	28,658
Ellen Stengel (O)	Instructor	26,908
Steven Lance (O)	Instructor	25,866
Lisa Mongno (O)	Instructor	25,158
James Gifford (O)	Instructor	24,695
Cynthia Anderson (O)	Instructor	24,658
Suzanne Patterson (O)	Instructor	23,658
John Hankiewicz (O)	Instructor	23,658

COLLEGE OF HEALTH AND APPLIED SCIENCES

Neil Hattlestad (T)	Academic Dean/Professor	\$ 88,829 *
Jimmy Ishee (T)	Professor/Assistant Dean	68,425 *

Department of Family and Consumer Science

Mary Harlan (T)	Department Chairperson/Professor	\$ 66,830 *
Melissa Shock (T)	Associate Professor	42,715
Cathy Brown (O)	Assistant Professor	34,733
Dana Moody (O)	Clinical Instructor	34,108
Ginny Nutter Wood (O)	Clinical Instructor	33,658
Renee Ryburn (O)	Clinical Instructor	32,384

Department of Health Sciences

Emogene Fox (T)	Department Chairperson/Professor	\$ 64,128 *
Betty Hubbard (T)	Professor	50,546
Jane Lammers (T)	Professor	48,688
Dwight Pierce (T)	Associate Professor	40,913
Jacqueline Rainey (N)	Assistant Professor	38,719
Gary Lewers (T)	Associate Professor	38,691
Sarah Jerome (N)	Assistant Professor	36,008

Department of Kinesiology and Physical Education

Deborah Howell (T)	Department Chairperson/Associate Professor	\$ 65,823 *
Larry Titlow (T)	Professor	51,852
Shelia Jackson (N)	Assistant Professor	40,386
Frank Servedio (N)	Assistant Professor	34,998
Lorna Strong (O)	Instructor/Director of Athletic Training	32,632 **
Carla Horan (O)	Clinical Instructor	25,398

Department of Nursing

Barbara Williams (T)	Department Chairperson/Professor	\$ 70,670 *
Kathleen Bondy (T)	Professor	52,653
Kathleen Delorenzo (N)	Assistant Professor	48,858
Lauretta Koenigseder (T)	Assistant Professor	48,010
Rebecca Lancaster (T)	Assistant Professor	46,895
Sheila Stroman (T)	Assistant Professor	46,175
Alice Martin-Watson (N)	Assistant Professor	38,992
Susan Gatto (O)	Clinical Instructor	35,641
Carol Enderlin (O)	Clinical Instructor	35,358
Patricia Lucy (O)	Clinical Instructor	35,272
Karen Jenkins (O)	Clinical Instructor	35,181
Debra Gordon (O)	Clinical Instructor	34,658
Sharyl Sain (O)	Clinical Instructor	34,498
Lisabeth Hoffman (O)	Instructor	33,658

Department of Occupational Therapy

Linda Shalik (T)	Department Chairperson/Associate Professor	\$ 72,328 *
Catherine Acre (T)	Assistant Professor	44,801
Marc Willey (N)	Assistant Professor	43,750
Kathryn White (N)	Instructor	42,806
Lorrie Buddenberg (O)	Instructor	42,700
Jennifer Johnson (O)	Instructor	40,779
Tina Mankey (O)	Instructor	38,158
Deborah Gangluff (O)	Clinical Instructor/Grant Project Clinician	37,339

Department of Physical Therapy

Venita Lovelace Chandler (T)	Department Chairperson/Professor	\$ 78,311 *
William Bandy (T)	Professor	57,550
Nancy Reese (T)	Associate Professor	52,330

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Gary Soderberg (T)	Professor	51,658
Loretta Knutson (N)	Associate Professor	50,308
Reta Zabel (N)	Assistant Professor	48,733
Clayton Holmes (N)	Assistant Professor	46,400
Bruce Mendelson (N)	Assistant Professor	33,681
Jean Irion (N)	Assistant Professor	44,313
Glenn Irion (T)	Associate Professor	44,258
Amy McMillan (N)	Assistant Professor	41,658
Stephen Hearn (O)	Instructor	39,170
Twala Maresh (O)	Clinical Instructor	37,908
James Fletcher (O)	Instructor	36,433
Carrie Phillips (O)	Clinical Instructor	25,908

Department of Speech-Language Pathology

James Thurman (T)	Associate Professor	\$ 53,094
Susan Moss-Logan (T)	Associate Professor	46,574
Robert Logan (T)	Associate Professor	43,761
Betty Fusilier (T)	Instructor	38,003
Dee Lance (N)	Assistant Professor	36,808
Kathy McDaniel (O)	Clinical Instructor	32,097
Sharon Ross (O)	Clinical Instructor	31,505
Linda Graham (O)	Clinical Instructor	31,004
Dara Parker (O)	Clinical Instructor/Clinical Supervisor	30,158
Byron Ross (O)	Instructor	30,158

COLLEGE OF LIBERAL ARTS

Peter Mehl (T)	Associate Professor/Assistant Dean	56,108 *
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Department of English

Phillip Anderson (T)	Professor	\$ 60,982
Henry Rogers, III (T)	Professor	60,356
Jeff Henderson, III (T)	Professor	59,605
Gary Davenport (T)	Professor	59,211
Terrance Kearns (T)	Professor	58,700
Conrad Shumaker (T)	Professor	50,793
Patricia McGraw (T)	Professor	49,945

Bonnie Melchior (T)	Professor	47,936
Rebecca Williams (T)	Associate Professor	47,541
Robert Lowrey (T)	Professor	47,047
Wayne Stengel (T)	Professor	44,123
Raymond Jean Frontain (T)	Professor	40,520
Michael Schaefer (T)	Associate Professor	39,787
James Fowler (T)	Associate Professor	38,976
Richard Gaughan (T)	Associate Professor	38,040
Linda Arnold (O)	Assistant Professor	33,875
Robert Koch (O)	Assistant Professor	33,310

Department of Foreign Languages

Marian Brodman (T)	Department Chairperson/Associate Professor	\$ 68,036 *
Joel Pouwels (T)	Associate Professor	42,825
Dwight Langston (T)	Associate Professor	38,380
Phillip Bailey (N)	Assistant Professor	37,192
Jaime Zambrano (T)	Assistant Professor	35,811
Jose-Luis Martinez (T)	Assistant Professor	34,666
Patricia Carlin (O)	Instructor/Lecturer I	29,956

Department of Geography/Political Science/Sociology

Ronald Hy (T)	Department Chairperson/Professor	\$ 72,658 *
Donald Whistler (T)	Professor	58,625
Michael Kelley (T)	Professor	56,628
William Jameson (T)	Associate Professor	53,360
Gary Weekin (T)	Professor	52,549
R Gordon Shepherd (T)	Professor	52,087
D Brooks Green (T)	Associate Professor	51,722
Jamia Fox (T)	Professor	51,298
R Lawson Veasey Jr (T)	Professor	50,166
Gerald Reynolds (T)	Associate Professor	44,240
Paul Butt (T)	Associate Professor	42,749
Tom McInnis (T)	Associate Professor	40,501
John Passe Smith (T)	Associate Professor	39,252
Janet Wilson (N)	Assistant Professor	36,858
Jeffrey Allender (T)	Assistant Professor	36,552
Lani Malysa (T)	Assistant Professor	34,530

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Jeralynn Sittig (N)	Assistant Professor	34,000
Carolyn Aman (N)	Assistant Professor	33,658
Mary Passe Smith (O)	Laboratory Instructor	21,658 *

Department of History

George Schuyler (T)	Department Chairperson/Professor	\$ 69,298 *
Harry Readnour (T)	Professor	56,900
James Brodman (T)	Professor	56,676
Theman Taylor (T)	Professor	53,104
Maurice Webb (T)	Associate Professor	50,341
Eugene Corcoran (T)	Professor	49,894
Gregory Urwin (T)	Professor	49,043
Donald Jones (T)	Associate Professor/ Director of Exemplary Studies	48,817
Randall Pouwels (T)	Professor	47,466
Kenneth Barnes (T)	Associate Professor	42,973
Vincent Hammond (T)	Associate Professor	37,510
Sondra Gordy (T)	Assistant Professor	36,873
Melanie Perreault (N)	Assistant Professor	35,158
Mary Chalmers (O)	Instructor/Visiting Assistant Professor	31,358
Arlene Sindelar (O)	Instructor/Visiting Assistant Professor	28,858
Mary Landreth (O)	Instructor/Lecturer I	27,426

Department of Philosophy

Jim Shelton (T)	Department Chairperson/Professor	\$ 65,090 *
Charles Harvey (T)	Professor	50,683
Jami Anderson (N)	Assistant Professor	34,878
Gary Borjesson (N)	Assistant Professor	33,000
William Haines (O)	Lecturer I	30,658

COLLEGE OF NATURAL SCIENCES AND MATHEMATICS

Stephen Addison (T)	Interim Dean/Associate Professor	\$ 72,028 *
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Department of Biology

Paul Hamilton (T)	Department Chairperson/Professor	\$ 72,628 *
Edmond Griffin (T)	Professor	61,557
Donald Culwell (T)	Professor	60,195
H Frederic Dalske (T)	Associate Professor	53,790
Wilbur Owen (T)	Professor	52,104
D Derald Smith (T)	Professor	52,100
John Choinski Jr (T)	Professor	48,241
William Moran (T)	Associate Professor	45,843
David Dussourd (T)	Associate Professor	42,957
Kenneth Freiley (T)	Associate Professor	41,262
Mary McDonald (T)	Associate Professor	40,999
Steven Runge (T)	Associate Professor	40,573
Michael Mathis (T)	Associate Professor	40,360
David Zehr (T)	Associate Professor	39,783
Thomas Walker (N)	Assistant Professor	37,427
Katherine Larson (N)	Assistant Professor	37,154
Daniel Magoulick (N)	Assistant Professor	36,911
Deborah Kreiss (N)	Assistant Professor	36,658
Benjamin Waggoner (N)	Assistant Professor	35,958
Marc Hirrel (O)	Lecturer	31,658
Michael Martin (O)	Lecturer	31,458

Department of Chemistry

Conrad Stanitski (T)	Department Chairperson/Professor	\$ 71,655 *
Jerald Manion (T)	Professor	63,935
Michael Rapp (T)	Professor	63,711
Paul Krause (T)	Associate Professor	55,591
George Paul (T)	Professor	52,588
William Taylor (T)	Associate Professor	41,762
Jeffrey Draves (N)	Associate Professor	40,974
Patrick Desrochers (T)	Assistant Professor	39,885
R. Cameron Dorey, III (T)	Associate Professor	39,844
Patricia Draves (N)	Assistant Professor	38,699

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H. Robert Bergen (N)	Assistant Professor	38,212
Karen Weaver (T)	Assistant Professor	37,538

Department of Computer Science

Charles Seifert (T)	Interim Assistant Dean/ Interim Department Chairperson/Professor	\$ 74,907 *
C Wayne Brown (T)	Associate Professor	54,883
Ming Fang Wang (T)	Associate Professor	53,501
Damber Tomer (T)	Associate Professor	50,038
Harold Forbes (N)	Assistant Professor	46,658
Alvin Bell Jr (O)	Lecturer	31,867
Donald Epperson (O)	Lecturer	28,938

Department of Mathematics

Donna Foss (T)	Department Chairperson/ Associate Professor	\$ 68,458 *
David Peterson (T)	Professor	55,354
Lawrence Huff (T)	Professor	53,999
Linda Griffith (T)	Professor	50,072
Jimmie McKim (T)	Assistant Professor	48,347
Donald Adlong (T)	Assistant Professor	48,234
Carolyn Pinchback (T)	Associate Professor	44,926
Ralph Butcher (T)	Associate Professor	43,594
Xiaoshen Wang (T)	Associate Professor	43,129
George Bratton (T)	Associate Professor	42,284
Charles Mullins (O)	Assistant Professor	41,112
Robyn Serven (T)	Associate Professor	40,994
Todd Smith (N)	Assistant Professor	40,878
Fred Hickling (N)	Assistant Professor	39,879
Jean McGehee (N)	Assistant Professor	36,658
Tom McAnally (T)	Assistant Professor	36,635
Jo Ann Royster (O)	Instructor	25,697

Department of Physics and Astronomy

Joseph Rosen (N)	Department Chairperson/Professor	\$ 68,966 *
Harold Pray (T)	Professor	57,881
Norman Gaiser (T)	Associate Professor	41,513
Rahul Mehta (T)	Associate Professor	41,166

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Heather Woolverton (T)	Associate Professor	38,692
Carl Frederickson (N)	Assistant Professor	38,132
Tod Ramseyer (N)	Assistant Professor	37,122
James Ross (N)	Assistant Professor	36,859

Part-time Employee
* 12-Month Faculty
** 10-Month Contract

Tenure Status:

N = Non-tenured, on track

O = Other tenure status

T = Tenure

SUMMER RESEARCH:

1. C. Wayne Brown, Computer Science, Summer II @ a salary of \$3,149.00.
2. Patricia Draves, Chemistry, Summer I @ a salary of \$2,204.00
3. Lynda Fielstein, Psychology and Counseling, Summer II @ a salary of \$2,498.00.
4. Deborah Kreiss, Biology, Summer I @ a salary of \$2,160.00.
5. Melanie Perreault, History, Summer I @ a salary of \$2,010.00.
6. Joel Pouwels, Foreign Languages, Summer I @ a salary of \$2,458.00.
7. Steven Runge, Biology, Summer II @ a salary of \$2,291.00.
8. Gregory Urwin, History, Summer I @ a salary of \$2,801.00.
9. Xiaoshen Wang, Mathematics, Summer I @ a salary of \$2,444.00.
10. Terry Wright, Writing Program, Summer I @ a salary of \$2,224.00.
11. Kathryn Young, Speech, Theatre and Mass Communication, Summer II @ a salary of \$1,100.00.

1998 PROMOTIONS:

1. William Bandy, Physical Therapy, to Professor.
2. Raymond Jean Frontain, English, to Professor.
3. Jonathan Glen, English, to Professor.
4. Linda Griffith, Mathematics, to Professor.
5. Terry James, Administration and Secondary Education, to Professor.
6. Gayle Seymour, Art, to Professor

1998 TENURE LIST:

Catherine Acre, Occupational Therapy
 Kathleen Bondy, Nursing
 Lyn Brands-Wallace, Art
 Patrick Desrochers, Chemistry
 Sondra Gordy, History
 Glenn Irion, Physical Therapy
 Francie Jeffery, Writing Program
 Lani Malysa, Geography/Political Science/Sociology
 Jose-Luis Martinez, Foreign Languages
 Michael Mathis, Biology
 John Passe Smith, Geography/Political Science/Sociology
 Kevin Rowell, Psychology and Counseling
 George Schuyler, History
 Xioashen Wang, Mathematics
 Jaime Zambrano, Foreign Languages

LEAVES WITHOUT PAY:

- | | | |
|----|---------------------------------------|--------------|
| 1. | Patricia Crane, Nursing | 1998-99 Year |
| 2. | Julie Meaux, Nursing | 1998-99 Year |
| 3. | Mohammed Nour, Marketing & Management | 1998-99 Year |

EDUCATIONAL LEAVE:

- | | | |
|----|--|------------|
| 1. | Bruce Mendelson, Physical Therapy-half pay | Fall, 1998 |
|----|--|------------|

RESIGNATIONS:

- | | | |
|----|---|--------------|
| 1. | Lauren Bush, Psychology & Counseling | May 15, 1998 |
| 2. | Pamela Denise Cobh, Sociology | May 15, 1998 |
| 3. | Joyce Fiddler, Childhood & Special | May 15, 1998 |
| 4. | Donna Fisher, Speech Language Pathology | May 15, 1998 |

- | | | |
|-----|--------------------------------------|---------------|
| 5. | Kelly Johnson, Music | May 15, 1998. |
| 6. | Mary Lack, Speech Language Pathology | May 15, 1998 |
| 7. | Leigh Maxwell, Speech | May 15, 1998 |
| 8. | Barron South, Physical Therapy | May 15, 1998 |
| 9. | Gary Stark, College of Liberal Arts | June 5, 1998 |
| 10. | Eva I. Warner, Sociology | May 15, 1998 |

RETIREMENTS:

- | | | |
|-----|---|-------------------|
| 1. | Bennie Battles, Physical Plant (Classified) | June 30, 1998 |
| 2. | Jo Ann Carter, Bookstore (Classified) | January 30, 1998 |
| 3. | Mary Coleman, Library (Classified) | June 30, 1998 |
| 4. | Mary R. Gosselin, Accounts Payable (Classified) | June 30, 1998 |
| 5. | Joe Hundley, Center for Academic Excellence | June 30, 1998 |
| 6. | Earl E. McGehee, Jr., Computer Services | June 30, 1998 |
| 7. | Ben McNew, Economics and Finance | May 15, 1998 |
| 8. | Sid Mitchell, Childhood & Spec. Education | May 15, 1998 |
| 9. | Clyde Reese, Psychology and Counseling | December 31, 1998 |
| 10. | Jimmy Throneberry, Biology | May 15, 1998 |
| 11. | William S. Stephens, Athletics | January 15, 1999 |
| 12. | Joe Walthall, Childhood and Special Education | May 15, 1998 |
| 13. | Rojana Wright, Accounts Payable (Classified) | June 30, 1998 |

DESIGNATION AS DISTINGUISHED PROFESSOR EMERITUS:

1. Arvil Burks, Health Sciences

As part of the above motion, Mr. Harding moved that President Thompson's salary be increased by 2.7%. The motion was seconded by Mr. Sims and passed unanimously.

ACTION AGENDA

Student Publication Fee (Board Policy No. 630) - The student newspaper and the yearbook have traditionally been funded altogether or in part by allocations of the student activity fee. Each time the activity fee has been raised since the 1970s, the Board of Trustees has earmarked a part for *The Echo*, a part for the *Scroll* and part for the student government or it has left the specific allocation of the increase to the university.

From 1982, when a board-approved fee increase went into effect, until 1995, the activity fee was distributed in this manner: \$2.75 of each semester fee to the *Scroll*, \$2 to *The Echo* and \$10.25 to the Student Senate. The Student Government Association voted in the fall of 1994 to assume control of the publication funding and to require the publications to submit an annual budget for approval by the Association. The automatic allocation ended and the budgets for the publications were reduced progressively each of the next three years so that in 1997-98 funding from activity fees for each of the publications was slightly less than half of the funding levels of 1994-95. *The Echo* traditionally raised most of its revenue from advertising so that it was less drastically affected than the yearbook, which will be sharply diminished this year.

After a student plebiscite scheduled by the SGA during the student elections in September 1997 in which students were asked which of three fee increases they would support to fund the publications (\$4, \$5 or \$6), the SGA voted unanimously to recommend that the student activity fee be raised by \$5 per student per semester and dedicated to publications. The University Council unanimously endorsed the proposal. The publications will receive no further allocation of funds from the regular student activity fee, which will be distributed at the discretion of the SGA.

The proceeds of the publications fee would be budgeted by a Board of Student Publications comprised of students from the SGA, the publications themselves and the writing program; advisers of the three publications; and one professional who would be appointed by the chair of the Department of Speech, Theatre and Mass Communication. Students will occupy a majority of the membership of the board. The student literary magazine, which has depended upon an allocation

each year by the SGA, also would be funded from the publications fee. The \$5 fee would restore the approximate level of funding of the publications in 1994. The Board of Student Publications would be empowered to allocate funds to other publications in addition to the newspaper, yearbook and literary magazine provided they meet standards that the board promulgates.

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

“BE IT RESOLVED: THAT THE BOARD OF TRUSTEES APPROVES THE FOLLOWING REVISION TO BOARD POLICY NO. 630 AS RELATED TO THE GENERAL REGISTRATION AND OTHER FEES EFFECTIVE FALL SEMESTER, 1998:

A \$5.00 STUDENT PUBLICATION FEE TO BE CHARGED EACH FALL AND SPRING SEMESTER FOR ALL STUDENTS.

BE IT FURTHER RESOLVED: THAT THE BOARD OF STUDENT PUBLICATIONS ALLOCATE FUNDS GENERATED BY THIS STUDENT PUBLICATION FEE AMONG THE STUDENT NEWSPAPER, THE STUDENT YEARBOOK AND ANY OTHER STUDENT PUBLICATION SANCTIONED BY THE PUBLICATION BOARD, INCLUDING A STUDENT LITERARY JOURNAL.”

Housing - Room and Board Rates for 1998-1999 (Board Policy No. 632) -The current room and board charge is \$1,460 per semester if the student is in a double occupancy room and on the 19-meal plan. Because of the new food service contract with ARAMARK, no increase will be needed for the standard board plans. Only a modest increase is recommended for the residence hall room rates. This increase is needed because of the age of the residence halls and the need to make improvements and repairs each year. The total proposed rate for 1997-98 is \$1500.00, or an increase overall of 2.7%.

For the 1997-98 school year, housing has experienced an annualized occupancy of approximately 98%, slightly higher than last year and the highest in recent years. The addition of guaranteed private rooms, the conversion of Hughes Hall to a residential college, and the addition of wiring in all residence hall rooms to allow direct access to the campus computer network and the Internet have been well received by students. The new optional meal plans and the planned renovation of Conway Hall this summer should assist in maintaining a high occupancy rate for 1998-99.

The standard meal plans for 1998-99 are the same as 1997-98. Four optional meal plans will be offered for the first time in 1998-99. The plans are:

Standard Meal Plans

Any 19-meals per week
 Any 15-meals per week
 Any 10-meals per week
 Any 7-meals with \$125.00 declining balance

Optional Meal Plans

Unlimited meals
 19 meals + \$50.00
 15 meals + \$50.00
 10 meals + \$75.00

The following resolution, as an amendment to Board Policy No. 632, "Room and Board," was adopted unanimously upon motion by Mr. Sims with a second by Mr. Harding:

"BE IT RESOLVED: THAT THE BOARD OF TRUSTEES APPROVES THE SCHEDULE OF ROOM AND BOARD RATES FOR THE ACADEMIC YEAR, EFFECTIVE, FALL 1998, AND SUMMER CONFERENCES AND SUMMER TERMS, THEREBY AMENDING BOARD POLICY NO. 632, 'ROOM AND BOARD'."

Housing - Baldrige Apartment Rental Rates for 1998-1999 (Board Policy No. 632) -

The rental fee for Baldrige Apartments has been increased only once since the university began operating the complex in 1992. Because of rising maintenance costs, a modest rate increase is needed for 1998-1999.

The following resolution, as an amendment to Board Policy No. 632, "Room and Board," was adopted unanimously upon motion by Mr. Harding with a second by Mr. Sims:

"BE IT RESOLVED: THAT THE BOARD OF TRUSTEES APPROVES THE MONTHLY SCHEDULE OF BALDRIDGE APARTMENT RATES FOR THE 1998-1999 BUDGET YEAR, EFFECTIVE JULY 1, 1998, THEREBY AMENDING BOARD POLICY NO. 632, 'ROOM AND BOARD'."

UNIVERSITY OF CENTRAL ARKANSAS
BOARD POLICY

Policy Number: 632

Subject: Fees - Room and Board

Page 1 of 3

Date Adopted: 3/94Revised: Passim

The Board of Trustees approves the following schedule of room and board rates for the academic year, effective Fall 1997; and summer conferences and summer terms as set out below for 1998, effective summer 1997.

Room Rate Schedule

	(CURRENT) 1997-1998	(PROPOSED) 1998-1999
<u>Fall & Spring</u>		
Double Occupancy Room Rate	\$ 795.00 per semester	\$ 835.00 per semester
Private Room Rate	\$1,065.00 per semester	\$1,065.00 per semester
Greek Room Rate	\$ 6.50 per semester	\$ 6.75 per semester
Minton Hall (12-month hall)	\$ 225.00 per month	
Minton Hall (private rooms)	(N/A)	\$1,150.00 per semester
Minton Hall (double rooms)	(N/A)	\$ 850.00 per semester
Guaranteed Private Room (Baridon & Short/Denney)	\$1,192.50 per semester	\$1,252.50 per semester

Summer Terms 1998

~~Any Hall~~ ~~\$ 250.00 per summer term~~

Summer Terms 1999

Any Hall (Double Room) \$ 260.00 per summer term
 Any Hall (Private Room) \$ 350.00 per summer term

Summer Conference

	(1998)	(1999)
Youth Rate (Double)	\$ 7.75 per person/night	\$ 8.25 person/night
Adult Rate (Double)	\$ 10.50 per person/night	\$ 11.00 per person/night
Adult Rate (Single)	\$ 14.50 per person/night	\$ 15.25 per person/night
UCA Student Groups	\$ 5.75 per person/night	\$ 6.00 per person/night

Board Rate Schedule

	(CURRENT) 1997-1998	(PROPOSED) 1998-1999
<u>Fall & Spring</u>		
Any 19-meals per week	\$ 665.00 per semester	(No Change)
Any 15-meals per week	\$ 645.00 per semester	(No Change)
Any 10-meals per week	\$ 625.00 per semester	(No Change)
Any 7-meals with \$125 DCB	\$ 640.00 per semester	(No Change)
 Optional Meal Plans		
Unlimited meals		\$ 720.00 per semester
19 meals + \$50.00		\$ 715.00 per semester
15 meals + \$50.00		\$ 695.00 per semester
10 meals + \$75.00		\$ 700.00 per semester
 <u>Summer</u>		
	1998	1999
Any 19-meals per week	\$ 240.00 (5-week term)	\$ 245.00 (5-week term)
Any 15-meals per week	\$ 215.00 (5-week term)	\$ 220.00 (5-week term)

Residence Hall Deposit - Adopted 10/86

Students signing a student housing contract must pay a \$100.00 deposit and must agree that the deposit will be forfeited if the student moves out of university housing during the academic year.

Baldrige Apartments Rental Rates for 1997-1998 1998-1999

The rental fee for Baldrige Apartments has not been increased since the university began operating the complex in 1992. Because of rising maintenance costs, a modest rate increase is needed for 1997-1998.

RENT

<u>APARTMENT</u>	<u>(CURRENT)</u>	<u>(PROPOSED)</u>
	<u>1997-1998</u> <u>RENT/MONTH</u>	<u>1998-1999</u> <u>RENT/MONTH</u>
2003 Bruce #1	\$375.00	\$390.00
2003 Bruce #2	\$375.00	\$390.00
2003 Bruce #3	\$325.00	\$340.00
2003 Bruce #4	\$325.00	\$340.00
2003 Bruce #5	\$375.00	\$390.00
2005 Bruce #A	\$375.00	\$390.00
2005 Bruce #B	\$375.00	\$390.00
2005 Bruce #C	\$375.00	\$390.00
2005 Bruce #D	\$375.00	\$390.00
229 Elizabeth #1	\$375.00	\$390.00
229 Elizabeth #2	\$375.00	\$390.00
229 Elizabeth #3	\$375.00	\$390.00
229 Elizabeth #4	\$375.00	\$390.00
229 Elizabeth #5	\$375.00	\$390.00
229 Elizabeth #6	\$375.00	\$390.00
229 Elizabeth #7	\$375.00	\$390.00
229 Elizabeth #8	\$375.00	\$390.00
232 Elizabeth #1	\$375.00	
232 Elizabeth #2	(Manager)	
232 Elizabeth #3	\$325.00	
232 Elizabeth #4	\$325.00	

Operating Budget for 1998-1999 - The proposed operating budget for fiscal year 1998-99 totals \$73,068,765 as compared with \$68,865,000 for fiscal year 1997-98. This represents an increase of \$4,203,765, or 6.10 percent.

REVENUES

State General Revenues -- Projected state general revenues are based on the assumption that we will receive 100 percent of Allotment "A" under the Revenue Stabilization Act, and current level funding from the Educational Excellence Trust Fund. Total additional budgeted state funds are \$1,131,683, an increase of 3.18 percent over the previous year's state funding.

Student Fees -- Last year the Board approved student fees for fiscal years 1997-98 and 1998-99. The tuition structure for the new fiscal year continues the trend of charging a higher percentage increase for new students as compared to the increase for continuing students. With the approved increases, additional general registration fees net of scholarship expense are \$293,546.

EXPENDITURES

Classified Employees -- Salaries will be increased by 3.2 percent on July 1.

Teaching and Non-Classified Employees -- Base salaries will be increased by an average of 3.0 percent on July 1. ¹

Salary Adjustments -- Full-time employees whose salary is less than \$6 per hour will have their salaries adjusted to that amount on July 1.

Scholarships -- The University's educational and general budget expended on scholarships will increase from \$5,977,798 to \$7,671,085, an increase of \$1,693,287 or 28.33 percent. E & G scholarships will increase from 10.63 percent to 12.88 percent of the E & G budget.

New Positions -- Although requests for several new positions were submitted by the vice presidents to the Budget Advisory Committee, limited funds allow only the following new positions to be added in fiscal year 1998-99 for a total of \$153,969: a counselor and secretary in Admissions, a web developer, a programmer in Student Financial Aid, and a director for the student radio station.

¹ Additional bonuses may be allocated after analysis of the 1997-98 budget after the end of the fiscal year.

Doctoral Program -- A budget increase of \$40,000 for physical therapy is necessary for new equipment, additional clinical experiences, and upgraded expectations in research.

Property Insurance -- Due to the recent and current construction of several new buildings, a budget increase of \$17,500 is needed for insurance.

Following a brief discussion during which Dr. John Smith addressed questions from the Board, the following resolution was adopted unanimously upon motion by Mr. Harding with a second by Mr. Hicks:

“BE IT RESOLVED: THAT THE BOARD OF TRUSTEES APPROVES THE 1998-99 OPERATING BUDGET TOTALING \$73,068,765 AS DISTRIBUTED AND DISCUSSED.”

Legislative Audit Report - In accordance with Act 4 of 1991, the Board of Trustees is required to review audit reports and accompanying comments and recommendations relating to publicly funded institutions. This Act requires that the Board take appropriate action relating to each finding and recommendation contained in the audit report.

A copy of the audit report was mailed to Board members with the agenda for this meeting. Following are the findings and recommendations of the Arkansas Division of Legislative Audit concerning that audit and our response to those findings.

I. Unaccounted for Funds:

Audit Findings:

The Agency reported, and we verified, that receipts totaling \$1,000 from January 11, 1997 were unaccounted for.

Our findings in this matter are being reported in accordance with Arkansas Code Ann. 10-4-111 and 21-2-708.

Response:

An exhaustive investigation was performed by UCA's Director of Audits and University Police. All leads were diligently pursued and polygraph tests were given

to three employees. The investigation is considered open until a verifiable resolution can be reached.

II. 97-1 Subsidized and Unsubsidized Direct Loans:

Audit Findings:

The Agency reported, and we verified that direct loans had been disbursed to a student /employee in the Student Financial Aid Office who was not eligible to receive aid because he did not have an official Estimated Family Contribution (EFC).

Response:

A Conflict of Interest policy has been written by the UCA Financial Aid Office and is currently in place. UCA's Director of Audits worked with Financial Aid staff in identifying and correcting internal control concerns, including separation of duties.

III. 97-2 Subsidized and Unsubsidized Direct Loans

Audit Finding:

The Agency reported, and we verified, that two children of an employee of the Student Financial Aid Office had their status changed from a dependent student to an independent student based on professional judgment.

Response:

Reaffirmation of promissory notes from the two children was witnessed by Jack Gillean, UCA's Legal Counsel. One student's independent status was revoked before funds were disbursed. Based on a financial aid employee's review, the second student's independent status remained after collection of additional data. The university's dependency status procedures have been changed by the Financial Aid Office in order to place more emphasis on the "certain unusual circumstance" criteria. Both employees were terminated based on audit findings.

The audit was filed by the Legislative Joint Auditing Committee at its February 13, 1998 meeting.

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

“BE IT RESOLVED: THAT THE BOARD OF TRUSTEES HAS REVIEWED AND ACCEPTS THE AUDIT REPORT FOR FISCAL YEAR 1997 AS PREPARED BY THE ARKANSAS LEGISLATIVE AUDIT DIVISION AND REVIEWED BY THE LEGISLATIVE JOINT AUDITING COMMITTEE.”

Property Acquisitions - Several property owners within or near the university’s projected growth area have agreed to sell their property to the university. The houses, where appropriate, will be used as rental housing for faculty, staff, and student groups.

The administration obtained appraisals on the properties and signed offer and acceptance agreements with the owners, subject to Board of Trustees and State of Arkansas approval. Descriptions of the properties are as follows:

Hill Property, 1971 Robins Avenue - W ½ Lot 11, 12, 13, Block 4, Conway, Arkansas. The property contains a 1,631 square foot house on a 7,813 square foot lot.

Jones Property, 530 Donaghey - North ½, NW1/4, SW1/4, NW1/4, of Section 13-05-14. The property contains a 3,804 square foot house on a 5 acre lot.

Nahlen Property, 2180 & 2190 Highway 286W - Part of SE 1/4, NE 1/4, Section 14, T-5-N, R-14W, Conway, Arkansas. The property consists of two small houses on a 65,340 square foot lot.

Yoakum Property, 411 Western Avenue - Lot 2, part of Lot 1, Block 5, Sammie Little Replat of J. E. Little Addition, Conway, Arkansas. The property contains a 2,587 square foot house on a 52,160 square foot lot.

Dr. John Smith addressed questions from the Board regarding property appraisals.

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

“BE IT RESOLVED: THAT THE BOARD OF TRUSTEES AUTHORIZES THE ADMINISTRATION TO PURCHASE THE PROPERTY DESCRIBED ABOVE.”

Social Security Alternative Program - Under 26 U.S.C. Section 3121, the portion of the IRS Code addressing the Social Security Alternative Program, certain government employees may be excluded from Social Security contributions if they are covered under an alternative retirement plan. The option is generally limited to part-time and temporary employees who are not otherwise eligible for participation in other employer sponsored retirement and benefits programs.

In an alternative plan, employees within designated categories are required to contribute an amount equal to 7.5% of salary to the alternative retirement plan. The employee and employer 6.2% Social Security matching contributions end and the 1.45% Medicare matching contributions continue. The employee contribution of 7.5% is made on a pre-tax basis, making it generally equivalent to the normal 6.2% contribution.

Employee contributions to the alternative plan are immediately and completely vested to the employee. Upon separation of employment funds may be withdrawn, may remain in the account or may be transferred to another tax-deferred investment at the discretion of the employee.

At UCA the plan would apply to employees in Temporary, Part-Time Faculty and Extra-Help categories only. Currently there are slightly over 200 employees in these categories. Frequently these employees also have full-time employment with organizations other than UCA. The impact upon their overall Social Security contributions and accruals will be negligible. Additionally, the plan will provide employees with more flexibility in managing their retirement savings.

After review and recommendation by a sub-committee of the University Fringe Benefits Committee and with the concurrence of the University Fringe Benefits Committee, the Social Security Alternative Plan is recommended for implementation at UCA. Upon approval by the Board, the plan will be implemented no later than October, 1998.

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

“BE IT RESOLVED: THAT THE BOARD OF TRUSTEES APPROVES THE PROPOSAL FOR THE IMPLEMENTATION OF THE SOCIAL SECURITY ALTERNATIVE PROGRAM FOR TEMPORARY, PART-TIME FACULTY AND EXTRA-HELP EMPLOYEES OF THE UNIVERSITY.”

Arkansas Center for Mathematics Education - The need to improve mathematics education in Arkansas is well documented. The following proposal to formally establish a mathematics education center at the University of Central Arkansas is a response to that need. UCA currently provides many of the services described, but the formal establishment of a center will stabilize institutional and agency support, increase public awareness, and expand statewide implementation. The Center for Mathematics Education will meet its mission of enhancing the mathematical knowledge of Arkansas students and teachers through an emphasis on research, technology, teacher preparation, professional development, interaction with business and industry, and increasing the mathematical performance of students. The proposal has the endorsement of all appropriate councils and administrators.

In response to a question from Mr. Sims, President Thompson discussed Arkansas Department of Higher Education's program review procedures, in addition to internal evaluations, which insure the success of newly established programs.

President Thompson addressed questions from Mr. Sims and Mr. Hicks regarding follow-up procedures to insure the success of newly established programs, and some of the functions of the program.

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

“BE IT RESOLVED: THAT THE BOARD OF TRUSTEES APPROVES THE ESTABLISHMENT OF THE ARKANSAS CENTER FOR MATHEMATICS EDUCATION, EFFECTIVE OCTOBER 1, 1998.”

PROPOSAL TO ESTABLISH THE ARKANSAS CENTER FOR MATHEMATICS EDUCATION

The Arkansas Center for Mathematics Education will be established to serve as the organizational structure for coordination, implementation, and furtherance of a large scale movement to improve mathematics education in the state of Arkansas. Currently underway, these efforts have reached a point where designation as a center will stabilize institutional and agency support, increase public awareness, and expand statewide implementation. The goals of the Center will address five main areas: improving and strengthening existing mathematics education programs, creating new mathematics education programs for students in Arkansas, providing professional development opportunities for inservice teachers in Arkansas, developing university research agendas which benefit students and teachers in Arkansas, and increasing collaboration between the mathematics education community and business and industry. Efforts to date have involved collaboration and coordination with the university's College of Education, and that college's Center for Academic Excellence. Existing collaborations with the College of Education will be continued. New collaborative initiatives will continue to be developed.

MISSION

The mission of the Arkansas Center for Mathematics Education is to improve mathematics education in the state through the implementation of programs which enhance the mathematical knowledge of Arkansas students and teachers. As outlined below, the Center will support this mission through an emphasis on central goals involving research, technology, teacher preparation, professional development, interaction with business and industry, and increasing students' mathematical performance.

GOALS

STUDENT PERFORMANCE

1. Increase Arkansas students' ACT scores in mathematics to the national average.
2. Improve ACTAP scores of Arkansas students in preparation for the work force.

RESEARCH

1. Develop research agendas which address questions about how students learn mathematics and what methods best influence student learning.
2. Develop research agendas which determine the effectiveness of programs designed to improve mathematics teaching and learning in the state of Arkansas.

3. Develop research agendas which connect mathematics education to the needs of business and industry.

TECHNOLOGY

1. Promote the integration of technology into classroom teaching throughout the state.
2. Provide mathematics education through distance learning.

TEACHING AND TEACHER PREPARATION

1. Improve preparation for teaching mathematics in elementary, middle, and secondary schools and community colleges.
2. Develop and disseminate existing and new innovative mathematics curricula for K-16.

PROFESSIONAL DEVELOPMENT

1. Provide opportunities to develop leadership in mathematics teachers in the state.
2. Provide consultations with mathematics education experts through statewide conferences and seminars.
3. Provide enrichment opportunities for teachers and students through graduate teaching assistantships and teacher fellowships to study mathematics education at the university.
4. Support school districts by assisting in their professional development programs.

INTERACTION WITH BUSINESS AND INDUSTRY

1. Develop collaborations with business, industry, and government leaders in order to better educate the students of Arkansas for the workplace.
2. Participate in consultations with businesses, industries, and government agencies.
3. Involve business, industry, and government in planning and development through participation in an advisory board.

OPERATIONS

The Arkansas Center for Mathematics Education will provide services which support the mission and central goals. The following is not intended as an exhaustive list of these services.

1. The Center will identify weaknesses in the state mathematics curriculum which lead to low scores on standard examinations. The Center will train a cadre of mathematics faculty who can, in turn, train mathematics teachers in each school in the state. This training will continue the efforts

of former programs that are no longer funded such as the Math Crusade, Science Crusade, and K-4 Crusade implemented through the Arkansas Department of Higher Education. By providing information, expertise, and materials, the Center will assist the school districts in developing and implementing innovative mathematics curricula which are likely to affect scores on standard examinations such as the ACT and ACTAP. The Center will also hold clinics for students and teachers to address the areas of lowest achievement on the ACT and ACTAP examinations.

2. The Center will maintain a high level of research design and practice. The Center will assist mathematics education faculty members' research by serving as liaison with the Local Education Agencies (LEA) to identify appropriate research locations, assist in data collection, and match the research needs and interests of particular schools with appropriate faculty. The Center will develop research projects which assist in the evaluation of the most important roles and projects of the Center. The Center will also develop and submit grant proposals with research components that match faculty research interests with schools, businesses, and industries.

3. The Center will develop and implement grants and projects which promote the integration of technology in the mathematics classrooms of the state. The Center will also establish distance learning courses to serve locations remote from the university. Interactive video networks, satellite connections, and other communication technologies will be employed in collaboration with AETN.

4. The Center will develop collaborative partnerships to revise and enhance preservice teacher training and graduate programs so that they are responsive to the needs of the state and correspond to national standards.

5. The Center will conduct professional development workshops, seminars, and clinics for inservice teachers, administrators, and students. Examples that are currently being conducted are nationally disseminated programs which promote hands-on activities, parent involvement, equal access, and mathematics manipulatives such as EQUALS, Family Math and Science, GEMS, and Lawrence Hall of Science materials. The Center will also support Academic Alliances that unite the efforts of communities to collaborate on mathematics education projects. By providing graduate assistantships and teaching fellowships, the Center can assist teachers in their return to the university setting for study or research in the most modern mathematics education reform efforts. The Center will sponsor the annual Statewide Leadership Conference in an effort to draw mathematics educators to participate in planning for the future of mathematics education in Arkansas and to obtain a curriculum and methods update from experts across the state and nation.

6. The Center will establish partnerships with businesses and industries to collaborate on the goals and activities of the Center which will enhance the qualifications of students entering the workplace.

7. The Center will serve as consultant to the business, industrial, and governmental partners and will match faculty expertise with the mathematical needs of these partners.

8. An Advisory Council will be formed that will include parents and representatives from education, business, industry, and government. The Director of the Center will chair the Advisory Council and will meet with the Council at least quarterly to provide leadership and collaboration with community organizations, businesses, industries, government agencies, parents, and university officials.

JUSTIFICATION

STUDENT PERFORMANCE

The Third International Mathematics and Science Study (TIMSS, 1996) reports that U.S. 12th graders scored below the international average and among the lowest of the 21 nations tested in both mathematics and science general knowledge in the final year of secondary school, while 8th graders scored below the international average in mathematics. These results suggest we must continue our efforts to remodel our mathematics classroom experiences in order to enhance students' learning. The study will not be repeated in the near future; therefore, we need a gauge by which to judge our progress as revisions in the K-16 curricula are implemented. In the schools being served by the Center, students' ACT and ACTAP scores will be documented over time so the long term results of our efforts can be determined.

RESEARCH

In order to judge the success of our programs and connect our efforts to national research agendas, more emphasis should be placed on the research and evaluation components of mathematics education reform projects. The research component has been neglected in many of our current statewide projects. However, new research projects are being developed. For example, the current coordinator of our mathematics and science education initiative is on a team of national researchers who are studying the effects of technologies such as the graphics calculator on student learning.

TECHNOLOGY

While statewide efforts to increase the use of technology have been in place for several years, classroom experiences in mathematics have not tapped the possible technological enhancements which can increase mathematical understanding and interest. Many teachers still rely on traditional methods such as the lecture. New educational technologies must be implemented in such a way that they are both accessible and comprehensive. In areas where specialists in mathematics and science education are not available, technology should play a significant role in providing access to the experts through distance learning.

TEACHING AND TEACHER PREPARATION

Teacher preparation programs need improvement in light of the new state standards for the certification and licensure of new teachers. Elementary, middle, secondary, and community college mathematics teacher preparation programs need revision. In spite of earlier efforts, new teachers generally do not adopt the innovative methods of today's modern reform principles as outlined in the National Council of Teachers of Mathematics Curriculum and Evaluation Standards (1989) or the mathematics Professional Teaching Standards (1992).

PROFESSIONAL DEVELOPMENT

Leadership must be nurtured. Professional development is difficult for school districts to provide. Universities must assume the responsibility of supporting the professional development of inservice teachers and to supplement the schools districts' efforts.

INTERACTION WITH BUSINESS AND INDUSTRY

Business, industry, and government agencies require us to prepare students for the workplace. However, some universities develop curricula without consulting these entities. Collaboration with business and industry is necessary in order to communicate the importance, usefulness, and necessity of mathematics. The public may not be aware that mathematics is alive and well, but living under different names like engineering, science, technology, modeling, and simulation. In fact, many mathematicians describe themselves as technicians, actuaries, systems analysts, or industrial engineers. Thus, the value of our students' mathematical training is at a premium in certain industries. While business and industry should keep academia informed of the skills needed for future employment, academics should serve as consultants to assist in meeting the mathematical, statistical, and problem analysis needs of business and industry.

STRUCTURE

In 1991, the Arkansas Department of Higher Education and the Arkansas Department of Education joined forces to begin a statewide effort to coordinate programs to improve mathematics and science instruction. The University of Central Arkansas played a major role in the development of this effort, the Arkansas Mathematics Crusade. When Arkansas received a National Science Foundation Statewide Systemic Initiative (ASSI) grant in 1993, UCA was again centrally involved. In 1994, under the ASSI grant, five regional partnerships were formed in Arkansas to facilitate the delivery of grant services. UCA was chosen to house and administer the Central Arkansas Partnership. It is the general consensus of the partners that this collaboration has been successful and beneficial to the Central Arkansas schools through several programs focused on professional development for in-service teachers and the implementation of innovative mathematics and science curricula.

In 1996, UCA launched a new initiative in mathematics and science education with support from the Eisenhower program. This initiative enables the Central Arkansas Partnership to continue to provide services beyond the five-year period of the ASSI grant and has allowed UCA to offer some services statewide. Activities have focused on the improvement of instruction in mathematics and science in school systems. The initiative has broadened over time, and now efforts are being supported through grants and contracts including the Arkansas Network of Academic Alliances, the dissemination of national mathematics and science programs, and custom designed professional development programs for school districts.

To date, activities under this initiative have been supported by grants and contracts, matching funds, and by the Department of Mathematics and the College of Natural Sciences and Mathematics on an *ad hoc* basis. Officially designating the Arkansas Center for Mathematics Education will focus attention on current activities, while providing the administrative structure and stable budgetary base necessary to expand upon our initiatives. Official designation will also encourage further participation by school districts and the development of relationships with the state's educational cooperatives.

ADVISORY COUNCIL

The current coordinator of our mathematics and science education initiative has utilized a steering council as an advisory board. This council will be used as the basis of an advisory board for the Arkansas Center for Mathematics Education. The membership will be broadened so that it includes representatives of business, industry, and government as well as mathematics educators and administrators from schools and universities.

ORGANIZATIONAL CHART

President of University

Provost

Dean of College of Natural Sciences and Mathematics

Chair of Department of Mathematics

Advisory Council

Director of Arkansas Center for Mathematics Education

NEW COSTS

Costs will be similar to those incurred as the initiatives in mathematics and science education were developed. These have included the costs of providing a coordinator of operations and support staff including two facilitators, secretary, and student workers. Costs of instructional materials are dependent on the level of activity of the center. Increased costs, incurred by increasing levels of activity, will be offset by increases in revenue from contract based programs. Grant and contract funding for supplies and faculty and student research will be sought. These funding requests will include support for both undergraduate and graduate students.

Facilities currently in use include: an office suite, a classroom and some storage areas. The office suite accommodates the coordinator of mathematics and science education initiatives, two facilitators, and a secretary. A large classroom has been dedicated to the operation of a Center where on-site workshops, seminars, and steering council meetings are held in connection with the current mathematics and science education initiatives. Two storage rooms are used to house equipment and materials. These facilities are located within the Department of Mathematics in Main Hall. While they are not of ideal design, they are adequate to support the current level of activity. New or renovated facilities for the Department of Mathematics are being planned. The Arkansas Center for Mathematics Education will logically be housed in these new facilities. Facilities for the Arkansas Center for Mathematics Education will be designed to enable the optimal use of meeting room and office space and emerging educational technologies such as distance learning, computer laboratories, computer algebra systems, computer-based learning systems, and video imaging. The Center will also take advantage of the technology being utilized in the university's mathematics and mathematics education programs.

SOURCE OF FUNDING

Institutional funding that has previously been used in support of developing the initiatives in mathematics and science education will be allocated to the Arkansas Center for Mathematics Education. This will provide sufficient funding to assign a faculty member half-time as a Director. In addition, institutional funds will be used to provide a secretary for the Center. Facilitators to assist in outreach activities, student workers, and other activities of faculty who become involved in the Center's programs will be funded through grants and contracts. Grants from a variety of sources, including federal agencies and foundations, will be sought to fund enhanced facilities.

EFFECTIVE DATE

We request the Center be designated in October 1998.

BOARD OF TRUSTEES APPROVAL

[Board of Trustees Resolution to be inserted here.]

Amendment to AETN Lease - The Arkansas Educational Television Network (AETN) has requested an amendment to the existing 99-year land lease in order to provide land for the construction of an addition to the existing AETN facilities. The original lease was entered into with the Board of Trustees of the University of Central Arkansas on the 31st day of December 1964 for a period extending through December 31, 2064.

The amendment to the lease will also be beneficial to the university in that it will permit an adjustment to the boundaries of the existing property under lease to AETN which in turn will permit the development of the UCA Mass Communication Center, the Conference Center and the Reynolds Performance Hall.

The amount of one (\$1.00) dollar, previously paid in consideration for the original lease, serves as compensation for the amended Lease. The university has also agreed to provide utilities and other services at a reasonable cost to AETN through operating agreements which will be provided for by separate contract.

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

“BE IT RESOLVED: THAT THE BOARD OF TRUSTEES APPROVES THE PROPOSAL TO AMEND THE CURRENT 99-YEAR LEASE BETWEEN THE UNIVERSITY AND AETN.”

AMENDMENT TO LAND LEASE
 Between
 THE BOARD OF TRUSTEES OF THE UNIVERSITY OF CENTRAL ARKANSAS
 and
 THE ARKANSAS EDUCATIONAL TELEVISION COMMISSION

1. THIS AMENDMENT TO EXISTING LEASE, made and entered into this ___ day of _____, 1998, by and between the Board of Trustees of the University of Central Arkansas, whose address is Conway, Arkansas and whose interest in the property hereinafter described is that of owner for itself, its successors, and assigns, hereinafter called Lessor, and the Arkansas Educational Television Commission, hereinafter called the Commission:

WITNESSETH: The parties hereto for the considerations mentioned in the original lease agreement entered into on December 31st, 1964 and restated and amended in this amendment, do covenant and agree as follows:

2. The Lessor hereby amends the original land lease to the Commission to include and be limited only to the following described premises, viz:

A tract of land located in the county of Faulkner, State of Arkansas, being part of the Northeast quarter of the Northeast quarter of Section 14, Township 5 North, Range 14 West of the 5th principal meridian, and more particularly described as follows:

BEGINNING AT THE SOUTHEAST CORNER OF THE NORTHEAST QUARTER OF THE NORTHEAST QUARTER OF SECTION 14, TOWNSHIP 5 NORTH, RANGE 14 WEST, THENCE OF THE 5TH PRINCIPAL MERIDIAN, WHICH IS THE CENTER OF THE INTERSECTION OF DONAGHEY AVENUE AND THE SOUTH LINE OF THE ABOVE MENTIONED 40 ACRE PLOT; THENCE; THENCE N 00° 10' 30" W 200.00 FEET TO A POINT; THENCE S 89° 22' 28" W 30.00 FEET TO A POINT; THENCE N 00° 10' 30" W 68.45 FEET TO THE POINT OF BEGINNING; THENCE S 89° 22' 28" W 325.43 FEET TO A POINT; THENCE NORTH 62.37 FEET TO A POINT; THENCE EAST 16.00 FEET TO A POINT; THENCE NORTH 127.46 FEET TO A POINT; THENCE EAST 90.50 FEET TO A POINT; THENCE NORTH 19.33 FEET; THENCE WEST 28.17 FEET TO A POINT; THENCE NORTH 50.67 FEET TO A POINT; THENCE EAST 22.00 FEET TO A POINT; THENCE NORTH 11.33 FEET TO A POINT; THENCE EAST 2.00 FEET TO A POINT; THENCE NORTH 14.67 FEET TO A POINT; THENCE EAST 17.33 FEET TO A POINT; THENCE NORTH 20.67 FEET

TO A POINT; THENCE EAST 2.33 FEET TO A POINT; THENCE NORTH 115.08 FEET TO A POINT; THENCE N 88° 31' 13" E 11.02 FEET TO A POINT; THENCE N 86° 55' 21" E 191.37 FEET TO A POINT; THENCE S 00° 10' 30" E 500.59 FEET TO THE POINT OF BEGINNING, CONTAINING 110,741 SQUARE FEET OR 2.54 ACRES MORE OR LESS.

3. TO HAVE AND TO HOLD the said amended premises for a term beginning June 1, 1998 through December 31, 2064.
4. The Commission may terminate this amendment to Lease and thereby terminate the entire Lease at any time by giving thirty (30) days notice in writing to the Lessor, and no rental shall accrue after the effective date of termination.
5. The Commission shall not assign or sublet more than ten (10) percent of the square footage of the entire complex facility without prior written consent of the Lessor. Any such assignment or subletting shall in no way relieve the Commission from liability for the obligation imposed by this lease. The Commission may only be released from liability by a specific written release executed by Lessor.
6. The Commission previously paid the Lessor one dollar (\$1.00) in consideration of rent for the term of the lease, the receipt and sufficiency of which was acknowledged on March 10, 1967. The previously paid one dollar (\$ 1.00) is sufficient as compensation for the term and conditions of the amended lease.
7. The Lessor agrees to provide utilities and parking and other mutually agreed upon services to the Commission at a reasonable cost through operating agreements which will be provided for by separate contract.
8. The Lessor agrees that the Commission will have reasonable access across lands owned by the Lessor to ensure access to its loading dock.
9. The Commission hereby agrees that upon the termination of this lease by expiration or by earlier termination for any reason whatsoever, the Commission will peaceably deliver possession of the leased premises to the Lessor.
10. Each paragraph of this lease agreement is severable from all other paragraphs. In the event any court of competent jurisdiction determines that any paragraph or subparagraph is invalid or unenforceable for any reason, all remaining paragraphs will remain in full force and effect.

11. This lease agreement shall be interpreted according to and enforced under the laws of the State of Arkansas.
12. Any notice under the terms of this lease shall be in writing signed by a duly authorized representative of the party giving such notice, and if given by the Commission shall be addressed to the Lessor at the University of Central Arkansas, Conway, Arkansas, and if given by the Lessor shall be addressed to the Arkansas Educational Television Commission, South Donaghey, Conway, Arkansas.

IN WITNESS WHEREOF, the parties hereto have hereunto subscribed their names, this ____ day of ____, 1998.

ATTEST:

THE BOARD OF TRUSTEES OF THE
UNIVERSITY OF CENTRAL ARKANSAS

Dr. Harold H. Chakales
Chairman of the Board of Trustees

THE ARKANSAS EDUCATIONAL
TELEVISION COMMISSION

Jerry McIntosh
Chairman of the Commission

University Council - At its May 9, 1997 meeting the Board of Trustees approved the establishment of a University Council of the University of Central Arkansas as an experiment for the 1997-98 academic year. The membership of the thirty two (32) member body consists of students (6), staff (6), Faculty (8), and Administrations (12 with two (2) non-voting).

The University Council held an organizational meeting on November 6, 1997. The Council was addressed by President Thompson who identified possible agenda items for future meetings. Bob McCormack reported on "The Financial Analysis and Peer Group, Fiscal Year 1995-96." His presentation was followed by a report by John Smith concerning the University Master Plan, property purchases and the proposed University Park project.

The Council met on January 27 and February 24, 1998 and took the following action:

1. Adopted Bylaws for the University Council of the University of Central Arkansas
2. Recommended a revision of the Conditional Admission Policy, effective Fall 2000
3. Recommended an Alcohol Policy for Greek Houses
4. Recommended the establishment of a Board of Student Publication and implementation of a student publications fee to be administered by the Board

Participation by the members of the Council has usually been high for such a large group with most members attending all meetings. The Student Government Association, the Staff Senate and Faculty Senate have recommended the continuation of the University Council on a permanent basis.

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

"BE IT RESOLVED: THAT THE BOARD OF TRUSTEES APPROVES THE ESTABLISHMENT OF THE UNIVERSITY COUNCIL FOR THE UNIVERSITY OF CENTRAL ARKANSAS EFFECTIVE THE FALL 1998 SEMESTER."

Reorganization of the Department of Administration and Secondary Education AND Departmental Name Changes (these agenda items were considered together):

Reorganization of the Department of Administration and Secondary Education - In recent months, appropriate faculty and administrators in the College of Education held extensive discussions about possible reorganization of the Department of Administration and Secondary Education. Those discussions revolved around current professional trends and an interest in finding the best way to organize and fulfill the goals of the programs involved, while giving appropriate weight to cost concerns. Faculty responsible for curriculum methods and supervision will merge with the Department of Childhood and Special Education; faculty responsible for educational leadership programs will merge with the Department of Applied Academic Technologies; and faculty in the areas of education foundations and research will merge with the Department of Psychology and Counseling. As a result of these discussions, the department directly affected and the College of Education recommend the reorganization of the Department of Administration and Secondary Education. The reorganization has the support of the appropriate committees, councils, and administrators.

Therefore, the President recommended to the Board of Trustees the following resolution:

“BE IT RESOLVED: THAT THE BOARD OF TRUSTEES APPROVES THE REORGANIZATION OF THE DEPARTMENT OF ADMINISTRATION AND SECONDARY EDUCATION. THE REORGANIZATION BECOMES EFFECTIVE JULY 1, 1998.”

Departmental Name Changes - Due to the reorganization within the College of Education, the following departmental name changes are recommended: the Department of Childhood and Special Education to the Department of Curriculum and Instruction, and the Department of Applied Academic Technologies to the Department of Academic Technologies and Educational Leadership. These name changes are consistent with current national trends. The proposed changes have been reviewed and endorsed by the appropriate committees, councils, and administrators.

Therefore, the President recommended to the Board of Trustees the following resolution:

“BE IT RESOLVED: THAT THE BOARD OF TRUSTEES HEREBY APPROVES THE FOLLOWING NAME CHANGES, EFFECTIVE JULY 1, 1998:

- 1. FROM THE DEPARTMENT OF CHILDHOOD AND SPECIAL EDUCATION TO THE DEPARTMENT OF CURRICULUM AND INSTRUCTION;**
- 2. FROM THE DEPARTMENT OF APPLIED ACADEMIC TECHNOLOGIES TO THE DEPARTMENT OF ACADEMIC TECHNOLOGIES AND EDUCATIONAL LEADERSHIP.”**

The above resolutions regarding Reorganization of the Department of Administration and Secondary Education AND Departmental Name Changes were adopted unanimously upon motion by Mr. Harding with a second by Mr. Hicks.

Scottie Pippen Basketball Camp, June 21-June 25, 1998 - Act 707 of 1981 (Ark. Code Ann. 6-62-401 {1987}) governs the use of campus facilities by employees of state institutions of higher education to conduct certain outside work for private compensation. While the Act authorizes boards of trustees to grant permission for such activities, it requires that the boards make express findings of fact in certain areas. It also requires that the boards reduce this permission to writing, which must include a statement of charges to be paid to UCA for the costs associated with operating and maintaining the facilities that will be temporarily devoted to the particular activity conducted by that employee.

The Board last granted such permission for the Scottie Pippen Basketball Camp in May of 1997.

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

“WHEREAS, there are three primary purposes for hosting the Scottie Pippen Basketball Camp on the UCA campus: (1) as a public service to youngsters throughout the state by providing intensive instruction in athletic skills; (2) as a source of supplementary income for the members of the athletic staff who develop and conduct the camp program; and (3) as a supplemental source of support for the auxiliary programs of the University of Central Arkansas; and

WHEREAS, the Scottie Pippen Basketball Camp involves no conflict of interest with the mission and purpose of the University of Central Arkansas; and

WHEREAS, the Scottie Pippen Basketball Camp brings to the campus a significant number of youngsters who are potentially future students who might tend to enroll at the University as a result of their exposure to its facilities and its personnel while engaged in the camp; and

WHEREAS, the Scottie Pippen Basketball Camp generates funds to be paid to the University of Central Arkansas for housing, meals, and for the use of other institutional facilities and resources that produce significant revenues in support of the auxiliary functions of the campus; and

WHEREAS, the Scottie Pippen Basketball Camp does not readily fall into any of the four categories identified as "University activities" for determining fee assessment in the University's current Space Utilization Policies and Procedures;

THEREFORE, BE IT RESOLVED: THAT THE BOARD OF TRUSTEES HEREBY GRANTS PERMISSION FOR THE SCOTTIE PIPPEN BASKETBALL CAMP TO BE CONDUCTED ON CAMPUS JUNE 21 - JUNE 25, 1998, AND APPROVES THE FOLLOWING STATEMENT OF CHARGES TO BE PAID TO THE UNIVERSITY AS THE COSTS ASSOCIATED WITH OPERATING AND MAINTAINING THE FACILITIES TEMPORARILY DEVOTED TO THE CAMP:

**Scottie Pippen Basketball Camp
June 21 - June 25, 1998
Anticipated Costs**

<u>Sponsor:</u>	Scottie Pippen		
<u>Instruction:</u>	Arch Jones, Director Tommy Reed, Assistant Director		
<u>Facilities:</u>	Five (5) days in Farris Center @ \$150/day	= \$	750.00
	Five (5) days in Old Gym @ \$150/day	=	750.00
	Lifeguard Fee for Swim Party	=	25.00
<u>Housing:</u>	Approx. 150 participants x 4 nights x \$7.75	=	4,650.00
	Approx. 13 counselors x 4 nights x \$7.75	=	403.00
<u>Food Service:</u>	Approx. 175 participants x 4 days x \$10.50	=	7,350.00
	Six (6) books of lunch tickets x \$37.50	=	225.00
	Total of \$7,575.00 x 15%	=	1,136.25*
<u>Continuing Education Fee:</u>	\$10 per camper - Approx. 175 x \$10	=	1,750.00**

* Food services are contracted with ARA Services. UCA receives a 15% commission

** The Scottie Pippen Basketball Camp will utilize some administrative services of the Division of Continuing Education at UCA. The provision for such service is negotiated separately.

Cost per session is \$270 for resident campers and \$180 for commuting campers.

BE IT FURTHER RESOLVED: THAT THE SCOTTIE PIPPEN BASKETBALL CAMP SHALL MAKE KNOWN IN ALL ADVERTISING OR OTHER PUBLICITY INVOLVING THE SCOTTIE PIPPEN BASKETBALL CAMP THAT PARTICIPANTS ARE CONTRACTING WITH THE SCOTTIE PIPPEN BASKETBALL CAMP AND NOT WITH THE UNIVERSITY AND THAT THE UNIVERSITY AND THE STATE OF ARKANSAS DO NOT

ASSUME ANY CONTRACTUAL OBLIGATIONS FOR THE CONDUCT OF THIS CAMP.

BE IT FURTHER RESOLVED: THAT EMPLOYEES OF THE UNIVERSITY PARTICIPATE IN THE SCOTTIE PIPPEN BASKETBALL CAMP FOR PRIVATE COMPENSATION ONLY AFTER THEY HAVE DISCHARGED FULLY THEIR EMPLOYMENT RESPONSIBILITIES FOR THE UNIVERSITY; AND

BE IT FURTHER RESOLVED: THAT EACH EMPLOYEE AUTHORIZED HEREUNDER TO CONDUCT OUTSIDE WORK FOR PRIVATE COMPENSATION ON OR IN CAMPUS FACILITIES IS TO, WITHIN 60 DAYS AFTER COMPLETION OF THE EMPLOYMENT, SUBMIT A COMPLETE FINANCIAL REPORT RELATING TO THE EMPLOYMENT TO THE CHIEF FINANCIAL OFFICER OF THE UNIVERSITY, WHO WILL SUBMIT TO THE BOARD OF TRUSTEES ON AN ANNUAL BASIS A SUMMARY OF ALL SUCH FINANCIAL REPORTS RECEIVED.”

Academic Calendar for Fall 1998 through Summer 2000 - In order to serve the university community and provide the opportunity for university planning, the attached calendar has been developed. The calendar was reviewed and recommended by all appropriate councils and administrators.

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

“BE IT RESOLVED: THAT THE BOARD OF TRUSTEES HEREBY APPROVES THE FOLLOWING FALL 1998 THROUGH SUMMER 2000 ACADEMIC CALENDAR.”

CALENDAR FOR FALL 1998

August 24, Monday	Instruction begins
August 27, Thursday	Last date to register Last date to add classes Last date to change from credit to audit or audit to credit
September 18, Friday	Final date to make degree application for December graduation
September 25, Friday	Last date to receive a refund for fall semester withdrawals and schedule adjustments
October 21, Wednesday	Mid-term grade report date
October 30, Friday	Final date to drop a course with a WP (IF PASSING COURSE) Final date to drop a course with a W (ELIGIBLE FRESHMAN STUDENTS ONLY)
November 2-25	Advance Registration for Spring 1999 (TENTATIVE)
November 25, Wednesday	Thanksgiving Holiday begins at Noon
November 30, Monday	Instruction resumes
December 4, Friday	Final date to officially withdraw from the University for the 1998 fall semester
December 12, Saturday	Final Exams - Saturday classes
December 14-18, Mon - Fri	Final Examinations - day and night classes
December 19, Saturday	Winter Commencement 10:30 a.m. (BUSN, EDUC, FA & COMM) 3:00 p.m. (HLTH, LIB ARTS, SCI/MATH)

CALENDAR FOR WINTER INTERSESSION, 1998-1999

December 21, Monday	Instruction begins
December 22, Tuesday	Last date to register Last date to add classes Last date to change from credit to audit or audit to credit Last date to receive a refund for Winter Intercession withdrawals and schedule adjustments
December 24 and 25	Holiday break
December 28, Monday	Instruction resumes
December 31 and January 1	Holiday break
January 4, Monday	Instruction resumes Final date to drop a course with a WP (IF PASSING COURSE)
January 8, Friday	Final examinations

CALENDAR FOR SPRING 1999

January 11, Monday	Instruction begins
January 14, Thursday	Last date to register Last date to add classes Last date to change from credit to audit or audit to credit
February 5, Friday	Final date to make degree application for May graduation
February 12, Friday	Last date to receive a refund for spring semester withdrawals and schedule adjustments
March 10, Wednesday	Mid-term grade report date

March 19, Friday	Final date to drop a course with WP (IF PASSING COURSE) Final date to drop a course with a W (ELIGIBLE FRESHMAN STUDENTS ONLY)
March 20-28, Sat-Sun	Spring Break
March 29, Monday	Instruction resumes
April 12 - May 7	Advance Registration (TENTATIVE)
April 30, Friday	Final date to officially withdraw from the University for the 1999 spring semester
May 8, Saturday	Final Exams - Saturday classes
May 10-14, Mon-Fri	Final Examinations - day and night classes
May 15, Saturday	Spring Commencement (TENTATIVE)

CALENDAR FOR MAY INTERSESSION 1999

May 17, Monday	Instruction begins
May 18, Tuesday	Last date to register Last date to add classes Last date to change from credit to audit or audit to credit
May 21, Friday	Last date to receive a refund for May Intersession withdrawals and schedule adjustments
May 28, Friday	Final date to drop a course with WP (IF PASSING COURSE)
May 31, Monday	Memorial Day holiday
June 1, Tuesday	Instruction resumes
June 4, Friday	Final examinations

CALENDAR FOR SUMMER 1999

June 7, Monday	Instruction begins for the Ten Week Summer Session and the First Summer Session
June 9, Wednesday	Last date to register, add classes, changes from credit to audit or audit to credit for the Ten Week Summer Session and First Summer Session
June 11, Friday	Final date to make degree application for August graduation Final date to receive a refund for Ten Week Summer Session and First Summer Session withdrawals and schedule adjustments
June 25, Friday	Final date to drop a course with a WP (IF PASSING COURSE), First Summer Session
July 2, Friday	Final date to withdraw from the University for the First Summer Session
July 9, Friday	Final examinations for First Summer Session
July 12, Monday	Instruction begins for the Second Summer Session
July 14, Wednesday	Last date to register, add classes, change from credit to audit or audit to credit for the Second Summer Session
July 16, Friday	Final date to receive a refund for Second Summer Session withdrawals and schedule adjustments
July 30, Friday	Final date to drop a course with a WP (IF PASSING COURSE), Ten Week Summer Session and Second Summer Session
August 6, Friday	Final date to withdraw from the University for the Ten Week Summer Session or Second Summer Session

August 13, Friday	Final examinations for Ten Week Summer Session and Second Summer Session Summer Commencement
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CALENDAR FOR FALL 1999

August 23, Monday	Instruction begins
August 26, Thursday	Last date to register Last date to add classes Last date to change from credit to audit or audit to credit
September 17, Friday	Final date to make degree application for December graduation
September 24, Friday	Last date to receive a refund for fall semester withdrawals and schedule adjustments
October 20, Wednesday	Mid-term grade report date
October 29, Friday	Final date to drop a course with WP (IF PASSING COURSE) Final date to drop a course with W (ELIGIBLE FRESHMAN STUDENTS ONLY)
November 1 - 24	Advance Registration for Spring 2000 (TENTATIVE)
November 24, Wednesday	Thanksgiving Holiday begins at Noon
November 29, Monday	Instruction resumes
	Final date to officially withdraw from the University for the fall semester
December 11, Saturday	Final Exams - Saturday classes
December 13-17, Mon - Fri	Final Examinations - day and night classes
December 18, Saturday	Winter Commencement (TENTATIVE)

CALENDAR FOR WINTER INTERSESSION, 1999-2000

December 20, Monday	Instruction begins
December 21, Tuesday	Last date to register Last date to add classes Last date to change from credit to audit or audit to credit Last date to receive a refund for Winter Intercession withdrawals and schedule adjustments
December 24 and 25	Holiday Break
December 31 and January 1	Holiday break
January 3, Monday	Instruction resumes Final date to drop a course with WP (IF PASSING COURSE)
January 7, Friday	Final examinations

CALENDAR FOR SPRING 2000

January 10, Monday	Instruction begins
January 13, Thursday	Last date to register Last date to add classes Last date to change from credit to audit or audit to credit
February 4, Friday	Final date to make degree application for May graduation
February 11, Friday	Last date to receive a refund for fall semester withdrawals and schedule adjustments
March 9, Wednesday	Mid-term grade report date
March 17, Friday	Final date to drop a course with WP (IF PASSING COURSE) Final date to drop a course with W (ELIGIBLE FRESHMAN STUDENTS ONLY)

March 18-26, Sat-Sun	Spring Break
March 27, Monday	Instruction resumes
April 10 - May 5	Advance Registration (TENTATIVE)
April 28, Friday	Final date to officially withdraw from the University for the spring semester
May 6, Saturday	Final Exams - Saturday classes
May 8-12, Mon-Fri	Final Examinations - day and night classes
May 13, Saturday	Spring Commencement (TENTATIVE)

CALENDAR FOR MAY INTERSESSION 2000

May 15, Monday	Instruction begins
May 16, Tuesday	Last date to register Last date to add classes Last date to change from credit to audit or audit to credit
May 19, Friday	Last date to receive a refund for May Intersession withdrawals and schedule adjustments
May 26, Friday	Final date to drop a course with WP (IF PASSING COURSE)
May 29, Monday	Memorial Day holiday
May 30, Tuesday	Instruction resumes
June 2, Friday	Final examinations

CALENDAR FOR SUMMER 2000

June 5, Monday	Instruction begins for the Ten Week Summer Session and the First Summer Session
June 7, Wednesday	Last date to register, add classes, change from credit to audit or audit to credit for Ten Week Summer Session and First Summer Session
June 9, Friday	Final date to make degree application for August graduation Final date to receive a refund for Ten Week Summer Session and First Summer Session withdrawals and schedule adjustments
June 23, Friday	Final date to drop with WP (IF PASSING COURSE), First Summer Session
June 30, Friday	Final date to withdraw from the University for the First Summer Session
July 4, Tuesday	Independence Holiday Break
July 5, Wednesday	Instruction resumes
July 7, Friday	Final examinations for first summer term
July 10, Monday	Instruction begins Second Summer Session
July 12, Wednesday	Last date to register, add classes, change from credit to audit, audit to credit for the Second Summer Session
July 14, Friday	Final date to receive a refund for Second Summer Session withdrawals and schedule adjustments
July 28, Friday	Final date to drop with WP (IF PASSING COURSE), Ten Week Summer Session and Second Summer Session
August 4, Friday	Final date to withdraw from the University for Ten Week Summer Session or Second Summer Session

August 11, Friday

Final examinations for second summer term and ten week term
Summer Commencement

Deletion of Technology Education and Industrial Technology Degree Programs AND Deletion of Low Productivity Graduate Degree Programs (these agenda items were considered together):

Deletion of Technology Education and Industrial Technology Degree Programs - Over the last decade, the university has sought to sustain and improve its degree programs in technology education and industrial technology. Despite the efforts of the faculty and administration, it has proven difficult, if not impossible, to do so. Further, the state has created a system of technical colleges that at least partially meets the needs for which our programs exist. To update the program to meet current standards in the field, the university would have to invest several hundred thousand dollars in equipment alone, and that does not include meeting the significant space needs of the program. Given the limited enrollments and other factors, it appears advisable to discontinue our degree programs in industrial technology and technology by no later than May 1999. This will allow students reasonable time to graduate. Existing faculty will be phased into the programs in business education and educational media. The recommendation has been reviewed and endorsed by the appropriate councils and administrators.

Therefore, the President recommended to the Board of Trustees the following resolution:

“BE IT RESOLVED: THAT THE BOARD OF TRUSTEES APPROVES THAT THE DEGREE PROGRAMS IN INDUSTRIAL TECHNOLOGY AND TECHNOLOGY EDUCATION WILL BE ELIMINATED NO LATER THAN MAY 1999.”

Deletion of Low Productivity Graduate Degree Programs - The Master of Science in Education program in Biology has had no graduates in the last five years. The Master of Science in Education programs in History, Industrial Technology, and Physical Science have had one or no graduates each of the last five years. The Master of Music Education program has no graduates for the past two years. Students currently enrolled in the degree programs will be allowed to complete their degrees, but no students will be allowed to enter these programs effective Summer, 1998. All appropriate committees, councils, and administrators endorse the recommendation to delete the programs.

Therefore, the President recommended to the Board of Trustees the following resolution:

“BE IT RESOLVED: THAT THE BOARD OF TRUSTEES HEREBY AUTHORIZES THE DELETION OF THE FOLLOWING DEGREES WITH THE UNDERSTANDING THAT STUDENTS CURRENTLY ENROLLED IN THESE PROGRAMS WILL BE ALLOWED TO COMPLETE THEIR DEGREE, BUT THAT NO STUDENTS WILL BE ADMITTED TO THESE PROGRAM AFTER THE SUMMER TERM, 1998:

**MSE IN BIOLOGY;
MSE IN HISTORY;
MSE IN INDUSTRIAL TECHNOLOGY;
MSE IN PHYSICAL SCIENCE; AND
MME IN MUSIC.”**

The above resolutions regarding Deletion of Technology Education and Industrial Technology Degree Programs AND Deletion of Low Productivity Graduate Degree Programs were adopted unanimously upon motion by Mr. Hicks with a second by Mr. Sims.

Request for Easement and Right of Way Across University Property - The University owns real estate in the city of Mountain View, Arkansas, the Driftwood property. The City of Mountain View has requested a 20-foot easement and right of way across the property for the purpose of constructing a water line system to provide city water to residents of the community. The University has made an effort to assure that its best interests and the best interests of the property’s occupants are protected. Through contact with chief engineers and project coordinators, the University has made several concerns known to the City and the City in return has been very gracious in working to meet all of the University’s requests where possible. The Board is being requested to approve the requested easement and right of way. The legal description of the easement is contained in the attached document provided by the City of Mountain View.

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

“BE IT RESOLVED: THAT THE BOARD OF TRUSTEES APPROVES THE REQUEST OF THE CITY OF MOUNTAIN VIEW FOR AN EASEMENT AND RIGHT OF WAY ACROSS THE DRIFTWOOD PROPERTY.”

**EASEMENT AND RIGHT OF WAY TO
CITY OF MOUNTAIN VIEW**

KNOW ALL MEN BY THESE PRESENTS:

That I/we, Board of Trustees of the University of Central Arkansas (hereinafter called GRANTOR) for and in consideration of ONE DOLLAR (\$1.00), and other good and valuable consideration, the receipt of which is hereby acknowledged, do hereby grant, bargain, sell and convey to the City of Mountain View, (hereinafter called GRANTEE) and its successors or assigns, the following easement and right of way:

An easement and right of way to exist perpetually and a construction easement to exist temporarily for a period of time for the initial laying and construction of the water system and any necessary appurtenances, including the right to enter upon the real property hereinafter described for the purpose of doing all acts necessary only for the construction and any altering, inspecting, repairing and maintaining the water lines and water system and other facilities upon and under the surface of the real estate hereinafter described. Grantee will access easement from road or highway right-of-way whenever possible and practical.

The temporary construction easement shall be a strip of land 10 feet in width contiguous to, parallel with, and adjacent to the perpetual easement. The perpetual easement shall be 20 feet in width and shall be the 20 feet adjacent to said county road and/or highway right-of-way referred to below. The lands to which the temporary construction easement and perpetual easement apply are located in Stone County, Arkansas and described as follows, to-wit:

Being parallel and adjacent to the West right-of-way of AR. Hwy. 5-9-14 located in:

Part of the North One-half of the southwest Quarter of the Northeast Quarter of Section 36, Township 15 North, Range 11 West, containing three acres, more or less, beginning at a point 4.06 chains East of the Northwest corner of said Southwest Quarter of the Northeast Quarter running thence East along an old fence on the North side of said southwest Quarter of the Northeast Quarter 9.49 chains to the West ditch line of Highway #9 running thence South three and one-half degrees East along said ditch line 3.16½ chains thence West 9.49 chains to an iron stake and pile of rocks, thence North 3½ degrees West, 3.16½ chains to the point of beginning.

Said easement shall be 20 feet in width and 208.89 feet in length, more or less.

By acceptance of the conveyance of easements and rights-of-way, the Grantee agrees and covenants that it will bury all pipes and lines so that they will not interfere with the natural drainage of the land; that it will repair and shape the disturbed area to the original contour, and that it will restore any fences that may be damaged as a result of laying the pipes and lines.

The GRANTORS do hereby covenant with GRANTEE that they are lawfully seized and possessed of the real estate above described and that they have a good and lawful right to convey the same or any part thereof.

The GRANTORS for the consideration hereinabove cited, do release and relinquish any rights of dower, curtesy, or homestead in and to the lands hereinabove described.

IN WITNESS WHEREOF, we have hereunto set our hands this _____ day of _____, 1998.

ACKNOWLEDGMENT

STATE OF

COUNTY OF

On this day before me, the undersigned Notary Public, personally appeared _____

known to me (or satisfactorily proven) to be the person(s) whose name(s) are subscribed to the foregoing instrument, and acknowledged that ___he___ executed the same for the purpose therein contained.

IN WITNESS WHEREOF, I have hereunto set my hand and official seal on this _____ day of _____, 1998.

My Commission Expires:

Notary Public

Reimbursement of Expenses for Official Board Duties - Act 250 of 1997 provides that boards and commissions may, during their first regularly scheduled meeting of each calendar year, authorize expense reimbursement for each board member for performing official board duties. The Act states that the expense reimbursement must not exceed the rate established for state employees for state travel regulations. The Act covers expense reimbursement for all official board functions. This action is consistent with Board Policy No. 211.

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

“BE IT RESOLVED: THAT THE BOARD OF TRUSTEES APPROVES THE FOLLOWING STATEMENT CONCERNING REIMBURSEMENT OF EXPENSES FOR OFFICIAL BOARD DUTIES FOR 1998:

THE UCA BOARD OF TRUSTEES AUTHORIZES REIMBURSEMENT OF EXPENSES FOR EACH OF ITS BOARD MEMBERS FOR PERFORMANCE OF OFFICIAL BOARD DUTIES, TO INCLUDE ATTENDANCE AT BOARD MEETINGS, FULFILLMENT OF BOARD TRAINING REQUIREMENTS, AND ANY OTHER OFFICIAL BOARD DUTIES. THE EXPENSE REIMBURSEMENT AUTHORIZED HEREIN MUST NOT EXCEED THE RATE ESTABLISHED FOR STATE EMPLOYEES FOR STATE TRAVEL REGULATIONS, INCLUDING SPECIAL TRAVEL AUTHORIZATION. THE BOARD ALSO AUTHORIZES THE PRESIDENT TO APPROVE THE REIMBURSEMENT OF TRAVEL EXPENSES OF BOARD MEMBERS THAT ARE IN CONFORMANCE WITH THIS POLICY.”

Distinguished Alumnus - The University of Central Arkansas has awarded the citation of “Distinguished Alumnus” since 1986. The Distinguished Alumnus Selection Committee unanimously recommends that Ms. Carol Rasco be named as “Distinguished Alumnus” for 1998. UCA awarded Ms. Rasco an M.S. in Elementary Counseling in 1972. She was our commencement speaker in 1994.

Ms. Rasco is presently the Senior Advisor to the U.S. Secretary of Education and the Director of the America Reads Challenge. She has recruited over 975 colleges and universities to help children across the country learn to read; organized sixty local reading pilot sites across the fifty states; created the President's Coalition on the America Reads Challenge, with over 200 members; and presented at countless local, state and national meetings to unite communities, schools, service

organizations and businesses in one national effort to ensure that all our children read well and independently by the end of the third grade.

Over the thirty years of her professional life, Carol Rasco has brought together her perspectives as a teacher, a counselor, a parent and a policymaker to improve dramatically the lives of children and families throughout America.

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

“BE IT RESOLVED, THAT THE BOARD OF TRUSTEES HEREBY RECOGNIZE THE CONTRIBUTION AND ACHIEVEMENTS OF CAROL RASCO AND CONFERS ON HER THE HONOR OF DISTINGUISHED ALUMNUS. THE BOARD DIRECTS THE ADMINISTRATION TO PREPARE APPROPRIATE FORMAL RESOLUTIONS AND MEMORIALS TO RECOGNIZE HER ACCOMPLISHMENTS.”

Fringe Benefits Committee Recommendation - Revision of Board Policy No. 623, “Fee Waiver” - Board Policy No. 623, “Fee Waiver,” was originally adopted by the Board in July, 1967. Guidelines for the policy appear in the Faculty Handbook and Staff Handbook. The proposed document clarifies administration of the policy, adjusts the discount to a percentage of fees rather than a fixed dollar amount and clarifies qualifications for receipt of the discount. The proposal for movement to a percentage discount with a waiting period for new employees has been reviewed and endorsed by the University Fringe Benefits Committee. Further clarifications and adjustments for new hires have been added by the University Administration.

Mr. Sims asked if a survey of universities within the state had been conducted for comparison purposes. In response, Dr. John Smith gave a brief report on a survey of a number of institutions conducted by the human resources department which indicates that recommendations from the fringe benefits committee are comparable to other institutions.

Mr. Sims expressed his concern about reducing benefits but stated that UCA should be in-line with other universities.

The following resolution as a revision to Board Policy No. 623, “Fee Waiver,” was adopted unanimously upon motion by Mr. Harding with a second by Mr. Hicks:

“BE IT RESOLVED: THAT THE BOARD OF TRUSTEES APPROVES THE FOLLOWING REVISION TO BOARD POLICY NO. 623, ‘FEE WAIVER.’”

UNIVERSITY OF CENTRAL ARKANSAS
BOARD POLICY

Policy Number: 623

Subject: Fee Waiver - Employees

Page 1 of 2

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

Beginning with the first semester or summer term commencing after the starting date of employment, a full-time faculty/staff member, a spouse and/or child of a full-time faculty/staff member may receive fee remission benefits for undergraduate resident courses. A fee of \$20.00 per hour registered will be charged, with a maximum of \$240.00 per semester along with the activity fees assessed other students. The fee remission for children remains in effect for six consecutive years following initial enrollment.

~~—The fee waiver or remission authorized by this policy provides only a reduction in fees otherwise due to the University. In no circumstance does it create an obligation on the part of the University to make a payment to an individual entitled to this benefit of the policy nor may it be combined with other financial aid to reduce the registration fee due from the student below the minimum amounts stated above.~~

~~—Only unmarried children by birth, legal adoption, and stepchildren who are eligible to be claimed as a dependent on federal income tax returns will be eligible for fee remission. To qualify, they must enter the University within thirty months of their date of high school graduation. A spouse may enroll at anytime.~~

~~—If an employee resigns or is terminated during the semester which he/she, or spouse or children are receiving this benefit, the employee will be required to pay a prorata portion of the fee represented by the part of the semester remaining following his/her resignation or termination. If an individual receiving fee remission benefits moves from a dependent status to a non-dependent status during a term, the employee will be required to pay a prorata portion of the fee represented by the part of the semester remaining following the change in dependent status. If an employee dies or becomes disabled during the years in which any dependents are receiving fee remission, the dependents shall retain their eligibility as if that employee were still employed by the University. The fee remission will be available for younger children of deceased or disabled employees providing they enter the University within thirty months of their date of high school graduation. The fee remission plan will remain in effect for six consecutive years following initial enrollment. For~~

~~dependents of a deceased or disabled employee to be eligible for this benefit the employee must have been an employee of UCA for five consecutive years prior to death or disability."~~

~~There are no restrictions for enrolling in courses scheduled after working hours. An employee may enroll for a course scheduled during the working hours under the following circumstances:~~

- ~~1. The employee must have approval by his/her supervisor and the appropriate vice president before enrolling for a course scheduled during the employee's working hours.~~
- ~~2. During the fall semester and summer term the employee shall forfeit one week of accumulated vacation to compensate for the time lost or the employee's salary will be reduced by 7% during the period in which the course is attended.~~
- ~~3. During the spring semester the employee will not be required to forfeit one week of accumulated vacation nor will the employee's salary will not be reduced by 7% during the term in which the course is attended.~~
- ~~4. No employee may enroll for more than one three-hour course during working hours in any one semester or one summer term.~~

Undergraduate Registration Discount Program

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

Registration Discount Amount

Beginning with the regular fall semester of 1998, participants in the fee discount program will pay an amount equal to twenty (20) percent of regular in-state undergraduate registration and required fees. Costs and eligibility will be based upon the registration fee schedule in place for the semester in which initial enrollment occurs, subject to any overall registration changes adopted by the Board

of Trustees. The discount on required fees applies only to the Facility fee, Co-op fee, AAGE Test fee, Student Center fee and Athletic fee. The discount will not apply to any future student-initiated fees. The discount may not be used in conjunction with other University fee reductions or discounts or with other University scholarships.

Eligibility and Restrictions

Only undergraduate hours qualify for discount.

Only courses taken for college credit qualify for the discount.

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

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

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

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

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

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

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

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

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

Exceptions

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

If an employee with five (5) or more years of benefits eligible University employment dies or becomes disabled (as determined by the University's disability insurer), prior to the date at which a dependent would otherwise become eligible for the discount, the discount will be available for his/her dependents if they enter the University within thirty (30) months of their date of high school graduation. Employees hired on or after September 1, 1998, or moving to benefits-eligible employment after that date will not be eligible for this benefit.

Fringe Benefits Committee Recommendations - Optional Retirement Plan Vesting Schedule - The University of Central Arkansas is authorized to offer an Alternative Retirement Plan for benefits-eligible employees. The plan vendor is TIAA-CREF.

When employees elect to participate in the plan, they are required to contribute an amount equal to six (6 %) percent of their salary to their retirement plan. The University contributes an amount equal to ten (10%) percent of the employee's salary to the employee's plan. Under the current plan structure, both employee and employer contributions are immediately and completely vested to the employee's account.

In the proposed vesting structure, employer contributions will be vested on a graded basis through the first four (4) years of participation in the plan. Upon completion of the fourth year of participation, all previous and future employer contributions will be completely vested in the employee's plan.

The proposed structure will not change the immediate and complete vesting of employee contributions to the plan. The vesting schedule will apply to all employees hired on or after September 1, 1998, and to employees moving to benefits eligible employment after that date.

Years of Employment	Employee Contributions Vested to Employee	Employer Contributions Vested to Employee
0 through 2nd year	100%	25%
after 2nd year through 3rd year	100%	50%
after 3rd year through 4th year	100%	75%
after 4th year	100%	100%

After review and recommendation by the University Fringe Benefits Committee, the Alternative Retirement Plan Vesting Schedule is recommended for implementation at UCA.

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

“BE IT RESOLVED: THAT THE BOARD OF TRUSTEES APPROVES THE FOLLOWING PROPOSAL FOR IMPLEMENTATION OF A VESTING SCHEDULE FOR THE ALTERNATIVE RETIREMENT PLAN.”

Vesting Schedule for Employer Contributions to Employee Accounts within the Optional Retirement Plan

Years of Employment	Vested Portion of Employee Contributions	Vested Portion of Employer Contributions
0 through 2nd year	100%	25%
after 2nd year through 3rd year	100%	50%
after 3rd year through 4th year	100%	75%
after 4th year	100%	100%

The vesting schedule will apply to all employees selecting the Alternative Retirement Plan who are hired on or after September 1, 1998 or who move to benefits eligible employment on or after that date.

Fringe Benefits Committee Recommendations - Revision of Life and Long-term Disability Insurance Plans - The University currently provides a Life Insurance program equal to one (1) times salary for each benefits-eligible employee. Employees may purchase additional coverage equal to one (1) times their salary. The plan continues into retirement, reducing coverage to 65% of covered salary at age 65, moving to entirely employee paid at age 70 and terminating coverage at age 80.

Additionally, the University provides Long-Term Disability insurance coverage for each benefits-eligible employee. The plan provides for replacement income equal to 66.7% of salary up to a monthly maximum payment of \$7,600.

In review of the University's benefits programs, several areas of concern have been identified with the life and disability coverage. In providing employer-paid coverage for salaries in excess of \$50,000 in the life plan, the University must account for imputed income for both active employees and retirees. The life plan for retirees is well beyond that offered at other universities and carries an extremely high liability. With continued growth in the number of retirees and dollars in salary covered, the University may have difficulty providing coverage in the future.

In the current disability plan, the employer-provided coverage results in a tax on disability income for employees. The plan offsets coverage for retirement income received and, with a

maximum monthly payment of \$7,600 provides coverage for higher salary levels which is well beyond that normally offered.

With the goals of providing more sustainable and focused plans, revisions in the life and disability insurance programs are proposed. The University Fringe Benefits Committee has reviewed and recommended the proposed changes to active employee life insurance and disability insurance programs and has proposed a single \$15,000 per retiree plan for future retiree life insurance. Further adjustments to the disability insurance and retiree life insurance proposals have been made by the University Administration.

Therefore, The President recommended to the Board of Trustees the following resolution:

“BE IT RESOLVED: THAT THE BOARD OF TRUSTEES APPROVES THE FOLLOWING REVISIONS TO THE UNIVERSITY’S LIFE AND LONG-TERM DISABILITY INSURANCE PROGRAMS.”

Life Insurance

Beginning January 1, 1999, the University will purchase life insurance for active benefits-eligible employees in the amount of one (1) times annual base salary to a maximum of \$50,000. Employees may purchase additional, age-rated term life insurance of up to three (3) times annual base salary.

All eligible employees as of December 31, 1998, who have completed fifteen (15) years of benefits-eligible employment with the University and who are age fifty-five (55) or older will be eligible to continue the current retiree life insurance. The University will purchase coverage equal to one (1) times annual base salary and retirees may purchase an additional one (1) times annual base salary in coverage. All current plan coverage reductions and termination age restrictions will continue.

For all other eligible employees hired before January 1, 1999, but having less than fifteen (15) years of benefits-eligible University employment, the University will purchase retiree life insurance in the amount of \$15,000. Eligibility for coverage will continue until age 80. For employees hired on or after January 1, 1999, or moving to benefits-eligible employment after that date, no University contributions toward retiree life insurance will be provided.

Long-Term Disability Insurance

Beginning January 1, 1999, the University will purchase disability insurance for active benefits-eligible employees in the amount of two-thirds (66.7%) of salary to a maximum monthly benefit of \$2,000 (66.7% of \$36,000 annually). Employees

may purchase additional, age-rated coverage for annual base salary amounts in excess \$36,000. Upon termination of employment, all coverage ends.

President Thompson and Dr. John Smith addressed questions from members of the Board.

Again, Mr. Sims expressed his concern about reducing benefits, in particular the proposed \$50,000 life insurance cap.

President Thompson stated that the proposed revisions are not intended to reduce the fringe benefits package, but to place some limits on some of the benefits offered.

Following discussion, Mr. Sims moved that the administration obtain bids with and without a \$50,000 cap on life insurance and bring them back to the Board for consideration. The motion was clarified to include bids for long-term disability insurance with the current cap and the proposed cap of \$36,000. The motion was seconded by Mr. Harding and passed unanimously.

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

Mrs. Elaine Goode, Acting Chair

Mr. Rickey H. Hicks, Secretary