

The Board of Trustees of the University of Central Arkansas convened in regular meeting Friday, April 5, 1996, at 3:00 p.m. in the Fireplace Room in McCastlain Hall with the following officers and members present, to-wit:

Chair:	Mr. Madison P. Aydelott III
Vice Chair:	Mr. Rush Harding III
Secretary:	Dr. Harold Chakales
	Mrs. Elaine Goode
	Mr. Rickey Hicks
	Mr. Joe White
	Mr. Dalda Womack

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

Minutes of the February 9, 1996 meeting were approved as circulated upon motion by Mr. White with a second by Mr. Hicks.

Minutes of the February 15, 1996 meeting were approved as circulated upon motion by Mr. Hicks with a second by Mr. White.

Announcements and Introductions

President Thompson announced that Mr. Ronnie Williams, who is presently on educational leave, will assume the responsibilities of vice president for student services effective July 1, 1996.

The following individuals were introduced by President Thompson:

Ms. Debby Leppin, recipient of the Staff Employee of the Year Award;

Dr. James Brodman, recipient of the Research, Scholarship, & Creative Activity Award;

Dr. Fred Dalske, recipient of the Public Service Award; and

Dr. Michael Schaefer, recipient of the Teaching Excellence Award.

Excellence Designation for the Political Science Program - Each year the Arkansas Department of Higher Education selects academic programs at all of the state universities to be reviewed by external consultants. In the academic year 1994 - 1995, undergraduate programs in political science were reviewed. Following a comprehensive self-study culminating in a written report submitted to ADHE, the team of consultants visited the campus and interviewed students and faculty in the political science program, as well as appropriate administrators. As a result of that examination, the team rated UCA's as the only political science program in the state that should be deemed "excellent." On February 2, 1996, the State Board of Higher Education acknowledged that rating by issuing the following resolution: "FURTHER RESOLVED, That the State Board instructs the Director to provide incentive funding to the University of Central Arkansas in recognition of its achievement of Academic Program Excellence."

President Thompson stated that the excellence designation not only brings honor to UCA but also produces some productivity funding. Dr. Thompson commended the students and faculty of the department for their achievement. He also recognized and congratulated Dr. Ron Hy, who will assume chairman responsibilities effective July 1, Dr. Lawson Veasey, Interim Chair, and Dr. Michael Kelley, former chair.

ACTION AGENDA

Deadline for Applications for Admission and Scholarship Acceptance - In the past, UCA has not adhered to an application deadline either for first-time entering freshmen or for transfer students. While this has the advantage of allowing prospective students great flexibility, it has the significant disadvantage of making it difficult for deans and department chairs to schedule and staff the appropriate number of classes. This means that department chairs frequently have to hire faculty at the last minute, but it also means that on occasion we have hired people in anticipation of enrollments that did not materialize. Students who enroll at the last minute may have trouble producing all of the documentation needed and cannot necessarily expect as good advising as their counterparts who enroll earlier. These problems are especially acute for freshmen and freshman level courses.

Scholarship applications present similar issues. Without a deadline, administrators are unable to project budget allocations. This has become an acute concern over the past two years.

In order to make it possible for deans and chairmen to better schedule and staff courses and to protect students' rights to appropriate academic advising, the President requests that the Board authorize the administration to establish application deadlines for the fall and spring terms.

During discussion it was decided that establishing exact deadlines is an administrative matter.

Mr. White moved that the following resolution be adopted as Board Policy #319 with the understanding that the Board will be informed of details after deadlines are established. Following further discussion, the motion was seconded by Mr. Harding and passed unanimously:

“BE IT RESOLVED: THAT THE ADMINISTRATION IS AUTHORIZED TO ESTABLISH DEADLINES FOR APPLICATION FOR ADMISSION AND FOR SCHOLARSHIP ACCEPTANCE TO THE SPRING AND FALL SEMESTERS, BEGINNING WITH THE FALL SEMESTER OF 1997.”

Revision in Retention Policy - On May 11, 1995, the Retention Standards Committee recommended adoption of revised retention standards. The changes aim at encouraging students to apply themselves from the beginning of their academic careers. Experience has shown that few students who would not meet the recommended standards ever succeed. Allowing them to continue when we know they have little chance of success wastes their time and money as well as university resources. The basic changes are indicated in the tables below.

Old Policy		New Policy	
<u>SEM HRS ATTEMPTED</u>	<u>MINIMUM CUMULATIVE G.P.A.</u>	<u>SEM HRS ATTEMPTED</u>	<u>MINIMUM CUMULATIVE G.P.A.</u>
30 - 44	1.00	1 - 30	1.70
45 - 59	1.50	31 - 59	1.85
60 - 74	1.75	60 or more	2.00
75 - 89	1.90		
90 - graduation	2.00		

- ▶ The policy will cover post-baccalaureate students in addition to undergraduate students.
- ▶ A student must be on academic probation at least one semester before he/she will be subject to academic suspension. This will ensure that entering freshmen and students who have been just above probation level will have an opportunity to correct a problem before suspension.

- ▶ The length of the first suspension will be one calendar year instead of a semester plus two summer terms.
- ▶ The length of the second suspension will be for two calendar years instead of one calendar year.

The committee also recommends the following:

- (1) Allow a maximum of 12 semester credit hours to be dropped with a grade of W, within the first 24 hours of enrollment. The current policy allows for the first 24 hours to be dropped with a "W."
- (2) Change deadline date to drop a course and receive a W grade to the end of the tenth week of classes (same date as that which is set for other students to drop a course with a WP, if passing). The current W drop date is one week prior to the beginning of final examinations.

The Retention Policy has been reviewed and endorsed by the Undergraduate Council and the Council of Deans, which has unanimously recommended acceptance of the new policy.

Mr. Hicks asked what services are available to students who are placed on probation.

Dr. Bill Berry, Provost, explained that an early warning system is being developed to detect signs that students are having difficulty within the first nine weeks of the freshman year. Hopefully, the system will, in time, detect difficulties within the first two or three weeks. Dr. Berry stated that presently, students who are having difficulty are instructed to see their advisers. They are also informed about the writing laboratory and tutorial services available in the department of undergraduate studies. In addition, a program has been established which allows senior students in various areas to work with students who are having problems.

Mr. Aydelott asked if there is a policy of notifying parents when a student is having difficulty. Dr. Berry stated that if an incoming freshman signs a form agreeing to waive his/her Buckley rights, notification can be sent to the parents.

The following resolution was adopted upon motion by Mr. Harding with a second by Mr. Hicks as an amendment to Board Policy No. 330 (Student Retention):

“BE IT RESOLVED: THAT THE UNIVERSITY OF CENTRAL ARKANSAS BOARD OF TRUSTEES HEREBY APPROVES THE ATTACHED RETENTION POLICY AS AN AMENDMENT TO BOARD POLICY NO. 330 (STUDENT RETENTION), TO BECOME EFFECTIVE WITH THE 1996-1998 UNDERGRADUATE BULLETIN.”

RETENTION

Undergraduate and Post-baccalaureate Students. In addition to the completion of prescribed courses, students must meet established scholarship standards in order to continue in the university.

A student will be placed on academic probation whenever the semester grade point average is less than 2.000.

A student will be removed from academic probation whenever the semester grade point average equals or exceeds 2.000 and the cumulative grade point average equals or exceeds 2.000.

A student on academic probation who does not achieve a 2.000 semester grade point average and does not meet the minimum cumulative average listed below will be academically suspended.

<u>SEM HRS ATTEMPTED</u>	<u>MINIMUM CUMULATIVE G.P.A.</u>
1 - 30	1.70
31 - 59	1.85
60 OR MORE	2.00

The calculation of hours attempted will include grades A, B, C, D, F, and WF.

A first suspension will be for one calendar year.

A second suspension will be for two calendar years.

A third suspension will be academic dismissal, for an indefinite period of time.

All standards with respect to retention are binding and are not, therefore, subject to appeal.

DISCUSSION ITEM

Sale of Bonds - Mr. George Campbell, Rose Law Firm, Mr. Paul Young, Morgan-Keegan Co. and Mr. Robert E. McCormack, Vice President for Financial Services, provided a status report on the sale of the \$10 million in new bonds and the re-financing of approximately \$5.6 million. The discussion included bond market conditions, method of sale of bonds and a time line of the activities to complete the bond sale. Relevant information was distributed and discussed by Mr. Campbell and Mr. Young.

Mr. Campbell requested members of the Board to read the preliminary information carefully and to let him or Mr. McCormack know of any needed corrections.

At Mr. Harding's request, Mr. Campbell explained the Continuing Disclosure Agreement which was included in the information distributed.

Mr. Harding suggested that the timetable, which presently schedules the bond sale on April 30 and the closing on May 29, be shortened by two weeks. He also requested information regarding insurance premiums as soon as information is available.

The Board agreed to meet as quickly as possible following the sale of bonds to adopt a bond resolution and bond purchase agreement in a special called meeting or by teleconference.

ACTION AGENDA (continued)

Deletion of BSE Degrees in Social Studies, Sociology and Geography Emphases - The faculty of the sociology program and the geography program and the chair of the Department of Geography, Political Science, and Sociology have recommended that the Bachelor of Science in Education Degrees in Social Studies, Sociology Emphasis and Geography Emphasis, be eliminated. The social studies programs have only produced one graduate in the last six years and have failed to meet productivity requirements. Any students currently enrolled in one of these degrees would be allowed sufficient time to complete their programs of study. Students interested in teaching social sciences will still be able to fulfill their goals by earning BS or BA degrees and completing certification requirements or by earning the BSE in social studies with history emphasis, which has met productivity standards. However, effective with the summer I term 1996, no new students would be allowed to enroll in the BSE programs in geography or sociology. These deletions parallel earlier deletions of BSE programs and are consistent with Arkansas Department of Higher Education

guidelines for low productivity programs. The recommendation has been reviewed and is supported by all appropriate administrators and councils.

The following resolution was adopted upon motion by Mr. White with a second by Mrs. Goode:

“BE IT RESOLVED: THAT THE UNIVERSITY OF CENTRAL ARKANSAS BOARD OF TRUSTEES APPROVES THE DELETION OF THE BSE DEGREE IN SOCIAL STUDIES, SOCIOLOGY EMPHASIS AND GEOGRAPHY EMPHASIS, EFFECTIVE IMMEDIATELY.”

Property Acquisition - Mr. William K. Shaw, Sr., owner of property located at 2413 College Avenue, has agreed to sell the property for \$100,000. The property consists of a lot containing 34,500 square feet upon which is located a 1,562 square foot residence.

The property is located northwest of the UCA baseball field and is bordered on three sides by university-owned property. Although the university does not have immediate plans for its use, this acquisition will provide for better future utilization of adjacent university property.

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

“BE IT RESOLVED: THAT THE ADMINISTRATION IS AUTHORIZED TO PURCHASE THE FOLLOWING PROPERTY AT 2413 COLLEGE AVENUE FOR \$100,000 PLUS THE UNIVERSITY’S SHARE OF THE CLOSING COSTS:

PROPERTY OWNED BY WILLIAM K. SHAW, SR. DESCRIBED AS FOLLOWS:

PART OF THE WEST ½ OF THE NORTHWEST 1/4 OF THE SOUTHEAST 1/4 OF SECTION 11, TOWNSHIP 5 NORTH, RANGE 14 WEST, DESCRIBED AS FOLLOWS: BEGINNING AT THE NORTHEAST CORNER OF SAID TWENTY-ACRE SUBDIVISION AND RUNNING THENCE SOUTH 230 FEET; THENCE WEST 300 FEET; THENCE NORTH 230 FEET; THENCE EAST 300 FEET TO THE POINT OF BEGINNING,

CONTAINING 1 ½ ACRES MORE OR LESS, SUBJECT TO THE RIGHT OF WAY OF THE PUBLIC ROAD WHICH OCCUPIES THE NORTH 20 FEET OF SAID TRACT, AS SURVEYED AND PLATTED BY B.F. STERMER, FAULKNER COUNTY SURVEYOR, ON THIS 14TH DAY OF AUGUST 1953. NOTE: THE WEST ½ OF THIS TRACT IS DESCRIBED ON THE T.O. BEASLEY DEED WHICH LEAVES .75 ACRES IN THE WILLIAM K. SHAW, SR. TRACT."

Revised Rental Rates for Softball Fields - Rental rates for softball fields were approved by the Board of Trustees on April 19, 1995. The rates were established at that time to be competitive with the Little Rock market. However, because of the low rates in Conway and distance from the Little Rock area, we have not been able to attract softball tournaments to the UCA campus.

The following are proposed revised rental rates for student and non student groups, along with comparisons to current UCA rates, and rental rates in the Conway and Little Rock areas.

<u>Tournament-Fields</u>	<u>Revised UCA Student Rates</u>	<u>Current UCA Student Rates</u>
One Day Tournament		
*One Field	\$ 40.00	\$ 50.00
*Two Fields	60.00	75.00
*Three Fields	80.00	100.00
*Four Fields	100.00	125.00
Two Day Tournament		
*One Field	\$ 60.00	\$100.00
*Two Fields	90.00	150.00
*Three Fields	120.00	200.00
*Four Fields	150.00	250.00
Additional Days		
*Per Day Per Field	\$ 25.00	

<u>Tournament-Fields</u>	<u>Revised Non Student Rates</u>	<u>Current Non Student Rates</u>	<u>Little Rock Rates</u>	<u>Conway Rates</u>
One Day Tournament				
*One Field	\$ 65.00	\$150.00	\$ 187.50	\$ N/A
*Two Fields	130.00	200.00	187.50	100.00
*Three Fields	195.00	250.00	250.00	150.00
*Four Fields	260.00	300.00	312.50	N/A
Two Day Tournament				
*One Field	\$ 75.00	\$300.00	\$ 375.00	\$ N/A
*Two Fields	150.00	400.00	375.00	125.00
*Three Fields	225.00	500.00	500.00	175.00
*Four Fields	300.00	600.00	625.00	N/A
Additional Days				
*Per Day Per Field	\$ 25.00			
Practice Sessions				
*Two Hour Maximum	\$ 20.00			

The following resolution was adopted as an amendment to Board Policy No. 400 (Space Utilization Policy) upon motion by Mr. Harding with a second by Mr. White:

"BE IT RESOLVED: THAT THE UCA BOARD OF TRUSTEES APPROVES THE ABOVE REVISED RENTAL RATES FOR UCA SOFTBALL FIELDS AS AN AMENDMENT TO BOARD POLICY NO. 400 (SPACE UTILIZATION POLICY)."

Modification of Age Provision for Cash Withdrawals Under the TIAA/CREF Retirement Plan - Under the UCA retirement benefits plan with TIAA/CREF, an employee may choose to retire and receive annuitized benefits at any time. However, due to tax considerations the plan prohibited the receipt of cash withdrawals from TIAA/CREF prior to age 59 ½. Subsequent revisions to the tax laws allow cash withdrawals after age 55 without a tax penalty, as long as the employee has separated from service at the university. We have been advised by TIAA/CREF that approximately 70% of educational institutions nationwide have established age 55 as the minimum distribution age for CREF accounts.

The Fringe Benefit Advisory Committee voted unanimously to recommend that the university reduce the age for early distribution of CREF accounts to qualified participants from age 59 ½ to age 55.

Under UCA's existing retirement plan, employees are not allowed to keep working for the university after they have begun to draw any retirement benefits, except for certain employees who enter an agreement to continue work for the university on a part-time basis only. This provision will continue in effect.

Following a brief discussion the following resolution was adopted upon motion by Mr. Hicks with a second by Dr. Chakales:

"BE IT RESOLVED: THAT THE PRESIDENT IS AUTHORIZED TO REVISE THE UNIVERSITY'S DEFINED CONTRIBUTION RETIREMENT PLAN AS FOLLOWS:

REPLACE

- 6.2 CASH WITHDRAWALS. PARTICIPANTS WHO HAVE ATTAINED AGE 59 ½ MAY RECEIVE A CASH WITHDRAWAL OF THEIR ENTIRE CREF ACCUMULATION UPON TERMINATION OR RETIREMENT.**

CASH WITHDRAWALS MAY NOT BE RECEIVED WHILE THE PARTICIPANT IS EMPLOYED BY THE INSTITUTION EXCEPT FOR THOSE WHO INSTITUTE AN EARLY RETIREMENT PROGRAM AND ENTER INTO AN AGREEMENT WITH THE UNIVERSITY TO CONTINUE TO WORK IN A PART-TIME CAPACITY.

BY

- 6.2 CASH WITHDRAWALS. PARTICIPANTS WHO HAVE TERMINATED SERVICE OR RETIRED AFTER ATTAINING AGE 55 MAY RECEIVE A CASH WITHDRAWAL OF 50% OF HIS OR HER ACCUMULATION ACCOUNT(S) AS PERMITTED BY THE RELEVANT FUNDING VEHICLE. PARTICIPANTS WHO HAVE ATTAINED AGE 59-1/2 MAY RECEIVE A CASH WITHDRAWAL OF 100% OF THEIR ACCUMULATION ACCOUNT(S) AS PERMITTED BY THE RELEVANT FUNDING VEHICLE, UPON TERMINATION OF SERVICE OR RETIREMENT.**

CASH WITHDRAWALS MAY NOT BE RECEIVED WHILE THE PARTICIPANT IS EMPLOYED BY THE INSTITUTION EXCEPT FOR THOSE WHO ENTER THE UNIVERSITY'S RETIREMENT PROGRAM AND ENTER INTO AN AGREEMENT WITH THE UNIVERSITY TO CONTINUE TO WORK IN A PART-TIME CAPACITY."

H. M. Firestone and Family Scholarship Fund - The University of Central Arkansas received \$241,000 from the Bobbie F. Firestone Trust on February 9, 1996. The final distribution of this Trust is expected to bring the total to approximately \$250,000. This Trust was established in April of 1986 to provide for the H. M. Firestone and Family Scholarship Fund. It is recommended that only the earnings from this fund will be expended. The fund is required to be used for scholarships to "worthy and deserving students."

In response to a question from Mr. Aydelott, President Thompson stated that scholarship allocations are determined by a scholarship committee.

Mr. White stated that members of the Board received correspondence from a member of the Firestone family suggesting that certain items be taken into consideration in establishing the fund. Mr. White and Mr. Aydelott agreed with the suggestions contained in the letter and requested that the scholarship committee take them into consideration.

Mrs. Goode stated that she was privileged to have known Bobbie F. Firestone who had a love for her family, her state and the local area.

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

"BE IT RESOLVED: THAT THE ADMINISTRATION IS HEREBY AUTHORIZED TO ESTABLISH THE H. M. FIRESTONE AND FAMILY SCHOLARSHIP ENDOWMENT FUND,

FURTHER RESOLVED: THAT THE USE OF EARNINGS FROM THIS FUND WILL BE EXPENDED FOR SCHOLARSHIPS TO 'WORTHY AND DESERVING' UNIVERSITY OF CENTRAL ARKANSAS STUDENTS."

University Physician - President Thompson suggested that this item be considered in executive session as a personnel matter. There were no objections.

EXECUTIVE SESSION

Executive session was declared upon motion by Mr. White with a second by Mrs. Goode.

OPEN SESSION

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

"BE IT RESOLVED: THAT THE UCA BOARD OF TRUSTEES APPROVES THE FOLLOWING APPOINTMENTS (FULL-TIME & PART-TIME), ADDITIONAL ASSIGNMENTS/COMPENSATION (FULL-TIME & PART-TIME), RECOMMENDATIONS FOR TENURE, AND RECOMMENDATIONS FOR PROMOTION, PROVIDED, HOWEVER, THAT THE ADMINISTRATION IS AUTHORIZED TO MAKE CORRECTIONS AND CHANGES OF A CLERICAL NATURE."

APPOINTMENTS:

Part-time:

1. Cecil Boothe, Instructor, Administration/Secondary Education, effective Spring semester.
2. Paul Dee Human, Instructor, Administration/Secondary Education, effective Spring semester.
3. James A. Miller, Instructor, Professional Field Services, effective Spring semester.

Full-time:

1. Paul V. Hamilton, Professor and Chair, Biology, Appointment with Tenure, effective June 1, 1996 through June 30, 1996.

ADDITIONAL ASSIGNMENTS/COMPENSATION:**Full-time:**

1. Gayle Seymour, Associate Professor, Art, effective Spring semester.

RECOMMENDATIONS FOR TENURE:**College of Arts and Letters**

1. Andrew Cohen Art
2. Vincent Hammond History
3. Tom McInnis Political Science
4. Peter Mehl Philosophy
5. Wolfgang Oeste Music
6. Neil Rutman Music

College of Business Administration

1. Rebecca Gatlin Information Systems

College of Education

1. Barbara Holmes Administration & Secondary Education
2. William Lammers Psychology & Counseling
3. David Sumpter Childhood & Special Education

College of Health and Applied Sciences

1. Melissa Shock Family & Consumer Sciences

College of Natural Sciences and Mathematics

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|----|------------------------|-------------------------|
| 1. | C. Wayne Brown | Math & Computer Science |
| 2. | David Dussourd | Biology |
| 3. | Mary Victoria McDonald | Biology |
| 4. | William S. Taylor | Chemistry |

RECOMMENDATIONS FOR PROMOTION:

	<u>Department</u>	<u>Recommended Rank</u>	
College of Arts & Letters			
1.	Lyn Brands Wallace	Art	Associate Professor
College of Business Administration			
1.	John Malley	Marketing & Management	Professor
College of Health & Applied Sciences			
1.	Alice Watson-Martin	Nursing	Assistant Professor
2.	Glenn Irion	Physical Therapy	Associate Professor
College of Natural Sciences & Mathematics			
1.	Michael Mathis	Biology	Associate Professor

ADDITIONAL PART-TIME APPOINTMENT:

University Physician - The following resolution was adopted upon motion by Mr. White with a second by Dr. Chakales:

“BE IT RESOLVED: THAT DR. BOB ROOK IS HEREBY APPOINTED, SUBJECT TO HIS ACCEPTANCE, AS THE ATTENDING PHYSICIAN FOR THE STUDENT HEALTH CENTER;

BE IT FURTHER RESOLVED: THAT DR. JOHN SMITH IS HEREBY APPOINTED, SUBJECT TO HIS ACCEPTANCE, AS ATTENDING PHYSICIAN FOR THE ATHLETIC DEPARTMENT;

BE IT FURTHER RESOLVED: THAT IF EITHER ABOVE NAMED PHYSICIAN (OR BOTH) SHOULD DECLINE TO SERVE, AN APPOINTMENT BE OFFERED TO DR. MICHAEL CARTER;

BE IT FURTHER RESOLVED: THAT THE TERM OF THE APPOINTMENT SHALL BE FOR A PERIOD OF 5 YEARS SUBJECT TO CONTINUING SATISFACTORY PERFORMANCE OF DUTIES AND RESPONSIBILITIES.”

MRS. GOODE MOVED THAT EACH UNIVERSITY PHYSICIAN BE REQUIRED TO GUARANTEE, IN WRITING, A BACKUP PERSON TO PROVIDE GREATER STABILITY AND TO SERVE THE NEEDS OF THE STUDENTS, AND THAT THIS PROVISION BE MADE A PART OF THE PHYSICIANS' CONTRACTS. THE MOTION WAS SECONDED BY MR. HICKS AND PASSED UNANIMOUSLY.

INFORMATION AGENDA

College Reorganization - Effective July 1, 1996, UCA will establish a College of Fine Arts and Communication. The new college will comprise the following programs: Art, Music, and Speech, Theatre, and Mass Communication. During the coming year, Dean Stark will serve as interim dean of the new college and will meet the department chairs separately from those of the additional programs housed in the present College of Arts and Letters. We will conduct during the year a national search for a new dean of the college.

Creation of a College of Fine Arts and Communication raises a question about the appropriate name of the present College of Arts and Letters. The term "arts and letters" will no longer be appropriate to describe the remaining disciplines in the former College of Arts and Letters. (These will include: English language and literature; foreign languages; philosophy and religion; history; geography; political science; public administration; pre-law; and several interdisciplinary and general areas of study.) Traditionally, and also under the Carnegie Foundation's classification system for institutions of higher learning, these areas of study are often referred to collectively as "liberal arts disciplines." Colleges of Liberal Arts are common at state universities across the nation, especially where a separate College of Science and a College of Fine or Performing Arts also exist. Several of UCA's peer institutions in surrounding states have a College of Liberal Arts.

After considering various names for the college, the department chairs, dean, and faculty advisory council have recommended that the former College of Arts and Letters be renamed the College of Liberal Arts. The Council of Deans and Provost unanimously support this recommendation, which has been approved by the President.

Development of New Writing Program - The campus has in recent years given considerable attention to the question of how to improve the writing of UCA students. The discussion was prompted by the concern about the quality of writing, scores on the Rising Junior Examination, and the need to improve retention and graduation rates. This fall the Vice President for Academic Affairs established a writing program task force representing each of the five colleges. He charged the task force with the responsibility to consider the organizational structure, curriculum, and staffing needs of a writing program. The task force examined literature dealing with the subject, identified a variety of options, and met with interested faculty and students. The university also brought in outside consultants, Dr. Pat C. Hoy III, Director of the Expository Writing Program at New York University, and Dr. Katherine K. Gottschalk, Director of Freshman Writing Seminars at Cornell University, who held meetings with the writing program task force, representatives of the Department of English, students, the deans of the various colleges, and the Vice President for

Academic Affairs. The consultants in addition led an open meeting to which all faculty were invited. On November 22, 1995, the consultants submitted their report with recommendations. The report was circulated across the campus, with the task force requesting responses. The task force in turn submitted its report on December 11, 1995, which was reviewed by the Council of Deans and the Provost. The Council of Deans and Provost recommended and the President approved institution of a new writing program to be led by a director reporting to the Office of the Provost and having responsibility for the freshman composition sequence, writing across the curriculum, technical or professional writing courses, and the writing center. A search for a writing program director is now underway.

Reallocation of Funds for Physical Disability Accessibility Projects - The Board approved funding for several minor construction projects at its August 11, 1995 meeting including \$30,000 for the installation of a chair lift in the Old Gym. Proposed renovation of the building for use by the Physical Therapy program includes the installation of an elevator and makes the planned chair lift unnecessary. Plans have been developed and estimates obtained for two other projects which will address physical disability accessibility issues using the \$30,000:

- A. Ramp and stage for diploma presentation at commencement - \$20,500.
- B. Physical disability accessibility door for the Lewis Science Center - \$ 8,000.

Any remaining funds will be used to address other accessibility issues such as restrooms, doors, ramps, etc.

Parking- From 1992 until the fall of 1995, the available parking spaces on UCA's campus have risen from 4,225 to 4,935 for an increase of 710 spaces. In the same time frame, the number of parking decals issued to faculty, staff and students decreased by 99.

UCA Parking Lot Spaces
(Fall Semester Only)

	<u>1992</u>	<u>1993</u>	<u>1994</u>	<u>1995</u>
UCA Permit	N/A	3028	3402	3678
Student	N/A	881	648	415
Faculty/Staff	N/A	616	650	629
Disabled	N/A	82	77	69
Meters	N/A	54	54	53
Reserved	N/A	65	60	91
Totals	4225	4726	4891	4935

Decals Issued
(Fall Semester Only)

Decal	1992	1993	1994	1995
Yellow	993	1015	1010	1111
Purple	7091	7250	7074	6823
Silver	35	23	19	24
Handicap	63	70	40	55
Motorcycle	20	22	27	14
Other	0	0	0	76
Totals	8202	8380	8170	8103

Impact of Increase in Admission Standards - Approximately one year ago, the university adopted a modest increase in its freshman admission standards, as it has done several times over the past decade. This incremental increase is consistent with the state mandate that four-year universities reduce their expenditures on remedial (or developmental) education.

When Board approved the increase in standards last year, there was some concern that the increase might have a disproportionate impact on black students, and the administration was directed to monitor the impact of the standards and report to the Board periodically.

TOTAL STUDENT BODY (UNDERGRADUATE)

Following is a tabulation of the percentage of the UCA undergraduate student body which black students have comprised since 1988.

1988	11.3%
1989	11.1%
1990	10.2%
1991	12.5%
1992	12.0%
1993	11.8%
1994	11.5%
1995	11.6%

These figures tend to establish that the increases in admission standards over the past eight years have not resulted in a decline in black enrollment. The percentages have changed little.

However, we should be cautious to note that of themselves, these figures do not indicate whether black students are fairly represented, under-represented, or over-represented in the student body. They only show that the percentage of the student body which is black has not, to date, declined as admission standards have increased.

FIRST TIME ENTERING FRESHMEN (FTEF)

Arkansas Department of Higher Education statistics show the following racial demographics at the four-year universities for the fall, 1994 (most recent statewide figures available).

FIRST-TIME ENTERING STUDENT ON-CAMPUS HEADCOUNT BY RACE/ETHNICITY
BY INSTITUTION, 1992 - 1994

Institution	Fall 1992 -				Fall 1993				Fall 1994			
	Afr. Amer.	White	Other	Total	Afr. Amer.	White	Other	Total	Afr. Amer.	White	Other	Total
Public 4-Year												
ASUJ	306 17.9%	1,367 79.8%	39 2.3%	1,712	190 12.1%	1,342 85.3%	41 2.6%	1,573	172 11.1%	1,325 85.7%	49 3.2%	1,546
ATU	27 3.0%	851 93.9%	28 3.1%	906	26 2.7%	894 94.5%	26 2.7%	946	54 6.0%	820 90.9%	28 3.1%	902
HSU	136 19.3%	558 79.3%	10 1.4%	704	107 14.8%	597 82.3%	21 2.9%	725	101 15.3%	541 81.8%	19 2.9%	661
SAUM	132 26.2%	364 72.4%	7 1.4%	503	164 32.9%	321 64.3%	14 2.8%	499	111 22.7%	362 74.2%	15 3.1%	488
UAF	140 5.9%	2,088 88.1%	141 6.0%	2,369	140 6.7%	1,810 87.1%	129 6.2%	2,079	158 7.0%	1,941 86.4%	148 6.6%	2,247
UALR	308 23.2%	931 70.1%	89 6.7%	1,328	330 28.0%	764 64.8%	85 7.2%	1,179	230 27.4%	570 67.9%	40 4.8%	840
UAM	108 18.0%	476 79.3%	16 2.7%	600	97 18.7%	408 78.5%	15 2.9%	520	110 21.0%	404 77.0%	11 2.1%	525
UAMS	1 4.2%	23 95.8%	0 0.0%	24	4 33.3%	8 66.7%	0 0.0%	12	0 0	0 0	0 0	0
UAPB	564 89.2%	65 10.3%	3 0.5%	632	731 94.3%	42 5.4%	2 0.3%	775	667 94.1%	41 5.8%	1 0.1%	709
UCA	275 13.6%	1,600 79.1%	149 7.4%	2,024	238 12.8%	1,449 77.9%	174 9.3%	1,861	208 13.2%	1,229 78.1%	137 8.7%	1,574
Subtotal	1,997 18.5%	8,323 77.1%	482 4.5%	10,802	2,027 19.9%	7,635 75.1%	507 5.0%	10,169	1,811 19.1%	7,233 76.2%	448 4.7%	9,492

At UCA, first time entering freshmen for the fall, 1994 were 13.2% black, 78.1% white and 8.7% other. Since 16% of the total population is black, these figures might be taken to show that black students are under-represented at UCA by approximately 3 percent. However, the situation is somewhat more complex than that. Campus location, for example, should perhaps be taken into account. The traditional "draw area" of each institution may also be a relevant factor. Location and draw area may account for the fact that 27% of UALR's FTEF are black.

History and tradition, as well as location, may be relevant factors. The existence of the University of Arkansas at Pine Bluff, the state's historically black university, and Philander Smith, a traditionally black private institution, has an impact upon the distribution of students. UAPB enrolls approximately 37% of the black FTEF who attend public four-year universities in Arkansas compared to its 7% of the total public four-year enrollment.

With such a disproportionately large percentage of the black FTEF enrolling at UAPB, it is difficult for UCA and other universities to attract a number of black students proportional to the

black citizenry, especially if the institution is located in an area where the percentage of the population which is black does not exceed the state average.

RETENTION RATES

Minority student attendance figures may be misleading if drop-out rates for minority students are higher than for non-minority students. In other words, graduation rates are at least as important as attendance rates.

With improvements in our record keeping systems and additions to our data bases, we can now trace the retention of various categories of students over the past several years from the freshman year through graduation.

The attached page tabulates the retention rates over the past six-year and three-year periods.

The figures are arrayed in great detail, and generalizations must be made with caution. That said, the following generalizations seem reasonably clearly indicated.

1. Females have higher retention rates than males.
2. Black students have approximately 5% higher retention rates from the freshman to sophomore year than white students.
3. After the first year, black student retention rates drop from 5% above to 5% below the rates for white students and remain at that level thereafter.

University-funded Scholarships - Budget Impact - At the February 15 Board meeting, the administration committed to hold tuition and fee increase for returning undergraduate students at approximately 3.6%.

The two most difficult issues left to be decided in preparing the budget for next year are (1) the amount of salary increases for faculty and non-classified staff members and (2) the amount of tuition and fees to charge graduate students and entering undergraduate students.

In preparation for this, it is essential to review a significant trend that has developed in the university's tuition and fee structure over the past few years.

Each year, explanatory materials presented with the administrative budget have shown the proposed percentage increases in tuition and fees. The increases adopted over six years have been as follows:

<u>90/91</u>	<u>91/92</u>	<u>92/93</u>	<u>93/94</u>	<u>94/95</u>	<u>95/96</u>
4.9%	6.2%	12.8%	10.0%	17.6%	.5%

Increases in publicly-funded scholarships have been even more rapid. Following are the percentage increases in the allocation of educational and general funds for academic scholarships.

<u>90/91</u>	<u>91/92</u>	<u>92/93</u>	<u>93/94</u>	<u>94/95</u>	<u>95/96</u>
28.1%	14.0%	23.6%	15.0%	20.6%	17.2%

Each year, the allocation for scholarships has substantially exceeded the increase in tuition and educational and general fees.

Moreover, the percentage of the university's educational and general budget expended on scholarships has similarly increased.

<u>90/91</u>	<u>91/92</u>	<u>92/93</u>	<u>93/94</u>	<u>94/95</u>	<u>95/96</u>
4.33%	4.41%	5.00%	5.50%	6.15%	6.83%

Although an exact comparison is difficult because each university has its own unique tuition and fee schedule, UCA has attempted to keep its university-funded scholarship practices in line with its peer institutions.

Because UCA has generally been an attractive institution to well-qualified students, tuition and fee discounting through scholarships has probably had a disproportionate impact upon us. The effect becomes clear when we examine tuition and educational and general fees for the current year and 1993/94 on a PER STUDENT AVERAGE basis.

	<u>1993-94</u>	<u>1995-96</u>
General Registration	\$1699	\$1828
Out-of-State	\$ 78	\$ 82
Other	\$ 191	\$ 169
 TOTAL FEES	 \$1968	 \$2079

These figures reflect that the nominal tuition and fees increased a modest 6% over this two-year period.

They do not reflect that the scholarship discount increased during these two years, so that on an PER STUDENT AVERAGE, there was actually a decline in the net tuition over the two-year period.

Scholarships	(281)	(419)
 DISCOUNTED TUITION	 \$1687	 \$1660

In effect, in the current budget year, 1995-96, UCA discounted its nominal tuition by 20%. The net average annual tuition has actually declined, although of course, individual students may be affected quite differently.

The following chart shows how the discount rate has increased over the past few years as UCA has adjusted its scholarship policies to conform to practices at other Arkansas universities and as we have attracted more academically talented students.

	<u>91-92</u>	<u>92-93</u>	<u>93-94</u>	<u>94-95</u>	<u>95-96</u>
Tu/Fee	\$12,880,070	\$15,116,262	\$17,208,515	\$18,321,754	\$17,129,364
Schol.	\$ 1,729,060	\$ 2,137,349	\$ 2,458,948	\$ 2,964,297	\$ 3,474,283
Discount	13%	14%	14%	16%	20%

If we divide the net tuition by the number of students we see the following trend in net average cost per student for attendance at UCA and the annual increase in this cost:

	<u>91-92</u>	<u>92-93</u>	<u>93-94</u>	<u>94-95</u>	<u>95-96</u>
Amount	\$1,335	\$1,497	\$1,687	\$1,822	\$1,660
% Increase	3%	12%	13%	8%	(9%)

Every indication is that this discount rate will increase again for 1996-97, perhaps at a fairly dramatic rate.

Because tuition commitments for the freshman class must be made well in advance of matriculation (and because matriculated scholarship holders who perform well may retain their scholarships up to four years) changes in policy must be made well in advance.

For all practical purposes, the university cannot change its scholarship policy for students who are already enrolled or who have been admitted for the fall term.

However, it is apparent that we must reevaluate our scholarship policy for the fall term, 1997-98. In the meantime, the rapidly increasing scholarship cost must be taken into account as we prepare the 1996-97 budget.

Litigation Report - The following is a report on the status of litigation involving UCA as of March 14, 1996.

Board of Trustees of UCA, et al v. State Board of Higher Education, et al, No. CIV 95-201 (Faulkner County Circuit). On April 21, 1995, the UCA Board of Trustees filed a complaint in Faulkner County Circuit Court challenging the decision by the State Board of Higher Education to reject UCA's proposal to establish doctoral programs in physical therapy and school

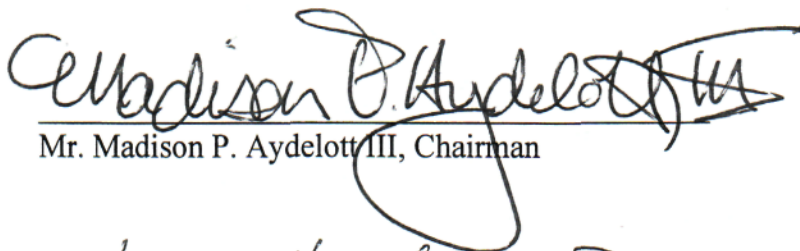
psychology. The UCA Board alleged that the State Board's decision violated Amendment 33 to the Arkansas Constitution. Amendment 33 prohibits the transfer of power from the UCA Board to any other entity, absent consolidation or abolition of the university itself. Because the UCA Board has had the power to determine the role and scope of UCA and to establish degree programs for the university, these powers may not lawfully be transferred to the State Board. UCA contends that the State Board rules regarding approval of new programs were outside its authority and violated the Administrative Procedure Act. UCA also asks for a declaratory judgment that the relevant statute and State Board rules are unconstitutional as applied to UCA and for a permanent injunction restraining the Board from enforcement of the statute. Both parties filed motions for summary judgment, and the case was set for hearing. On March 14, 1996, the circuit court ruled from the bench granting UCA's motion for summary judgment. The court found that Amendment 33 gave the UCA Board the power to approve doctoral programs and that this power could not be transferred to the State Board. The State Board has 30 days in which to appeal the decision to the Arkansas Supreme Court.

Crawford v. Davis, et al., No. LR-C-95-092 (E.D.Ark.). Ms. Michelle Crawford, a UCA student, has filed this sexual harassment lawsuit in federal district court against Michael Davis, a former UCA instructor; Ronnie Williams; the University of Central Arkansas; and Winfred L. Thompson. Ms. Crawford alleges that Mr. Davis sexually harassed her during the part of a semester that she was a student in his class. She alleges that UCA's sexual harassment policy fails to provide adequate protection, that UCA faculty and staff were not properly educated concerning the policy, and that Mr. Williams and Dr. Thompson applied the policy in a manner that deprived the plaintiff of her federally protected rights. The plaintiff is asking for an unspecified amount of damages, attorney's fees, and costs. The Attorney General's Office is representing UCA, Dr. Thompson and Mr. Williams and has filed an answer denying the allegations. Mr. Davis, acting as his own attorney, has also denied the allegations. Court granted partial summary judgment in favor of UCA, and UCA has appealed the remaining issues to the Eighth Circuit Court of Appeals.

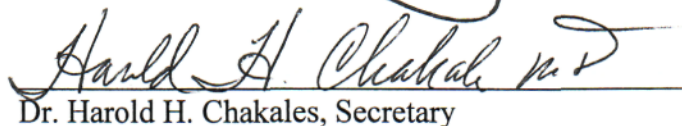
Dickson v Board of Trustees of UCA, et al., No. LR-C-96-148 (E.D.Ark.). Dr. Betty Dickson is an assistant professor in the Department of Childhood and Special Education. Dr. Dickson has filed a race and age discrimination suit against the UCA Board of Trustees, the board members in their official capacities only, Winfred Thompson, President, William Berry, Provost, Jim Bowman, Dean of the College of Education, and Freddie Litton, Dr. Dickson's department chair. Dr. Dickson claims that she was denied tenure and promotion to associate professor based on age and race discrimination. UCA has filed an answer denying the allegations and is preparing to defend the lawsuit.

Angela Jackson v UCA, EEOC No. 251-96-0160. Ms. Jackson contends that she was denied assignments as Coordinator of Academic Advising and Interim Coordinator of Undergraduate Studies due to her race. UCA has denied the charge and EEOC determined that Ms. Jackson had not established a violation.

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

A handwritten signature in cursive script, reading "Madison P. Aydelott III". The signature is written in black ink and is positioned above a horizontal line.

Mr. Madison P. Aydelott III, Chairman

A handwritten signature in cursive script, reading "Harold H. Chakales". The signature is written in black ink and is positioned above a horizontal line.

Dr. Harold H. Chakales, Secretary