

The Board of Trustees of the University of Central Arkansas convened in regular meeting Friday, August 6, 1999, at 3:00 p.m. in room 225 in Harrin Hall with the following officers and members present, to-wit:

Chair:	Mr. Elaine Goode
Vice Chair:	Mr. Rickey Hicks
Secretary:	Mr. Dalda Womack
	Mr. Madison P. Aydelott III
	Dr. Harold Chakales
	Mr. Randy Sims

and with the following absent, to-wit: Mr. Rush Harding III

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

MINUTES

Minutes of the May 7, 1999, Board Meeting were unanimously approved as circulated upon motion by Mr. Hicks with a second by Mr. Sims. (Mr. Aydelott and Dr. Chakales had not yet arrived.)

INTRODUCTIONS AND ANNOUNCEMENTS

Introductions - President Thompson made the following introductions:

Ron Toll, new Dean of the College of Natural Sciences and Mathematics;
 Maurice Lee, new Dean of the College of Liberal Arts;
 Kathleen Atkins, Interim Dean of the College of Education;
 Kim Bradford, Interim Director of Continuing Education;
 Jeff Pitchford, new Director of Governmental Relations;
 Brian Bolter, new Vice President for Institutional Advancement, who previously served as Director of International Programs.

Mrs. Goode, on behalf of the university, welcomed new employees.

Announcements - President Thompson made the following announcements:

A gift of \$250,000 has been received and will be applied toward the \$1.2 million required for the Reynolds endowment fund.

The Board meeting tentatively scheduled for October 8 may have to be rescheduled. Board members will be contacted to find a mutually convenient date.

PRESIDENT'S REPORT

Construction Projects - At President Thompson's request, Dr. John Smith, Vice President for Financial and Administrative Services, presented the following report:

Conference Center - Construction of the Conference Center will start near the same time as the Mass Communications Building, early August. It will take approximately fourteen months to construct the building.

Health, Physical Education and Recreation Building - Work on the HPER facility was delayed temporarily while the contractor prepared pricing to add brick veneer and a hip roof to the building. The university has agreed to these changes and work has resumed on the project. The building should be completed no later than October 2000.

Physical Therapy Building - The Physical Therapy Building is approximately 64% complete and is scheduled to be ready for occupancy in late January 2000.

New Residence Hall - The residence hall is substantially complete and the university is installing room furniture. Except for exterior landscaping the building will be ready for the beginning of the Fall semester.

Mass Communication Building - Nabholz Construction Company was the low bidder for this facility. Their bid of \$3,840,679 was well within the budget. Construction on the Mass Communication Building will start in early August and is scheduled to be substantially complete by January 28, 2001.

Donald W. Reynolds Performance Hall - The Performance Hall is approximately 25% complete and should be finished in late April 2000.

Math Education/Technology Building - Stuck Associates Architects are working with academic affairs to identify space needs and cost estimates for the new building.

New Academic Building - The Architect, Brooks Jackson, is developing bid specifications for the demolition of the Administration building and is working with academic affairs to identify square footage needs of a new building for the Writing Program.

Financial Report - At President Thompson's request, Dr. John Smith and Ms. Barbara Goswick, Associate Vice President for Financial Services, reviewed the 1998-99 Financial Report and responded to questions from Board members. Copies of the report were mailed to Board members prior to the meeting.

Shuttle Service - President Thompson reported that a request for proposals for a shuttle service resulted in a substantial increase in costs than originally estimated. President Thompson suggested that plans for a shuttle service be put on hold until the administration can discuss the issue with representatives of the Student Government Association when they return to campus. President Thompson stated that vans will be leased for the first few weeks of the fall term to provide shuttle service for the two routes suggested by students. This arrangement will alleviate the initial rush of traffic at the beginning of the semester.

Litigation Report - At President Thompson's request, Ms. Melissa Rust, General Counsel, presented the following report:

Melvin E. VanWinkle, et al. v. United States of America, et al. (AP-98-3036) (United States Bankruptcy Court). Movants are seeking a discharge of debt pursuant to Chapter 7 of the Bankruptcy Code. Included within the request for discharge is a Federal Perkins Loan of approximately \$5,454.00 plus interest. The university submitted a complaint objecting to the discharge on September 08, 1998. A hearing on the merits was held August 2, 1999, during which Louis Ann VanWinkle agreed to dismiss the complaint and to make arrangements to pay back the loan.

John Lammers v. University of Central Arkansas, et al., (CIV-99-169) (United States District Court). Plaintiff, formerly a tenured faculty member, has filed suit alleging his constitutional and civil rights, primarily the First Amendment, were violated based upon his termination from the university. An answer was filed on April 02, 1999.

B.D. Holmes v. University of Central Arkansas. (LR-C-98-826) (United States District Court). Plaintiff, formerly a tenured faculty member, has filed suit, pursuant to Title VII of the Civil Rights Act, alleging race and gender discrimination related to her termination from the university. An answer was filed on May 04, 1999.

Robert Kronable v. University of Central Arkansas, et al. (E-99-265) (Faulkner County Circuit Court). Plaintiff sought a temporary restraining order/preliminary injunction against the university and Dr. Gary Roberts, Dean of Students, as a result of disciplinary action taken for an incident involving the stabbing of a fellow student. A hearing was held on March 16, 1999, at which time the request for injunctive relief was denied. A hearing was scheduled

for April 29, 1999, for consideration of permanent injunctive relief, but was continued at the request of the plaintiff.

Mr. Aydelott arrived at the meeting at this time.

Informational Tables - President Thompson briefly discussed Information shown on the following tables and responded to questions from Board members.

**COMPARISON OF 1998-99 AVERAGE NINE-MONTH FACULTY
SALARIES BY RANK AND GEOGRAPHIC AREAS ***

(Includes 12 Month Salaries Converted to 9 Months)

	Professor		Associate		Assistant		Instructor		All Ranks (1)	
	Average	% AR	Average	% AR	Average	% AR	Average	% AR	Average	% AR
Arkansas:										
UCA	\$57,300	94.9	\$48,700	98.8	\$40,800	99.0	\$31,800	101.6	\$45,100	97.2
ASUJ	61,300	101.5	50,600	102.6	39,900	96.8	30,400	97.1	45,300	97.6
UALR	61,900	102.5	48,400	98.2	43,800	106.3	32,000	102.2	48,900	105.4
Arkansas Average (2)	60,400	100.0	49,300	100.0	41,200	100.0	31,300	100.0	46,400	100.0
Regional:										
SREB (3)	Not available as of this date.									
Contiguous States Peer(4)	56,850	94.1	46,993	95.3	39,295	95.4	30,880	98.7	44,618	96.2
West South Central (5)	56,876	94.2	46,402	94.1	39,163	95.1	30,708	98.1	44,692	96.3
National:										
Public Comprehensive (6)	63,817	105.7	51,015	103.5	41,963	101.9	31,878	101.8	51,294	110.5

(1) All ranks for Arkansas Institutions include only the four ranks listed where as National and Regional data included lectures and non-ranked faculty.

(2) Weighted average for UCA, ASUJ, UALR as reported by the Southern Regional Education Board (SREB).

(3) Includes Category III Institutions (Public Four-year Masters) In Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia and West Virginia)

(4) Survey of thirty peer institutions in Arkansas and contiguous states provided by AAUP (Data for only 25 institutions for 1998-99)

(5) Includes Arkansas, Louisiana, Oklahoma and Texas as reported by the AAUP- National Survey Of All Category IIA (Comprehensive) Colleges and Universities

(6) AAUP- National Survey Of Category IIA (Comprehensive) Public Colleges and Universities

* The Data Includes Twelve-month Faculty Salaries Converted to Nine-months

**Average Compensation Increase of Continuing Faculty
By Rank for the Fiscal Years 1991-92 through 1998-99
(Includes Department Chairpersons, does not include Faculty on Leave) ¹**

Rank	1991-92					
	N	Increase				Nat.
		1990-91	1991-92	UCA	%	
Professor	79	\$46,326	\$49,606	\$3,281	7.1	3.2
Associate	80	37,682	40,708	3,026	8.0	3.6
Assistant	70	30,416	33,086	2,670	8.8	3.9
Instructor	53	23,552	25,230	1,678	7.1	4.5
All	282	\$35,644	\$38,400	\$2,756	7.7	3.5

N	1992-93				
	Increase				Nat.
	1991-92	1992-93	UCA	%	
79	\$48,827	\$51,351	\$2,524	5.2	2.0
76	40,203	42,408	2,205	5.5	3.1
75	32,658	34,866	2,208	6.8	3.4
55	25,433	27,085	1,653	6.5	3.6
285	\$37,758	\$39,945	\$2,187	5.8	2.7

N	1993-94				
	Increase				Nat.
	1992-93	1993-94	UCA	%	
72	\$50,508	\$51,783	\$1,275	2.5	2.9
75	41,688	42,994	1,306	3.1	4.0
66	33,443	34,955	1,512	4.5	4.6
55	26,985	28,193	1,208	4.5	4.2
268	\$39,010	\$40,388	\$1,378	3.5	3.6

Rank	1994-95					
	N	Increase				Nat.
		1993-94	1994-95	UCA	%	
Professor	89	\$51,444	\$52,932	\$1,488	2.9	4.2
Associate	98	40,623	42,182	1,559	3.8	4.7
Assistant	64	32,897	35,875	2,978	9.1	4.9
Instructor	64	26,687	27,975	1,288	4.8	4.3
All	315	\$39,281	\$41,051	\$1,770	4.5	4.5

N	1995-96				
	Increase				Nat.
	1994-95	1995-96	UCA	%	
90	\$52,391	\$54,823	\$2,432	4.0	2.4
95	42,037	44,111	2,074	4.4	2.2
67	35,152	36,910	1,758	4.2	2.2
62	28,652	29,956	1,304	5.8	2.8
314	\$40,893	\$42,850	\$1,957	4.4	2.3

N	1996-97				
	Increase				Nat.
	1995-96	1996-97	UCA	%	
87	\$53,397	\$54,123	\$726	1.4	2.8
82	43,750	45,318	1,568	3.6	2.9
77	36,084	37,396	1,312	3.6	2.5
66	28,870	29,980	1,110	3.8	3.6
312	\$41,401	\$42,573	\$1,172	2.8	2.7

1996-97 ²		
N	Bonus	
	Amount	%
87	\$327	0.58
82	452	0.96
77	594	1.45
66	321	1.06
312	\$424	0.93

Rank	1997-98 ³					
	N	Increase				Nat.
		1996-97	1997-98	UCA	%	
Professor	82	\$54,209	\$55,390	\$1,181	2.3	3.0
Associate	85	44,921	46,180	1,259	2.6	2.7
Assistant	74	37,866	39,346	1,530	4.1	2.4
Instructor	59	30,075	31,459	1,383	4.8	0.8
All	300	\$42,396	\$43,729	\$1,333	3.3	2.5

N	1998-99 ³				
	Increase				Nat.
	1997-98	1998-99	UCA	%	
81	\$55,710	\$57,330	\$1,620	2.9	2.7
89	45,665	48,397	2,732	6.0	2.8
83	38,776	41,030	2,254	5.8	2.9
58	30,278	32,981	2,704	8.9	3.6
311	\$43,573	\$45,882	\$2,309	5.3	2.5

¹ Salary increase for continuing faculty as reported to AAUP for Public Comprehensive (II A) Universities. To be included in the pool, a faculty member must be employed full-time with a at least a 50% teaching assignment and employed for the same number of months for the two years compared. The rank is the rank held for the first year of the two year comparison. The data includes 12-month salaried faculty converted to 9-month

² A one time bonus was distributed in April of 1997 ranging from \$0 to \$1250 and is not included in the 1996/97.

³ 1997/98 and 1998/99 average compensation include bonuses which are not part of the base salary.

TEACHING SALARY AND SCHOLARSHIP INCREASES

Teaching Salary Increase (1993-94 to 1997-98)

ASUJ	27.0%
ATU	11.5%
HSU	11.0%
SAUM	7.9%
UAF	5.2%
UALR	10.5%
UAM	5.5%
UAPB	5.8%
UCA	20.4%

Scholarship Increase (1993-94 to 1997-98)

ASUJ	253.6%
ATU	43.2%
HSU	80.6%
SAUM	71.2%
UAF	29.1%
UALF	9.7%
UAM	-18.0%
UAPB	23.7%
UCA	148.9%

Source ADHE Factbook, July 1999, pp 65-82

UNRESTRICTED EDUCATIONAL AND GENERAL EXPENDITURE SUMMARIES

University Of Central Arkansas

	1993-94	1994-95	1995-96	1996-97	1997-98	4 yr % Incr
Unrestricted E&G Expenditures						
Teaching Salaries	14,115,450	15,256,312	17,360,323	16,585,822	16,988,831	20.4%
Dept. Oper. Expense	8,846,601	9,452,643	10,027,016	10,083,969	10,840,102	22.5%
Off-Campus Credit	562,607	635,245	623,065	1,026,215	1,035,014	84.0%
Non-Credit Instruction	690,492	744,772	558,117	696,255	748,701	8.4%
Research	1,301,788	1,043,822	644,058	1,162,019	1,239,786	-4.8%
Public Service	424,465	417,310	280,302	404,984	365,640	-13.9%
Libraries	1,938,640	2,023,924	2,155,360	2,168,196	2,179,992	12.4%
Museums & Galleries	93,527	102,893	61,532	68,492	7,868	-91.6%
Organized Activities	191,354	202,864	160,353	297,290	294,602	54.0%
Other Academic Support	1,875,107	2,125,521	2,292,193	2,637,691	2,868,377	53.0%
Student Services	1,858,827	1,994,044	2,359,551	2,331,143	2,497,009	34.3%
Institutional Support	4,482,370	4,786,023	5,287,760	5,202,555	5,230,682	16.7%
Utilities	1,428,118	1,658,752	1,810,713	1,603,005	1,476,300	3.4%
Other Plant Maintenance	2,584,369	2,924,380	3,140,616	3,212,743	3,388,878	26.2%
Scholarships & Fellowships	2,458,948	2,964,297	4,612,584	5,205,212	6,120,949	148.9%
Other	7,336	0	0	27,357	197,957	2598.4%
Transfers - Auxiliary	706,154	456,149	789,598	836,248	799,248	13.2%
Transfers - Mandatory	802,107	505,803	1,457,356	1,040,146	766,986	-4.4%
Transfers -Non Mandatory	1,200,403	1,500,000	0	1,435,510	1,896,499	58.0%
Total	45,668,663	48,794,754	53,620,497	56,024,852	58,943,421	29.1%

Four-Year Summary

	1993-94	1994-95	1995-96	1996-97	1997-98	4 yr % Incr
Unrestricted E&G Expenditures						
Teaching Salaries	112,211,891	114,486,361	118,352,300	121,542,863	125,616,515	11.9%
Dept. Oper. Expense	41,542,061	41,973,594	45,741,008	50,108,625	51,150,360	23.1%
Off-Campus Credit	4,430,072	3,640,587	4,216,035	5,274,765	5,560,715	25.5%
Non-Credit Instruction	1,265,428	3,216,540	3,759,236	2,727,815	2,566,457	102.8%
Research	22,387,333	21,742,801	21,523,068	23,186,908	21,495,249	-4.0%
Public Service	6,615,405	6,306,575	4,977,552	6,708,618	5,968,744	-9.8%
Libraries	16,032,604	16,546,828	16,156,571	16,260,543	16,151,832	0.7%
Museums & Galleries	863,060	849,590	915,317	947,322	925,399	7.2%
Organized Activities	2,636,769	3,236,919	3,396,302	3,984,659	5,219,127	97.9%
Other Academic Support	21,663,295	20,611,418	22,329,406	22,970,752	24,260,301	12.0%
Student Services	16,759,682	17,220,905	19,617,132	21,715,504	23,219,391	38.5%
Institutional Support	42,890,647	43,574,251	46,931,042	49,215,389	49,153,065	14.6%
Utilities	13,543,808	13,032,341	14,240,938	14,135,164	14,803,636	9.3%
Other Plant Maintenance	25,298,605	26,104,700	29,081,787	30,318,327	29,808,057	17.8%
Scholarships & Fellowships	19,528,176	21,222,390	25,072,692	28,767,726	32,046,228	64.1%
Other	12,609,180	15,011,369	18,364,836	15,144,306	19,141,608	51.8%
Transfers - Auxiliary	6,648,813	5,717,637	6,030,134	5,262,710	5,748,865	-13.5%
Transfers - Mandatory	9,616,047	9,827,766	10,738,334	9,714,061	9,563,189	-0.5%
Transfers -Non Mandatory	4,632,529	16,263,565	9,193,116	10,202,395	9,118,670	96.8%
Total	381,175,405	400,586,137	420,636,806	438,188,452	451,517,408	18.5%

Source: Revenues from ADHE Series 17-1, Expenditures from ADHE Series 17-7a

Undergraduate Academic Initiatives - At President Thompson's request, Dr. Sam Buchanan, Associate Provost, presented the following report:

The following student-centered programs have been developed by the Division of Undergraduate Studies in order to stimulate scholarship, encourage intellectual bonds with faculty and peers, and positively impact student satisfaction and retention.

- A Summer Reading Program has been established for the entering freshman class. The selected book, Tuesdays with Morrie, will be read by students and group leaders prior to the fall semester, aided by a reading guide. Discussion groups of freshmen led by UCA faculty, staff, and administrators will meet during Welcome Week. Additionally, Mitch Albom, author of the book, will speak on campus Tuesday, September 21, at 8:00 p.m. Board of Trustees members are invited to attend Albom's talk and would be welcomed as participants or leaders of discussion groups.
- Hughes Residential College has been so successful that a second Residential College will open this fall. State Residential College will expand a program that brings students into a living/learning community.
- The UCA Academic Advising Center has been chosen to receive the 1999 Outstanding Institutional Advising Program Award from the National Academic Advising Association. The center was established to deliver consistent academic advising services to all entering freshmen and undeclared undergraduate students. This is only the third year of operation for the advising center.

Computers for Freshmen - Using a computer lab on an occasional basis simply does not provide the frequency of access needed for students to develop a high level of skill and facility with communications and information technologies. Students who do not have access to their own computers are at a disadvantage and become increasingly disadvantaged during their college careers. UCA is committed to developing in every student the ability to function successfully in a technologically-rich environment, therefore we are considering establishing a mandatory computer program to begin as early as the 2000 fall semester.

Discussion followed during which President Thompson and Dr. Sam Buchanan responded to questions and concerns from Board members.

President Thompson requested Board members to consider the issue which will be discussed in more detail at a future meeting.

Two-year College - The UCA administration proposes designating within UCA a two-year experimental college in which new approaches will be developed to improve retention and graduation rates of Arkansas' college students.

Over the past several years, access to higher education in Arkansas has increased through the addition of community and technical colleges. The college attendance rate of new high school graduates in Arkansas has risen from 45% to 56% during the past decade, and, from fall 1994 to fall 1998, the percentage of new freshmen enrolled in two-year colleges has increased from 30% to nearly 40%.

Increasing access and college attendance are laudable goals, but they accomplish relatively little if students drop out and do not graduate. Retention and graduation rates of students in the state's colleges and universities are below national averages. The Arkansas average first-year retention rate for 1992-1997 freshman cohorts was 68%, compared to a national average of 72%. Similarly, the Arkansas six-year graduation rate was 36%, while nationally it was 41%.

The success rates of students enrolling in two-year colleges are considerably lower than those attending four-year schools. Arkansas students initially enrolled in two-year colleges are less likely to return for a second year of college than those initially enrolled in a four-year university -- the difference for the fall 1997 cohort was 18%. UCA data demonstrate that students who transfer from two-year colleges are less likely to continue work toward or complete a baccalaureate degree than native students. The difference was approximately 25% for students initially enrolled fall 1994, spring 1995 and fall 1995. Lower persistence rates among two-year college students may be due, in part, to the generally poorer academic preparation -- in fall 1998, for example, 82% of Arkansas' two-year college students required remediation, while for universities it was 43%. Other factors must also be contributing, since, presumably, deficiencies have been addressed prior to transfer to four-year institutions. The identity and importance of those factors are not yet clear.

The university proposes establishing an experimental two-year college within UCA. The primary purposes of the college will be to develop new approaches for improving retention and baccalaureate graduation rates of less-well-prepared students, including identifying factors that affect transfer success, and to disseminate information about our approaches and discoveries to other Arkansas colleges and universities. The college will accomplish these purposes by:

- Identifying new student assessment and placement strategies;
- Developing instructional approaches that meet the multiple learning styles of a diverse and less-well-prepared student body;
- Serving as a research laboratory for identifying mitigating factors and developing early intervention strategies to improve retention and baccalaureate graduation rates; and
- Identifying and articulating features of two-year colleges and four-year universities that will assist prospective students in making informed decisions about the type of institution they should attend.

UCA has successfully reduced remediation while assisting less-well-prepared students' progress in college-level work. For fall 1997 and 1998, students scoring below 19 on the writing portion of the ACT examination were retested using a technologically-assisted examination system. Students not meeting our designated cut-off score were placed into Transitional Writing. Those achieving or exceeding the cut-off were placed into Introduction to College Writing, along with students who had received writing ACT scores of 19 and above. During fall 1998, there was virtually no difference in the likelihood of the latter two groups of students receiving C grades or higher in the Introduction to College Writing course. Also last fall, a group of students with mathematics ACT scores of 17 and 18 was placed into a non-remedial college algebra section. Selection was determined by a predicted success rate model developed utilizing both test scores and high school grade point averages. This study group performed as well as other college algebra students, both in terms of earning C grades or better in the course and in terms of test scores achieved on the common final examination administered to all college algebra students. In another study, also conducted during fall 1998, a group of students with mathematics ACT scores below 19 who were predicted to be at greater risk were placed into a college algebra section that met five days a week. These students also were as successful as other college algebra students.

Through the proposed two-year college, the university plans to extend our modeling, placements and programming to other skill-development areas, and to general education course work such as history, the social and natural sciences, and literature. The approaches developed will assist students in overcoming academic deficiencies, increasing retention and

baccalaureate achievement rates. Successes with writing and mathematics assure that college-level work can be incorporated into formats for under-prepared students without sacrificing content integrity or rigor. Strictly remedial course work can be substantially reduced and possibly eliminated.

The proposed college will be a part of UCA, but will have a separately identified student body. Most students initially enrolling in the experimental college will be those who would have been conditionally admitted to UCA based on the fall 1999 admissions criteria (approximately 40% of the new freshmen). To diversify the entering class and better serve UCA's community, consideration for admission to the two-year college will be given to Faulkner County residents who otherwise would not be eligible to enroll at UCA. The curriculum will parallel that of the four-year entity, but course work will be delivered to meet the needs of less-well-prepared students. College students desiring to enroll in four-year programs will be required to apply for admission and will need to meet existing transfer student criteria. Student data for the two-year and four-year programs will be maintained and reported separately.

The two distinct student bodies will allow the university to focus on the disparate missions of two- and four-year institutions. The experimental instructional approaches and programming proposed are inconsistent with the role and scope of four-year universities, but are appropriate to the mission of two-year colleges. Continued quality of a UCA education will be ensured, while the state-wide issues of remediation, low retention and low graduation rates will be addressed. Being located on a four-year campus, students in the two-year college will be acclimated to campus at the time of admission to four-year programs. Control of this variable allows for research on better ways to help students make the transition from a two-year college to a university. Separate student bodies, instruction, and curricula will also aid in developing a clearer understanding and definition of the roles and relationships between two-year and four-year institutions.

In all other ways, the two-year college will be a part of UCA. As is the case with UCA's current academic colleges, the two-year college will have a dean reporting to the Provost. Other administrative offices, such as admissions, financial aid, registrar, etc., and facilities, will be shared with the existing programs. Through this structure and extended afternoon, evening and weekend scheduling at the two-year college, facilities will be used effectively and efficiently. Further staffing needs resulting from any additional enrollments will be met through the corresponding increases in tuition revenue. Most importantly, the

college will develop new models, approaches and processes to meet the educational needs of Arkansans that will be shared with the state's two- and four-year institutions.

A lengthy discussion followed, during which Mr. Sims stated the following: (1) a concern that the proposal was not on the action agenda, which would have required Board approval; (2) that he has received numerous letters from surrounding cities claiming there are ample opportunities for Conway and Faulkner County students to complete similar courses of study at existing facilities; and (3) whether the university has received any opposition from the Governor's office and the Arkansas Department of Higher Education regarding the proposal, and if so, why.

Mr. Sims asked whether the administration had discussed the proposal with the Arkansas Department of Higher Education. President Thompson stated that ADHE's approval is not required for internal reorganizations.

President Thompson further stated that he had no objection if the Board wished to vote on the issue. President Thompson explained that several years ago, when a similar issue was brought to the Board, members indicated that they did not want internal reorganization issues brought before the Board.

In response to Mr. Sims' other concerns, President Thompson stated that actions taken by the Board and the administration should not be based on government officials' or UCA's competitors' approval or disapproval. President Thompson further stated that the administration should discuss proposals with the UCA Board of Trustees prior to seeking opinions from others.

During further discussion President Thompson responded to questions concerning admission standards from Mr. Womack and Mrs. Goode.

Mrs. Goode and Mr. Hicks expressed their support of the proposal, both stating that it would provide educational opportunities to students who may not otherwise have them.

Mr. Sims explained that he was not opposed to the idea, but was not fully prepared to make a decision.

President Thompson stated that he had talked to Governor Huckabee about the proposal after it had been discussed at a previous Board meeting and will be happy to discuss it with him again. President Thompson proposed that the administration continue developing plans for a two-year college while keeping Board members informed.

Mr. Hicks stated that the longer it takes to implement a two-year college the stronger the opposition. Mr. Hicks further stated that opposition to the proposal should not dictate the university's decision.

Mr. Aydelott moved that the administration proceed with plans for a two-year college. Mr. Hicks seconded the motion.

Discussion followed during which Mr. Aydelott stated that a year has been lost in implementing the program and he doesn't want to lose another one. Mr. Aydelott further stated that there is a "crying" need for this form of education and UCA is equipped to provide it.

Following discussion the motion passed with Mrs. Goode, Mr. Aydelott, Mr. Hicks, and Mr. Womack voting in favor of the motion and Mr. Sims voting against it. Dr. Chakales had not yet arrived.

Mrs. Goode requested the administration provide additional information regarding the two-year college proposal to Mr. Sims.

August 13, 1999, Commencement - The 1999 Summer Commencement ceremony will be held at 7:00 p.m. Friday, August 13, in the Farris Center. Robing will begin thirty minutes before the ceremony in the Purple Circle Room. Parking spaces will be reserved in front of the Farris Center.

Dr. Chakales arrived at the meeting at this time.

ACTION AGENDA

Geriatric Health Promotion Center - President Thompson and Dr. Jimmy Ishee, Assistant Dean of the College of Health and Applied Sciences, presented this item and responded to questions from Board members.

In 1997, there were 360,000 Arkansans 65 years of age or older, 14% of the Arkansas population. It is projected that in 2025 the number of Arkansans 65 and older will reach 731,000, an increase of 103% over the 1997 population, and this age group would constitute almost one-fourth of Arkansas' population.

To meet the health needs of Arkansas' senior citizens, the University of Central Arkansas, in conjunction with the Faulkner County Senior Citizens Council and Conway Regional Medical Center, proposes establishing a geriatric health promotion initiative, providing external funding can be secured. The attached proposal, Connections for Successful Aging, addresses the need for such a facility and describes the primary goals of the project. The facility will provide a collaborative model for delivering services to citizens over 65 years of age, along with promoting successful aging and advancing the knowledge of geriatric health. The center will serve as a model for other states in developing coordinated services for older Americans.

As noted in the proposal, postponing physical dependency for older Americans in the aggregate by just one month would save the nation five billion dollars in health care and custodial costs. Arkansas' projected population increases of people age 65 and older by the year 2025 exceeds the projection for the United States by 24% (103% to 79%). The cost savings for health and custodial care in Arkansas would be very significant.

UCA is uniquely situated to develop this type of program because of the number of health-related programs offered at the institution. As shown on the attached chart, in the 1997-98 academic year, UCA conferred 292 baccalaureate degrees and 148 masters degrees in the Health Sciences, significantly more than any other public four-year institution, including UAMS.

The university plans to seek funding for this project from the money coming to the State of Arkansas from the settlement of the tobacco case.

The following resolution was adopted unanimously upon motion by Mr. Womack with a second by Mr. Sims (Mr. Aydelott had left the room to make a phone call and was not present for the vote):

“BE IT RESOLVED: THAT THE UNIVERSITY OF CENTRAL ARKANSAS BOARD OF TRUSTEES HEREBY SUPPORTS ESTABLISHING A GERIATRIC HEALTH PROMOTION FACILITY AS DESCRIBED IN THE ATTACHED PROPOSAL, CONNECTIONS FOR SUCCESSFUL AGING.

BE IT FURTHER RESOLVED: THAT THE BOARD HEREBY AUTHORIZES THE UNIVERSITY TO SEEK FUNDING FOR THE PROJECT FROM THE STATE OF ARKANSAS OUT OF THE STATE’S SHARE OF THE TOBACCO SETTLEMENT.”

**Degrees Conferred in Health Sciences
Arkansas Public Four Year Institutions**

1997-98

CIP Code	Baccalaureate Programs	ASU	ATU	HSU	SAU	UAF	UALR	UAM	UAMS	UAPB	UCA	Total	UCA%
51.0201	Communication Disorders, General	-	-	-	-	-	-	-	-	-	-	0	0.0
51.0203	Speech-Language Pathology	-	-	-	-	-	-	-	-	-	-	0	0.0
51.0204	Speech-Language Pathology and Audiology	21	-	-	-	34	28	-	-	-	34	117	29.1
51.0205	Sign Language Interpreter	-	-	-	-	-	7	-	-	-	-	7	0.0
51.0301	Community Health Liaison	-	-	-	-	-	-	-	-	-	39	39	100.0
51.0602	Dental Hygienist	-	-	-	-	-	-	-	16	-	-	16	0.0
51.0701	Health System/Health Services Administration	-	-	-	-	-	-	-	-	-	-	0	0.0
51.0706	Medical Records Administration	-	14	-	-	-	-	-	-	-	-	14	0.0
51.0905	Nuclear Medical Technology/Technician	-	-	-	-	-	-	-	7	-	1	8	12.5
51.0907	Medical Radiologic Technology/Technician	6	-	-	-	-	-	-	17	-	26	49	53.1
51.0908	Respiratory Therapy/Technician	-	-	-	-	-	-	-	-	-	9	9	100.0
51.0999	Health & Med. Laboratory Technology/Technician, Other	-	-	-	-	-	-	-	-	-	-	0	0.0
51.1002	Cytotechnologist	-	-	-	-	-	-	-	4	-	-	4	0.0
51.1005	Medical Technology	13	4	1	1	-	-	-	19	-	7	45	15.6
51.1102	Pre-Medicine Studies	-	-	-	-	2	-	-	-	-	-	2	0.0
51.1503	Clinical and Medical Social Work	-	21	-	-	-	-	-	-	-	-	21	0.0
51.1601	Nursing (RN Training)	65	33	32	-	31	-	23	86	13	53	336	15.8
51.2299	Public Health, Other	-	-	-	-	-	27	-	-	-	-	27	0.0
51.2306	Occupational Therapy	-	-	-	-	-	-	-	-	-	46	46	100.0
51.2308	Physical Therapy	16	-	-	-	-	-	-	-	-	-	16	0.0
51.2399	Rehabilitation/Therapeutic Services, Other	-	-	-	-	-	-	-	-	-	-	0	0.0
51.9999	Health Professions and Related Sciences, Other	-	-	-	-	4	16	-	-	-	77	97	79.4
	Total	121	72	33	1	71	78	23	149	13	292	853	34.2
	Percent of Grand Total	14.2	8.4	3.9	0.1	8.3	9.1	2.7	17.5	1.5	34.2	100.0	
CIP Code	Master's Programs												
51.0203	Speech-Language Pathology	23	-	-	-	-	-	-	-	-	-	23	0.0
51.0204	Speech-Language Pathology and Audiology	-	-	-	-	14	-	-	19	-	41	74	55.4
51.0301	Community Health Liaison	-	-	-	-	-	-	-	-	-	10	10	100.0
51.0701	Health System/Health Services Administration	-	-	-	-	-	14	-	-	-	-	14	0.0
51.1306	Medical Genetics	-	-	-	-	-	-	-	-	-	-	0	0.0
51.1399	Medical Basic Sciences, Other	-	-	-	-	-	-	-	3	-	-	3	0.0
51.1601	Nursing (RN Training)	18	-	-	-	-	-	-	52	-	16	86	18.6
51.2001	Pharmaceutical Sciences	-	-	-	-	-	-	-	1	-	-	1	0.0
51.2306	Occupational Therapy	-	-	-	-	-	-	-	-	-	3	3	100.0
51.2308	Physical Therapy	-	-	-	-	-	-	-	-	-	78	78	100.0
51.2310	Vocational Rehabilitation Counseling	-	-	-	-	9	7	-	-	-	-	16	0.0
51.9999	Health Professions and Related Sciences, Other	-	-	-	-	6	-	-	-	-	-	6	0.0
	Total	41	0	0	0	29	21	0	75	0	148	314	47.1
	Percent of Grand Total	13.1	0.0	0.0	0.0	9.2	6.7	0.0	23.9	0.0	47.1	100.0	

Connections for Successful Aging

The University of Central Arkansas, in collaboration with the Faulkner County Senior Citizens Council and Conway Regional Medical Center, proposes the establishment of a system of integrated health promotion services for seniors. This system would serve as a model for developing best practices for promotion of optimal health and independence for seniors. This will be accomplished through *Connections for Successful Aging (CSA)*, a project designed to provide citizens age 65 and over, with services and programs that will help them develop and maintain higher levels of mobility, productivity, and well-being. The University of Central Arkansas (UCA) is a primary source of health professionals in Arkansas and the region. The Ph.D. program in Physical Therapy is one of only six nationally, and the advanced master of science degree in Occupational Therapy is the only program of its type in the state and region. These programs at UCA along with graduate degree curricula for nurse practitioners, dietitians, speech-language pathologists, and exercise physiologists, as well as an undergraduate specialization in gerontology, form a unique mix of health disciplines that have a major impact on the ability of seniors to remain active, pain-free, and productive.

Often programs and services to assist seniors in aging successfully exist, but are not easily accessible or systematically coordinated to maximize cost-effectiveness. This is especially true in rural locations. Through lessons learned in Project CSA, collaborative models for efficient delivery of services will be discovered and disseminated to health care leaders and community planners state-wide.

VISION STATEMENT

Senior citizens age 65 and over will be participants in the development of a collaborative model for the delivery of cost-efficient and effective programs specially designed for seniors. As a consequence of their participation, seniors will age successfully, living independently and productively for the maximum period of time. As a result of coordination of community agencies and service networks, seniors will have convenient access to programs and services. A reduction in expenditures for health care and custodial services for seniors will be achieved. Researchers will develop new strategies to enhance the lives of seniors. Collaborative models for efficient delivery of services for seniors will be discovered and published.

MISSION STATEMENT

Project CSA provides a framework and strategies for efficient coordination of community services and educational opportunities for seniors, family members, health care professionals, and volunteers. Through active participation in educational, social, and self-determination activities, seniors can make informed life-style choices and efficient use of available services and educational activities.

Educational experiences for health care professionals, family members, and volunteers will provide access to cost-effective preventive and health care services, leading to positive socialization and extended independence of seniors. New approaches designed to reduce isolation and improve the health of older Americans will be tested and developed.

RATIONALE

There is a need to coordinate services and programs for older Arkansans. Community leaders must give immediate attention to the challenge of organizing resources that will maximize their effectiveness so that all seniors have the opportunity to age successfully. Similarly, health care professionals such as physical and occupational therapists, nurses, speech-language pathologists, audiologists, and dieticians must find new strategies to efficiently and more effectively meet the needs of seniors. If appropriate measures are not taken at this time, the unprecedented rise in custodial and health care expenditures poses a serious threat to the state's economy. Presently, individuals age 65 and over consume approximately one-third of all funds spent on health care in the U.S., and seniors represent the most rapidly growing segment of the population – Arkansas is facing an economic challenge of monumental proportions. According to the National Council on Aging, postponing physical dependency for older Americans in the aggregate by just one month would save the nation five billion dollars in health care and custodial costs. (National Council on Aging, 1997). Many of the causes of physical dependency are preventable. One possibility for postponing physical dependency is to institute a fall prevention program. Falls account for 40% of all nursing home admissions, and prevention programs have been shown to significantly reduce the incidence of falls.

Proactive steps must be taken to educate and evaluate seniors. Health care professionals, family members, and volunteers must also be trained to effectively and compassionately serve older adults. With regular assessment, intervention, and education, seniors will remain active, independent, and productive members of the community.

GOALS

Project **CSA** will focus on three broad goals:

- (I) develop a collaborative model for delivering services to seniors;
- (II) promote successful aging among seniors; and
- (III) disseminate and expand the knowledge base of geriatric health.

Specific objectives and implementation strategies to guide the achievement of these goals are presented in Attachment 1.

IMPLEMENTATION

The construction of several facilities will be key to the success of this project. A Geriatric Health Promotion Center (GHPC) will be built adjacent to a planned independent living retirement center on the campus of the University of Central Arkansas (UCA). Senior citizen facilities will be developed or expanded. The GHPC will be the coordinating hub for Project CSA, and includes office space for the director, assistant director, clinical specialists/ researchers and staff, and rooms for educational and research activities. Senior citizen facilities will serve as a point of first contact to agencies throughout the state, and will facilitate referrals to the programs and services of the GHPC.

The GHPC is not a medical facility but will serve as a model health promotion center for health care professionals and students. It will foster new methods of evaluation and intervention. Innovative approaches to education and coordinated efforts of community service organizations will also be developed and tested. A nurse practitioner and other health-related personnel will be on staff to assist with referrals to appropriate medical facilities. Citizens age 65 and over, will be eligible for participation in activities conducted by the GHPC.

BUDGET

The estimated cost of the project is \$40 million. This estimate includes construction and equipment costs of approximately \$15 million and an endowment fund of approximately \$25 million to supply the income to meet the annual budget requirements.

Attachment 1

CONNECTIONS FOR SUCCESSFUL AGING**Goals, Specific Objectives, and Implementation Strategies****Goal I: Develop a Collaborative Model for Delivery of Services to Seniors**

Objective 1: Coordinate and expand resources serving seniors

Strategies:

- 1.1. *Construct and maintain a database of resources*
- 1.2. *Use existing service networks as point of entry for seniors*
- 1.3. *Develop and maintain a referral tracking system*
- 1.4. *Coordinate liaisons with collaborative agencies and institutions*
- 1.5. *Designate a central clearinghouse, phone number (“Senior Connect”), and Web site, for inquiries about services and activities for seniors*

Objective 2: Identify ways to provide accessible and cost effective support services for seniors

Strategies:

- 2.1. *Expand access to affordable meals*
- 2.2. *Expand health promotion clinics in established Senior Centers*
- 2.3. *Increase awareness of financial assistance for medications and other services*
- 2.4. *Aid seniors in navigation through the system to secure appropriate services*
- 2.5. *Coordinate and expand transportation services*
- 2.6. *Increase the number and variety of student field work/internship experiences with older adults*
- 2.7. *Promote services offered by Senior Centers*

Objective 3: Improve intergenerational interaction, communication, and understanding among seniors, care givers, family members and the community

Strategies:

- 3.1. *Provide workshops to improve communication between care giver and care recipient*
- 3.2. *Educate care givers and families about individualized activities for seniors*
- 3.3. *Involve seniors and “younger individuals” in partnering activities*
- 3.4. *Educate families, health care professionals and volunteers regarding the needs and aging-related conditions of seniors as well as services available to them*
- 3.5. *Foster caring/understanding attitudes of young people toward seniors*

Goal II: Promote Successful Aging Among Seniors.

Objective 1: Develop an understanding and appreciation of factors that affect health and wellness

Strategies:

- 1.1. *Teach stress reduction and energy conservation techniques*
- 1.2. *Provide information on relevant topics for aging population*
- 1.3. *Educate seniors about practices leading to healthy lifestyles*
- 1.4. *Publish a newsletter for seniors and their families*

Objective 2: Promote extended independence and self determination

Strategies:

- 2.1. *Provide information on community resources to facilitate maintenance of independence*
- 2.2. *Promote volunteerism among seniors in activities of the schools (day care, primary, or secondary) senior centers, and other agencies*
- 2.3. *Implement a volunteer/mentor program for seniors*
- 2.4. *Collaboratively develop strategies for coping with age-related changes*
- 2.5. *Develop new opportunities for enrichment and leisure pursuits (field trips, weekend activities, etc.)*
- 2.6. *Expand employment opportunities for seniors who wish to continue to work*

Objective 3: Promote healthy lifestyles

Strategies:

- 3.1. *Provide information on home modification/environmental design/modification and adaptation*
- 3.2. *Practice individually selected activities to promote transfer to the home environment*
- 3.3. *Provide intervention and skills to adjust to age-related changes*
- 3.4. *Develop exercise programs for seniors to improve physical fitness levels*
- 3.5. *Promote active involvement of seniors in experiences designed to promote mental, psychosocial, and physical health and fitness*

Goal III: Expand the Knowledge Base Regarding Aging Issues

Objective 1: Promote community based, action research

Strategies:

- 1.1. *Organize focus groups to define topics for research and grant proposals*
- 1.2. *Provide research design and statistical analysis support*
- 1.3. *Involve students in collaborative research projects*

Objective 2: Secure funding

Strategies:

- 2.1. *Identify potential grant sources*
- 2.2. *Develop CSA grant proposals and evaluate outcomes of existing projects annually*
- 2.3. *Disseminate funding information and opportunities from the UCA Office of Sponsored Programs*

Objective 3: Disseminate research findings

Strategies:

- 3.1. *Present information to constituencies at local, state, regional, and national meetings*
- 3.2. *Publish research in appropriate journals*
- 3.3. *Publish research newsletters for geriatric health care professionals*

Retirement Center - At the August 14, 1998, Board of Trustees meeting, the Board authorized the administration to facilitate the development of an independent living retirement center to be located on the University of Central Arkansas campus by providing land and minimal initial administrative support to a nonprofit corporation that would develop the center. Bob McCormack coordinated the formation of a group of several local community leaders. At the October 16, 1998, Board of Trustees meeting, the Board tabled a proposal to lease land to the local group until the group met to review and discuss material previously presented to the UCA Board.

The local group met on several occasions to review all material on file, toured the retirement facility at Harding University, and met with a representative of the Covenant Group. This group believes the development of an independent living retirement center would be a very positive addition to the UCA campus and the Conway community. However, their discussions in November 1998 with individuals in the bond industry suggest that interest rates on non-profit center bonds could exceed the rate of bonds sold by UCA by as much as 2.5 percent and could be difficult and expensive to market because a new nonprofit corporation would not have any financial history and would not own the land on which the center would be built.

Because of concerns with the cost of bonds and the administrative oversight of the facility, the group believes the retirement center could be better developed if constructed and managed by the university. University ownership would provide complete control of the center that would be helpful as the university coordinates its health science programs with the activities of the center. The members of the local group could be retained as an advisory group to the UCA administration for matters related to the development and operations of the retirement center.

The university currently has a shortage of on-campus housing for students. Since it is very unlikely that the retirement center would reach full occupancy during the first year, a wing or section of the building could be used for student housing until the entire facility is needed for retirees. Upperclass students or students in health related fields could be given priority for the facility. Such an arrangement would give the university additional time to study the need for construction of another residence hall.

Following a brief discussion the following resolution was adopted unanimously upon motion by Mr. Hicks with a second by Mr. Sims (Mr. Aydelott was not present for the vote):

“BE IT RESOLVED: THAT THE UCA ADMINISTRATION IS AUTHORIZED TO EMPLOY AN ARCHITECT AND TO ASSIST WITH THE DEVELOPMENT OF PLANS FOR CONSTRUCTION OF AN INDEPENDENT LIVING RETIREMENT CENTER. THIS FACILITY WOULD BE LOCATED AT THE CORNER OF FARRIS ROAD AND

COLLEGE AVENUE AND WOULD PRIMARILY BE AVAILABLE TO ALUMNI AND OTHERS ASSOCIATED WITH THE UNIVERSITY AND WOULD PROVIDE CONVENIENT LEARNING AND PUBLIC SERVICE EXPERIENCES FOR STUDENTS ENROLLED IN UCA'S HEALTH SCIENCES PROGRAMS; AND

BE IT FURTHER RESOLVED: THE ADMINISTRATION IS AUTHORIZED TO REQUEST FROM THE DEPARTMENT OF HIGHER EDUCATION AN ECONOMIC FEASIBILITY STUDY TO ISSUE UP TO \$8,000,000 IN BONDS TO CONSTRUCT AN INDEPENDENT LIVING RETIREMENT CENTER; AND

BE IT FURTHER RESOLVED: THAT THE PRESIDENT WILL PRESENT TO THE BOARD AT A LATER DATE FINAL COST ESTIMATES AND PROGRAM PLANS."

Resolutions for Legislators - At its May 7, 1999 meeting, the Board of Trustees directed the administration to prepare resolutions commending and thanking the Faulkner County legislative delegation and members of the entire General Assembly for their efforts on behalf of the university during the recently concluded General Assembly.

The following resolution was adopted unanimously upon motion by Mr. Sims with a second by Mr. Hicks (Mr. Aydelott was not present for the vote):

"BE IT RESOLVED: THAT THE BOARD OF TRUSTEES ADOPTS THE FOLLOWING RESOLUTIONS COMMENDING THE FAULKNER COUNTY LEGISLATIVE DELEGATION AND MEMBERS OF THE ENTIRE GENERAL ASSEMBLY."

RESOLUTION

WHEREAS, Senator Stanley Russ worked diligently during the 82nd Arkansas General Assembly to assist the University of Central Arkansas; and

WHEREAS, the members of the Board of Trustees of the University of Central Arkansas wish to convey their appreciation to Senator Russ for his efforts; and

WHEREAS, the University of Central Arkansas received an equity allocation of \$2,200,000 in an effort to bring funding for the University of Central Arkansas closer to the per student funding of the other four-year public institutions; and

WHEREAS, the level of funding provided to the University of Central Arkansas was the highest of the Arkansas four-year public institutions; and

WHEREAS, the University of Central Arkansas received an appropriation from the Legislative Division of the General Improvement Fund in the amount of \$8 million for the construction of a Math and Computer Science Technology Center; and

WHEREAS, these funds will greatly assist the University of Central Arkansas in fulfilling its educational mission and in providing the quality of education that is expected by the students attending the University of Central Arkansas; now therefore be it

RESOLVED, that the Board of Trustees of the University of Central Arkansas does hereby extend its sincere appreciation and gratitude to Senator Stanley Russ for his vision, his initiative, and his invaluable support; and be it further

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

Adopted this 6th
day of August 1999
in Conway, Arkansas

Chair of the Board

Vice Chair of the Board

Secretary of the Board

RESOLUTION

WHEREAS, Representative Tom Courtway worked diligently during the 82nd Arkansas General Assembly to assist the University of Central Arkansas; and

WHEREAS, the members of the Board of Trustees of the University of Central Arkansas wish to convey their appreciation to Senator Russ for his efforts; and

WHEREAS, the University of Central Arkansas received an equity allocation of \$2,200,000 in an effort to bring funding for the University of Central Arkansas closer to the per student funding of the other four-year public institutions; and

WHEREAS, the level of funding provided to the University of Central Arkansas was the highest of the Arkansas four-year public institutions; and

WHEREAS, the University of Central Arkansas received an appropriation from the Legislative Division of the General Improvement Fund in the amount of \$8 million for the construction of a Math and Computer Science Technology Center; and

WHEREAS, these funds will greatly assist the University of Central Arkansas in fulfilling its educational mission and in providing the quality of education that is expected by the students attending the University of Central Arkansas; now therefore be it

RESOLVED, that the Board of Trustees of the University of Central Arkansas does hereby extend its sincere appreciation and gratitude to Representative Tom Courtway for his vision, his initiative, and his invaluable support; and be it further

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

Adopted this 6th
day of August 1999
in Conway, Arkansas

Chair of the Board

Vice Chair of the Board

Secretary of the Board

RESOLUTION

WHEREAS, Representative Steve Simon worked diligently during the 82nd Arkansas General Assembly to assist the University of Central Arkansas; and

WHEREAS, the members of the Board of Trustees of the University of Central Arkansas wish to convey their appreciation to Senator Russ for his efforts; and

WHEREAS, the University of Central Arkansas received an equity allocation of \$2,200,000 in an effort to bring funding for the University of Central Arkansas closer to the per student funding of the other four-year public institutions; and

WHEREAS, the level of funding provided to the University of Central Arkansas was the highest of the Arkansas four-year public institutions; and

WHEREAS, the University of Central Arkansas received an appropriation from the Legislative Division of the General Improvement Fund in the amount of \$8 million for the construction of a Math and Computer Science Technology Center; and

WHEREAS, these funds will greatly assist the University of Central Arkansas in fulfilling its educational mission and in providing the quality of education that is expected by the students attending the University of Central Arkansas; now therefore be it

RESOLVED, that the Board of Trustees of the University of Central Arkansas does hereby extend its sincere appreciation and gratitude to Representative Steve Simon for his vision, his initiative, and his invaluable support; and be it further

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

Adopted this 6th
day of August 1999
in Conway, Arkansas

Chair of the Board

Vice Chair of the Board

Secretary of the Board

RESOLUTION

WHEREAS, Representative Marvin Parks worked diligently during the 82nd Arkansas General Assembly to assist the University of Central Arkansas; and

WHEREAS, the members of the Board of Trustees of the University of Central Arkansas wish to convey their appreciation to Senator Russ for his efforts; and

WHEREAS, the University of Central Arkansas received an equity allocation of \$2,200,000 in an effort to bring funding for the University of Central Arkansas closer to the per student funding of the other four-year public institutions; and

WHEREAS, the level of funding provided to the University of Central Arkansas was the highest of the Arkansas four-year public institutions; and

WHEREAS, the University of Central Arkansas received an appropriation from the Legislative Division of the General Improvement Fund in the amount of \$8 million for the construction of a Math and Computer Science Technology Center; and

WHEREAS, these funds will greatly assist the University of Central Arkansas in fulfilling its educational mission and in providing the quality of education that is expected by the students attending the University of Central Arkansas; now therefore be it

RESOLVED, that the Board of Trustees of the University of Central Arkansas does hereby extend its sincere appreciation and gratitude to Representative Marvin Parks for his vision, his initiative, and his invaluable support; and be it further

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

Adopted this 6th
day of August 1999
in Conway, Arkansas

Chair of the Board

Vice Chair of the Board

Secretary of the Board

RESOLUTION

WHEREAS, the members of the Arkansas Legislature worked diligently during the 82nd Arkansas General Assembly to assist the University of Central Arkansas; and

WHEREAS, the members of the Board of Trustees of the University of Central Arkansas wish to convey their appreciation to the Legislators for their efforts; and

WHEREAS, the University of Central Arkansas received an equity allocation of \$2,200,000 in an effort to bring funding for the University of Central Arkansas closer to the per student funding of the other four-year public institutions; and

WHEREAS, the University of Central Arkansas received an appropriation from the Legislative Division of the General Improvement Fund in the amount of \$8 million for the construction of a Math and Computer Science Technology Center; and

WHEREAS, these funds will greatly assist the University of Central Arkansas in fulfilling its educational mission and in providing the quality of education that is expected by the students attending the University of Central Arkansas; now therefore be it

RESOLVED, that the Board of Trustees of the University of Central Arkansas does hereby extend its sincere appreciation and gratitude to the members of the General Assembly for their vision, their initiative, and their invaluable support; and be it further

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

Adopted this 6th
day of August 1999
in Conway, Arkansas

Chair of the Board

Vice Chair of the Board

Secretary of the Board

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 for fiscal year 1997-98 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 the audit and our response to those findings.

Audit Findings:

The Agency notified us, and we verified, that the Student Health Services had unaccounted for funds of \$652.13 for the period July 10, 1996, through November 12, 1997. An audit of the Student Health Services was conducted by the Agency's Director of Internal Audit. In addition, the Agency's Police Department assisted in the investigation of this matter. The custodian of Student Health Service funds totaling \$518.00 was Sherry Curran, former Secretary I.

Ms. Curran was charged with a misdemeanor in Conway Municipal Court. Ms. Curran pled guilty and paid fine and costs totaling \$575.00 and reimbursed the Agency \$518.00 through payroll deduction. Responsibility for funds in the amount of \$134.13 was not determined.

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. Ms. Curran resigned her position with the University and a reimbursement of \$518.00 was made to the University from her final paycheck.

The audit was filed by the Legislative Joint Auditing Committee at its May 13, 1999 meeting.

The following resolution was adopted unanimously upon motion by Mr. Hicks with a second by Dr. Chakales (Mr. Aydelott was not present for the vote):

“BE IT RESOLVED: THAT THE BOARD OF TRUSTEES HAS REVIEWED AND ACCEPTS THE AUDIT REPORT FOR FISCAL YEAR 1998 AS PREPARED BY THE ARKANSAS LEGISLATIVE AUDIT DIVISION AND REVIEWED BY THE LEGISLATIVE JOINT AUDITING COMMITTEE.”

University Council - In May of 1997, the Board of Trustees authorized the establishment of the University Council for the 1997-98 academic year on a one-year trial basis. The Council was established to consider issues having a campus-wide impact and to make recommendations to the President on those issues.

In May 1998, the Board made the University Council a permanent body, the one-year trial period having been successful.

In February 1998, the Board established the Non-Tenure Track Faculty Senate. Although there was a provision for representation of the non-tenure track faculty on the Council, the level of representation was not equal to that of the other senates. This proposal would give equal representation to all senates.

Also, due to a reorganization of the President’s Office, the chair of the University Council will now be the Vice President for University Relations rather than the Executive Assistant to the President.

The following resolution was adopted unanimously upon motion by Mr. Hicks with a second by Dr. Chakales (Mr. Aydelott was not present for the vote):

“BE IT RESOLVED: THAT THE BOARD OF TRUSTEES ADOPTS THE FOLLOWING CHANGES TO THE UNIVERSITY COUNCIL.”

***UNIVERSITY COUNCIL OF THE
UNIVERSITY OF CENTRAL ARKANSAS***

I. NAME

The name of this body is the University Council of the University of Central Arkansas.

II. PURPOSE

The University Council serves as the primary forum where faculty, staff, students and administrators consider University issues. It advises and assists the President of the University in formulating and implementing University policy so that UCA may attain its goals.

III. MEMBERSHIP

The University Council shall have the following composition:

A. The Provost and all Vice Presidents;

~~B. The Executive Assistant to the President (Non-voting);~~

B. General Counsel (non-voting);

C. All College Deans;

D. The President of the Faculty Senate;

E. Five faculty members appointed by the Faculty Senate;

F. **The President of the Non-Tenure Track Faculty Senate;**

~~G. Two non-tenure track faculty members appointed by the Provost, selected from recommendations made by the College Deans;~~

G. **Five (5) non-tenure track faculty members;**

H. The President of the Staff Senate;

- I. Five staff members appointed by the Staff Senate;
- J. The President of the Student Government Association;
- K. Five students appointed by the Student Government Association, one of whom shall be a graduate student.

Terms of membership are as follows:

- A. Administrators serve by virtue of their office;
- B. Faculty Senate, Staff Senate and Student Government Association Presidents serve by virtue of their office;
- C. Faculty and Staff representatives serve three-year terms effective the first day of the fall semester of each academic year and are eligible to serve two consecutive terms;
- D. Student Government Association representatives serve one-year terms effective the first day of the fall semester of each academic year and are eligible to serve two consecutive terms.

IV. FUNCTIONS

The function of the University Council is as follows:

- A. To implement the functions and exercise the authority delegated to it by the President of the University;
- B. To review and make recommendations on matters proposed by the faculty, staff and students or through the Faculty Senate, the Staff Senate or the Student Government Association;
- C. To refer appropriate matters to the Faculty Senate, Staff Senate and the Student Government Association or to committees, groups or individuals for consideration and recommendation.

V. AUTHORITY

The University Council acts in an advisory capacity to the President and may take such action as it deems necessary. The President may give the actions of the University Council such weight as he/she deems appropriate.

VI. OFFICERS

The officers of the University Council are Chair and Secretary.

- A. ~~The Executive Assistant to the President~~ **The Vice President for University Relations** shall serve as Chair of the University Council, but will have no vote, **except to break a tie.**
- B. A Secretary shall be appointed (elected) by the University Council from among the members of the Council.

VII. MEETINGS

- A. The University Council shall meet at the call of the Chair at least four times during each academic year. A meeting notice and tentative agenda shall be distributed by the Secretary to all University Council members at least five days in advance of each meeting.
- B. A majority of the members of the University Council shall constitute a quorum at any meeting. Action by the University Council requires a simple majority of those present and voting at a meeting, a quorum being present.
- C. Floor privileges are extended without further action to members of committees reporting to the Council and to persons or groups requested or invited by the Council to appear before it for specific items of business. Floor privileges may be extended to other persons by vote of the Council.
- D. The first order of business at each meeting shall be the adoption, with such modifications as may be agreed upon by majority vote, of the meeting agenda prepared by the Secretary of the Council.
- E. Special Meetings of the University Council shall be called by the chair within fifteen (15) days of receipt of a request signed by ten or more members of the Council or within fifteen (15) days of receipt of a request by the President. A specific purpose shall be stated in the request and in the notice distributed in accordance with paragraph A above, and shall be the first agenda item at

the meeting. The Secretary may present other items for consideration at the same meeting if included in the meeting notice.

- F. Minutes of each University Council meeting shall be promptly distributed by the Secretary to the President of the University and to the members of the Council. All minutes shall also be available in the office of the Secretary and officially deposited in the office of the Provost for inspection by any member of the University's faculty, administration, staff or student body.

VIII. COMMITTEES

- A. The University Council will refer appropriate matters to standing committees of the University.
- B. The University Council may constitute such ad hoc committees as necessary to carry out its functions and for items not under the purview of a standing committee. Provisions shall be made for administration, student, faculty and staff representation on such committees unless such representation would be clearly inappropriate.

Right-of-way and Easement - Conway Corporation is relocating the primary power lines along Donaghey Avenue from Dave Ward Drive to the north boundary of UCA's North Overflow parking lot. Conway Corporation will install the new lines underground parallel to the west right-of-way line of Donaghey Avenue and under UCA property. The new line will provide power for all existing services for UCA and adjacent neighborhoods in such a manner that the campus will be served from two sources providing redundant reliability in case of a Conway Corporation substation failure. The new service will also connect all of UCA's Educational and General facilities on the east side of Donaghey Avenue to the campus main metering system. All of the poles along this route will be removed and new light poles, purchased by UCA, will be installed several feet behind the curb to light the street and sidewalks.

The route of the system is determined by existing improvements above and below ground. The line varies from east to west to miss storm drainage systems, sanitary sewers, trees, and other such structures.

The following resolution was adopted unanimously upon motion by Mr. Hicks with a second by Mr. Sims (Mr. Aydelott was not present for the vote):

“BE IT RESOLVED: THAT THE BOARD OF TRUSTEES APPROVES THE FOLLOWING RIGHT-OF-WAY AND EASEMENT.”

RIGHT-OF-WAY AND EASEMENT**UNIVERSITY OF CENTRAL ARKANSAS****To****THE CITY OF CONWAY, ARKANSAS****KNOW ALL MEN BY THESE PRESENTS:**

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

Said 20 foot easement centered on underground electric and CATV lines to be constructed on the following described properties: The East 100 feet and the South 120 feet of the East 375 feet and the NE 1/4 of Section 14, T5N, R14W. Also, the East 100 feet of Lot 4-A, 5-A, 5-B, 5-C of Gist replat of the J. E. Little Addition to the City of Conway as platted in B. G. Wilson Plat Book.

Said right-of-way and easement shall be located upon and over such portion of the above described lands as has been, or may be hereafter selected by the GRANTEE.

And for said sum we do further grant, sell and convey unto said GRANTEE, its successors and assigns for a term of six months from and after the start of construction on the herein described lands, a right-of-way and easement forty (40) feet wide on, over, across, through and under the aforesaid lands, for the purpose of providing a construction and work area for building and laying of utilities and that this right-of-way and easement shall be located upon and over such portion of the above described lands as has been or may hereafter be selected by the officers or agents of said GRANTEE; it being understood and agreed that the said GRANTEE, or its successors or assigns, shall have the right to enter upon the above described lands at such time as it or they may deem proper to make such excavations and do such other work as it or they deem proper and necessary for the laying, relaying, maintaining, repairing, or replacing of utilities and appliances incident thereto, but it is expressly understood and agreed that the said GRANTEE, or its successors or assigns, shall be liable to the GRANTORS herein, or their heirs or assigns, for any and all damage that may be done in the prosecution of said work of any crops, fences or other improvements upon said lands, and that should it be necessary to go through any fences upon said lands, the said GRANTEE shall rebuild same immediately in as good condition as same were before.

Page 2 - Right-of-Way and Easement

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

WITNESS our hands and seals this ____ day of _____, 1999.

ACKNOWLEDGMENT

STATE OF ARKANSAS
County of Faulkner

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

WITNESS my hand and seal as such Notary Public this ____ day of _____, 1999.

Notary Public

My Commission Expires:

Employment of Architects - The university is investigating the need for new space for the Honors College and the Physical Plant. Though a funding source has not been identified for these projects, an architect is needed to assist with program planning and cost estimates.

Currently, three residence halls, Baridon, Short/Denney, and Wingo, are dedicated for use by the Honors College. The academic and administrative space for the program is located in McAlister Hall. The space for the various components of the Honors College is adequate, but is not located conveniently or efficiently on campus. In addition, Wingo Hall is in need of a major renovation and will not be available for use in a few years. If a way to bring all of the Honors College programs together in one location can be identified, an already outstanding program can become even better. Also, this effort could provide an avenue to renovate some of the older residence halls on campus.

The Physical Plant is in dire need of additional work space for staff and related activities. Lobby areas, offices, and conference rooms in the Physical Plant Building have been reduced significantly in size in an effort to provide some work space for administrative staff. Maintenance personnel are in need of additional work and storage space. If a new location could be found for the Physical Plant, the existing facility could be removed and replaced with student parking. This area is close to the residence halls and academic buildings and would provide ideal space for student parking.

Architects are needed to assist with development of more detailed plans and cost estimates for these projects.

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

“BE IT RESOLVED: THAT THE UNIVERSITY OF CENTRAL ARKANSAS BOARD OF TRUSTEES AUTHORIZES THE ADMINISTRATION TO EMPLOY ARCHITECTS TO DEVELOP PLANNING AND COST ESTIMATES FOR THE CONSTRUCTION OF NEW FACILITIES FOR THE HONORS COLLEGE AND PHYSICAL PLANT.”

Student Credit Policy (Board Policy No. 611) - At President Thompson's request, Dr. John Smith presented this item and responded to questions from members of the Board.

The current Student Credit Policy allows the university to provide credit for registration fees, and room and board charges when a student's financial circumstances warrant such action. The policy does not provide for credit for books or the denial of university services when a student fails to meet their financial responsibility.

Since federal financial aid guidelines include books as a line item in the student's aid package, including instructional materials within the university's credit policy seems appropriate. Additionally, it has been the long-held practice of the university to flag a student's financial record and deny registration and use of university services until they have satisfied the obligation. It is recommended that this practice become part of the Student Credit Policy.

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

“BE IT RESOLVED: THAT THE BOARD OF TRUSTEES APPROVES ADOPTION OF THE FOLLOWING REVISION TO BOARD POLICY NO. 611, ‘STUDENT CREDIT’”:

UNIVERSITY OF CENTRAL ARKANSAS
BOARD POLICY

Policy Number: 611

Subject: Student Credit

Page 1 of 1

Date Adopted: 9/76

Revised: 12/91, 5/97

Upon authorization by the vice president for financial and administrative services or his designee, credit for registration and other fees, room, board and books beyond the established four installments per semester, will be approved only when a student's short-term financial circumstances and credit history may warrant such action. The university expects students to discharge financial responsibilities promptly and cooperatively. Failure on the part of the student to meet the terms of the credit agreement may result in denial of university services such as registration of classes, official transcripts, etc. and may conclude in the student being administratively mandatory withdrawal withdrawn from the university and possibly liable for all or part of the fees.

Conflict of Interest Policy (Board Policy No. 645) - All members of the University of Central Arkansas' (UCA) Division of Financial and Administrative Services are expected to conduct their financial affairs so as to avoid or minimize a conflict of interest and the appearance of a conflict of interest. State law prohibits university employees from using their positions to gain special privileges or exemptions for themselves or their immediate family members that are not available to the general public and from accepting gifts for performing their university duties. The purpose of this proposed policy is to set out the standards and procedures governing conflicts of interest in the Division of Financial and Administrative Services.

The university has a small number of conflict of interest statements, which have been tailored to fit the needs of particular departments. The UCA Faculty and Staff Handbooks address the conflicts of commitment that may result from outside employment of university employees. The Financial Aid Office has designed a Conflict of Interest Administrative Policy for its internal use in the administration of its financial aid programs. Also, the Office of Sponsored Programs has a Board of Trustees' approved conflict of interest policy for the university's principal investigators.

The administration is studying the need for a campus-wide conflict of interest policy. Such a policy may be presented for the Board of Trustees' approval at a later date. In the interim, this proposal will suffice to strengthen the Division of Financial and Administrative Services' fiduciary obligations as stewards of public funds.

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 FOLLOWING BOARD POLICY NO. 645, ‘CONFLICT OF INTEREST’”:

UNIVERSITY OF CENTRAL ARKANSAS
BOARD POLICY

Policy Number: 645

Subject: Conflict of Interest Policy

Page 1 of 4

Date Adopted: _____ Revised: _____

All members of the University of Central Arkansas' (UCA) Division of Financial and Administrative Services are expected to conduct their financial affairs so as to avoid or minimize conflict of interest and the appearance of a conflict of interest. State law prohibits university employees from using their position to gain special privileges or exemptions for themselves or their immediate family members that are not available to the general public and from accepting gifts for performing their university duties. The [UCA Faculty and Staff Handbooks](#) address conflicts of commitment that may result from outside employment of university employees. The purpose of this policy is to establish the standards and procedures governing conflicts of interest in the Division of Financial and Administrative Services.

An employee should avoid, where possible, acquiring any significant financial interest that could affect the procedures, conduct, decisions or reporting of any UCA financial transactions. Where a significant financial interest exists, the interest must be disclosed as required by this policy. A conflict of interest occurs when an administrator under this policy reasonably determines that an employee has significant financial interest that could directly and significantly effect the procedures, conduct, decisions or reporting of any UCA financial transaction. Where appropriate, conditions or restrictions should be imposed to manage, reduce or eliminate actual or potential conflicts of interest.

Definitions:

Immediate family: For the purpose of this policy, immediate family member is defined as: father, mother, sister, brother, husband, wife, child, grandparents, grandchildren, in-laws, or any individual for whom you act as guardian.

Employee: Any person employed by the university in a position which is responsible either jointly or severally for: (1) facilitating the financial procedures; (2) conducting the university's financial transactions; (3) financial decision making; and/or (4) reporting financial activities of the university.

Significant Financial Interest: Anything of monetary value, including but not limited to salary or other payments for services or equity interest. A significant financial interest does NOT include:

- (A) Salary, royalties, or other remuneration from UCA;
- (B) Ownership rights held by UCA;
- (C) An equity interest that when aggregated is not more than \$5,000 or is not more than five percent (5%) ownership interest in any single entity; or,
- (D) Salary, royalties, or other payments that when aggregated for the next twelve months, is expected to be not more than \$5,000.

Procedures:

1. Each employee under the Division of Financial and Administrative Services must submit on an annual basis an updated "Conflict of Interest, Financial Disclosure Statement." In addition, the employee must update their financial disclosure information at any time during the year they acquire a new significant financial interest as defined by this policy.
2. The completed financial disclosure forms shall be submitted for review through the chain of command to the Vice President for Financial and Administrative Services. The Vice President for Financial and Administrative Services shall submit his/her financial disclosure form to the President of the university.
3. The President (for a vice presidential disclosure), or the Vice President for Financial and Administrative Services (for an associate/assistant vice presidential disclosure) or the Associate Vice President for Financial Services (for a subordinate's disclosure) shall review the financial disclosure statement. The reviewer will then determine whether an actual or potential conflict of interest exists. Second, a determination will be made on what conditions or restrictions, if any, should be imposed in order to manage, reduce, or eliminate such conflict of interest. The reviewer shall transmit the determinations down the chain of command to the affected employee and his/her immediate supervisor.
4. The affected employee shall comply with the decision of the reviewer.
5. Examples of conditions or restrictions that might be imposed to manage, reduce, or eliminate actual or potential conflicts of interest include:

- (A) Public disclosure of significant financial interest;
 - (B) Monitoring of the affected employee's responsibilities, duties or tasks;
 - (C) Modification of the affected employee's responsibilities, duties or tasks;
 - (D) Divestiture of the significant financial interest; or,
 - (E) Severance of relationships that create actual or potential conflicts.
6. If an actual or potential conflict of interest is identified at any time between annual reviews, the disclosure statement will be completed by the affected employee and the conflict of interest will be managed, eliminated or reduced, at least on an interim basis, within 60 days of identification.
7. Records of all financial disclosure statements and all recommendations and actions taken concerning an actual or potential conflict of interest shall be maintained in the office of the Vice President for Financial and Administrative Services.
8. Failure of an employee to comply with this policy shall constitute grounds for disciplinary action consistent with the UCA Staff Handbook.

Financial Disclosure Statement:

1. Do you or your immediate family (as defined in the definitions) have any significant (in the aggregate, having a value of \$5,000 or more, or comprising five percent (5%) or more of the equity in any single entity) financial interest in any entity which also does business with the university? Include only those equity interest that are controlled by you or your family (as defined in the definitions) and not those managed by a third party, such as a mutual fund. If yes, please list and describe in detail on an attached sheet. YES NO
2. Do you or your immediate family (as defined in the definitions) reasonably expect to acquire or otherwise receive any significant financial interest (as described above) during the next year, which interest may reasonably affect the financial transactions of the university? If yes, please list and describe in detail on an attached sheet. YES NO
3. Do you or any member of your immediate family (as defined in the definitions) have, or expect to have within the next year, any employment, consulting or other relationship with an entity or person that may reasonably be affected financially through your position held at the university? If yes, please list and describe in detail on an attached sheet. YES NO
4. Do you or your immediate family (as defined in the definitions) have any relationships or commitments, not described above, that could present or give the appearance of presenting a conflict of interest concerning any of your university assigned responsibilities, duties or tasks? If yes, please list and describe in detail on an attached sheet. YES NO
5. If your answer to any of the foregoing questions raises a conflict, potential conflict, or appearance of a conflict of interest, please attach a plan for eliminating, reducing or managing the conflict of interest.

NOTE: Do not include your remuneration from the University of Central Arkansas in the above responses.

Name/Signature

Title

Department

Date

EXECUTIVE SESSION

President Thompson stated that as a result of legislation adopted recently, it is required by law to announce why the Board is going into executive session; therefore, he announced that items being presented for the Board's consideration in executive session were the personnel list, and discussion of the evaluation of the President.

Executive session was declared upon motion by Mr. Aydelott with a second by Mr. Hicks.

OPEN SESSION

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

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

ADJUSTMENTS:

1. Phillip Bailey, change from Associate Professor to Interim Chair/Associate Professor, Foreign Languages, effective July 1, 1999 through June 30, 2000 @ a salary of \$53,846.
2. Kim Bradford, Coordinator of Credit Programs, Continuing Education, effective July 1, 1999, change salary from \$42,939. to \$45,000. and change title to Interim Director of Continuing Education/Coordinator of Credit Programs, change salary from \$45,000 to \$50,000 effective August 1, 1999.
3. Marian Brodman, change from Dept. Chair/Associate Professor to Associate Professor, Foreign Languages, effective August 16, 1999, change salary to \$56,161.
4. Jann Bryant, Instructor/Director of Community School, Music, effective July 1, 1999, change salary from \$24,826 to \$33,000.
5. Karen Craig, Speech, effective August 15, 1999, change from Instructor to Assistant Professor, change salary from \$26,000 to \$35,000.

6. Jonathan Glenn, Professor/Director of Academic Planning and Assessment, Office of the Provost, effective July 1, 1999, change salary from \$50,542. to \$65,000.
7. Amy Gross McMillan, Assistant Professor, Physical Therapy, effective August 15, 1999, change salary from \$42,490. to \$43,490. due to completion of doctorate.
8. Jane Heard, Instructor, Continuing Education, effective August 23, 1999, change salary from \$27,000. to \$32,000. due to additional teaching responsibilities.
9. Fred Hickling, Assistant Professor, Mathematics, change from 9 month tenure track to 12 months three year non-tenure track appointment, effective August 16, 1999, change annual salary to \$50,997.00.
10. Terri Higginbotham, Instructor, Speech, Non-tenure Track, effective August 15, 1999 change salary from \$25,000. to \$28,076.
11. Carolyn Ishee, Institutional Advancement, Change title to Senior Development Officer/Project Coordinator, change salary from \$45,842. to \$51,000. effective July 1, 1999.
12. William T. Jones, Instructor, Continuing Education, effective August 23, 1999, change salary from \$27,000. to \$32,000. due to additional teaching responsibilities.
13. John Roscigno, Assistant Professor, Music, effective January 1, 1999 through May 15, 1999, change salary from \$36,498. to \$36,998. due to completion of doctorate.
14. Jo Ann Royster, Mathematics, effective August 16, 1999, change title from Instructor to Lecturer.
15. Frank Servedio, Assistant Professor, Kinesiology, effective August 15, 1999, change from tenure track to non-tenure status, terminal year contract.
16. Jack Slentz, Art, change from Laboratory Technician to Instructor, change salary from \$20,000 to \$27,000. effective July 1, 1999.
17. Stacey Stephens, Clinical Instructor, Physical Therapy, effective July 1, 1999, change salary from \$28,000. to \$33,000.

18. Ronald Toll, Dean, College of Natural Science and Mathematics, change effective date from June 16, 1999 to June 1, 1999.
19. Darrell Walsh, Athletics, change from Asst. Women's Basketball Coach/Instructor to Compliance Officer/Instructor, effective July 1, 1999, change salary from \$34,482. to \$40,000.

ADJUSTMENTS FROM RESTRICTED/GRANT FUNDS:

1. Phil Bartos, Instructor, Marketing/Management, change salary from \$32,194. to \$36,194. to include \$4,000 grant funds from Acxiom.
2. Don Bradley, Professor/Executive Director, Small Business Advancement, effective July 1-31, 1999 @ a salary of \$2,631.91.
3. Carrie East, Research Assistant, Small Business Advancement, effective July 1-August 31, 1999 @ a monthly salary of \$1,833.34.
4. Lesley Andrews, Research Assistant, Small Business Advancement, effective July 1-August 31, 1999 @ a monthly salary of \$2,000.
5. Linda Griffith, Professor/Director Arkansas Center for Mathematics Education, effective July 1, 1999 through June 30, 2000, change salary to \$64,115.44 to include \$25,325.60 in grant funds.
6. Belinda Robertson, Arkansas Center for Mathematics Education, Non-tenure Track, effective July 1, 1999 through June 30, 2000 @ a salary of \$42,000.00.
7. Jeannette Thomas, Instructor, Small Business Advancement, effective July 1-31, 1999 @ a salary of \$1,011.20.

APPOINTMENTS:

1. Sarah Blake, Assistant Librarian, Torreyson Library, Non-tenure Track, effective July 5, 1999 through June 30, 2000 @ a salary of \$30,000.
2. Donna Bowman, Instructor, Honors College, Non-tenure Track, effective August 16, 1999 through May 19, 2000 @ a salary of \$37,000.
3. Susan Burks, Assistant Librarian, Torreyson Library, Non-tenure Track, effective June 21, 1999 through December 31, 1999 @ an annual salary of \$30,000.
4. Marsha Carson, Instructor, Marketing and Management, Non-tenure Track, effective August 19, 1999 through May 17, 2000 @ a salary of \$32,000.
5. Dennis Caryl, Asst. Football Coach/Instructor, Athletics/Kinesiology, Non-tenure Track, effective July 1, 1999 through June 30, 2000 @ a salary of \$42,000.
6. Ron Cossman, Visiting Instructor/Resident Master, Geography, Political Science, & Sociology, Non-tenure Track, effective August 1, 1999 through June 30, 2000 @ a salary of \$36,667.00.
7. James Deitrick, Visiting Assistant Professor, Philosophy & Religion, Non-tenure Track, effective August 15, 1999 through May 15, 2000 @ a salary of \$33,500.00.
8. Candace Edge, Clinical Instructor, Kinesiology and Physical Education, Non-tenure Track, effective July 1, 1999 through June 30, 2000 @ a salary of \$30,000.
9. Amy Fichter, Visiting Assistant Professor, Art, Non-tenure Track, effective August 16, 1999 through May 12, 2000 @ a salary of \$30,000.
10. Joel Harrison, Men's Soccer Coach/Instructor, Athletics/Kinesiology, Non-tenure Track, effective July 1, 1999 through June 30, 2000 @ a salary of \$33,600.
11. Dawn Jakubowski, Visiting Assistant Professor, Philosophy and Religion, Non-tenure Track, effective August 15, 1999 through May 15, 2000 @ a salary of \$32,500.
12. Johann Klassen, Visiting Assistant Professor, Philosophy and Religion, Non-tenure Track, effective August 15, 1999 through May 15, 2000 @ a salary of \$33,500.

13. Misty Knight, Instructor, Speech Theatre, Non-tenure Track, effective August 15, 1999 through May 15, 2000 @ a salary of \$27,000.
14. Scot Koranda, Assistant Football Coach/Instructor, Athletics/Kinesiology, Non-tenure Track, effective June 7, 1999 through June 30, 2000 @ an annual salary of \$32,280.
15. Rebecca Martin, Instructor, Marketing and Management, Non-tenure Track, effective August 18, 1999 through May 17, 2000 @ a salary of \$32,000.
16. Agnes McKinney, Clinical Instructor, Academic Technology and Educational Leadership, Non-tenure Track, effective July 1, 1999 through June 30, 2000 @ a salary of \$28,000.
17. Phillip Melton, Instructor, Honors College, Non-tenure Track, effective August 16, 1999 through May 15, 2000 @ a salary of \$35,000.
18. Paul Moyer, Visiting Assistant Professor, History, Non-tenure Track, effective August 23, 1999 through May 15, 2000 @ a salary of \$33,500.
19. James Murray, Assistant Professor, Biology, Tenure Track, effective August 15, 1999 through May 13, 2000 @ a salary of \$37,000.
20. Jan Sarna, Instructor, History, Non-tenure Track, effective August 23, 1999 through May 13, 2000 @ a salary of \$28,000.
21. Brent Shires, Instructor, Music, Non-Tenure Track, effective August 15, 1999 through May 15, 2000 @ a salary of \$28,000.
22. Rita Tekippe, Lecturer, Art, Non-tenure Track, effective August 16, 1999 through May 15, 2000 @ a salary of \$32,000.
23. Chad Terrell, Instructor, Honors College, effective August 16, 1999 through May 17, 2000 @ a salary of \$27,000.
24. Margie Towery, Lecturer, Health Sciences, Non-tenure Track, effective August 15, 1999 through May 15, 2000 @ a salary of \$18,000.
25. Katherine Weiler, Clinical Instructor, Speech Pathology, Non-tenure Track, effective August 15, 1999 through May 15, 2000 @ a salary of \$30,990.

26. Candace Welcher, Director of Student Health Services/Instructor, Student Health Services/Nursing, Non-tenure Track, effective July 1, 1999 through June 30, 2000 @ a salary of \$52,500.
27. James Weller, Assistant Professor, Economics and Finance, Appointment with Tenure, effective August 16, 1999 through May 15, 2000 @ a salary of \$43,614.
28. Julia Winden Fey, Visiting Instructor/Resident Master, Philosophy & Religion, Non-tenure Track, effective August 1, 1999 through June 30, 2000 @ a salary of \$36,667.00.
29. Mary Wood, Instructor, Transitional Studies, Non-tenure Track, effective August 23, 1999 through May 12, 2000 @ a salary of \$27,000.

RESIGNATIONS:

- | | | |
|-----|---|-----------------|
| 1. | Huey Antley, Undergraduate Studies | May 27, 1999 |
| 2. | Claudia Beach, Speech | August 15, 1999 |
| 3. | Linda Beene, Continuing Education | July 31, 1999 |
| 4. | Cathy Brown, Family & Consumer Sciences | June 30, 1999 |
| 5. | Mary Chalmers, History | July 31, 1999 |
| 6. | Sallie Dalton, Athletics | July 8, 1999 |
| 7. | Deborah Gangluff, Occupational Therapy | June 30, 1999 |
| 8. | Ken Griffin, Marketing & Management | July 6, 1999 |
| 9. | Alison Hall, GPSS | May 14, 1999 |
| 10. | Lani Malysa, GPSS | May 31, 1999 |
| 11. | Alice Martin-Watson, Nursing | May 15, 1999 |

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|-----|---------------------------|-----------------|
| 12. | Chuck Quinn, Music | May 15, 1999 |
| 13. | Shauna Thieman, Speech | June 30, 1999 |
| 14. | Gregory Urwin, History | July 9, 1999 |
| 15. | Kathryn Sue Young, Speech | August 15, 1999 |

RETIREMENTS:

- | | | |
|----|--------------------------------|---------------|
| 1. | Margaret Dayer, Physical Plant | June 30, 1999 |
| 2. | Ernest Dumas, Speech | May 15, 1999 |

ELECTION OF OFFICERS

Mr. Aydelott moved that the Board continue the practice of rotation of officers, thereby electing Mr. Rickey Hicks as Chair; Mr. Dalda Womack as Vice Chair, and Mr. Randy Sims as Secretary for 1999-2000. The motion was seconded by Dr. Chakales and passed unanimously.

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

Mrs. Elaine Goode, Chair

Mr. Dalda Womack, Secretary