

The Board of Trustees of the University of Central Arkansas convened in regular meeting Friday, June 28, 1996, at 2:00 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 (present for Executive Session & Information Agenda only)
	Mr. Rickey Hicks
	Mr. Dalda Womack

and with the following absent, to-wit: Mr. Joe White

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

Minutes of the May 10, 1996 meeting were approved as circulated upon motion by Mr. Harding with a second by Mr. Hicks.

ACTION AGENDA

Modification of Admissions and Selection Criteria for the MS Degree Program in Physical Therapy - The Physical Therapy Department proposes a modification of admissions eligibility criteria for the entry-level master of science degree program in physical therapy. Under present Board policy, students from any accredited college or university who have completed a minimum of 93 semester credit hours of pre-physical therapy course work are eligible to apply. With approval of this proposal, students who begin study at UCA and meet specified performance standards will be eligible to apply following the completion of 28 semester credit hours. Another opportunity to apply will be given to students completing at least 60 credits at UCA. Actual enrollment in the professional program will occur after completion of at least 93 semester credit hours. These changes will give students who begin study at UCA an advantage over transfers in securing a position in the physical therapy professional program.

Additional changes in minimum eligibility requirements are that a score of 275 or better is required on the Allied Health Professions Admission Test (AHPAT) and prerequisite courses in computer literacy and statistics must be taken before students may apply.

These changes have been reviewed and endorsed by the appropriate committees and administrators.

At President Thompson's request, Dr. Bill Berry, Provost, responded to questions from the Board.

Dr. Chakales requested that additional information be provided concerning the academic criteria for admission to the program (e.g., the weight given to GPA vs. the score on the AHPAT).

Mr. Hicks stated that, in his opinion, the minimum 2.5 cumulative GPA requirement is extraordinarily misleading to students because it is very unlikely that they will be admitted to the program with such a low GPA since, as Dr. Berry stated, the average GPA of students who are admitted is 3.7 or above. Mr. Hicks further stated that he agrees with the efforts to allow students, particularly those who are advancing and doing well in school, an opportunity for early admission to the physical therapy program; however, he does have reservations about raising any of the minimum eligibility requirements since it is already extremely difficult to gain admission.

Mr. Hicks expressed his concern particularly about raising the score requirement on the standardized test (AHPAT). He stated that he would much prefer that the GPA requirement be increased since a 2.5 is obsolete and misleading. Mr. Hicks asked Dr. Berry what reasons there are for raising the minimum requirements for the AHPAT.

Dr. Berry stated that test scores will give students some indication if their prospects of gaining admission is unrealistic. He reported that during the last two years test scores for those admitted to the program have been 395 two years ago and 404 during the most recent year. Dr. Berry further stated that the admission committees try to identify promising students by looking beyond those test scores.

Mr. Hicks voiced concern for students who have high GPAs (which is evidence that actual performance in the classroom is very promising) but fail to meet the minimum requirement on the AHPAT. He stated that there are some students who do not communicate in the same vein as the people who wrote the test.

Mr. Harding asked if it would be possible to require students to have a 275 on the AHPAT OR a cumulative GPA of 3.25.

Mr. Hicks voiced his approval of Mr. Harding's suggestion. He stated that some students, because of cultural and other reasons, do not do well on standardized tests, which is no indication of their level of intelligence or performance in the classroom.

President Thompson agreed with Mr. Hicks' concern. He stated that the purpose of the standardized test is to try to provide a minimum level of comparability for students who attend different schools. He further stated that the purpose is not to make admission to the program more difficult; it is to give students, as early as possible, some indication of their chances of gaining admission to the program. In conjunction with that, an attempt is being made to develop alternative programs for students who are denied admission to the physical therapy program to pursue their interests in the health care field.

In response to a question from President Thompson, Dr. Neil Hattlestad, Dean of the College of Health and Applied Sciences, stated that he knows of no student who has been recently admitted to the physical therapy program with an AHPAT score lower than 275.

Following further discussion the following resolution as a modification to Board Policy No. 317 was adopted upon motion by Mr. Hicks with a second by Mr. Harding:

"BE IT RESOLVED THAT THE UNIVERSITY OF CENTRAL ARKANSAS BOARD OF TRUSTEES APPROVES ADOPTION OF THE ATTACHED REVISED ADMISSIONS ELIGIBILITY STANDARDS FOR THE MASTER OF SCIENCE DEGREE PROGRAM IN PHYSICAL THERAPY."

UNIVERSITY OF CENTRAL ARKANSAS
BOARD POLICY

Policy Number: 317

Page 1 of 2

Subject: Admission to Physical Therapy Programs -- Selective and Limited

Date Adopted 3/94 Revised 6/96

A. Physical Therapist Assisting. The curriculum in Physical Therapist Assisting has strict enrollment limitations and entry is by application and competitive admission only.

1. Application to the Department of Physical Therapy
2. A minimum of 27 and up to a total of 29 semester hours of acceptable college credit
3. A minimum 2.5 cumulative grade point average
4. A minimum 2.75 grade point average on all required course work
5. A minimum "C" grade on required science course work

Prerequisite course work: English 1310 and 1320; *Biology 1400 and 2405; Psychology 1300; Mathematics 1360 or above; History 2301 or 2302 or Political Science 1330; *Physics 1400; 2 KPED activity courses or Health Education 2200.

*Minimum "C" grade required in these courses.

B. Physical Therapy. The curriculum in Physical Therapy has strict enrollment limitations and entry is by application and competitive admission only.

1. Application to the Department of Physical Therapy
2. A minimum 3.00 cumulative grade point average
3. A minimum 2.75 science grade point average
4. Completion of the Applied Health Professions Admission Test
5. Completion of the university's general education courses
6. Completion of department prerequisite courses
7. Completion of a minimum of 93 and up to a total of 95 semester hours
8. An exception to requirement No. 7 is that students who begin study at UCA and meet specified performance standards may also apply after completion of 28 semester credit hours and/or after completion of 60 semester credit hours
9. Two letters of recommendation
10. Interview by Physical Therapy Admissions Committee

Department prerequisite courses:

- a. 6 semester hours of psychology
- b. 12 semester hours of biology, including a course in anatomy and/or physiology

- c. 8 semester hours of chemistry, excluding general education and preparatory courses
- d. 8 semester hours of physics, excluding general education and including topics of mechanics, heat, light sound, electricity

Courses in general physical science are not acceptable.

Mr. Hicks requested that proposed changes in minimum eligibility requirements regarding the Allied Health Professions Admission Test (AHPAT) and grade point average be given further consideration by the appropriate committees and administrators.

Dr. Hattlestad assured President Thompson and the Board that information requested by Dr. Chakales will be provided at the next Board meeting.

Student Aid Satisfactory Progress Policy - At the May 7, 1993 University of Central Arkansas Board of Trustees Meeting, the Student Aid Satisfactory Progress Policy was changed to meet the requirements of the new Higher Education Amendments of 1992. Under this current policy (see attached), undergraduate transfer and readmit students are being treated differently from students who have attended UCA only. Transfer hours accepted by UCA are counted toward the semester hours attempted under the university's retention policy, but the student's grade point average is being restricted to the cumulative GPA earned only at UCA.

Therefore, changes to the May 7, 1993 policy are being proposed. Through the new proposed policy (see attached), transfer and readmit undergraduates will be treated in the same manner as the UCA only students by averaging the grades earned at all institutions attended and by applying the hours attempted at all institutions to the university's retention policy. Undergraduates will have access to federal aid for a time frame of 150 percent of the length of the student's program, with all periods of enrollment counting toward the maximum time frame allowed to earn a degree. Under the proposed policy, undergraduate students must meet the new retention policy requirements by the end of the Spring 1997 semester to be eligible for federal aid.

1. Undergraduates enrolled full-time in a two-year degree program will be allowed six semesters to graduate. The current policy does not address two year degree programs. Undergraduates enrolled full-time in a four year degree program will be allowed twelve instead of ten semesters to graduate. Undergraduates enrolled full-time in programs of more than four years will be allowed fifteen instead of twelve semesters to graduate. Summer enrollment will now count toward the maximum time frame allowed to earn a degree.
2. For undergraduate transfers admitted before the Spring 1997 semester, and for undergraduate readmit students who re-enroll before the Spring 1997 semester, the hours transferred to UCA, including summer hours, will be used to measure the

number of semesters remaining for aid eligibility. The GPA earned at UCA will be the cumulative GPA. If the student's UCA cumulative GPA does not meet the minimum grade requirement, the grades from all schools attended will be averaged and hours attempted at all institutions attended will be applied to the retention policy. Transfer hours will be included in the 150 percent time frame to earn a degree at UCA regardless of the transferability of the courses.

3. For undergraduate transfer students who enroll at UCA beginning with the Spring 1997 semester or after, and for readmit undergraduate students who re-enroll beginning with the Spring 1997 semester or after, the new retention policy requirements must be met by the end of the Spring 1997 semester when the grades from all institutions attended have been averaged and the hours attempted at all institutions have been applied to the retention policy regardless of the transferability of the courses.
4. When determining the number of semesters remaining for aid eligibility at the end of the Spring 1997 semester, twelve semester hours attempted elsewhere will be measured as one semester regardless of the transferability of the courses. Previously only hours accepted for transfer into UCA, excluding summer, counted toward the maximum time frame to earn a degree.
5. Students seeking teacher certification or a second baccalaureate degree will be eligible for aid for three years instead of two years

These Student Aid Satisfactory Progress Policy changes have been approved by the Student Financial Aid Committee and have been reviewed by the appropriate academic committee.

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

"BE IT RESOLVED: THAT THE BOARD OF TRUSTEES OF THE UNIVERSITY OF CENTRAL ARKANSAS APPROVES THE PROPOSED STUDENT AID SATISFACTORY PROGRESS POLICY AS PRESENTED, AS A REVISION TO BOARD POLICY NO. 630."

UNIVERSITY OF CENTRAL ARKANSAS
PROPOSED STUDENT AID SATISFACTORY PROGRESS POLICY

1. Students must be enrolled and seeking a degree or certificate to receive financial aid. Students who owe a repayment or are in default in any of the Title IV programs will not be eligible for federal financial aid.

2. The minimum number of semester hours per semester for classification as a full-time undergraduate student is twelve. Undergraduate students enrolled full-time in a two year degree program are allowed six semesters in which to graduate. Undergraduate students enrolled full-time in a four year degree program are allowed twelve semesters in which to graduate. Undergraduate students enrolled full-time in degree programs of more than four years are allowed fifteen semesters in which to graduate. Any semester where enrollment is less than full-time will be considered proportionately. Summer enrollment will be counted as a semester when determining the number of semesters remaining for aid eligibility. Students who do not earn their degree within the specified time will not be eligible for federal aid.

3. Students awarded aid on a full-time basis must enroll in and attend at least twelve credit hours. Of those twelve hours, nine must be completed. Students awarded on at least a half-time basis must complete six hours. Students awarded on a less than half-time basis must complete the hours in which they enroll. Students who do not complete the minimum required credit hours each semester are not eligible for Title IV aid their next semester of attendance, and must pay from other sources the cost of six hours at UCA before regaining Title IV aid eligibility. After the six hours have been completed, the student must contact the Financial Aid office to re-establish eligibility. Students who have been administratively withdrawn are not eligible for aid for the next semester of attendance at UCA.

EXAMPLE

Hours Enrolled in and Attended	Must Complete	May Drop
12 Hours	9 Hours	3 Hours
9-11 Hours	6 Hours	to 6 Hours
6-8 Hours	6 Hours	to 6 Hours
5 Hours or less	All attempted Hours	May not drop

4. Students may use summer school hours to fulfill the satisfactory progress policy requirements. Students may repeat up to twelve hours during their degree program, and receive aid, but must complete their degree in the specified time. All courses attempted for credit will be used to determine the student's progress, including those courses where grades of "X," "WP," "W," or "CR/NC" are received.

5. To be eligible for Title IV aid, students must currently maintain the below cumulative GPA:

Semester Hrs. attempted	Minimum Cumulative GPA
00 - 44	1.00
45 - 59	1.50
60 Hours and above	2.00

6. For undergraduate transfer students admitted before the Spring 1997 semester, and for undergraduate readmit students readmitted before the Spring 1997 semester, the hours transferred to UCA from other institutions will be used to measure the number of semesters remaining for aid eligibility. The GPA accumulated in residence at UCA will be the cumulative GPA. If the cumulative GPA does not meet the minimum requirement, the grades from all institutions attended will be averaged and hours attempted at all institutions will be applied to the retention policy requirements as well as the maximum time frame allowed to earn a degree at UCA regardless of the transferability of the courses. Grades that are averaged are not the UCA official GPA and will be used for financial aid purposes only. Students not meeting the progress requirements may regain federal eligibility when those requirements have again been attained. Submit all requested documents to have aid reinstated.

ATTENTION: The financial aid progress requirements will change and new GPA requirements will supersede the current GPA requirements. All undergraduate federal aid applicants must meet the below GPA requirements by the end of the Spring 1997 semester to be eligible for federal aid:

Semester Hrs. Attempted	Minimum Cumulative GPA
0 - 30 Hours	1.70
31- 59 Hours	1.85
60 Hours and above	2.00

Academic progress for students attempting the first fifty nine semester hours will be monitored at the end of the Spring semester. Undergraduate students attempting the sixtieth semester hour must earn a minimum 2.0 cumulative GPA. Students who have earned more than sixty hours will be monitored at the end of the Spring semester. Students who apply for aid early and have their GPA eligibility evaluated during the Spring semester before Spring grades are posted will be re-evaluated for GPA eligibility after Spring grades are finalized. Students not meeting the cumulative GPA requirements may regain federal eligibility when those requirements have again been attained. Students must contact the Financial Aid Office and submit all requested documents to have aid reinstated.

7. For undergraduate transfer students who enroll at UCA beginning with the Spring 1997 semester or after, and for undergraduate readmit students who reenroll beginning with the Spring 1997 semester or after, the GPA requirements must be met when the grades from all institutions attended have been averaged. The averaged grades are not the UCA official GPA and will be used for financial aid purposes only. For students not meeting the cumulative GPA requirements after all grades have been averaged, federal aid eligibility may be regained when those GPA requirements have again been attained when using the averaged grades. Students must contact the Financial Aid Office and submit all requested documents to have aid reinstated. Twelve semester hours attempted elsewhere will be measured as one semester when determining the number of semesters remaining for financial aid eligibility. For example, an undergraduate student who attempts twenty four hours at another institution will be allowed ten more full-time semesters to earn a four year degree at UCA. All hours attempted at other institutions will be applied to the retention policy requirements as well as the maximum time frame allowed to earn a degree at UCA regardless of the transferability of the courses.

8. For students who are not readmit or transfer students, the GPA accumulated in residence at the university will be the cumulative GPA.

9. A student who carries nine or more graduate hours in any semester is considered a full-time graduate student. Full-time graduate students must complete their degree program in three years, and must maintain the required cumulative GPA according to the University's Graduate Department Policy. Any semester where enrollment is less than full-time will be considered proportionately. To be eligible for federal aid, students must be enrolled at least half-time in graduate level courses.

10. Students who have completed their first baccalaureate degree and seeking teacher certification or a second baccalaureate degree must complete their degree program or teacher certification in three years if enrolled full-time. A minimum of six hours must be completed each semester to maintain eligibility for aid.

11. Students interested in appealing the award decision due to extenuating circumstances must submit a letter to the Director of Financial Aid. Circumstances such as personal illness, death of a relative or change of degree objective will be considered. The Financial Aid Director's Decision may be appealed to the Financial Aid Committee. Decisions of the Committee are final.

Establishment of Institutional Review Board (IRB) as a Standing University Committee

The Institutional Review Board has functioned as a subcommittee of the University Research Council since 1982. In order to be in compliance with federal regulations regarding research involving human subjects, the IRB should be recognized as a standing committee by the Board of Trustees. The University Research Council recommended the attached description for the IRB. This was endorsed by the Faculty Senate on April 9, 1996, and has the support of all appropriate administrators and committees.

Dr. Chakales stated the importance of IRBs and the need for strict compliance. He recommended that appropriate personnel contact Baptist Medical Center, St. Vincent Infirmary, and UAMS concerning their IRBs.

The following resolution, as an amendment to the *Faculty Handbook*, was adopted upon motion by Dr. Chakales with a second by Mr. Harding:

"BE IT RESOLVED: THAT THE BOARD OF TRUSTEES APPROVES THE ATTACHED INSTITUTIONAL REVIEW BOARD (DESCRIPTION ATTACHED) AS A STANDING UNIVERSITY COMMITTEE."

INSTITUTIONAL REVIEW BOARD (IRB)

1. Charge:
 - a. To review and approve all research involving human subjects conducted by university faculty, staff, or students.
 - b. To review and approve all research conducted involving university faculty, staff, or students by outside parties.
 - c. To ensure compliance by the university with all applicable federal/state laws and guidelines as well as university policy and procedures.

2. Membership: Members will serve five-year terms. The Institutional Review Board is appointed pursuant to those stipulations and guidelines contained in pertinent Federal regulations.
 - a. The chair shall be appointed by the Provost from recommendations by the Dean of the Graduate School and the University Research Council.
 - b. Eight faculty members who regularly conduct or supervise research involving humans. Selection must reflect diversity of race, gender, and cultural background.
 1. Faculty Senate selects one (1) from two (2) faculty recommended by the Dean of the College of Liberal Arts.
 2. Faculty Senate selects one (1) from two (2) faculty recommended by the Dean of the College of Business Administration.
 3. Faculty Senate selects two (2) from four (4) faculty recommended by the Dean of the College of Education.
 4. Faculty Senate selects one (1) from two (2) faculty recommended by the Dean of the College of Fine Arts and Communication.
 5. Faculty Senate selects three (3) from six (6) faculty recommended by the Dean of the College of Health and Applied Sciences.

- c. One faculty member who regularly conducts or supervises research. Faculty Senate selects one (1) from two (2) faculty recommended by the Dean of the College of Natural Sciences and Mathematics.
 - d. One faculty member whose primary concern is not scientific but who is knowledgeable regarding the ethical treatment of humans. Faculty Senate selects one (1) from two (2) faculty recommended by the Council of Deans.
 - e. One non-affiliated community member (no immediate relative affiliated with the institution) selected by the Provost from recommendations made by the Dean of the Graduate School and the University Research Council.
 - f. Dean of the Graduate School and Associate Director of Sponsored Programs serve as ex-officio members of the IRB.
3. Meetings: Full IRB meets once each fall semester and on call thereafter.
4. Reports to: Provost

Revision of Fee Waivers - The Board of Trustees adopted a policy in December 1975 to waive one-half of matriculation fees each semester for Student Government Association (SGA) representatives; one-half of matriculation fees and one-half of room and board charges for SGA Vice Presidents, Secretary, and Treasurer; and all matriculation fees and all room and board charges for the SGA President.

A survey of Arkansas public four-year institutions found that UCA was the only institution providing fee waivers for SGA representatives. Half of the Arkansas institutions provided fee waivers for SGA executive positions (i.e., President, Vice President, Secretary, and Treasurer).

If an effort to be in line with other Arkansas institutions and reduce the university's scholarship budget, the university recommends that effective fall semester, 1997, we no longer fund fee waivers for SGA representatives. However, the university will continue to fund fee and room and board waivers for SGA executive positions. The Student Government Association President, Mr. Matt Jordan, is in agreement with this proposal.

The Board of Trustees adopted a policy in April 1969 to waive matriculation fees for the Miss UCA Pageant winner and contestant runner-ups. The Miss UCA Pageant has historically been sponsored by the Student Government Association. SGA made a decision in Spring 1994 to no longer be affiliated with the pageant.

The Miss UCA Pageant has been sponsored the past two years by UCA Greek organizations. The university has continued to provide fee waivers to pageant winners. Since Miss UCA is no longer sponsored by the Student Government Association, the university does not provide fee waivers for other beauty pageants, and in an effort to reduce the university's scholarship budget, the university recommends that fee waivers for Miss UCA be eliminated.

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

"BE IT RESOLVED: THAT THE UCA BOARD OF TRUSTEES APPROVE THE FOLLOWING REVISIONS TO BOARD POLICY NO. 622 AS RELATED TO STUDENT GOVERNMENT ASSOCIATION AND MISS UCA PAGEANT FEE WAIVERS:

***Eliminate all tuition and fee waivers for Student Government Association representatives (non executive positions), to go into effect fall semester, 1997.**

***Continue to waive one-half of tuition and fees and one-half of room and board charges each semester for the Student Government Association positions of Vice President, Secretary, and Treasurer; and the Student Activities Board President (i.e., former Vice President for Entertainment).**

***Continue to waive full tuition and fees and full room and board charges each semester for the Student Government Association President.**

***Eliminate all tuition and fee waivers for the Miss UCA Pageant winner and contestant runner-ups, to go into effect fall semester, 1997."**

Fee Remission Policy for University Employees and Dependents - The current university Fee Remission Policy allows eligible employees and their dependents to enroll in undergraduate courses by paying \$10 per hour registration fee, with a maximum of \$120, and the activity fee assessed other students. The \$10 per hour rate was established in 1991 when tuition and fees were \$670 per semester. Noting that tuition and fees for the fall 1996 semester will be \$1,176 for new students and following a comparison of UCA's Fee Remission Policy to those of other institutions in the state, the Fringe Benefits Advisory Committee voted to recommend that the fee remission rate be raised to \$20 per credit hour, with a maximum of \$240 per semester, and that those eligible for fee remission be required to pay the student activity fee.

The following resolution was adopted upon motion by Mr. Hicks with a second by Dr. Chakales as an amendment to Board Policy No. 623, as well as the *Faculty Handbook* and the *Staff Handbook*:

"BE IT RESOLVED: THAT THE UNIVERSITY OF CENTRAL ARKANSAS BOARD OF TRUSTEES APPROVES ADOPTION OF THE ATTACHED REVISION TO BOARD POLICY NO. 623 (FEE WAIVER FOR EMPLOYEES);

BE IT FURTHER RESOLVED: THAT THE REVISED FEE REMISSION POLICY BECOME EFFECTIVE WITH THE FALL 1996 SEMESTER."

UNIVERSITY OF CENTRAL ARKANSAS
BOARD POLICY

Policy Number: 623

Subject: Fee Waiver for Employees

Page 1 of 2

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

Beginning with the first semester or summer term commencing after the starting date of employment, a full-time faculty/staff member, a spouse and/or child of a full-time faculty/staff member may receive fee remission benefits for undergraduate resident courses. A fee of ~~\$10.00~~ \$20.00 per hour registered will be charged, with a maximum of \$240.00 per semester along with the activity fees assessed other students. The fee remission for children remains in effect for six consecutive years following initial enrollment.

Only unmarried children by birth, legal adoption, and stepchildren living with the employee will be eligible for fee remission. To qualify, they must enter the University within thirty months of their date of high school graduation. A spouse may enroll at anytime.

If an employee resigns or is terminated during the semester which he/she, or spouse or children are receiving this benefit, the employee will be required to pay a prorata portion of the fee represented by the part of the semester remaining following his/her resignation or termination. If an employee dies or becomes disabled during the years in which any dependents are receiving fee remission, the dependents shall retain their eligibility as if that employee were still employed by the University. The fee remission will be available for younger children of deceased or disabled

employees providing they enter the University within thirty months of their date of high school graduation. The fee remission plan will remain in effect for six consecutive years following initial enrollment. For dependents of a deceased or disabled employee to be eligible for this benefit the employee must have been an employee of UCA for five consecutive years prior to death or disability."

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

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

Policy on Conflict of Interest for Sponsored Research - Effective with the month of October 1995, the National Science Foundation and the National Institutes of Health began requiring that any institution submitting proposals and employing more than fifty persons must maintain their own conflict of interest policies and must establish certain minimum requirements for those policies.

An interim policy was adopted by the Board on October 13, 1995. The interim policy has since been reviewed by the University Research Council and the Faculty Senate with input from other faculty constituents. The policy had previously been considered and recommended by the Council of Deans and the Provost. No modifications to the interim policy were deemed necessary by these reviewing bodies.

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

"BE IT RESOLVED: THAT THE BOARD OF TRUSTEES APPROVES THE ATTACHED CONFLICT OF INTEREST POLICY IN ACCORDANCE WITH PROVISIONS SET FORTH BY THE NATIONAL SCIENCE FOUNDATION AND THE NATIONAL INSTITUTES OF HEALTH."

UNIVERSITY OF CENTRAL ARKANSAS
POLICY ON CONFLICT OF INTEREST
FOR SPONSORED RESEARCH

POLICY

The University of Central Arkansas (UCA) encourages the participation of its faculty in privately sponsored, government-sponsored, and University-sponsored research, to the extent that these activities do not conflict with the primary commitment of a faculty member to the teaching, research, and service missions of the University. The transfer of university-produced technology and public service involvement of various kinds are encouraged by the government and appear to serve the public interest.

All members of the UCA community are expected to conduct their affairs so as to avoid or minimize conflicts 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 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 set out the standards and procedures governing conflicts of interest in the contest of university, other governmental, or privately sponsored research programs.

An investigator should avoid, where possible, acquiring any significant financial interest that could affect the design, conduct, or reporting of sponsored research or educational activities in which the investigator participates. Where a significant financial interest exists, the interest must be disclosed as required by this policy. A conflict of interest occurs when a reviewer under this policy reasonably determines that an investigator has a significant financial interest that could directly and significantly affect the design, conduct, or reporting of any sponsored research or sponsored educational activities. Where appropriate, conditions or restrictions should be imposed to manage, reduce, or eliminate actual or potential conflicts of interest.

DEFINITIONS

1. **Executive Unit Head.** The person having primary administrative authority over the unit in which the investigator is employed. This person will generally be the chair or the director of a center or institute but may be the dean, vice-president, or president. If any of these individuals has a conflict, this term shall refer to the head of the next level of administration.
2. **Immediate Family.** The investigator's spouse and dependent children as defined by the IRS.

3. **Investigator.** The principal investigator, the co-principal investigators, and any other person at the University who is responsible for the design, conduct, or reporting of sponsored research or sponsored educational activities. This definition includes research assistants such as graduate assistants and postdoctoral fellows but does not include those clerical or technical employees whose work can not reasonably be expected to influence the design, conduct, or reporting of the sponsored research.
4. **Significant Financial Interest.** Anything of monetary value, including but not limited to salary or other payments for services, equity interests, and intellectual property rights. A significant financial interest does not include:
 - (A) Salary, royalties, or other remuneration from UCA;
 - (B) Ownership rights held by UCA, if UCA is an applicant under the Small Business Innovation Research Program or the Small Business Technology Transfer Program;
 - (C) Income from seminars, lectures, or teaching engagements sponsored by public or nonprofit entities;
 - (D) Income from service on advisory committees or review panels for public or nonprofit entities;
 - (E) An equity interest that when aggregated is both not more than \$10,000 and is not more than 5% ownership interest in any single entity; or
 - (F) Salary, royalties, or other payments that when aggregated for the next twelve months, is expected to be not more than \$10,000.

PROCEDURES

1. Investigators must submit a financial disclosure form before submitting a proposal for funding of sponsored research or sponsored educational activities. (A copy of the financial disclosure form is attached.) The investigators must submit an updated financial disclosure form, on an annual basis. In addition, investigators 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 financial disclosure forms shall be submitted to the executive unit head for review. The executive unit head shall review the form and forward it to the dean of the appropriate college.
3. The dean (or an executive unit head who does not report to a dean) shall review the financial disclosure form, determine whether an actual or potential conflict of interest exists, and determine what conditions or restrictions, if any, should be imposed in order to manage, reduce, or eliminate such conflict of interest. The dean shall transmit the determinations to the investigator, and supply a copy of the determinations, financial disclosure forms, and actions taken to the Office of Sponsored Programs. The investigator shall comply with the determinations prior to the University's expenditure of any funds under the award.
4. 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 research by independent reviewers;
 - c. modification of the research plan;
 - d. disqualification from participation in all or that portion of the research that would be affected by the significant financial interests;
 - e. divestiture of the significant financial interest; or
 - f. severance of relationships that create actual or potential conflicts.
5. If the dean or executive unit head determines that imposing conditions or restrictions would be either ineffective or inequitable, and that the potential negative impacts that may arise from a significant financial interest are outweighed by interests of scientific progress, technology transfer, or the public health and welfare, then the dean or executive unit head may recommend that the research go forward without imposing such conditions or restrictions. Such a recommendation will be forwarded for review and approval to the Director of Sponsored Programs or designee, who shall be advised by a committee constituted as follows: one faculty representative selected by the Faculty Senate; one faculty representative selected by the University Research Council; one faculty representative selected by the Graduate Council; one representative selected by the Council of Deans; and

one representative from the College of Business, appointed by the Provost. The names of the representatives selected will be submitted to the Office of Sponsored Programs by October 1 of each year. However, in any case, any significant financial interest that can not be managed, eliminated or reduced shall be disclosed to the sponsor of the research.

6. If an actual or potential conflict of interest is identified at any time subsequent to the University's initial report to the research sponsor, all reports will be made and the conflicting interest managed, eliminated or reduced, at least on an interim basis, within 60 days of the identification.
7. If any failure of an investigator to comply with the University's conflict of interest policy should result in a bias to the design, conduct, or reporting of the sponsored research or sponsored educational activities, the Office of Sponsored Programs will promptly notify the sponsor of the situation and of the corrective action taken or to be taken.
8. If any of the sponsored research activities or sponsored educational activities are performed by subgrantees, contractors, or collaborators, the Office of Sponsored Programs shall ensure that such entities provide appropriate financial assurances, either by requiring the entities to comply with this policy or providing similar financial disclosure information sufficient to allow the Office of Sponsored Programs to make the necessary certifications to the research sponsor.
9. Records of all financial disclosures and all recommendations and actions take concerning an actual or potential conflict of interest shall be maintained in the Office of Sponsored Programs until at least three years after the termination or completion of the applicable sponsored project award or the resolution of any government action involving the records.
10. Failure of any university employee to comply with this policy shall constitute grounds for disciplinary action consistent with the *UCA Faculty Handbook* (or *UCA Staff Handbook*), if applicable.

RESPONSIBILITIES

1. **Review of Financial Disclosures.** Executive unit head, academic deans, and the Office of Sponsored Programs are responsible for the timely review of the initial financial disclosure forms and the annual and ad hoc updates. The deans shall, in cooperation with the Office of Sponsored Programs, establish a system for distribution, receipt, processing and review of disclosure forms within the college.

2. Compliance. The Office of Sponsored Programs is responsible for implementation and compliance with this policy. The Office is responsible for assisting each college in setting up a procedure for complying with this policy. The Office of Sponsored Programs is responsible for reporting and certifying the University's Interim Conflict of Interest Policy and for keeping the appropriate external funding agencies informed if the University is unable to satisfactorily resolve an actual or potential conflict of interest.

IMPLEMENTATION

Federal regulations require that all sponsored research proposals submitted after October 1, 1995, contain a certification that the University has adopted a conflict of interest policy in compliance with the regulations.

UNIVERSITY OF CENTRAL ARKANSAS
FINANCIAL DISCLOSURE STATEMENT FOR COMPLIANCE WITH
POLICY ON CONFLICT OF INTEREST FOR SPONSORED RESEARCH

Name _____ Title _____

Department _____

1. Do you or your immediate family (spouse and dependent children as defined by IRS) have any significant (in the aggregate, having a value of \$10,000 or more, or comprising five percent or more of the equity in any single entity) financial interest that may reasonably be affected by the research or educational activities for which funding is sought? Include only those equity interests that are controlled by you or your family 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 described above) reasonably expect to acquire or otherwise receive any significant financial interest (as described above) during the next year, which interest may reasonably affect the research or educational activities for which funding is sought? (If yes, please list and describe in detail on an attached sheet.) YES/NO
3. Are you or any member of your immediate family (as described above) an inventor of intellectual property, the value of which could reasonably be affected by the research or educational activities for which funding is sought? (If yes, please list and describe in detail on an attached sheet.) YES/NO
4. Do you or any member of your immediate family (as described above) have, or expect to have within the next year, any employment, consulting or other relationship with a sponsor of your research or educational activities or with an entity that may reasonably be affected by your research or educational activities? (If yes, please list and describe in detail on an attached sheet.) YES/NO
5. Do you or your immediate family 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 research or educational activities? (If yes, please list and describe in detail on an attached sheet.) YES/NO
6. 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 any remuneration from the University of Central Arkansas in your response to any of the questions on this form.

Signature of Investigator

Date

Property Exchange with Catholic Diocese - Officials of the Catholic Church have contacted the university administration expressing an interest in exchanging property they own along Donaghey Avenue (adjacent to Sigma Tau Gamma fraternity house, across the street from Sigma Phi Epsilon) for property the university owns on Bruce Street north of the Burdick Business Administration building.

If obtained by the university, the property now owned by the Catholic Church would allow expansion of the parking lot north of the Administration Building which is operating at 100% capacity during peak class periods. The Catholic Church wishes to use the building now occupied by the Purchasing Department as a temporary facility for the Catholic Church Ministry. This student organization hopes to construct a more modern facility in the future.

The Catholic Church has agreed to spend \$34,000 to construct parking spaces on the property they now own in order to obtain properties of equal value before the exchange is completed.

The properties under consideration and the appraised values are as follows:

UCA: Three lots with total dimensions of 232 ft. by 140 ft., containing 32,480 sq. ft. Center lot contains a 1,125 sq. ft. house.

Appraised Value:	Stanton	\$127,000
	Coats	\$122,000
		<hr/>
		\$124,500 Average

Catholic Church: Two lots with total dimensions of 152.63 ft. by 160 ft., containing 24,421 sq. ft.

Appraised Value:	Stanton	\$ 92,000
	Coats	\$ 89,000
		<hr/>
		\$ 90,500 Average

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

“BE IT RESOLVED: THAT THE ADMINISTRATION IS AUTHORIZED TO EXCHANGE PROPERTY THE UNIVERSITY OWNS ON BRUCE STREET NORTH OF THE BURDICK BUSINESS ADMINISTRATION BUILDING FOR PROPERTY THE CATHOLIC CHURCH OWNS ALONG DONAGHEY AVENUE, CONTINGENT UPON PARKING LOT CONSTRUCTION WORTH AT LEAST \$34,000 ON PROPERTY OWNED BY THE CATHOLIC CHURCH BEING CONTRACTED BY AND PAID FOR BY THE CATHOLIC CHURCH.

BE IT FURTHER RESOLVED: THAT UCA AND THE CATHOLIC CHURCH EACH PAY HALF OF THE CLOSING COSTS ASSOCIATED WITH THIS EXCHANGE.”

Acquisition of Bailey Property - Mr. and Mrs. O.D. Bailey have agreed to sell to the university approximately one acre of land located behind (east of) their residence at 360 Farris Road. There are no structures on the property. The Baileys have agreed to sell the land for its appraised value.

The Bailey property is located west of the UCA baseball field and is bordered on two sides by university-owned property. The acquisition of this land will allow the university to better utilize adjacent university property.

Mr. Aydelott asked if UCA can negotiate first rights to purchase the remaining Bailey property in the event the family decides to sell.

Mr. Harding moved that the following resolution be adopted with the understanding that, as part of the contract to purchase, UCA negotiate rights of first refusal on the additional property that may become available for purchase at a future date. The motion was seconded by Mr. Hicks and passed.

“BE IT RESOLVED: THAT THE ADMINISTRATION IS AUTHORIZED TO PURCHASE THE FOLLOWING PROPERTY BEHIND (EAST OF) 360 FARRIS ROAD FOR \$120,000 PLUS THE UNIVERSITY’S SHARE OF THE CLOSING COSTS.

PROPERTY OWNED BY MR. AND MRS. BAILEY DESCRIBED AS FOLLOWS:

PART OF THE NW 1/4, NW 1/4, SE 1/4, SECTION 11, TOWNSHIP 5 NORTH, RANGE 14 WEST; MORE PARTICULARLY DESCRIBED AS THE EAST 300 FEET OF THE SOUTH 1/4 OF THE NW 1/4 NW 1/4 SE 1/4, AND MEASURING 300.0 FEET EAST AND WEST BY 165.0 FEET NORTH AND SOUTH.”

Addition to the Speech-Language Pathology Building - One of the university's most successful and competitive programs is the one in speech-language pathology, in which we offer both baccalaureate and master's degrees. Student interest is high, and job opportunities are good.

In 1992, the university purchased and renovated the University Church of Christ for the speech-language pathology program. This move of the program from Mashburn Hall greatly increased and improved the space available. However, even with these improvements, space remains one of the most significant factors limiting the growth of the program.

The most reasonable and cost-efficient way to provide additional space for the speech-language pathology program appears to be an addition to the current facility, probably on the east side. Physical plant staff has done a preliminary study of the site, the size, and the cost of the project. The initial projection is for an additional 2000-3000 square feet. More detailed plans must be developed by the university architect and approved by State Building Services.

Mr. Harding expressed concern that an additional 2,000 feet is not enough space for future expansion. He suggested that the expansion be large enough to accommodate anticipated growth in the program.

President Thompson suggested that the resolution be amended to read “approximately \$300,000” instead of “not to exceed \$300,000.”

Therefore, in recognition of the potential for growth in the speech-language pathology program, Mr. Hicks moved that the following resolution, which includes President Thompson's suggested amendment, be adopted by the Board of Trustees. The motion was seconded by Dr. Chakales and passed.

“BE IT RESOLVED: THAT THE ADMINISTRATION IS AUTHORIZED TO PROCEED WITH AN ADDITION TO THE SPEECH-LANGUAGE PATHOLOGY BUILDING AND IS AUTHORIZED TO EXPEND APPROXIMATELY \$300,000 IN YEAR-END FUNDS AND OTHER AVAILABLE RESOURCES FOR COMPLETION OF THE PROJECT.”

Ophelia Fisher Estate - The University of Central Arkansas received a check for \$123,442.71 from First Commercial Trust Company of Little Rock on May 23, 1996, which is a settlement of the Ophelia Fisher Estate. Miss Fisher's will requires that UCA utilize 50 percent of the estate for the purchase of books for the University library and 50 percent for such purpose or purposes as the University Board of Trustees shall determine.

In order to preserve the proceeds of this estate for future University of Central Arkansas students, it is proposed that two endowment funds be established and the earnings from the endowments be used for the purposes outlined above.

Since Miss Fisher, a UCA graduate in social studies and history, taught history until her retirement in 1968, it seems appropriate to dedicate the library funds to the purchase of books in history and related fields and that the other fifty percent be used in the discretion of the History Department for programs and activities which might include, but not be limited to, student scholarships and prizes, computer technology and faculty development.

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

"BE IT RESOLVED: THAT THE UNIVERSITY BOARD OF TRUSTEES AUTHORIZES THE ESTABLISHMENT OF AN OPHELIA FISHER LIBRARY BOOK ENDOWMENT IN THE AMOUNT OF \$67,721.36. THE EARNINGS FROM THIS ENDOWMENT WILL BE USED FOR THE PURCHASE OF HISTORY BOOKS AND MATERIALS FOR THE UNIVERSITY LIBRARY.

FURTHER RESOLVED THAT THE UNIVERSITY BOARD OF TRUSTEES AUTHORIZES THE ESTABLISHMENT OF AN OPHELIA FISHER HISTORY DEPARTMENT ENDOWMENT IN THE AMOUNT OF \$67,721.35. THE EARNINGS FROM THIS ENDOWMENT WILL BE USED FOR SUCH PURPOSES AS THE CHAIRMAN OF THE HISTORY

DEPARTMENT DETERMINES TO BE MOST BENEFICIAL TO THE DEPARTMENT, ITS PROGRAMS, AND STUDENTS."

Requests to Address the Board of Trustees - Various members of the university community have indicated an interest in providing greater opportunity for public presentations at meetings of the Board of Trustees. In an effort to respond to this desire for additional communication, the Administration has prepared a revised Board Policy that would allow any person to petition to address the Board.

Each person would be limited to five minutes and the total public presentations would be limited to 30 minutes. Personnel actions, student disciplinary actions, and certain academic issues continue to be matters that will not be heard by the Board.

The presidents of the Staff Senate, Faculty Senate, and Student Government Association would continue to be placed on the board agenda twice a year. In addition, they could exercise the same process as the university community or general public to appear before the Board at other Board meetings.

These appearances would generally be scheduled following the action agenda or executive session of the Board.

Dr. Chakales expressed his unwillingness to vote on this matter since only five Board members were present. He requested that all Board members be polled by telephone during the next two weeks. He stated that each Board member should have the opportunity to vote on this issue.

Mr. Aydelott stated that a telephone conference would be scheduled to accommodate Dr. Chakales' request. Mr. Aydelott also stated his strong desire to resolve the issue before the beginning of the fall semester.

Mr. Womack stated that he thought this issue had been resolved and expressed surprise that the issue had been placed on the agenda. He further stated that he is aware of very few problems with the current policy. Mr. Womack expressed his desire that all Board members be present to vote on this issue.

Mr. Harding expressed his concern about individuals exceeding the 5-minute limit. He suggested that those addressing the Board be informed that they must complete their statements

within 5 minutes. He further stated that the 5-minute limit should be exceeded only at the Board's discretion.

Mr. Womack stated that, in his opinion, the Board should set policies and direction for the university. He further stated that he is not sure that their positions as trustees is to hear every issue or complaint from individuals. He expressed his concern about where the Board would draw the line on this issue. Mr. Womack challenged members of the Board to think about these issues as they deliberate this matter.

Mr. Hicks stated that he fully understands Dr. Chakales' concerns. He also commended President Thompson for proposing a more open forum to allow individuals to address the Board if they have a desire to do so. Mr. Hicks expressed concern about the possibility of establishing a precedent by delaying the vote on this issue because all Board members were not present. He stated that the Board should be able to conduct business whenever a quorum is present.

Dr. Chakales agreed that most business can be conducted with a quorum; however, this issue affects the structure of the Board. Dr. Chakales moved that this issue be tabled until a telephone conference call can be scheduled during the next two weeks. The motion was seconded by Mr. Womack and passed.

Following discussion, members of the Board requested that the teleconference be scheduled before July 4.

Authorization to Acquire Property/Right of Way - For several years, it has been suggested the university should construct a street to connect Bruce Street with College Avenue on the west side of the Farris Center parking lot. Such a street could significantly reduce traffic congestion on the north side of campus, especially on Bruce Street.

With the recent acquisition of the Shaw and Beasley properties and the proposed purchase of the Bailey property, the university will own most of the land necessary to construct the street without moving the baseball field. Additional land owned by Shannon, Inc., is needed to provide the best route for the street.

The administration requests authorization to negotiate with the owner, Shannon, Inc., for the purchase of the property.

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

“BE IT RESOLVED: THAT THE ADMINISTRATION IS AUTHORIZED TO NEGOTIATE WITH SHANNON, INC. FOR THE PURCHASE OF A STRIP OF LAND LYING WEST OF THE FARRIS CENTER PARKING LOT EXTENDING FROM THE BAILEY PROPERTY TO BRUCE STREET.”

Distinguished Alumnus - The University of Central Arkansas has awarded the citation of Distinguished Alumnus since 1986.

Scottie Pippen, a native of Hamburg, has distinguished himself as a premier athlete and star with the Chicago Bulls basketball team. He was chosen as a member of the 1992 United States Olympic team which won the Gold Medal, and again as a member of the 1996 Olympic team. He has been described as the most complete player in the National Basketball Association. His all-around skills as a scorer, rebounder, playmaker and defensive player have earned him marquee status in professional basketball. Mr. Pippen joined the UCA Bears as a walk-on, then grew from 6-1 to 6-7 and became the AIC's premier player and a first-round draft choice by the NBA. He has remained close to UCA, sponsoring the Scottie Pippen Basketball Camp and supporting the University's athletic program.

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

“BE IT RESOLVED, THAT THE UNIVERSITY OF CENTRAL ARKANSAS BOARD OF TRUSTEES RECOGNIZES THE CONTRIBUTIONS AND ACHIEVEMENTS OF SCOTTIE PIPPEN AND CONFERS ON HIM THE HONOR OF DISTINGUISHED ALUMNUS.”

EXECUTIVE SESSION

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

OPEN SESSION

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

"BE IT RESOLVED: THAT THE UCA BOARD OF TRUSTEES APPROVES THE FOLLOWING ADJUSTMENTS, APPOINTMENTS, APPOINTMENTS FROM RESTRICTED GRANT FUNDS, ADDITIONAL ASSIGNMENTS/COMPENSATION, SUMMER APPOINTMENTS, SUMMER ADJUSTMENTS, RESEARCH, LEAVES WITHOUT PAY, SABBATICALS, RESIGNATIONS, AND RETIREMENTS PROVIDED, HOWEVER, THAT THE ADMINISTRATION IS AUTHORIZED TO MAKE CORRECTIONS AND CHANGES OF A CLERICAL NATURE."

ADJUSTMENTS:**Part-time:**

1. Karen Tchougourian, Accompanist, Music, change salary from \$2,475.00 to \$2,540.00 effective Spring semester.
2. Meg Lynn Hart, Instructor, Kinesiology and Physical Education, change salary from \$6,000.00 to \$9,666.00 effective Spring semester.

Full-time:

1. M. Phillip Bartos, Instructor, Marketing and Management, Non-tenure Track, effective August 16, 1996 through May 15, 1997 change salary from \$30,300.00 to \$34,300.00.
2. Ronald K. Bramlett, Associate Professor, Psychology and Counseling change salary from \$34,525.00 to \$35,525.00.
3. Jann D. Bryant, change from Director of Community School of Music @ a salary of \$17,671.00 to Instructor/Director of Community School of Music @ a salary of \$19,671.00 effective July 1, 1996 to July 1, 1997.
4. Jonathan A. Glenn, change from Associate Professor, English, effective August 16, 1996 to May 15, 1997 @ a salary of \$33,792.00 to Associate Professor/Coordinator of Assessment, English/Provost's Division, effective July 1, 1996 to July 1, 1997 @ a salary of \$41,513.00.

5. John Hendon, Instructor, Marketing and Management, effective August 16, 1996 through May 15, 1997, change salary from \$30,000.00 to \$35,000.00.
6. Francie Jeffery, change from Assistant Professor, English, Tenure Track, effective August 16, 1996 through May 15, 1997 @ a salary of \$29,711.00 to Assistant Professor/Interim Director of UCA Writing Center, English, Tenure Track, effective August 16, 1996 through May 15, 1997 @ a salary of \$31,711.00.
7. Dee Misenheimer Lance, change from Instructor, Speech-Language Pathology, effective August 16, 1996 through May 15, 1997 @ a salary of \$34,000.00 to Assistant Professor, Speech-Language Pathology, effective August 16, 1996 through May 15, 1997 @ a salary of \$35,000.00.
8. Peter J. Mehl, change from Associate Professor, College of Liberal Arts, Appointment with Tenure, effective August 16, 1996 through May 15, 1997 @ a salary of \$35,870.00 to Assistant Dean/Associate Professor, College of Liberal Arts, Appointment with Tenure, effective July 1, 1996 to July 1, 1997 @ a salary of \$52,500.00.
9. Mary B. Stallcup, change from General Counsel, President's Office, Non-faculty Appointment, effective July 1, 1996 to July 1, 1997 @ a salary of \$73,689.00 to Executive Assistant to President/Governmental Relations, Non-faculty Appointment, effective July 1, 1996 to July 1, 1997 @ a salary of \$75,000.00.
10. Gary Stark, change from Dean, College of Liberal Arts, Appointment with Tenure, effective July 1, 1996 to July 1, 1997 @ a salary of \$80,886.00 to Dean, College of Liberal Arts/Interim Dean, College of Fine Arts and Communication, Appointment with Tenure, effective July 1, 1996 to July 1, 1997 @ a salary of \$83,386.00.
11. Ryan Strong, change from Acting Soccer Coach/KPED Instructor, Non-tenure Track, effective July 1, 1996 to July 1, 1997 to Soccer Coach/KPED Instructor, Non-tenure Track, effective July 1, 1996 to July 1, 1997 @ a salary of \$24,240.00.
12. Glenda Thurman, change from Professor, Applied Academic Technologies, Tenure Track, effective August 16, 1996 through May 15, 1997 @ a salary of \$43,837.00 to Associate Professor/Interim Chair, Applied Academic Technologies, Tenure Track, effective July 1, 1996 to July 1, 1997 @ a salary of \$57,252.00.

APPOINTMENTS:**Part-time:**

1. Fran Boone, Site Coordinator, Childhood and Special Education, effective February, 1996 through May, 1996 @ a salary of \$333.00.
2. Becca Carr, Instructor/Clinical Supervisor, Speech-Language Pathology, summer appointment, First and Second Summer Terms @ a salary of \$625.00 each.
3. Don Carter, University Physician, Student Health Services, effective July 1, 1996 to July 1, 1997 @ a salary of \$3,350.00.
4. Jennifer Deering, Instructor, Intensive English Program, summer appointment, Intersession Term @ a salary of \$6,800.00.
5. Karen Lock, Clinical Supervisor, Speech-Language Pathology, summer appointment, First and Second Terms @ a salary of \$2,000.00 each.
6. Sammy J. Massey, Instructor, Applied Academic Technologies, summer appointment, First and Second Terms @ a salary of \$4,666.00.
7. K. C. Poole, Instructor/Clinical Supervisor, Family and Consumer Sciences, summer appointment, Second Term @ a salary of \$1,500.00.
8. Lisa Ritchie, Instructor/Clinical Supervisor, Family and Consumer Sciences, summer appointment, First Term @ a salary of \$2,000.00 and Second Term @ a salary of \$1,800.00.
9. Jennifer Roe, Instructor, Physical Therapy, summer appointment, First Term @ a salary of \$784.00 and Second Term @ a salary of \$1,176.00.
10. John D. Smith, University Physician, Student Health Services, effective July 1, 1996 through June 30, 1997 @ a salary of \$3,350.00.
11. Glenda Winborn, Instructor, Physical Therapy, summer appointment, First Term @ a salary of \$840.00 and Second Term @ a salary of \$1,260.00.

Full-time:

1. Debora A. Adler, Assistant Professor, Applied Academic Technologies, Tenure Track, effective August 16, 1996 through May 15, 1997 @ a salary of \$35,000.00.

2. Kathleen Atkins, Associate Professor/Interim Assistant Dean, Childhood and Special Education/Dean's Office, Appointment with Tenure, effective July 1, 1996 to July 1, 1997 @ a salary of \$56,000.00.
3. Andrew Glenn, Visiting Assistant Professor, Economics and Finance, Non-tenure Track, effective August 16, 1996 through May 15, 1997 @ a salary of \$35,000.00.
4. David P. Harvey, Associate Professor/Director of the Writing Program, Provost's Division, Appointment with Tenure, effective July 1, 1996 to July 1, 1997 @ a salary of \$55,000.00.
5. Lloyd Hervey, Assistant Professor, Administration and Secondary Education, Tenure Track, effective August 16, 1996 through May 15, 1997 @ a salary of \$34,840.00.
6. Linda Hsu, Assistant Professor/Violin, Music, Tenure Track, effective August 16, 1996 through May 15, 1997 @ a salary of \$32,000.00.
7. David Kim, Assistant Professor, Marketing and Management, Tenure Track, effective August 16, 1996 through May 15, 1997 @ a salary of \$45,450.00.
8. Jayme Millsap-Stone, Coordinator, Undergraduate Studies, Non-Faculty Appointment, effective July 1, 1996 to July 1, 1997 @ a salary of \$32,000.00.
9. Armand E. Picou, Associate Professor, Economics and Finance, Tenure Track, effective August 16, 1996 through May 15, 1997 @ a salary of \$57,800.00.
10. Daniel D. Powell, Associate Director of Athletic Development/Stadium Manager, Athletics, Non-faculty Appointment, effective July 1, 1996 to July 1, 1997 @ a salary of \$35,000.00.
11. John A. Roscigno, Assistant Professor/Director of Orchestral Studies, Music, Tenure Track, effective August 16, 1996 through May 15, 1997 @ a salary of \$34,500.00
12. Sharon Ross, Clinical Instructor, Speech-Language Pathology, Non-tenure Track, effective August 16, 1996 through May 15, 1997 @ a salary of \$30,000.00.
13. Richard A. Scott, Lecturer, Psychology and Counseling, Non-tenure Track, effective August 16, 1996 through May 15, 1997 @ a salary of \$28,000.00.
14. Natalie M. Shock, Head Softball Coach/KPED Instructor, Athletics, Non-tenure Track, effective July 1, 1996 to July 1, 1997 @ a salary of \$30,000.00.
15. Allison K. Shutt, Visiting Assistant Professor, History, Non-tenure Track, effective August 16, 1996 through May 15, 1997 @ a salary of \$29,000.00.

16. Michael R. Torigian, Instructor, History, Non-tenure Track, effective August 16, 1996 through May 15, 1997 @ a salary of \$28,000.00.

APPOINTMENTS FROM RESTRICTED GRANT FUNDS:

Full-time:

1. Ronald K. Bramlett, Evaluation Director, Psychology, effective July 1, 1996 to July 1, 1997 @ a salary of \$21,500.00.
2. Ralph Calhoun, Assistant Professor, Administration and Secondary Education, effective February 1-28, 1996 @ a salary of \$800.00.
3. Rebecca Harrington, Provisional Assessment Supervisor, Psychology, effective July 1, 1996 to July 1, 1997 @ a salary of \$33,128.00.
4. Robin A. Hayes, AmeriCorps Grant Coordinator, Department of Health Sciences, effective July 1, 1996 through December 31, 1996 @ a salary of \$12,150.00.
5. Lloyd E. Hervey, Assistant Professor, Administration and Secondary Education, effective February 1-28, 1996 @ a salary of \$800.00.
6. Billy F. Miller, Director, Corporate Relations, effective July 1, 1996 to July 1, 1997 @ a salary of \$55,143.00.
7. Lois L. Moody, Project Coordinator, Corporate Relations, effective July 1, 1996 to July 1, 1997 @ a salary of \$26,919.00.
8. Ben McNew, Carmichael Chair, Economics and Finance, effective August 16, 1996 through May 15, 1997 @ a salary of \$3,500.00.
9. Mary E. Mosley, Associate Professor/Program Director, Childhood and Special Education, effective February through June, 1996 @ a salary of \$4,000.00.
10. Billy L. Smith, Research Consultant, Psychology, effective July 1, 1996 to July 1, 1997 @ a salary of \$9,000.00.

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

1. Ralph Calhoun, Assistant Professor, APT Summer Academy/Administration and Secondary Education, Tenure Track, effective May 30- June 30, 1996 @ a salary of \$800.00.
2. Lloyd E. Hervey, Assistant Professor, Director of Minority Student Recruitment, 10-Week Term @ a salary of \$2,040.00.
3. Peter J. Mehl, Assistant Dean/Associate Professor, College of Liberal Arts, Appointment with Tenure, effective May 20-June 30, 1996 @ a salary of \$6,057.69.
4. David R. Peterson, Professor/Director of the Ozark Institute, Mathematics and Computer Science/Ozark Institute, effective June 3- August 9, 1996 @ a salary of \$6,154.00.
5. Carolyn Pinchback, Associate Professor, APT Summer Academy/Administration and Secondary Education, Tenure Track, effective June 3-7, 1996 @ a salary of \$500.00.
6. Kathleen Underwood, Research Associate, Provost's Division, Non-tenure Track, effective May 16- June 30, 1996 @ a salary of \$2,394.00.
7. Carolyn Zimmerly, Instructor/Assistant Director, Early Learners Program, Childhood and Special Education, Non-tenure Track, effective June 1- August 15, 1996 @ a salary of \$2,000.00.

SUMMER APPOINTMENTS:

1. Joe Arn, Applied Academic Technologies, First Term @ a salary of \$6,619.00.
2. Therold E. Bailey, Marketing and Management, First Term @ a salary of \$3,540.00.
3. A. T. Bell, Mathematics and Computer Science, Second Term @ a salary of \$2,000.00.
4. Freddie A. Bowles, Instructor, Intensive English, 10-Week Term @ a salary of \$6,800.00.
5. Lloyd E. Hervey, Assistant Professor, Administration and Secondary Education, 10-Week Term @ a salary of \$3,440.00.

6. Ronald J. Hy, Professor and Chair, Biology, First Term @ a salary of \$2,000.00
7. Laretta Koenigseder, Assistant Professor, Nursing, effective June 3-30, 1996 @ a salary of \$2,635.00.
8. Rebecca Lancaster, Assistant Professor, Nursing, 10-Week Term @ a salary of \$9,764.00.
9. Jose' Luis Martinez, Assistant Professor, Foreign Languages, First Term @ a salary of \$1,908.00.
10. Bruce Mendelson, Assistant Professor, Physical Therapy, First and Second Terms @ a salary of \$5,280.00 each.
11. Armand E. Picou, Associate Professor, Economics and Finance, summer appointment, Second Term @ a salary of \$3,468.00.
12. Lynn Ramage, Instructor, Intensive English, First Term @ a salary of \$3,400.00
13. William S. Taylor, Associate Professor, Chemistry, First Term @ a salary of \$2,206.00 and Second Term @ a salary of \$4,224.50..
14. Eva I. Warner, Part-time Instructor, Geography, Political Science, and Sociology, First Term @ a salary of \$2,000.00.

SUMMER ADJUSTMENTS:

1. Kathleen Bondy, Professor, Nursing, change from First Term @ a salary of \$6,178.00 to effective June 3, 1996 through July 26, 1996 @ a salary of \$3,089.00.
2. Ralph Calhoun, Associate Professor, Childhood and Special Education, change from First and Second Terms @ a salary of \$4,000.00 each to Second Term @ a salary of \$2,000.00.
3. Paul Dickinson, Lecturer, Music, change salary of First Term from \$4,000.00 to \$2,000.00.
4. Ralph F. Gallucci, Adjunct Instructor, History, change salary of First Term from \$2,000.00 to \$4,000.00.
5. Loren Guffey, Professor, Economics and Finance, change salary of First Term from \$7,512.72 to \$3,756.36.
6. Lloyd E. Hervey, Assistant Professor, Administration and Secondary Education, change Second Term salary from \$2,040.00 to \$1,400.00.

7. Sarah Jerome, Assistant Professor, Health Sciences, change salary of First Term from \$2,000.00 to \$4,200.00.
8. Kenneth Jordan, Professor, Applied Academic Technologies, change salary of Second Term from \$3,013.00 to \$6,026.00.
9. Michael S. Martin, Instructor, Biology, change salary of First Term from \$3,240.00 to \$4,000.00.
10. George S. Paul, Professor, Chemistry, change from Second Term @ a salary of \$6,170.00 to First Term @ a salary of \$6,170.00.
11. Patricia R. Price, Instructor, Transitional Studies, change from First and Second Terms @ a salary of \$1,499.00 each to \$1,000.00 each.
12. Richard A. Scott, Lecturer, Psychology and Counseling, change salary of First Term from \$4,000.00 to \$2,000.00.
13. Michael A. Seger, Instructor, Undergraduate Studies, First and Second Terms @ a salary of \$2,000.00 each. CANCEL.
14. Michael A. Seger, Instructor, Undergraduate Studies, change from First and Second Terms @ a salary of \$1,400.00 each to First Term @ a salary of \$2,500.00.
15. Hope Shastri, Assistant Professor, Applied Academic Technologies, change salary of Second Term from \$1,972.00 to \$4,732.00.
16. Billy L. Smith, Professor, Psychology and Counseling, change salary of First Term from \$7,694.00 to \$3,847.00.
17. Glenda Thurman, Professor, Applied Academic Technologies, Intersession @ a salary of \$1,736.00, First Term @ a salary of \$5,209.00, and Second Term @ a salary of \$3,473.00. CANCEL.
18. Glenda Thurman, Professor, Applied Academic Technologies, Intersession @ a salary of \$1,334.00 and First Term @ a salary of \$4,168.00.
19. Xiaoshen Wang, Assistant Professor, Mathematics and Computer Science, change salary of First term from \$4,447.00 to \$1,333.80.
20. Sandra J. Wayland, Assistant Professor, Nursing, change salary of First Term from \$5,160.00 to \$2,580.00.

21. Kathryn Sue Young, Assistant Professor, Speech, Theatre, Mass Communication, change salary of First Term from \$4,000.00 to \$3,831.60.

RESEARCH:

1. John J. Murphy, Assistant Professor, Psychology and Counseling, Second Term @ a salary of \$2,520.00.
2. Steven W. Runge, Associate Professor, Biology, Second Term @ a salary of \$2,070.54.
3. William S. Taylor, Associate Professor, Chemistry, First Term @ a salary of \$2,017.94.
4. Ronnie Tucker, Instructor, Geography, Political Science, & Sociology, First Term @ a salary of \$1,200.00.

LEAVES WITHOUT PAY:

1. Mohammed Nour, 1996-97
2. Randall Pouwels, 1996-97

SABBATICALS:

1. Susan Moss-Logan, Spring, 1997
2. Patricia McGraw, Spring, 1997
3. Cathy Caldwell, Spring, 1997

RESIGNATIONS:

1. Laura Christiansen, Physical Therapy, May 15, 1996
2. Jennifer Garner, Music, May 15, 1996
3. Gregory Mason, Music, May 15, 1996
4. Sydney Mason, Speech-Language Pathology, May 16, 1996
5. Aeon Skoble, Philosophy, May 15, 1996
6. Fania Tuomey, Art, May 15, 1996

ADDENDUM**ADJUSTMENTS:****Full-time:**

1. Elaine McNiece, change from Interim Dean, Graduate School, Appointment with Tenure, effective July 1, 1996 to July 1, 1997 @ a salary of \$70,307.00 to Dean, Graduate School, Appointment with Tenure, effective July 1, 1996 to July 1, 1997 @ a salary of \$73,500.00.
2. James W. Fenton, Jr., Academic Dean/Professor, College of Business Administration, Appointment with Tenure, effective July 1, 1996 to July 1, 1997 @ a salary of \$92,000.00. **CANCELLED.**
3. Darrell Walsh, Athletics, change from Head Volleyball Coach/Assistant Women's Basketball Coach, effective July 1, 1996 to July 1, 1997 @ a salary of \$26,260.00 to Assistant Women's Basketball Coach/Health Education Instructor, effective July 1, 1996 to July 1, 1997 @ a salary of \$26,260.00.

APPOINTMENTS

1. Donald M. Epperson, Instructor, Mathematics and Computer Science, Non-tenure Track, effective August 16, 1996 through May 15, 1997 @ a salary of \$28,280.00.
2. Jack Gillean, General Counsel, President's Office, Non-faculty Appointment, effective July 1, 1996 to July 1, 1997 @ a salary of \$65,000.00.

ADDITIONAL COMPENSATION FROM RESEARCH/GRANT FUNDS:

1. Don B. Bradley III, Executive Director/Professor, Small Business Advancement National Center, Tenure Track, effective June 1-30, 1996 @ a salary of \$4,000.00.
2. George N. Bratton, Associate Professor, Mathematics and Computer Science, effective July 1, 1996 through August 15, 1996 @ a salary of \$6,654.50.
3. Jeffrey A. Draves, Assistant Professor, Chemistry, effective May 16-31, 1996 @ a salary of \$1,672.00.
4. Calline Ellis, Assistant Professor, Nursing, effective August 16, 1996 through May 15, 1997 @ a salary of \$20,549.00.

SUMMER ADJUSTMENTS:

1. Donald Adlong, Assistant Professor, Mathematics and Computer Science, change from First and Second Terms @ a salary of \$2,739.00 each to First Term @ a salary of \$4,574.13 and Second Term @ a salary of \$1,826.91.
2. Ken Barnes, Professor, History, change First Term salary from \$2,294.00 to \$2,000.00.
3. Don L. Collins, Professor, Music, change First Term salary from \$5,476.00 to \$4,791.00.
4. H. Fredrick Dalske, Associate Professor, Biology, change First Term salary from \$6,138.00 to \$3,069.00.
5. Patricia Draves, Assistant Professor, Chemistry, First Term @ a salary of \$4,094.00. CANCELLED.
6. B. James Hood, Assistant Professor, Chemistry, First Term @ a salary of \$2,100.00. CANCELLED.
7. Jackie Lamar, Associate Professor, Music, change First Term salary from \$4,406.00 to \$3,855.00.
8. Pat H. Larsen, Professor, Art, change First Term salary from \$5,276.00 to \$2,638.00.
9. Randall L. Pouwels, Professor, History, change First Term salary from \$4,902.00 to \$3,921.60.
10. Gerald Reynolds, Associate Professor, Geography, Political Science and Sociology, change First Term salary from \$5,088.84 to \$3,562.00.
11. Glenn D. Smith, Professor, Speech/Theatre/Mass Communication, change First Term salary from \$6,436.08 to \$2,253.00.
12. Todd Smith, Assistant Professor, Mathematics and Computer Science, change First Term salary from \$2,225.00 to \$1,484.08.
13. Theman R. Taylor, Professor, History, change First Term salary from \$6,196.00 to \$5,267.00.
14. Damber S. Tomer, Associate Professor, Mathematics and Computer Science, change First Term salary from \$5,409.00 to \$2,704.50.
15. Greg Urwin, Professor, History, change First Term salary from \$5,214.00 to \$4,963.00.

16. Lawson R. Veasey, Professor, Geography, Political Science and Sociology, change from First and Second Terms @ a salary of \$2,750.94 each to Ten-Week Term @ a salary of \$1,375.40.

Part-time:

1. Kathy A. Woodcock, Instructor, Applied Academic Technologies, First Term @ a salary of \$2,000.00. CANCELLED.

SUMMER APPOINTMENTS:

Full-time:

1. Andrew Glenn, Visiting Assistant Professor, Economics and Finance, Second Term @ a salary of \$2,100.00.
2. Winnie Kinsey, Instructor, Intensive English, Second Term @ a salary of \$3,400.00.

Part-time:

1. Cecil Boothe, Adjunct Instructor, Administration and Secondary Education, First Term @ a salary of \$1,333.00.
2. Jonathan J. Greenwood, Instructor, Undergraduate Studies, Ten-Week Term @ a salary of \$2,500.00.

ADDITIONAL ASSIGNMENT/COMPENSATION:

Full-time:

1. Chris M. Bates, Assistant Project Coordinator, Small Business Advancement National Center, effective June 1-30, 1996 @ a salary of \$1,958.33.
2. Rebecca Gatlin, Instructor, Instructional Development Center, effective June 10-19, 1996 @ a salary of \$400.00.
3. Gerald Plumlee, Instructor, Instructional Development Center, effective June 24-26, 1996 @ a salary of \$300.00.
4. Tim L. Rodgers, Project Coordinator, Small Business Advancement National Center, effective June 1-30, 1996 @ a salary of \$2,395.83.

RESIGNATIONS:

1. Bonnie Decker, Occupational Therapy, July 5, 1996.
2. Kathleen Underwood, Assistant Provost, June 30, 1996.

RETIREMENTS:

1. Lillian C. Parrish, Accounting, August 9, 1996.

INFORMATION AGENDA

Request for Legislative Appropriation - Fiscal Year Ending June 30, 1998-99 - The university submitted its request for operating funds from the State of Arkansas for fiscal year 1997-98 totaling \$35,172,389 and representing a requested increase of \$1,643,716 or 4.9 percent. This includes a request for special enhancements/initiatives totaling \$364,900. If these special programs are not approved, our requested increase would be \$1,278,716 or 3.81 percent. For fiscal year 1998-99 the request totals \$36,566,061 or \$1,393,674 more than that requested in 1997-98, a 3.96 percent increase. The request for this year includes special initiatives totaling \$443,983; if this is not granted, the increase over the previous year would be 3.78 percent.

The special enhancements/initiatives are as follows:

<u>Program</u>	<u>1997/98</u>	<u>1998/99</u>
Speech Language Assistant	\$ 203,050	\$ 109,907
Cooperative Education Program	103,100	100,950
Maintenance of new facilities	<u>58,750</u>	<u>233,126</u>
TOTAL	\$ 364,900	\$ 443,983

Budget hearings before the Arkansas Department of Higher Education are scheduled for June 19, 1996. The Arkansas Department of Higher Education expects to have its final recommendations to the Presidents and Chancellors at a meeting on July 9, 1996, with a presentation to the State Board of Higher Education scheduled for July 26, 1996.

UCA's budget hearing before the Legislative Council will occur on October 23, 1996. All of this work is in preparation for the legislative session which will begin in January of 1997. We will keep you informed of the outcome of these very important meetings.

Relocation of Transitional Courses from Undergraduate Studies to Continuing Education - Act 1141 of 1993 requires that four-year colleges and universities reduce expenditures in the area of developmental instruction. During the last three years, the number of UCA students who require such instruction has declined from 725 to 543, a decrease of 25%. The expenditures have fallen from \$428,916 to \$313,710 (27%). Effective with the fall term 1996, the university will transfer responsibility for providing transitional courses from Undergraduate Studies to Continuing Education, which will result in additional savings.

ACT Scores of Entering Freshmen -

TO: Administrative Council
FROM: Winfred L. Thompson, President
RE: Admission Standards
DATE: May 15, 1996

Recently I requested information from the Department of Higher Education about the ACT composite scores of entering freshmen at the four-year universities. Bob McCormack and I needed the information for an analysis of scholarship allocations.

The information obtained from DHE was helpful in analyzing scholarship awards, and it provides confirmation of the improvement in the academic achievement of students enrolling as entering freshmen at UCA.

Attached are charts prepared by Roger Lewis on the basis of the information provided by DHE. Such compilations must, of course, be used with caution. Even with the best efforts to assure accuracy, errors do occur. Secondly, arraying the figures differently might result in slightly different rankings of institutions. Nevertheless, the information is confirmation of other evidence reflecting the improvement in recent years of the preparation levels of our incoming freshmen.

You will note that for the 1994 freshman class, UCA had the lowest percentage of enrollees with an ACT composite score of 18 or below and the second highest percent with ACT composite scores of 24 and above. For 1995, the data show that we rank first of the Arkansas public four-year universities in both areas, with only 18.0 percent of UCA freshmen reporting ACT composite scores of 18 or below (UAF is second lowest at 21.4

percent) and 36.6 percent of our students reporting composite ACT scores of 24 or above (ASUJ is second highest with 35.3%). ACT scores of 19 and 24 are significant because 18 (albeit the subject score, not the composite score) is generally the highest score considered remedial and 24 is, with some exceptions, the lowest level for state-supported scholarship awards.

According to the DHE figures, the average composite ACT score of UCA freshmen in 1995 was 22, the highest of the public four-year universities by a very narrow margin. To the best of my knowledge, this is the first time we have had any firm data that show UCA's composite scores to be the highest among the public universities.

The entire university can be proud of the improvement in our student body reflected in these charts. This is a considerable achievement. I look forward to further improvements in the future.

Composite ACT Scores For Fall Entering Freshmen At Arkansas Four-year Public Institutions

Fall 1995

	ASU		ATU		HSU		SAU		UAF		UALR		UAM		UAPB		UCA	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Below 19	373	24.4	211	28.4	193	32.6	182	38.5	472	21.4	412	45.6	240	49.2	446	78.8	256	18.0
19-23	618	40.4	299	40.2	290	49.0	198	41.9	997	45.3	336	37.2	200	41.0	110	19.4	648	45.5
Above 23	540	35.3	234	31.5	109	18.4	93	19.7	733	33.3	155	17.2	48	9.8	10	1.8	521	36.6
Total*	1531	100.0	744	100.0	592	100.0	473	100.0	2202	100.0	903	100.0	488	100.0	566	100.0	1425	100.0
Average ACT Score	21.5		21.0		20.4		19.9		21.9		19.3		18.8		16.1		22.0	

Fall 1994

	ASU		ATU		HSU		SAU		UAF		UALR		UAM		UAPB		UCA	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Below 19	451	29.1	261	33.4	164	26.7	196	39.6	431	20.1	341	41.6	298	57.3	627	80.4	269	19.2
19-23	588	38.0	335	42.8	307	50.0	213	43.0	922	43.0	338	41.2	165	31.7	142	18.2	647	46.2
Above 23	510	32.9	186	23.8	143	23.3	86	17.4	791	36.9	141	17.2	57	11.0	11	1.4	484	34.6
Total*	1549	100.0	782	100.0	614	100.0	495	100.0	2144	100.0	820	100.0	520	100.0	780	100.0	1400	100.0
Average ACT Score	21.2		20.4		20.9		19.8		22.2		19.5		18.3		16.1		21.8	

Students with ACT scores below 19 are in one or more remedial programs

Students with ACT scores above 23 generally qualify for academic scholarships

* Total number of entering freshmen with ACT scores

Data Source: Arkansas Department of Higher Education

Litigation Report - The following is a report on the status of litigation involving UCA as of June 4, 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. On May 17, 1996, the court entered a written order finding 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. On May 20, 1996, the State Board appealed the decision to the Arkansas Supreme Court. A decision from the Supreme Court should be received in approximately one year from the appeal date.

Crawford v. Davis, et al., No. LR-C-95-092 (Federal District Court). 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.

Crawford v. UCA, et al. No. LR-C-96-334 (Federal District Court). Ms. Michelle Crawford has filed a complaint challenging the validity of UCA's traffic and parking regulations, seeking to certify a class action to contest the regulations, and alleging that she was denied due process in the appeal of her parking tickets. The University has filed an answer denying the complaint. The Attorney General's Office will represent the University defendants in this matter.

Dickson v Board of Trustees of UCA, et al., No. LR-C-96-148 (Federal District Court). 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 intends to defend the lawsuit vigorously.

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.

Article on Non-tenure Track Faculty - President Thompson provided copies of an article from the *Chronicle of Higher Education* (June 14, 1996) which explores the role of non-tenure track faculty. The article discusses the rights, benefits, and representation of these faculty members. President Thompson stated that he would like UCA to be a leader in looking at these issues.

Board Training - In response to a question from Mr. Harding, President Thompson informed the Board that the annual board training session has been tentatively scheduled for December 7, 1996. Mr. Caspa Harris, former president of the National Association of College and University Business Officers, will conduct the session.

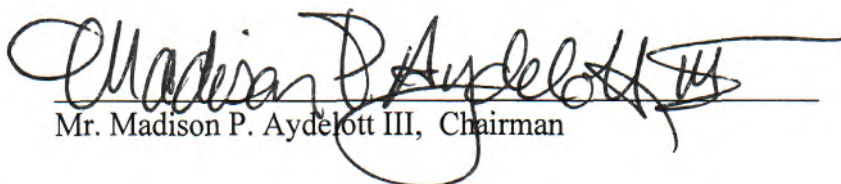
Additional Salary Increases - President Thompson announced that the state has allocated funds for an additional salary increase for faculty and staff. Classified employees will receive a 2% increase and non-classified employees will receive an increase of approximately 1.3%. Additional information will be presented at the next Board meeting for the Board's approval.

John Ward - Mr. Aydelott invited Mr. John Ward to make comments. Mr. Ward, who is retiring today, stated that he has enjoyed his eight years at UCA. He said that it has been one of the most exciting times of his life. Mr. Ward stated that UCA has grown under the leadership of Winfred Thompson and it has been a pleasure to work with him. Mr. Ward complimented his staff and the people he has worked with. Mr. Ward expressed his appreciation to President Thompson and the Board of Trustees for their support and encouragement.

Mr. Aydelott expressed appreciation to Mr. Ward both personally and on behalf of the Board for his dedication and loyalty to UCA.

President Thompson also expressed his appreciation to Mr. Ward.

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


Mr. Madison P. Aydelott III, Chairman


Dr. Harold H. Chakales, Secretary