

The Board of Trustees of the University of Central Arkansas convened in regular meeting Friday, August 9, 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
Secretary:	Dr. Harold Chakales (present for a portion of the Information Agenda only)
	Mrs. Elaine Goode
	Mr. Rickey Hicks
	Mr. Joe White
	Mr. Dalda Womack

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

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

Minutes of the June 28, 1996, Meeting were approved as circulated upon motion by Mr. Womack with a second by Mrs. Goode.

Minutes of the July 2, 1996, Teleconference Board Meeting and Confirmation of Action Taken - Board Policy No. 200 provides that the Board of Trustees must confirm all action taken at any meeting conducted by telephone conference call. On July 2, 1996, the Board of Trustees convened by telephone conference call, with a majority of the Board members participating. The Board approved a revision to Board Policy No. 212, "Requests to Address the Board of Trustees."

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

**"BE IT RESOLVED: THAT THE BOARD OF TRUSTEES HEREBY CONFIRMS THE ACTIONS OF THE BOARD OF TRUSTEES TAKEN AT ITS JULY 2, 1996, TELEPHONE CONFERENCE CALL, AS REFLECTED IN THE MINUTES OF THAT MEETING."**

## ACTION AGENDA

### Modification of Continuing Education Fee Structure for On-Campus Credit Courses -

At the May 12, 1995, meeting, the UCA Board of Trustees adopted a fee structure which states,

...  
BE IT FURTHER RESOLVED: THAT FOR THE 1995-96 ACADEMIC YEAR AND FUTURE YEARS, UNLESS OTHERWISE SPECIFIED, FEES FOR STUDENTS ENROLLED IN CREDIT COURSES IN THE DIVISION OF CONTINUING EDUCATION BE THE SAME AS GENERAL REGISTRATION FEES CHARGED OTHER STUDENTS; ...

Since that date, the role of the Division of Continuing Education has expanded to include several classes formerly taught within the Division of Undergraduate Studies (e.g., transitional writing, transitional reading). Also, the administration of the classes taught through the "UCA At Night" program may be transferred to the Division of Continuing Education. As a consequence, there are now students who are taking classes for credit on campus who are not paying the mandatory fees (e.g., library fee, equipment fee, health/wellness fee, athletic fee, and student center fee) that students enrolled in other divisions pay. We request that students enrolled in on-campus credit classes be required to pay the same fees as other on-campus students. In the case of grant-funded courses, the Division of Continuing Education may be petitioned to waive the mandatory fees. The policy for determining fees for off-campus courses and for non-credit programs offered by the Division of Continuing Education remains unaffected.

The following resolution, as a modification to Board Policy No. 631, was adopted upon motion by Mr. White with a second by Mr. Womack:

**"BE IT RESOLVED: THAT THE UNIVERSITY OF CENTRAL ARKANSAS BOARD OF TRUSTEES APPROVES ADOPTION OF THE ATTACHED REVISED FEE POLICY REQUIRING STUDENTS ENROLLED IN AN ON-CAMPUS CREDIT COURSE OFFERED THROUGH CONTINUING EDUCATION BE ASSESSED THE SAME FEES AS OTHER STUDENTS ENROLLED IN ON-CAMPUS CLASSES."**



UNIVERSITY OF CENTRAL ARKANSAS  
BOARD POLICY

Policy Number: 631

Subject: Continuing Education Fees

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Date Adopted 12/75 Revised 8/89, 4/90, 4/92, 3/93, 3/94  
5/95

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Fees for students enrolling in on-campus credit classes through the Division of Continuing Education will be the same as mandatory ~~general registration~~ fees charged other students. Students enrolling in off-campus credit courses and non-credit classes through the Division of Continuing Education will pay only the general registration fee.

A correspondence course registration fee of \$48.00 per credit hour will be charged to in-state students and a fee of \$60.00 per credit hour will be charged to out-of-state students.

An additional fee of \$10.00 will be charged for the rental of each textbook for correspondence courses.

The Division of Continuing Education may impose a ten percent late payment fee on contracts with external agencies and/or groups that fail to pay their bills within thirty days of the date of billing.

A tuition fee of \$400.00 per session will be charged for individuals enrolling in the Community Development Institute.

The administration is responsible for establishing other fees and charges for not-for-credit conferences, seminars, training and community education classes that the Division of Continuing Education originates and sponsors.

**Adoption of a Minor in Military Science** - The attached course of study for an academic minor in military science is proposed. Eighteen semester credit hours are required, including courses offered by the departments of Military Science, History, and Math and Computer Science. The proposed minor includes an emphasis in computer literacy and military history. Both areas are required for ROTC students seeking a commission. The minor will be available, however, to all UCA undergraduate students.

Both Arkansas State University and University of Arkansas at Pine Bluff offer a minor in military science. Several other institutions in the Fourth Region, of which UCA is a part, offer a minor in military science, including the University of Alabama, Florida State University, Kansas State University, Oklahoma State University, and Texas Tech University.

No additional faculty, equipment or facilities will be required.

In response to a question from Mr. White, President Thompson stated that any additional cost, if any, would be very minimal administrative costs since all courses are presently being offered.

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

**"BE IT RESOLVED: THAT THE UCA BOARD OF TRUSTEES APPROVE THE ATTACHED COURSE OF STUDY LEADING TO A MINOR IN MILITARY SCIENCE."**



## CATALOGUE DESCRIPTION

## Minor in Military Science, 18 hours

MS 3305, 3306, 4307, 4308; Hist 3381; plus 3 hours of electives from one of the following courses: CSCI 1300, CSCI 1310, CSCI 1320 or higher level Computer Science courses.

Prerequisites for acceptance into the Military Science Minor program are:

- \* Successful completion of the ROTC Basic Course (4 semesters) with a Military Science GPA of 3.00 as a minimum. (Other initial military training may be accepted on a case by case basis by the Department Chairman.)

- \* Completion of English 1310 or higher level course, completion of Math 1360 or higher level course.

Additional information about courses for the Minor in Military Science:

MS 3305 Advanced Leadership and Tactics I An in-depth study of unit tactics and related individual skills, advanced map reading and their practical applications. Fall.

MS 3306 Advanced Leadership and Tactics II Development of intermediate leader and critical skills in preparation for ROTC Advanced camp. The focus is on soldier-team development at squad level. Training includes operations and tactics, land navigation and weapon subjects. Spring.

MS 4307 Applied Leadership and Management I A study of command and staff functions and practical exercises in planning, organizing and supervising. Students in this course plan and administer all activities of the cadet corps. Fall.

MS 4308 Applied Leadership and Management II Development of leader and critical skills, training includes leadership, written and oral communicating, operation and tactics, military law and justice and general military subjects. Spring.

Hist 3381 American Military History Survey of the history of the American military establishment. Emphasis on the development of military policy, the principles of war, and the inter-relationship between military affairs, technology, and the general pattern of societal and national developments. Spring.

CSCI 1300 Introduction to Computers Fundamental concepts and terminology of computing, history of computing, social impact of computers, software concepts, problem solving, introduction to computer programming using the BASIC programming language, overview of commercially available software, software demonstrations. Fall, Spring.

CSCI 1310 Computer Science I Fundamental concepts and terminology of computing, components and principles of computers, digital computer organization, data representation, problem analysis, algorithm design, introduction to structured programming concepts. Pascal programming. Prerequisite or corequisite: Math 1390 or equivalent. Fall, Spring.

CSCI Scientific Programming Introduction to the application of computers in solving engineering and scientific problems. Problem solving techniques, top-down design, and structured programming. Computations, control structures, loops, input/output, array processing, subroutines, numerical applications and techniques. FORTRAN-77 programming. Prerequisite: Math 1580 or equivalent. Spring.



**Faculty Handbook** - President Thompson recommended that consideration of the *Faculty Handbook* be deferred until the next meeting to give additional time to Board members and the administration to review the material. There were no objections from members of the Board.

Mr. Hicks arrived at the meeting at this time.

**Authorization for President to Establish Scholarship Levels** - It is important for the administration at the University of Central Arkansas to have the authority to establish scholarship levels and to make adjustments in those levels consistent with prudent allocation of financial resources available for scholarships and according to changes in scholarship competition among colleges and universities.

President Thompson explained that the administration is in the process of updating the guidelines for awarding academic and performance scholarships because they have not been updated since 1976. However, during the time the revised policy is being drafted, there is technically no authority for the administration to make decisions concerning scholarships which have been routinely made since 1976. President Thompson recommended that the Board adopt the attached revised Board policy; however, he assured the Board that an updated policy will be brought before the Board for approval in the near future.

The following resolution, as a modification to Board Policy No. 620, was adopted upon motion by Mr. White with a second by Mr. Hicks:

**“BE IT RESOLVED THAT THE UNIVERSITY OF CENTRAL ARKANSAS BOARD OF TRUSTEES APPROVES ADOPTION OF THE ATTACHED REVISED BOARD POLICY WHICH DELEGATES TO THE PRESIDENT THE AUTHORITY TO ESTABLISH SCHOLARSHIP LEVELS FOR THE UNIVERSITY.”**

UNIVERSITY OF CENTRAL ARKANSAS  
BOARD POLICY

Policy Number: 620

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Subject: Guidelines for Awarding Academic and Performance  
ScholarshipsDate Adopted 9/76 Revised 12/94

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The Board of Trustees delegates to the President the authority to establish academic and performance scholarship levels. The following guidelines should be taken into account as scholarship levels are established.

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~~The following guidelines for award of academic and performance scholarships are approved with the understanding that final decisions regarding scholarship allocation must meet with the approval of the President and the Board of Trustees. (Athletic scholarships are governed by NCAA regulations and are not covered by this policy.)~~

Philosophical Basis for Scholarships:

The purpose of the scholarship program is to identify and support superior ability and achievement. The program is likewise a testimony to the University's dedication to education and the honoring of scholarly effort.

Students who come to the University with highly developed competencies, talents, and skills deserve to be recognized for those achievements and promise, and be provided with the opportunities to further develop their potential.

Guidelines for Scholarship Selection:



1. University Scholarship Committee:

- a. The committee formulates and recommends policy covering academic and performance scholarships. The committee consults with departments concerning the development and award of departmental scholarships, and with the undergraduate and graduate deans concerning the award of general university scholarships and fellowships.
- b. The membership of this committee will include three administrators appointed by the Vice President for Academic Affairs and five faculty members appointed by the Faculty Senate, serving rotating four-year terms. The Dean of Undergraduate Studies serves as an ex officio voting member. The Director of Admissions serves as Chair and non-voting member.

2. Funding:

- a. A budget will be developed each year by the Director of Admissions, working with the Vice President for Academic Affairs, the Vice President for Public Affairs, the Vice President for Financial Affairs and the Dean of Undergraduate Studies.
- b. The amount of money allocated to all scholarships will be included in the annual University budget.
- c. Scholarships will be grouped into two areas: academic and performance.

3. Awarding of Scholarships:

- a. The individual directly responsible for the activity involved will have the primary responsibility for awarding scholarships in that activity. The awarding of scholarships will be the responsibility of the following:

- (1) Academic: Director of Admissions and the Dean of Undergraduate Studies.
  - (2) Performance: Department chairman in which the activity falls.
- b. The director of admissions, the dean of undergraduate studies and the department chair for the performance scholarships will be responsible for preparing appropriate student application forms and developing appropriate criteria for selection and renewal for the performance scholarships. Student application forms and criteria for selection and renewal will be reviewed by the University Scholarship Committee.



**Authorization to Open Bank Accounts and Execute Signature Cards** - The University of Central Arkansas has bank accounts, certificates of deposit, and other financial/business relationships with several local financial institutions. Each of these institutions requires the Board of Trustees to adopt a resolution authorizing the university to do business with the financial institution. This may best be accomplished by having the Board of Trustees adopt a resolution authorizing employees of the university to open accounts and to sign signature cards for the conduct of the routine financial affairs of the university.

The following resolution, which adopts Board Policy No. 624, was approved upon motion by Mrs. Goode with a second by Mr. Womack. Mr. White abstained.

**"BE IT RESOLVED: THAT THE BOARD OF TRUSTEES OF THE UNIVERSITY OF CENTRAL ARKANSAS APPROVES ADOPTION OF THE ATTACHED BOARD POLICY WHICH AUTHORIZES THE VICE PRESIDENT FOR FINANCIAL SERVICES OR HIS DESIGNEE TO ENTER INTO AGREEMENTS WITH FINANCIAL INSTITUTIONS FOR THE PURPOSE OF OPENING ACCOUNTS AND TO EXECUTE SIGNATURE CARDS ON BEHALF OF THE UNIVERSITY OF CENTRAL ARKANSAS FOR ACCOUNTS TO BE ESTABLISHED AT THE VARIOUS FINANCIAL INSTITUTIONS."**

UNIVERSITY OF CENTRAL ARKANSAS  
BOARD POLICY

Policy Number: 624

Subject: Authorization to Open Bank Accounts and Execute Signature  
Cards Page 1 of 1

Date Adopted \_\_\_\_\_ Revised \_\_\_\_\_

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The Vice President for Financial Services or his designee is authorized to enter into agreements with financial institutions for the purpose of opening accounts and to execute signature cards on behalf of the University of Central Arkansas for accounts to be established at the various financial institutions.



**Transfer of 1995-96 Auxiliary Enterprise Funds to UCA Board of Trustees Endowment Fund** - The UCA Board of Trustees, at its August 11, 1995, meeting, established the UCA Board of Trustees Endowment Fund to provide an additional option for the university to effectively and prudently manage year-end and other monies that become available to the university. The fund is intended to consist of year-end monies and other funds (such as gifts and bequests) that are recommended by the President and specifically designated by the Board of Trustees for inclusion in the fund. The purpose of the fund is to provide long-term support for the programs and operations of the university. This endowment will allow the university to support scholarships, plant maintenance, faculty development, or other university needs. All of the funds placed in the UCA Board of Trustees Endowment Fund can be used for purposes which will be beneficial to all UCA students and thereby can be, indirectly, returned to the student body. The university would be prohibited from invading the principal amount placed into the endowment but would have access to the income from the fund. At the August 1995 meeting, the administration was instructed to establish this fund on the books and records of the university, without designating any funds to be allocated at that time.

In fiscal year 1994-95, approximately \$214,000 was transferred from Auxiliary Enterprise funds to the UCA Board of Trustees Endowment Fund. It is recommended that \$225,000 of the 1995-96 Auxiliary Enterprise's excess income over expenditures be transferred to the UCA Board of Trustees Endowment Fund. The placement of these funds into the endowment will meet the requirements of the fund by effectively and prudently managing year-end university funds.

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

**"BE IT RESOLVED: THAT THE ADMINISTRATION IS HEREBY AUTHORIZED TO TRANSFER \$225,000 OF 1995-96 EXCESS REVENUES OVER EXPENDITURES FROM UCA AUXILIARY ENTERPRISES TO THE UCA BOARD OF TRUSTEES ENDOWMENT FUND, AND**

**BE IT FURTHER RESOLVED: THAT THE USE OF EARNINGS FROM THIS FUND WILL BE EXPENDED ONLY AFTER RECEIVING APPROVAL FROM THE UCA BOARD OF TRUSTEES."**



**Early Retirement Incentives** - Section 1 of Act 296 of 1995 states: "The purpose of this act is to create incentives for the efficient management of the public higher education resources of the state of Arkansas by allowing public higher education institutions to establish early retirement window incentives for qualified non-tenured faculty and staff who elect voluntary separation from the institution."

This act extended to non-tenured faculty and staff an early retirement incentive statute which was passed by the General Assembly in 1983 for tenured faculty.

During the 1994-95 and 1995-96 fiscal years, the university adopted limited time frame early retirement incentive policies which provided a cash payment for employees who had been with the university at least 10 years and were age 62 or had at least 30 years of service with the university. A total of 12 employees participated in these programs and it has been documented that the university has benefited significantly from salary savings and reduced fringe benefit costs. However, the administration believes the cash incentive program should be suspended for the coming year and replaced by an incentive program based on the payment of health insurance premiums for retirees by the university.

Surveys have shown that after a reliable source of income, medical insurance coverage is the most important concern of retirees. With stable or declining student enrollment, some positions vacated by retirement need not be filled and even when retirees must be replaced, a carefully designed program will provide significant salary savings. As enrollment reaches a plateau, replacement of retirees often provides the only opportunity to employ new faculty and staff, thus, the only means of continuing to enhance the diversity established in recent years. The number of employees likely to elect to participate in the proposed plan would not obligate the university to additional expenditures when salary savings are taken into account.

At President Thompson's request, Dr. James Dombek, Vice President for Academic Services, distributed copies of and discussed information concerning "Early Retirement Incentive Programs 1994, 1995," and "Proposed Retirement Incentive Program 1996" demonstrating actual and potential savings.

President Thompson stated that the Fringe Benefits Committee considered the issue and recommended that UCA adopt the proposed policy permanently; however, he is unwilling to make that commitment because there are too many uncertainties concerning the financial impact. President Thompson also stated that a change in the policy from time-to-time may be to UCA's advantage because employees, not knowing what the future options will be, will make the decision to retire based on the policy.

President Thompson further stated that the policy will also provide valuable experience (i.e., how many employees take advantage of the program, how much UCA will save, and how costly it might be to make this a permanent policy).

In response to a question from Mr. White, President Thompson stated that the proposed program is recommended by the Fringe Benefits Committee with the modification that it be a one-time option -- not a permanent UCA policy.

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

**"BE IT RESOLVED: THAT THE PRESIDENT IS AUTHORIZED TO AMEND THE UNIVERSITY'S EARLY RETIREMENT PROGRAM TO INCLUDE THE FOLLOWING PROVISIONS:**

1. **FULL-TIME EMPLOYEES WHO WILL BE 55 YEARS OF AGE OR OLDER ON JULY 1, 1997, AND WILL HAVE COMPLETED AT LEAST 10 YEARS OF SERVICE TO THE UNIVERSITY ON THAT DATE, MAY ENTER THE UNIVERSITY'S EARLY RETIREMENT PROGRAM EFFECTIVE AT THE END OF THEIR CURRENT CONTRACT OR JULY 1, 1997, WHICHEVER OCCURS FIRST.**
2. **ELIGIBLE EMPLOYEES WHO EXERCISE THE OPTION TO RETIRE UNDER THIS PROVISION WILL RECEIVE, IN ADDITION TO BENEFITS OF THE CURRENT RETIREMENT PROGRAM AND IN LIEU OF CONTINUING THEIR EMPLOYMENT WITH THE UNIVERSITY, THE FOLLOWING BENEFITS WHENEVER APPLICABLE:**
  - A. **THE UNIVERSITY WILL ALLOW THE RETIREE TO REMAIN A MEMBER OF ITS HEALTH INSURANCE GROUP AND THE UNIVERSITY WILL PAY THE MONTHLY PREMIUMS FOR THE RETIREE'S POLICY UNTIL THE RETIREE IS AGE 65. AT THAT TIME, THE UNIVERSITY WILL PROVIDE A SUPPLEMENT TO MEDICARE. THE RETIREE WILL SHARE THE COST TO AGE 70 AND WILL THEN PAY THE ENTIRE COST.**
  - B. **HEALTH COVERAGE FOR THE RETIREE'S DEPENDENT(S) MAY BE CONTINUED PROVIDED THAT THE PREMIUMS ARE PAID FOR BY THE RETIREE AT THE UNIVERSITY GROUP RATE.**



- C. HEALTH COVERAGE FOR THE RETIREE'S SPOUSE MAY BE CONTINUED UNTIL THE SPOUSE REACHES AGE 65 PROVIDED THAT THE PREMIUMS ARE PAID FOR BY THE RETIREE AT THE UNIVERSITY GROUP RATE.

PARTICIPATION IN THIS PROGRAM IS VOLUNTARY, AT THE OPTION OF THE EMPLOYEE. BEFORE EXERCISING THEIR OPTION TO RETIRE, EMPLOYEES MUST BE ADVISED OF THEIR RIGHTS UNDER THE AGE DISCRIMINATION IN EMPLOYMENT ACT AND MUST BE ADVISED TO SEEK LEGAL, TAX OR OTHER ADVICE NECESSARY TO ALLOW THEM TO MAKE AN INFORMED DECISION. THEY MUST ALSO COMPLETE THE ATTACHED VOLUNTARY EARLY RETIREMENT AGREEMENT.

BE IT FURTHER RESOLVED: THE PROVISIONS OF THE ABOVE-STATED AMENDMENT ARE AVAILABLE ONLY TO THOSE WHO ELECT TO RETIRE EFFECTIVE AT THE END OF THEIR CURRENT CONTRACT OR JULY 1, 1997, WHICHEVER OCCURS FIRST, AND WHO PROVIDE WRITTEN NOTICE TO THE PRESIDENT ON OR BEFORE NOVEMBER 1, 1996. THESE PROVISIONS ARE NOT AVAILABLE TO EMPLOYEES ON LEAVE-WITHOUT-PAY STATUS, RECEIVING LONG-TERM DISABILITY INSURANCE BENEFITS, OR RECEIVING WORKERS COMPENSATION BENEFITS."



## VOLUNTARY EARLY RETIREMENT AGREEMENT

This Agreement is entered into by and between \_\_\_\_\_, an employee at the University of Central Arkansas, and the Board of Trustees of the University of Central Arkansas on this the \_\_\_\_\_ day of \_\_\_\_\_.

\_\_\_\_\_ states:

That he/she has been an employee at the University of Central Arkansas since and currently holds the title of \_\_\_\_\_.

That he/she is not on leave-without-pay status; receiving long-term disability insurance benefits; or receiving workers compensation benefits;

That on his/her own initiative, he/she has sought an agreement for early retirement pursuant to Arkansas Code Annotated §24-7-101 and the Board resolution enacted August 9, 1996;

That he/she has been apprised of his/her rights under the Age Discrimination in Employment Act as amended;

That he/she has been advised or has had the opportunity to seek the advice and counsel of attorneys, accountants, and others who could aid him/her in making an informed decision regarding the early retirement program;

That he/she has been given at least 45 days to consider his/her participation in the program; and

That he/she voluntarily does hereby resign his/her position as \_\_\_\_\_ effective \_\_\_\_\_, recognizing and acknowledging that all rights and obligations, as a tenured faculty member or other employee, will then end.

In consideration for the resignation as described above, the Board of Trustees of the University of Central Arkansas hereby accepts such voluntary resignation and in consideration thereof agrees to provide the following benefit whenever applicable:

- A. The university will allow the retiree to remain a member of its health insurance group and the university will pay the monthly premiums for the retirees' policy until the retiree is age 65. At that time, the university will provide a supplement to Medicare. The retiree will share the cost to age 70 and will then pay the entire cost.
- B. Health coverage for the retiree's dependent(s) may be continued provided that the premiums are paid for by the retiree at the university group rate.

- C. Health coverage for the retiree's spouse may be continued until the spouse reaches age 65 provided that the premiums are paid for by the retirees at the university group rate.

All earlier oral or written agreements regarding employment between the Board of Trustees of the University and/or the University of Central Arkansas and \_\_\_\_\_ are superseded by this Agreement. This Agreement does not affect or alter the rights, privileges, or options accrued to this date which \_\_\_\_\_ now has under pension (annuity), insurance, or other plans (if any) in which \_\_\_\_\_ has participated and to which the University has made contributions, nor any rights, privileges, or options to which emeriti faculty members are entitled by reason of that rank.

Witness:

\_\_\_\_\_

\_\_\_\_\_

Employee

Witness:

Board of Trustees of the  
University of Central Arkansas

\_\_\_\_\_

BY: \_\_\_\_\_

**Boys State Contract** - Boys State has met on the UCA campus for twenty-plus years, and it is time to renew the contract. After meeting with officials of Boys State and the university departments directly involved with hosting those officials and the thousand or more young men who attend the week-long meeting, staff has negotiated the following agreement. This contract will assure the meeting on the UCA campus for the next five years and be mutually beneficial to Boys State and the university.



In response to a question from Mr. Aydelott, Dr. John Smith, Vice President for Administrative Services, stated that he knows of no complaints from Boys State that have not been addressed.

Mr. Hicks asked if surveys are conducted to determine what improvements, if any, can be made. Dr. Smith stated that meetings with Boys State representatives are held each year which have resulted in a number of changes in arrangements for services and facilities.

Mr. Womack, a member of the Boys State Commission, assured the Board that UCA has, over the years, gone out of the way to make the stay on campus comfortable for all Boys State participants. Mr. Womack expressed his appreciation to UCA in general and to Dr. John Smith and his staff in particular. Mr. Womack stated that although he must abstain from the vote, he hopes that the Board will approve the Boys State contract.

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

**“BE IT RESOLVED: THAT THE BOARD OF TRUSTEES APPROVES THE CONDITIONS AS SET OUT IN THE FOLLOWING MEMORANDUM OF AGREEMENT:**

**THIS AGREEMENT ENTERED INTO THIS 24th DAY OF JUNE, 1996, BY AND BETWEEN THE UNIVERSITY OF CENTRAL ARKANSAS, HEREINAFTER CALLED UCA, AND THE AMERICAN LEGION DEPARTMENT OF ARKANSAS BOYS STATE COMMISSION, THEREINAFTER CALLED BOYS STATE WITNESSETH.**

**FOR AND IN CONSIDERATION OF THE COVENANTS AND OTHER CONSIDERATIONS STATED HEREIN, THE PARTIES AGREE AS FOLLOWS:**

- 1. UCA WILL PROVIDE, AND BOYS STATE WILL ACCEPT, ROOM, BOARD, FACILITIES, AND RELATED SERVICES FOR THE HOSTING OF THE BOYS STATE EVENT ONE WEEK EACH YEAR FROM JUNE 1997 THROUGH JUNE 2001, INCLUSIVE, FOR THE PURPOSES OF CARRYING OUT THE BOYS STATE PROGRAM.**



2. **BOYS STATE WILL PAY TO UCA FOR THE SERVICES PROVIDED ON A PER CAPITA BASIS AS FOLLOWS:**

1997	\$66.25 PER PERSON
1998-2001	SEE BELOW

**BOYS STATE AGREES TO A 5% INCREASE ON CURRENT MEAL CHARGES ONLY FOR THE YEARS 1998, 1999, 2000, AND 2001. THE CURRENT ARAMARK MEAL CHARGES ARE:**

SUNDAY	\$ 3.50 PER PERSON
MONDAY-THURSDAY MEALS	\$35.68 PER PERSON
FRIDAY (BREAKFAST & LUNCH)	<u>\$ 5.15</u> PER PERSON
TOTAL	\$44.33 PER PERSON

**THE FOREGOING RATES SHALL BE CALCULATED AND BASED UPON THE TOTAL NUMBER OF BOYS STATE PARTICIPANTS AND STAFF HOUSED AT UCA FACILITIES DURING ANY PART OF THE BOYS STATE EVENT.**

**BOYS STATE SHALL NOTIFY UCA OF THE DATES OF THE NEXT YEAR'S EVENT ON OR BEFORE SEPTEMBER 1 OF THE PRECEDING YEAR.**

3. **UCA WILL PROVIDE BOYS STATE REASONABLE STORAGE SPACE ON THE UCA CAMPUS FOR THE HOUSING AND STORAGE OF EQUIPMENT, RECORDS, OR OTHER ITEMS USED BY BOYS STATE FOR THE EVENT DURING THE TERM OF THIS AGREEMENT.**
4. **UCA AND BOYS STATE AGREE THAT THE FOLLOWING FACILITIES AND SERVICES WILL BE PROVIDED BY UCA:**
- A. **AIR CONDITIONED RESIDENCE HALL ROOMS;**
  - B. **CAFETERIA FACILITIES TO SERVE THE DELEGATES IN ONE AND ONE HALF HOURS;**
  - C. **TRANSPORTATION TO AND FROM THE STATE CAPITOL FOR DELEGATES AND STAFF;**

- D. TWO CARS FOR USE BY STAFF MEMBERS;
  - E. RECREATION FACILITIES, INCLUDING BUT NOT LIMITED TO, SWIMMING, BASKETBALL, TENNIS, SOFTBALL, WEIGHT ROOM, FOOTBALL PLAYING FIELD, AND MEETING ROOMS;
  - F. AIR CONDITIONED AUDITORIUM, WITH A PUBLIC ADDRESS SYSTEM, TO SEAT UP TO 1,150 DELEGATES;
  - G. A CONCESSION STAND AND AREA TO SERVE THE DELEGATES;
  - H. OFFICE SPACE FOR STAFF AND EQUIPMENT. THE OFFICE WILL HAVE FACILITIES TO ALLOW IT TO BE SECURE WHEN NOT IN USE;
  - I. CONCESSION RIGHTS IN THE RESIDENCE HALLS WHERE THE DELEGATES ARE LIVING;
  - J. STORAGE AREA FOR EQUIPMENT, RECORDS AND OTHER ITEMS OF EQUIPMENT THAT ARE USED BY BOYS STATE FOR THE EVENTS DURING THE TERMS OF THE AGREEMENT; AND,
  - K. A UCA EMPLOYEE TO ACT AS LIAISON BETWEEN THE PARTIES, TO BE PAID BY BOYS STATE.
5. SHOULD IT BECOME NECESSARY FOR THE AMERICAN LEGION DEPARTMENT OF ARKANSAS TO CANCEL BOYS STATE FOR ANY GIVEN YEAR, THE RIGHTS AND RESPONSIBILITIES OF BOYS STATE PROVIDED FOR IN THIS AGREEMENT SHALL BE NULL AND VOID FOR THAT YEAR, PROVIDED THAT BOYS STATE NOTIFIES UCA ON OR BEFORE JANUARY 1, OF ANY YEAR THAT THE EVENT IS NOT TO BE HELD.
6. THE WAIVING OF ANY ONE OR MORE OF THE COVENANTS ON THE PART OF EITHER PARTY HEREIN CONTAINED SHALL BE LIMITED TO THE PARTICULAR INSTANCE AND SHALL NOT BE DEEMED A WAIVER OF ANY OTHER BREACHES OF COVENANTS.



7. NEITHER PARTY TO THIS AGREEMENT SHALL ASSIGN THIS AGREEMENT NOR ANY INTEREST HEREIN WITHOUT THE WRITTEN CONSENT OF THE OTHER PARTY.
8. THIS AGREEMENT IS DRAWN TO BE EFFECTIVE IN AND SHALL BE CONSTRUED IN ACCORDANCE WITH THE LAWS OF THE STATE OF ARKANSAS.
9. THE PARTIES COVENANT NOT TO DISCRIMINATE AGAINST ANY QUALIFIED PARTICIPANT BECAUSE OF RACE, COLOR, CREED, NATIONAL ORIGIN, ANCESTRY, OR DISABILITY.

IN WITNESS WHEREOF, THE PARTIES, THROUGH THEIR ASSIGNED AGENTS, HAVE HEREUNTO SET THEIR HAND THIS 24th DAY OF JUNE, 1996.”

FOR BOYS STATE:

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FOR UCA:

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**Acquisition of Property** - Virginia Levey, a former UCA faculty member, has agreed to sell her property at 324 Western Avenue to the university. The property is approximately .45 acres and includes a three-bedroom house of approximately 1600 square feet. The house will be used for faculty and staff housing.

Because it will take some time to finalize the requirements for the purchase of this property, the owner would like for the university to lease the property at the rate of \$650.00 per month, which is a reasonable amount for the property.

Following a brief discussion the following resolution was adopted upon motion by Mr. White with a second by Mrs. Goode:



**“BE IT RESOLVED: THAT THE ADMINISTRATION IS AUTHORIZED TO PURCHASE THE PROPERTY DESCRIBED BELOW AND TO LEASE THE PROPERTY FROM THE OWNER PENDING SETTLEMENT.**

**THE PROPERTY IS DESCRIBED AS FOLLOWS:**

**LOTS 18 & 19, BLOCK 3 OF J.E. LITTLE’S SUBDIVISION, THE SAME BEING 324 WESTERN AVENUE.”**

**Deletion of BS Degree in Physical Therapy** - In 1996, the House of Delegates of the American Physical Therapy Association voted to support only the development of post baccalaureate professional education programs. It urged all higher education institutions to make the transition to post baccalaureate professional education. The Commission of Accreditation in Physical Therapy Education published a time-line (expected to be adopted in October 1996) which will eliminate the accreditation of baccalaureate programs by January 1, 2002. For several years, virtually all UCA students, recognizing the advantages of masters training and degrees, have chosen the entry-level masters program over the baccalaureate program. The baccalaureate program has fallen below the minimum degree productivity levels developed by the State Board of Higher Education.

The Physical Therapy faculty at the University of Central Arkansas share the belief that the resources of the university are best utilized to support the Master of Science Degree program, which provides the appropriate preparation for physical therapists in today's health care environment. The faculty and chair of the Department of Physical Therapy have recommended that the Bachelor of Science Degree in Physical Therapy be eliminated. Students currently enrolled in the BS Degree program would graduate on December 13, 1996. All incoming students would enroll in the entry level Master of Science Degree program. The recommendation has been reviewed and is supported by all appropriate administrators and councils.

Mr. Womack asked if deletion of the BS degree would make it more difficult for public schools to employ certified physical therapists.

President Thompson stated that it will not make it more difficult for public schools or other institutions to meet the demands in terms of the number of physical therapists available; that would depend on the number of students who complete the program whether at the masters degree level

or the baccalaureate level. Presently, 96 students graduate from the program each year which is one of the largest masters degree programs in the country.

Dr. Bill Berry, Provost, stated that actually the baccalaureate program can "put a brake" on how many physical therapists UCA is turning out because so few students want that degree; therefore, faculty members assigned to teach those few students are not available to teach a larger number of students in the masters degree program.

In response to a question from Mrs. Goode, Dr. Venita Lovelace-Chandler, chair of the physical therapy department, stated that approximately two-thirds of the graduates remain in the state. However, a portion of the one-third who move out-of-state return to Arkansas after exploring their options.

In response to a question from Mr. Aydelott, Dr. Lovelace-Chandler stated that approximately 30% of applicants to the program are from out-of-state, of which, approximately 10% are accepted into the program. If the out-of-state applicants turn down UCA's offer to join the program they are replaced by Arkansans.

In response to another question from Mr. Aydelott, Dr. Lovelace-Chandler reported that approximately 60 to 70% of those in the physical therapy program are full-time UCA students.

Mr. Hicks stated that, in his opinion, deletion of the BS degree in physical therapy is a good idea, and almost a necessity since the American Physical Therapy Association will eliminate the accreditation of baccalaureate programs within the next six years; therefore, there is no sense in waiting. Mr. Hicks stated that, secondly, most students who participate in the physical therapy program select the masters degree program. He further stated that students who received a bachelor's degree before the existence of the masters program have argued that the program, at that time, should have been a masters program because of the level of work involved.

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

**"BE IT RESOLVED: THAT THE UNIVERSITY OF CENTRAL ARKANSAS BOARD OF TRUSTEES APPROVES THE DELETION OF THE BS DEGREE IN PHYSICAL THERAPY EFFECTIVE WITH THE GRADUATION OF THE PRESENT CLASS."**



**COMMISSION ON ACCREDITATION IN PHYSICAL THERAPY EDUCATION  
 PLAN FOR IMPLEMENTATION OF THE REVISED EVALUATION CRITERIA (PT)  
 (ASSUMING ADOPTION OCTOBER 1996)**

ACTIVITY	GROUPS OR PROGRAMS AFFECTED	DATE
Notify all communities of intent to implement	All institutions developing and/or offering education programs for the physical therapist	May 1996
Adoption of new Evaluative Criteria	All developing and accredited programs for education of physical therapists	October 1996 at the Commission meeting
Notice to the community	All external communities of interest	November 1996
Cease accepting applications (DOIs) for developing PT baccalaureate education programs	Institutions/programs contemplating developing an education program at the baccalaureate level	Jan 1, 1997
Apply the new criteria to all programs during accreditation reviews (Self-study Report and On-site Visit)	Programs scheduled for Self-study Report and on-site evaluation visits during 1998 and thereafter	January 1, 1998

**IMPLEMENT CRITERION 3.10 OF REVISED EVALUATIVE CRITERIA**

<b>Developing programs:</b> Programs currently (5/96) developing at the baccalaureate level	Baccalaureate programs visited in 1997 for initial accreditation	Will receive the usual <b>five</b> year cycle if accredited (2002)
	Baccalaureate programs visited in 1998 for initial accreditation	Will receive a maximum of <b>four</b> years if accredited (2002)
<b>Established programs:</b> In addition to the fact that all programs will be judged by the new criteria, currently (5/96) accredited baccalaureate programs up for continued accreditation by the Commission will receive limited accreditation cycles not to exceed 2002	Baccalaureate programs to be visited in 1997 for continued accreditation	Will receive no longer than a <b>five</b> year cycle if continued accreditation is granted (2002)
	Baccalaureate programs to be visited in 1998 for continued accreditation	Will receive no longer than a <b>four</b> year cycle if continued accreditation is granted (2002)
	Baccalaureate programs to be visited in 1999 for continued accreditation	Will receive no longer than a <b>three</b> year cycle if continued accreditation is granted (2002)
	Baccalaureate programs to be visited in 2000 for continued accreditation	Will receive no longer than a <b>two</b> year cycle if continued accreditation is granted (2002)
	Baccalaureate programs to be visited in 2001 for continued accreditation	Will receive no longer than a <b>one</b> year cycle if continued accreditation is granted
	Baccalaureate programs to be visited in 2002, 2003 and 2004 (those receiving eight year cycles during 1994, 1995 and 1996)	Will be expected to have made the transition to the post-baccalaureate degree level by 2002. This will require a shortened cycle for some programs
Commission limits its scope of accreditation activities for education programs preparing physical therapists to those at the post baccalaureate degree levels.		January 1, 2002



**Modification of Eligibility Criteria for Admission to the MS Degree Program in Physical Therapy** - The Department of Physical Therapy Admissions Committee has recommended a modification of its original proposal for a minimum score on the Allied Health Professional Admission Test (AHPAT) which was presented at the June meeting of the UCA Board of Trustees. As suggested during that meeting, the committee has considered the possibility of establishment of a minimum grade point average which would serve in lieu of the achievement of a minimum score of 275 on the AHPAT examination. The committee proposes that a minimum grade point average of 3.7 can substitute for failure to achieve a minimum score of 275 on the AHPAT examination. The committee emphasized that students are eligible to repeat the AHPAT examination as often as they desire. There is no penalty for repeating the test since only the best score is used.

The committee also recommends consideration of the last 30 semester hours (or 45 quarter hours) completed in lieu of the cumulative GPA provided the following conditions exist: the GPA for the last 30 hours must be at least 10% higher than the cumulative GPA, and must include at least 15 hours of prescribed science course work; students must have a minimum cumulative GPA of 2.75, and a minimum science GPA of 2.75; and, no more than 8 credits of science course work can be counted from courses that are repeated. In cases where a cumulative grade point average of 3.7 or above substitutes for the AHPAT score, the provision for using the last 30 hours of grade point average as a substitution for the cumulative grade point average will not apply. The recommendation for this change in Board Policy No. 317 should also reflect that prerequisite courses in computer literacy and statistics are required for all applicants.

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

In response to a question from Mr. Hicks, Dr. Bill Berry, Provost, stated that the minimum cumulative grade point average for admission into the masters degree program is 3.00.

Mrs. Goode asked Mr. Hicks to express his feelings on this issue.

In response, Mr. Hicks stated that one of his major concerns expressed at the June 28 Board meeting was requiring a minimum score on the Allied Health Professional Admission Test (AHPAT) since a number of students do not do well on standardized tests although they do extremely well in the classroom. Mr. Hicks said that the proposed policy revisions brings those issues into focus by allowing students to substitute a minimum grade point average of 3.7 for failure to achieve a minimum score of 275 on the AHPAT.



In response to questions from Mr. Hicks, Dr. Berry stated that the average cumulative grade point average of students recently admitted into the entry-level masters program is 3.7 with a range of 3.1 - 4.0; there are approximately 2.5 to 3 applicants for each slot available; and the average score on the AHPAT of applicants who are accepted into the program is 391 with a range of 325 - 462.

Dr. Neil Hattlestad, Dean of the College of Health and Applied Sciences, pointed out that students may repeat the AHPAT as often as they desire with only the best score being used.

Dr. Berry stated that physical therapy personnel help students prepare for the AHPAT and work with those who score poorly in an effort to improve their test scores.

In response to a question from Mr. Aydelott, Dr. Berry stated that the proposed policy changes should not greatly affect the number of students in the applicant pool.

The following resolution as a modification to Board Policy No. 317 was adopted upon motion by Mr. Hicks with a second by Mrs. Goode:

**“BE IT RESOLVED THAT THE UNIVERSITY OF CENTRAL ARKANSAS BOARD OF TRUSTEES APPROVES ADOPTION OF THE ATTACHED REVISED MINIMUM ADMISSION ELIGIBILITY STANDARDS FOR THE MASTER OF SCIENCE DEGREE PROGRAM IN PHYSICAL THERAPY.”**

UNIVERSITY OF CENTRAL ARKANSAS  
BOARD POLICY

Policy Number: 317

Page 1 of 3

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

Date Adopted 3/94 Revised 6/96

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**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. An exception to requirement No. 2 is that the last 30 semester hours (or 45 quarter hours) completed may be considered in lieu of the cumulative grade point average provided the following conditions exist: the grade point average for the last 30 hours must be at least 10% higher than the cumulative grade point average, and must include at least 15 hours of prescribed science course work; students must have a minimum cumulative grade point average of 2.75, and a minimum science grade point average of 2.75; and, no more than 8 credits of science course work can be counted from courses that are repeated
- ~~3-4.~~ A minimum 2.75 science grade point average
- ~~4-5.~~ Completion of the Applied Health Professions Admission Test resulting in a score of 275 or above. If an applicant falls below 275 on the Applied Health Professions Admission Test, the applicant may still be considered for admission if the applicant's cumulative grade point average is 3.7 or above. In cases where a cumulative grade point average of 3.7 or above substitutes for the AHPAT score, the provision for using the last 30 hours of grade point average as a substitution for the cumulative grade point average mentioned in paragraph No. 3 above will not apply
- ~~5-6.~~ Completion of the university's general education courses
- ~~6-7.~~ Completion of department prerequisite courses
- ~~7-8.~~ Completion of a minimum of 93 and up to a total of 95 semester hours

~~8-9.~~ An exception to requirement No. 78 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

~~9-10.~~ Two letters of recommendation

~~10-11.~~ 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
- e. 3 hours of computer literacy
- f. 3 hours of statistics

Courses in general physical science are not acceptable.



Mr. Aydelott expressed his appreciation to the Department of Physical Therapy.

Mr. Hicks expressed concern that presently there are only four African-Americans who are licensed physical therapists in the state of Arkansas. Mr. Hicks requested that an active effort be made to find African-American students on campus who fit the mode of becoming physical therapists. Mr. Hicks suggested that a committee be established to expose qualified African-American students to the profession.

President Thompson stated that the issue has been discussed and will be pursued with renewed vigor. President Thompson further stated that UCA is involved in a consortium that is looking at the issue with respect to medical education generally. The consortium presently has a grant proposal for this purpose. President Thompson stated that perhaps physical therapy and occupational therapy can be included in the program. President Thompson assured Mr. Hicks that the appropriate personnel will consider the issue carefully and report back to the Board

**Torreyson Library HVAC Replacement** - At its May 12, 1995, meeting, the Board approved the expenditure of up to \$500,000 for the design and installation of a heating and air conditioning system in the original portion of Torreyson Library. Bids for the construction phase of the project were opened on July 30, 1996, with the lowest bid being \$714,172. When the engineers' fees and a contingency are budgeted, the total project cost is estimated to be \$850,000.

The original portion of Torreyson Library was constructed in 1963 and the HVAC system is beyond its design life expectancy. The system presents a serious hazard to library holdings and equipment due to the potential malfunction or rupture of a part of the system which circulates water for heating and cooling.

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

**“BE IT RESOLVED; THAT THE BOARD OF TRUSTEES AUTHORIZES THE EXPENDITURE OF UP TO \$850,000 FOR THE DESIGN AND INSTALLATION OF A HEATING AND AIR CONDITIONING SYSTEM IN THE ORIGINAL PORTIONS OF TORREYSON LIBRARY. THIS WILL BE FINANCED FROM MINERAL LEASE FUNDS, YEAR END FUNDS AND CRITICAL MAINTENANCE FUNDS.”**

**Introductions**

President Thompson introduced the following individuals to the Board of Trustees:

Mr. Jack Gillean - General Counsel;  
Dr. Elaine McNiece - Graduate Dean;  
Dr. Paul Hamilton - Chair of the Biology Department;  
Dr. Donna Foss - Interim Chair of the Department of Mathematics.

**EXECUTIVE SESSION**

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

**OPEN SESSION**

Mr. White moved that the following resolution be adopted and that action on educational leave be deferred as recommended by President Thompson. The motion was seconded by Mrs. Goode and passed.

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



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

1. Donna Foss, change from Associate Professor, Mathematics, effective August 16, 1996 through May 15, 1997 @ a salary of \$45,372.00 to Interim Chair/Associate Professor, Mathematics, effective July 16, 1996 to July 1, 1997 @ a salary of \$59,306.00.
2. Edmond Griffin, change from Chairman/Professor, Biology, effective July 1, 1996 to July 1, 1997 @ a salary of \$72,678.00 to Professor, Biology, effective August 16, 1996 through May 15, 1997 @ a salary of \$60,192.00.
3. Linda K. Griffith, Associate Professor, Mathematics and Computer Science, change from August 15, 1996 through May 15, 1997 @ a salary of \$45,004.00 to effective July 1, 1996 to July 1, 1997 @ a salary of \$54,786.00.
4. C. Denise Johnson, change from Instructor, Childhood and Special Education, Non-tenure Track, effective August 16, 1996 through May 15, 1997 @ a salary of \$30,300.00 to Assistant Professor, Childhood and Special Education, Tenure Track, effective August 16, 1996 through May 15, 1997 @ a salary of \$33,000.00.
5. Phillip Melton, Instructor, Honors College, effective August 12-December 20, 1996, change salary from \$6,000.00 to \$10,000.00.
6. Sheila Stroman, Assistant Professor, Nursing, effective August 16, 1996 through May 15, 1997, change salary from \$40,817.00 to \$41,817.00 due to completion of PhD.
7. Kathryn D. White, Instructor, Occupational Therapy, effective August 16, 1996 through May 15, 1997 @ a salary of \$40,448.00, change from Non-tenure Track to Tenure Track.

**ADDITIONAL ASSIGNMENTS/COMPENSATION:**

1. Paul Dickinson, Instructor, Music, effective June 24-30, 1996 @ a salary of \$100.00.

**APPOINTMENTS:****Full-time:**

1. Cynthia Anderson, Instructor, Writing Program, Non-tenure Track, effective August 16, 1996 through May 15, 1997 @ a salary of \$24,000.00.
2. Simon Cushing, Assistant Professor, Philosophy, Non-tenure Track, effective August 16, 1996 through May 15, 1997 @ a salary of \$28,500.00.
3. Karen M. Dobbs, Instructor, Psychology and Counseling, Non-tenure Track, effective August 16, 1996 through May 15, 1997 @ a salary of \$25,000.00.

4. Jennifer Ewald, Project Coordinator, International Programs, Non-faculty Appointment, effective July 8, 1996 to July 1, 1997 @ a salary of \$25,000.00.
5. Janet D. Filer, Assistant Professor, Childhood and Special Education, Tenure Track, effective August 16, 1996 through May 15, 1997 @ a salary of \$33,500.00.
6. Donna L. Fisher, Instructor/Clinical Supervisor, Speech-Language Pathology, Non-tenure Track, effective August 16, 1996 through May 15, 1997 @ a salary of \$29,500.00.
7. Helen Heron, Instructor, Psychology and Counseling, Non-tenure Track, effective August 16- December 31, 1996 @ a salary of \$10,000.00.
8. Steven Lance, Instructor, Writing Program, Non-tenure Track, effective August 16, 1996 through May 15, 1997 @ a salary of \$25,000.00.
9. James E. Mason, Assistant Professor, Geography, Political Science, and Sociology, Non-tenure Track, effective August 16, 1996 through May 15, 1997 @ a salary of \$29,500.00.
10. Jack E. Mobley, Jr., Instructor, Biology, Non-tenure Track, effective August 16-December 13, 1996 @ a salary of \$13,635.00.
11. Lou Ann Norman, Instructor, Writing Program, Non-tenure Track, effective August 16, 1996 through May 15, 1997 @ a salary of \$25,500.00.
12. Mary A. Schlientz, Volleyball Coach/KPED Instructor, Athletics/Kinesiology and Physical Education, Non-tenure Track, effective July 22, 1996 to July 1, 1997 @ a salary of \$32,400.00.
13. Ellen P. Stengel, Instructor, Writing Program, Non-tenure Track, effective August 16, 1996 through May 15, 1997 @ a salary of \$26,000.00.
14. Tracy D. Swank, Assistant Librarian, Library, Non-faculty Appointment, effective July 1, 1996 to July 1, 1997 @ a salary of \$27,750.00.

Part-time:

1. Marck Beggs, Instructor, Writing Program, effective August 16-December 13, 1996 @ a salary of \$4,000.00.
2. Susan Jan Burks, Instructor, Writing Program, effective August 16-December 13, 1996 @ a salary of \$4,000.00.
3. Joann B. Dussourd, Instructor, Biology, effective August 16-December 13, 1996 @ a salary of \$4,000.00.
4. Gail T. Fry, Instructor, Writing Program, effective August 16-December 13, 1996 @ a salary of \$4,000.00.
5. Kay Lambert, Instructor, Writing Program, effective August 16-December 13, 1996 @ a salary of \$4,000.00.
6. Tami Phillips, Instructor, Writing Program, effective August 16-December 13, 1996 @ a salary of \$4,000.00.



7. Ann E. Woodruff, Instructor, Psychology and Counseling, effective August 16-December 13, 1996 @ a salary of \$4,000.00.

**APPOINTMENTS FROM RESTRICTED/GRANT FUNDS:**

1. Cathy R. Caldwell, Associate Professor, Art, effective April 1-June 30, 1996 @ a salary of \$3,000.00.
2. Donald E. Culwell, Professor, Biology, effective July 1-31, 1996 @ a salary of \$5,000.00.
3. Cameron R. Dorey, Associate Professor, Chemistry, effective July 1-31, 1996 @ a salary of \$8,630.00.
4. Jeffrey A. Draves, Assistant Professor, Chemistry, effective July 1-31, 1996 @ a salary of \$7,600.00.
5. William M. Moran, Associate Professor, Biology, effective July 22-August 19, 1996 @ a salary of \$700.00.
6. Lynn B. Wallace, Associate Professor, Art, effective June 10-30, 1996 @ a salary of \$2,300.00.
7. Jeffry R. Young, Assistant Professor, Art, effective June 10-30, 1996 @ a salary of \$2,000.00.

**SALARY ADJUSTMENTS:**

NAME	TITLE	ORIGINAL	REVISED
<b>PRESIDENT'S DIVISION</b>			
<u>Office of the President</u>			
Peggy S. Smith	Associate for Administration	\$30,336.00	\$31,236.00
<u>Athletic Department</u>			
Sallie V. Dalton	Instructor/Women's Athletic Administrator/ Compliance Officer	\$50,400.00	\$51,626.00
Richard J. Martin, Jr.	Head Coach/Cross Country	45,159.00	45,660.00
Clifton J. Ealy	Assistant Coach/Football	41,206.00	42,027.00
Charles Hervey	Instructor/Assistant Men's Basketball Coach	35,184.00	35,384.00
Scott D. Schwartz	Assistant Coach/Football	30,694.00	31,194.00
Steve East	Sports Information Director	29,649.00	30,249.00
<u>Development &amp; Alumni Services</u>			
Carolyn R. Dombek	Associate Director of Development	\$39,787.00	\$40,487.00
<u>General Counsel</u>			
Mary B. Stallcup	Executive Assistant to the President	\$73,689.00	\$76,846.00
<u>Institutional Research</u>			
Roger D. Lewis	Director of Institutional Research	\$54,216.00	\$55,116.00

Public Information  
James W. Schneider

Director of Information \$43,663.00 \$44,363.00

PROVOST'S DIVISION

Office of Provost  
Samual P. Buchanan(T)

Assistant Provost/ Professor/  
Assistant Vice President \$71,198.00 \$73,398.00

Joan E. Pritchard(T)

Assistant Professor/  
Director of Faculty Development 56,872.00 57,372.00 \*\*

Continuing Education

Linda L. Beene

Director of Continuing Education /Academic Dean \$66,483.00 \$66,983.00

John M. Lar

Continuing Education Coordinator/  
Director of Channel 6 33,857.00 34,307.00

Graduate School/Sponsored Programs

Deborah S. Walz

Research Associate/  
Associate Director of Sponsored Programs \$51,249.00 \$52,499.00

Honors College

Norbert O. Schedler(T)

Professor/Director of Honors College \$73,936.00 \$74,936.00

Transitional Studies

Patricia R. Price

Instructor \$25,221.00 \$25,725.00 \*\*\*

Michael A. Seger

Instructor 23,570.00 24,159.00 \*\*\*

Undergraduate Studies

Sally A. Roden(T)

Academic Dean/Professor \$75,022.00 \$76,522.00

Norma Tio

Instructor/Coordinator of Academic Advising 33,602.00 34,308.00

Jayme Stone

Instructor/Coordinator of Undergraduate Studies 31,310.00 32,736.00

ACADEMIC SERVICES DIVISION

Admissions

Joe F. Darling

Director of Admissions \$52,205.00 \$52,899.00

Eric S. Clay

Assistant Dean of Students/  
Assistant Director of Admissions 22,486.00 22,645.00

Penny Ratliff

Assistant Dean of Students/  
Assistant Director of Admissions 22,022.00 22,322.00

Curtis Hippensteel II

Asst Dean of Students/  
Assistant Director of Admissions 21,599.00 21,999.00



Computing Center

Earl E. McGehee, Jr.(T)	Professor/Director of Computer Services	\$82,351.00	\$83,351.00
Lilly A. Harmon	Associate Director of Computer Center	60,031.00	60,931.00

International Programs

Douglas F. Podoll	Director of International Programs	\$59,591.00	\$60,306.00
Carol S. Knipscheer	Instructor/ Coordinator of Intensive English Program	34,614.00	34,814.00
Lynn R. Ramage	Instructor	21,104.00	21,598.00
Freddie Bowles	Instructor	20,300.00	20,794.00

Personnel

Graham L. Gillis, Jr.	Assistant Vice President for Human Resources	\$50,152.00	\$50,869.00
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Registrar's Office

Anthony D. Sitz	Registrar	\$57,296.00	\$58,108.00
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Torreyson Library

Willie Hardin(T)	Academic Dean/Professor	\$64,970.00	\$65,750.00
Tom W. Dillard	Archivist	43,240.00	43,889.00
Carol L. Powers	Assistant Librarian	42,223.00	42,413.00
Kaye M. Talley	Assistant Librarian/Technical Services Coordinator	39,606.00	40,002.00
David L. Parker	Director of Audiovisual Services	37,057.00	37,798.00
Art A. Lichtenstein	Assistant Librarian/Public Services Coordinator	34,426.00	35,459.00
Ellen S. Johnson	Assistant Librarian/Circulation	33,859.00	34,198.00
Sarah J. Bryan	Assistant Librarian/Head Cataloger	31,841.00	32,319.00
Amanda Moore	Assistant Librarian	30,648.00	31,261.00
Eleanor Mae Annis	Assistant Librarian	28,928.00	29,217.00

University Publications

Ellen F. Ishee	Director of Publications & Creative Services	\$33,796.00	\$34,352.00
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## ADMINISTRATIVE SERVICES DIVISION

Office of Vice President

John W. Smith	Vice President for Administrative Services	\$78,977.00	\$81,347.00
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Physical Plant

Jerrel N. Fielder	Director of Physical Plant	\$65,903.00	\$66,779.00
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Student Activities

John G. Cagle	Assistant Dean of Students/ Director of Student Activities	\$40,072.00	\$40,339.00
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## FINANCIAL SERVICES DIVISION

Office of Vice President

Robert E. McCormack	Vice President for Financial Services/ Vice President for Financial Affairs	\$86,125.00	\$88,625.00
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Controller

Barbara A. Goswick	Controller	\$50,807.00	\$51,884.00
Valerie N. Nicholson	Project Coordinator/Grant Accountant	26,531.00	26,750.00

Purchasing

Paul T. Totten	Business Manager	\$46,266.00	\$47,250.00
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## STUDENT SERVICES DIVISION

Office of Vice President

Gary A. Roberts	Dean of Students	\$54,600.00	\$56,027.00
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Career Planning and Placement

Katherine Rice-Clayborn	Assistant Dean of Students/ Assistant Director of Placement	\$36,025.00	\$36,384.00
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Counseling Services

Maurice E. Ness	Director of Counseling Center	\$54,839.00	\$55,386.00
Beth Scott	Assistant Dean of Students/Counselor	32,192.00	32,512.00
Mary M. Mabry	Assistant Dean of Students/Counselor	32,096.00	32,415.00
James P. Guinee	Director Developmental Skills/Counselor	29,378.00	30,000.00

Disabled Student Services

Darryl K. McGee	Director of Disability Services	\$26,095.00	\$26,812.00
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Intramural Sports & Recreation

David C. Dennis	Coordinator of Intramural Activities/Recreation	\$34,103.00	\$34,442.00
Jack C. Fulmer	Project Coordinator/ Assistant Director of Intramurals	30,450.00	30,753.00

Minority Affairs

Logan C. Hampton	Associate Dean/Director of Minority Affairs	\$43,414.00	\$43,846.00
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Orientation/Leadership Development

Henry K. Phelps, IV	Assistant Dean of Students/Director of Orientation	\$35,956.00	\$36,314.00
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Student Activities

Jeanette A. Taylor	Assistant Dean of Students/ Director of Greek and University Programs	\$28,474.00	\$29,256.00
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Student Health Services

Nelda F. New	Instructor/Director of Student Health Services	\$39,272.00	\$39,665.00 *
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## COLLEGE OF BUSINESS ADMINISTRATION

Office of the Dean

James E. Barr(T)	Professor/Assistant Dean	\$75,729.00	\$77,200.00 *
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Department of Accounting

Billy R. Humphrey(T)	Professor	\$60,218.00	\$61,000.00
Paul H. Jensen(T)	Assistant Professor	54,074.00	54,825.00
Pamela A. Spikes(T)	Associate Professor	52,534.00	54,100.00
Donna S. Smith(T)	Assistant Professor	46,667.00	48,000.00
Roy Whitehead, Jr.(T)	Assistant Professor	45,593.00	47,251.00
NAME	TITLE	ORIGINAL	REVISED

Department of Economics and Finance

Patricia K. Cantrell(T)	Department Chairperson/Associate Professor	\$65,195.00	\$67,450.00 *
Edward L. Guffey(T)	Professor	63,233.00	63,740.00
Ben B. McNew(T)	Professor/Carmichael Chair	63,049.00	63,500.00
James A. Bell(T)	Professor	60,642.00	61,400.00
Joseph P. McGarrity	Assistant Professor	42,920.00	44,200.00
Kirsta Glenn	Assistant Professor	42,920.00	44,200.00

Department of Marketing and Management

William T. Bounds, Jr.(T)	Department Chairperson/Associate Professor	\$70,663.00	\$72,500.00 *
Douglas T. Grider, Jr(T)	Professor	64,746.00	66,250.00
Don B. Bradley, III(T)	Professor	62,417.00	63,000.00
Herff L. Moore, Jr.(T)	Associate Professor	62,316.00	62,816.00
Joseph D. Cangelosi, Jr.(T)	Associate Professor	61,384.00	62,384.00
Therold E. Bailey(T)	Professor	59,588.00	60,000.00
David Kim	Assistant Professor	45,450.00	46,800.00
Michael D. Ensley	Assistant Professor	45,450.00	46,700.00
Rebecca J. Gatlin(T)	Assistant Professor	38,119.00	39,000.00
Paula D. Ladd	Assistant Professor	35,330.00	36,830.00
Milan Phillip Bartos, Jr.	Instructor	30,300.00	31,000.00
Gerald Plumlee	Instructor	25,755.00	26,495.00

## COLLEGE OF EDUCATION

Office of the Dean

Jim R. Bowman(T)	Academic Dean/Professor	\$80,916.00	\$81,716.00 *
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Center of Academic Excellence

Joe Hundley	Associate Professor/ Director Center for Academic Excellence	\$58,199.00	\$59,249.00 *
Susan L. Peterson	Associate Professor/ Asst Director Center for Academic Excellence	42,998.00	43,748.00 *

Department of Adm. and Sec. Education

Barbara D. Holmes(T)	Department Chairperson/Associate Professor	\$64,552.00	\$66,052.00 *
Paul E. Peterson(T)	Professor	53,873.00	54,873.00
Patricia H. Phelps(T)	Associate Professor	37,790.00	38,924.00
Lloyd Hervey	Visiting Assistant Professor/ Coord. of Minority Student Services	34,840.00	35,840.00
Ann E. Witcher	Assistant Professor	34,744.00	35,744.00
Carolyn J. Kelley	Instructor	23,927.00	25,329.00

Department of Applied Academic Technologies

Selvin W. Royal(T)	Department Chairperson/Professor	\$76,102.00	\$77,102.00 *
Joseph V. Arn(T)	Professor	56,209.00	57,209.00
Jody B. Charter(T)	Associate Professor	42,484.00	43,234.00
John Goswick	Instructor/Clinical	27,370.00	28,120.00

NAME	TITLE	ORIGINAL	REVISED
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Department of Childhood & Special Education

Freddie W. Litton(T)	Department Chairperson/Professor	\$69,774.00	\$71,024.00 *
James C. Mainord(T)	Professor	62,068.00	63,068.00
Kathleen R. Atkins(T)	Associate Professor/Interim Chair	41,417.00	28,625.00
Ralph E. Calhoun(T)	Assistant Professor	30,750.00	31,500.00
Amelia R. Steelman(T)	Associate Professor	51,203.00	51,953.00
Mary H. Mosley	Associate Professor	35,064.00	36,064.00
Tammy Benson	Assistant Professor	33,320.00	34,320.00
C. Denise Johnson	Instructor	30,300.00	31,300.00
Carolyn A. Zimmerly	Instructor/Assistant Director	27,270.00	28,020.00
Angela D. Greenland	Instructor	22,887.00	24,289.00

Professional Field Services

Kenneth E. Vaughn	Assistant Professor/ Director of Professional Field Services	\$49,395.00	\$50,395.00 *
Deborah Barnes	Instructor/Coordinator of Directed Teaching	35,430.00	36,430.00 *
Lisa H. George	Instructor/Coordinator of Early Field Experiences	26,008.00	26,758.00

Department of Psychology and Counseling

David J. Skotko(T)	Department Chairperson/Professor	\$75,586.00	\$76,586.00 *
Billy L. Smith(T)	Professor	64,756.00	65,756.00
Teresa C. Smith(T)	Associate Professor	43,217.00	43,967.00



John J. Murphy	Assistant Professor	42,420.00	43,170.00
Michael T. Scoles(T)	Associate Professor	40,653.00	41,403.00
Lynda L. Fielstein(T)	Associate Professor	40,636.00	41,636.00
Elson M. Bihm(T)	Associate Professor	39,693.00	40,883.00
William J. Lammers(T)	Associate Professor	36,987.00	38,097.00
Ronald K. Bramlett	Associate Professor	34,525.00	36,591.00
Robert K. Rowell	Assistant Professor	33,122.00	34,116.00
Richard A. Scott	Lecturer	28,000.00	28,750.00

### COLLEGE OF FINE ARTS AND COMMUNICATION

#### Office of the Dean

Anne L. Patterson(T)	Associate Professor/Assistant Dean	\$57,217.00	\$57,967.00 *
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#### Department of Art

Kenneth E. Burchett(T)	Department Chairperson/Professor	\$72,468.00	\$73,468.00 *
Helen E. Phillips(T)	Professor	47,214.00	47,964.00
Robert C. Thompson(T)	Professor	47,041.00	48,041.00
Roger D. Bowman(T)	Associate Professor	40,386.00	41,386.00
Gayle M. Seymour(T)	Associate Professor	37,974.00	38,974.00
Andrew L. Cohen(T)	Associate Professor	35,167.00	36,167.00
Cathy R. Caldwell(T)	Associate Professor	35,119.00	36,619.00
Garlan F. Jenkins	Instructor/Gallery Director	28,780.00	30,280.00

#### Dept of Music

Sam Driggers(T)	Department Chairperson/Professor	\$72,069.00	\$72,821.00 *
John M. Erwin(T)	Associate Professor/Director of Choral Activities	51,100.00	52,100.00
Don L. Collins(T)	Professor	47,085.00	47,485.00
Ricky W. Brooks	Assistant Professor/Director of Bands	46,960.00	47,960.00
Carl R. Anthony(T)	Professor	43,696.00	44,446.00
Kay K. Kraeft(T)	Professor	42,933.00	43,683.00
Denis W. Winter(T)	Professor	42,125.00	42,875.00
Jacquelyn B. Lamar(T)	Associate Professor	37,082.00	37,832.00
Carolyn K. Brown	Assistant Professor	31,810.00	32,810.00

#### Department of Speech, Theatre, Journalism

Robert H. Willenbrink, Jr.(T)	Department Chairperson/Associate Professor	\$61,624.00	\$62,624.00 *
Ernest C. Dumas	Assistant Professor/ Journalist in Residence/Echo Advisor	44,430.00	45,180.00
Claudia A. Beach	Assistant Professor/Director of Theatre	34,956.00	35,956.00
Paulette H. Walter	Instructor/Scroll Advisor	33,932.00	34,682.00 **
Kathryn Sue Young	Assistant Professor	32,750.00	33,750.00
Belinda Bernum	Instructor	25,250.00	26,000.00
Elizabeth Parker	Project Coordinator	19,190.00	19,790.00

## COLLEGE OF HEALTH AND APPLIED SCIENCES

Office of the Dean

Jimmy H. Ishee(T)	Professor/Assistant Dean	\$63,657.00	\$65,567.00 *
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Department of Family and Consumer Science

Cathy A. Brown	Assistant Professor	\$32,320.00	\$33,425.00
Dana M. Moody	Instructor	29,975.00	31,000.00

Department of Health Sciences

Emogene L. Fox(T)	Department Chairperson/Professor	\$61,551.00	\$63,000.00 *
Betty M. Hubbard(T)	Professor	46,250.00	47,638.00
Jane W. Lammers(T)	Professor	44,849.00	45,780.00
Dwight R. Pierce(T)	Associate Professor	38,836.00	40,005.00

Department of Kinesiology and Physical Education

Shelia Jackson	Assistant Professor	\$36,920.00	\$38,028.00
Rockie D. Pederson	Instructor	27,775.00	28,469.00
Carla Horan	Instructor	24,240.00	24,740.00

Department of Nursing

Lauretta A. Koenigseder(T)	Assistant Professor	\$44,852.00	\$45,852.00
Rebecca R. Lancaster(T)	Assistant Professor	41,589.00	42,837.00
Alice Martin-Watson	Assistant Professor	35,518.00	36,584.00
Susan L. Gatto	Instructor	33,964.00	34,983.00
Carol A. Enderlin	Instructor	32,573.00	33,550.00
NAME	TITLE	ORIGINAL	REVISED
Patricia W. Lucy	Instructor	32,489.00	33,464.00
Julie Meaux	Instructor	32,043.00	33,003.00

Department of Occupational Therapy

Linda Shalik(T)	Department Chairperson/Associate Professor	\$67,205.00	\$69,020.00 *
Marc S. Willey	Instructor	41,092.00	41,842.00
Lorrie Buddenberg	Instructor	37,433.00	38,492.00
Jennifer Johnson	Instructor	35,850.00	36,921.00

Department of Physical Therapy

Venita Lovelace-Chandler(T)	Department Chairperson/Professor	\$74,880.00	\$76,003.00 *
William D. Bandy(T)	Associate Professor	51,569.00	52,342.00
Nancy B. Reese(T)	Associate Professor	47,594.00	49,022.00
John D. Peck(T)	Associate Professor	46,573.00	47,273.00
Reta J. Zabel	Assistant Professor	43,036.00	44,175.00
Clayton Holmes	Instructor	41,092.00	41,842.00



Jean M. Irion	Assistant Professor	40,733.00	41,955.00
Elisa M. Zuber	Instructor	40,302.00	41,511.00

Department of Speech-Language Pathology

James E. Thurman(T)	Associate Professor	\$50,436.00	\$51,436.00
Susan A. Moss-Logan(T)	Associate Professor	43,212.00	43,766.00
Robert J. Logan(T)	Associate Professor	39,800.00	40,353.00
Betty B. Fusilier(T)	Instructor	34,095.00	35,095.00
Linda Graham	Instructor	29,795.00	30,346.00
Kathy J. McDaniel	Instructor/Clinical	29,596.00	31,439.00
Sharon M. Ross	Instructor/Clinical	30,000.00	30,347.00

## COLLEGE OF LIBERAL ARTS

Department of English

Terrance B. Kearns(T)	Department Chairperson/Professor	\$70,299.00	\$71,049.00 *
Phillip B. Anderson(T)	Professor	57,824.00	58,824.00
Gary T. Davenport(T)	Professor	56,103.00	56,853.00
Rebecca J. Williams(T)	Associate Professor	46,133.00	46,883.00
Conrad C. Shumaker(T)	Professor	45,935.00	46,935.00
Patricia W. McGraw(T)	Professor	45,787.00	46,787.00
Wayne B. Stengel(T)	Professor	40,415.00	41,415.00
James E. Fowler(T)	Associate Professor	37,268.00	38,018.00
Michael W. Schaefer(T)	Associate Professor	35,929.00	36,929.00 #
Jay R. Curlin	Assistant Professor	30,994.00	31,744.00
Francie F. Jeffery	Assistant Professor	29,711.00	24,783.00
Linda D. Arnold	Assistant Professor	29,517.00	30,517.00

Department of Foreign Languages

Marian M. Brodman(T)	Department Chairperson/Associate Professor	\$64,678.00	\$65,678.00 *
Joel B. Pouwels(T)	Associate Professor	39,667.00	40,667.00
Phillip D. Bailey	Assistant Professor	32,834.00	33,834.00
Jose L. Martinez	Assistant Professor	31,958.00	32,708.00
Jaime M. Zambrano	Assistant Professor	31,953.00	32,453.00
Patricia Hamilton Carlin	Instructor	27,048.00	27,798.00

Department of Geography/Political Science/Sociology

D. Brooks Green(T)	Associate Professor	\$50,064.00	\$51,064.00
R. Lawson Veasey, Jr.(T)	Professor	46,308.00	47,508.00
Gerald L. Reynolds(T)	Associate Professor	42,832.00	43,582.00
Jeffrey D. Allender	Assistant Professor	34,594.00	35,594.00
Robert G. Shepherd(T)	Professor	50,379.00	51,129.00
Jamia E. Fox(T)	Professor	45,590.00	46,340.00
Donald E. Whistler(T)	Professor	56,717.00	57,467.00

Tom N. McInnis(T)	Associate Professor	38,543.00	39,543.00
John T. Passe-Smith	Assistant Professor	33,894.00	34,894.00
Lani L. Malysa	Assistant Professor	32,122.00	32,872.00

Department of History

George W. Schuyler	Department Chairperson	\$64,640.00	\$66,940.00 *
James W. Brodman(T)	Professor	53,318.00	54,318.00
Maurice C. Webb(T)	Associate Professor	48,633.00	49,383.00
Donald G. Jones(T)	Associate Professor/Director of Exemplary Studies	47,109.00	47,859.00
Gregory Urwin(T)	Professor	44,385.00	45,385.00
Randall L. Pouwels(T)	Professor	42,758.00	43,508.00
Kenneth C. Barnes(T)	Associate Professor	39,115.00	40,115.00
Vincent E. Hammond(T)	Associate Professor	35,402.00	36,152.00
Sondra H. Gordy	Assistant Professor	32,015.00	32,765.00

Department of Philosophy

Jim D. Shelton(T)	Department Chairperson/Professor	\$63,682.00	\$64,432.00 *
Charles W. Harvey(T)	Professor	46,625.00	47,625.00
Peter J. Mehl(T)	Associate Professor	35,870.00	27,000.00

## COLLEGE OF NATURAL SCIENCES AND MATHEMATICS

Office of the Dean

Stephen R. Addison(T)	Associate Professor/Assistant Dean	\$57,000.00 *	\$57,717.00
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Department of Biology

Edmond E. Griffin(T)	Professor	\$58,439.00	\$60,899.00
Donald E. Culwell(T)	Professor	57,062.00	57,902.00
H. Frederic Dalske(T)	Associate Professor	51,957.00	52,797.00
John S. Choinski, Jr.(T)	Professor	46,131.00	46,848.00
William M. Moran(T)	Associate Professor	43,465.00	44,515.00
Kenneth J. Freiley(T)	Associate Professor	39,764.00	40,604.00
David E. Dussourd(T)	Associate Professor	38,839.00	39,889.00
Mary Victoria McDonald(T)	Associate Professor	36,166.00	37,006.00
Michael L. Mathis	Associate Professor	35,742.00	36,792.00
Steven W. Runge	Associate Professor	35,355.00	36,405.00
Katherine C. Larson	Assistant Professor	34,244.00	34,961.00
Daniel D. Magoullick	Assistant Professor	33,463.00	34,303.00
Thomas M. Walker	Assistant Professor	33,119.00	33,959.00

Department of Chemistry

Conrad L. Stanitski(T)	Department Chairperson/Professor	\$68,840.00	\$68,922.00 *
Jerald M. Manion(T)	Professor	61,137.00	61,977.00
Paul F. Krause(T)	Associate Professor	52,793.00	53,633.00



William S. Taylor(T)	Associate Professor	37,644.00	38,694.00
Patrick J. Desrochers	Assistant Professor	35,702.00	36,752.00
H. Robert Bergen	Assistant Professor	35,644.00	36,484.00
Jeffrey A. Draves	Assistant Professor	34,956.00	36,006.00
Patricia Draves	Assistant Professor	34,956.00	36,006.00
<u>Department of Mathematics and Computer Science</u>			
Charles J. Seifert(T)	Department Chairperson/Professor	\$71,774.00	\$72,614.00 *
Lawrence R. Huff(T)	Professor	52,501.00	53,341.00
David R. Peterson(T)	Professor/Director of the Ozark Institute	52,091.00	39,908.00
Ming-Fang Wang(T)	Associate Professor	51,791.00	52,508.00
C. Wayne Brown(T)	Associate Professor	51,310.00	52,150.00
Donald W. Adlong(T)	Assistant Professor	46,401.00	47,241.00
Damber S. Tomer(T)	Associate Professor	45,523.00	46,240.00
Donna H. Foss(T)	Associate Professor	45,372.00	46,422.00
Linda K. Griffith(T)	Associate Professor	43,954.00	45,004.00
Carolyn L. Pinchback(T)	Associate Professor	43,216.00	43,933.00
Ralph S. Butcher(T)	Associate Professor	41,884.00	42,601.00
Charles W. Mullins	Assistant Professor	39,402.00	40,119.00
Fred Hickling	Assistant Professor	38,169.00	38,886.00
Todd A. Smith	Assistant Professor	37,745.00	38,585.00
Xiaoshen Wang	Assistant Professor	37,721.00	38,561.00
Jo Ann B. Henry	Instructor	22,539.00	24,539.00
<u>Department of Physics and Astronomy</u>			
Joseph Rosen	Department Chairperson/Professor	\$65,833.00	\$66,673.00 *
Rahul Mehta(T)	Associate Professor	39,458.00	40,508.00
James G. Ross	Assistant Professor	34,626.00	35,466.00
Carl K. Frederickson	Assistant Professor	33,624.00	34,464.00
Tod F. Ramseyer	Assistant Professor	32,614.00	33,454.00

- \* 12-Month Faculty
- \*\* 10-Month contract
- \*\*\* Terminal contract
- # Fall Sabbatical
- ## Spring Sabbatical

SUMMER ADJUSTMENTS:

1. Kathleen Atkins, Associate Professor, Childhood and Special Education, Second Term @ a salary of \$4,801.00.  
CANCELLED.
2. A. T. Bell, Instructor, Mathematics and Computer Science, change Second Term salary from \$2,000.00 to \$1,733.00.

3. Gilbert Baker, Assistant Professor, Music, change Second Term salary from \$4,638.00 to \$2,319.00.
4. Greg Blakey, Assistant Professor, Speech/Theatre/Mass Communication, change Second Term salary from \$4,482.36 to \$3,742.78.
5. Ralph S. Butcher, Associate Professor, Mathematics and Computer Science, change Second Term salary from \$4,976.00 to \$4,230.00.
6. Carole Carter, Instructor, History, change Second Term salary from \$2,000.00 to \$1,619.00.
7. D. Brooks Green, Associate Professor, Geography, Political Science, and Sociology, change Second Term salary from \$5,888.76 to \$2,944.38.
8. Janice Haworth, Assistant Professor, Music, change Second Term salary from \$4,000.00 to \$3,264.00.
9. Bill R. Humphrey, Professor, Accounting, change Second Term salary from \$7,155.00 to \$3,577.00.
10. Mary Landreth, Instructor, History, change Second Term salary from \$4,000.00 to \$2,966.00.
11. Jimmie J. McKim, Assistant Professor, Mathematics and Computer Science, change Second Term salary from \$5,607.00 to \$2,803.00.
12. Michael S. Martin, Instructor, Biology, change Second Term salary from \$3,240.00 to \$4,000.00.
13. Jose' Luis Martinez, Assistant Professor, Foreign Languages, change Second Term salary from \$2,000.00 to \$1,907.00.
14. Rahul Mehta, Associate Professor, Physics and Astronomy, change Second Term salary from \$4,629.00 to \$1,851.60.
15. George S. Paul, Assistant Professor, Chemistry, Second Term @ a salary of \$6,170.00. CANCELLED.
16. Gary D. Wekkin, Professor, Geography, Political Science and Sociology, change Second Term salary from \$2,892.48 to \$2,516.46.
17. Ming Fang Wang, Associate Professor, Mathematics and Computer Science, Second Term @ a salary of \$6,153.00. CANCELLED.

**SUMMER APPOINTMENTS:**

1. Jeffrey Allender, Assistant Professor, Geography, Political Science, and Sociology, Second Term @ a salary of \$2,025.36.
2. Paul Dickinson, Lecturer, Music, Second Term @ a salary of \$2,000.00.
3. Michael D. Ensley, Assistant Professor, Marketing and Management, Second Term @ a salary of \$5,400.00.
4. Robert Holden, Assistant Professor, Music, Second Term @ a salary of \$3,740.00.



5. John A. Roscigno, Assistant Professor, Music, Second Term @ a salary of \$2,070.00.
6. Lawson Veasey, Professor, Geography, Political Science and Sociology, Second Term @ a salary of \$2,750.94.

**SABBATICALS:**

1. Richard I. Scott, Honors College                      Fall, 1996

**RESIGNATIONS:**

1. Lisa Kelley, Continuing Education                      June 28, 1996
2. Dennis Richardson, Biology                              July 5, 1996
3. Lynne W. Seymour, Nursing                                July 12, 1996

**ADDENDUM**

**SUMMER SCHOOL ADJUSTMENTS:**

1. Jami Anderson, Intersession @ a salary of \$2,000.00. CANCELLED.
2. Phillip Bailey, Second Term @ a salary of \$2,000.00. CANCELLED.
3. Gilbert Baker, First and Second Terms @ a salary of \$5,568.00. CANCELLED.
4. Phil Bartos, First Term @ a salary of \$2,040.00. CANCELLED.
5. Jody Charter, First and Second Terms @ a salary of \$5,048.00 each. CANCELLED.
6. Cameron Dorey, First Term @ a salary of \$2,328.00. CANCELLED.
7. Jeff Draves, First Term @ a salary of \$4,094.00. CANCELLED.
8. Ernie Dumas, First Term @ a salary of \$2,639.40. CANCELLED.
9. Lynda Fielstein, Second Term @ a salary of \$4,828.00. CANCELLED.
10. Richard Gaughan, First Term @ a salary of \$2,221.00. CANCELLED.
11. Jonathan Glenn, Second Term @ a salary of \$4,014.00. CANCELLED.
12. Ken Jordan, Second Term @ a salary of \$3,013.00. CANCELLED.
13. C. Denise Johnson, First and Second Terms @ a salary of \$4,000.00 each. CANCELLED.
14. Jeffrey Kamakahi, First Term @ a salary of \$4,342.08. CANCELLED.

15. Kay Kraeft, Second Term @ a salary of \$5,100.00. CANCELLED.
16. Dwight Langston, First and Second Terms @ a salary of \$4,481.76. CANCELLED.
17. Charles W. Mullins, Second Term @ a salary of \$2,341.00. CANCELLED.
18. Patricia Price, First and Second Terms @ a salary of \$1,499.00 each. CANCELLED.
19. Clyde Reese, Second Term @ a salary of \$7,029.00. CANCELLED.
20. Nancy Reese, Second Term @ a salary of \$5,488.00. CANCELLED.
21. Michael Seger, First and Second Terms @ a salary of \$1,400.00 each. CANCELLED.
22. Billy L. Smith, First Term @ a salary of \$7,694.00. CANCELLED.
23. Jo Karen Smith, First and Second Terms @ a salary of \$1,447.00 each. CANCELLED.
24. Ellen Stengel, First and Second Terms @ a salary of \$2,990.00 each. CANCELLED.

**SALARY ADJUSTMENT CORRECTIONS:**

NAME	TITLE	REVISED	CORRECTION
Kathleen R. Atkins	Associate Professor/Interim Chair	\$28,625	\$57,250
James E. Barr	Professor/Assistant Dean	\$38,600	\$77,200
Milan Philip Bartos, Jr.	Instructor	\$31,000	\$35,000
Ronald K. Bramlett	Associate Professor	\$36,591	\$58,091
Kelly D. Griffin	Instructor/Dir. Of Information Tech	.\$ N/A	\$29,020
Neil W. Hattlestad	Academic Dean/Professor	\$ N/A	\$85,831
Francie Jeffery	Assistant Professor	\$24,783	\$32,711
C. Denise Johnson	Assistant Professor	\$31,300	\$33,000
Ronald J. Marvel	Head Coach/Women's Basketball	\$ -0-	\$53,522
Ben B. McNew	Professor/Carmichael Chair	\$63,500	\$67,000
Peter J. Mehl	Assistant Dean	\$27,000	\$53,250
Bonnie L. Melchior	Professor	\$45,828	\$46,078



Billy F. Miller	Director of Corporate Relations	\$55,143	\$55,850
Lois Love Moody	Project Coordinator/Cont. Educ.	\$26,919	\$27,263
Margaret M. Morgan	Associate Professor	\$38,602	\$39,602
John A. Mosbo	Academic Dean/Professor	\$83,971	\$85,771
David R. Peterson	Professor/Dir. Of Ozark Institute	\$39,908	\$56,623
Billy L. Smith	Professor	\$65,756	\$74,756
Gary D. Stark	Academic Dean/Professor	\$83,386	\$83,964
Lorna R. Strong	Instructor/Dir. Of Athletic Training	\$28,280	\$28,974
Terry A. Wright	Associate Professor	\$33,963	\$35,463

**ADJUSTMENTS:**

1. Richard A. Scott, change from Instructor, Psychology and Counseling @ a salary of \$24,700. to Lecturer, Psychology and Counseling, Non-tenure Track, effective August 16, 1996 through May 15, 1997 @ a salary of \$28,000.00.
2. James A. Thurman, change from Associate Professor, Speech-Language Pathology, Appointment with Tenure, effective August 16, 1996 through May 15, 1997 @ a salary of \$51,436 to Associate Professor/Interim Chair, Speech-Language Pathology, Appointment with Tenure, effective August 10, 1996 through June 30, 1997 @ a salary of \$62,000.00.

**APPOINTMENTS FROM RESTRICTED/GRANT FUNDS:**

1. Cathy Caldwell, Grant Coordinator, Art, effective July 1-19, 1996 @ a salary of \$1,500.00.
2. Dick B. Clough, Associate Professor, Administration and Secondary Education, effective August 16, 1996 through May 15, 1997 @ a salary of \$750.00.
3. Donna H. Foss, Interim Chair/Associate Professor, Mathematics, effective July 16, 1996 through June 30, 1997 @ a salary of \$1,000.00.
4. Linda K. Griffith, Associate Professor/Grant Coordinator, Mathematics, July 1-19, 1996 @ a salary of \$1,500.00.
5. Joe Hundley, Director, Center for Academic Excellence, effective August 1-31, 1996 @ a salary of \$750.00.
6. Susan Peterson, Associate Professor, Center for Academic Excellence, effective August 1-31, 1996 @ a salary of \$750.00.
7. Amelia R. Steelman, Associate Professor, Childhood and Special Education, effective August 16, 1996 through May 15, 1997 @ a salary of \$750.00.

**APPOINTMENTS:****Full-time:**

1. Donna D. Cain, Instructor, Childhood and Special Education, Non-tenure Track, effective August 16, 1996 through May 15, 1997 @ a salary of \$28,000.00.
2. Marilyn Clarkson, Instructor, Accounting, Non-tenure Track, effective August 15, 1996 through May 15, 1997 @ a salary of \$31,200.00.
3. Joseph Horton, Academic Dean/Professor, College of Business, Appointment with Tenure, effective September 3, 1996 through June 30, 1997 @ a salary of \$79,167.00.
4. Alma Shearin, Assistant Professor, Childhood and Special Education, Non-tenure Track, effective August 15, 1996 through May 19, 1997 @ a salary of \$32,093.00.

**Part-time:**

1. William D. Baker, Instructor, Honors College, Non-tenure Track, Fall Term @ a salary of \$2,000.00.
2. George Balogh, Instructor, History, Non-tenure Track, Fall Term @ a salary of \$3,000.00.
3. Perry Brown, Instructor, Geography, Political Science, and Sociology, Non-tenure Track, Fall Term @ a salary of \$4,000.00.
4. Thomas M. Kersen, Instructor, Geography, Political Science, and Sociology, Non-tenure Track, Fall Term @ a salary of \$4,000.00.
5. Tina A. Mankey, Clinical Instructor, Occupational Therapy, Non-tenure Track, Fall Term @ a salary of \$3,800.00.
6. W. Travis Plumlee, Instructor, Geography, Political Science and Sociology, Non-tenure Track, Fall Term @ a salary of \$4,000.00.
7. Carl R. Redden, Lecturer, Geography, Political Science and Sociology, Non-tenure Track, Fall Term @ a salary of \$6,000.00.
8. Randy Sims, Instructor, Accounting, Non-tenure Track, Fall Term @ a salary of \$2,000.00.
9. Eva I. Warner, Instructor, Geography, Political Science and Sociology, Non-tenure Track, Fall Term @ a salary of \$2,000.00.

**EDUCATIONAL LEAVE:**

1. Nelda New, Student Health Services, Fall 1996



**Election of Officers** - Mr. Womack moved that the Board continue the practice of rotation of officers, thereby electing Mr. Rush Harding as Chairman, Dr. Harold Chakales as Vice Chair, and Mrs. Elaine Goode as Secretary for 1996-97. The motion was seconded by Mr. White and passed.

### **INFORMATION AGENDA**

**Measures to Reduce Scholarship Spending** - During recent years, the number of students who have applied for and accepted academic scholarships to UCA has increased dramatically. During that same period, the university has increased the value of some scholarships significantly. As increasing numbers of students with high ACT scores were awarded academic scholarships, the student fee discount rate rose from 13% in 1991-92 to 16% in 1994-95 and to an estimated 25.46% for 1996-97. A committee was established to review our scholarship policy and to find ways to reverse the trend in the student fee discount rate. That committee made several recommendations to the President, who has presented them to the appropriate university personnel for consideration and implementation. The recommended measures and their anticipated impact are presented on the following page.

**Measures to Reduce Scholarship Spending**  
(To be Implemented Fall 1997)

1. Incoming freshmen with an ACT score of 24 and a high school GPA of 3.25 or who rank in the top 10% of their high school graduating class and have a high school GPA of 3.25 will receive a scholarship equal to one half the cost of tuition and fees in effect during their initial semester. The scholarship will be renewed at the same value as long as renewal requirements are met.
2. Incoming freshmen with an ACT score of 25 or 26 and a high school GPA of 3.25 will receive a scholarship equal to full tuition and fees in effect during their initial semester. The scholarship will be renewed at the same value as long as renewal requirements are met.
3. Generally, scholarships will be awarded only to entering freshmen not requiring state mandated remediation.
4. In addition to all other eligibility requirements, entering freshmen must have earned a high school GPA of at least 3.25 in order to qualify for an academic scholarship.
5. Freshmen awarded Presidential, Trustee or Foundation scholarships, who maintain a grade point average of 2.50 or higher on the first semester's work shall be eligible for scholarship renewal for the second semester.
6. Scholarship amounts remain constant over the life of the scholarship.
7. In order to receive full consideration for a scholarship award, students must submit a scholarship application between October 1 and April 30 preceding the fall term in which they plan to initially enroll.

**SCHOLARSHIPS AS % OF GROSS E/G STUDENT FEES**  
(Budgeted for 1996-97 & Projected for 1997-98 and 1998-99)

	<u>1996-97</u>	<u>1997-98</u>	<u>1998-99</u>
Gross E/G Student fees	\$18,115,116	\$18,917,416	\$19,849,252
Existing Policy	\$ 4,612,584	\$ 5,404,976	\$ 5,999,369
Discount Rate	25.46%	28.57%	30.22%
Proposed Change in Policy *		\$ 4,811,210	\$ 5,063,144
Discount Rate		25.43%	25.51%

**\*PROPOSED CHANGES:**

- Limit of \$600/sem for ACT of 24 or top 10% grad class; all others limit \$ amounts to entry level
- No awards to freshmen after April 30 with ACT scores of 24-26 or top 10% of grad class (92 FTE)
- No awards to freshmen requiring remediation (32 FTE)
- No awards to freshmen with less than 3.25 HS GPA (35 FTE)
- Freshmen Pres/Trustee/Foundation awards not renewable 2nd semester with less than 2.50 GPA (6 FTE)



**Physical Therapy Selection Criteria -****MEMORANDUM**

**TO:** Dr. J. William Berry, Provost

**FROM:** Dr. Neil Hattlestad, Dean  
College of Health and Applied Sciences

**DATE:** July 2, 1996

**SUBJECT:** Physical Therapy Selection Criteria

The following is a response to issues raised regarding physical therapy selection criteria in the recent meeting of the UCA Board of Trustees. Information was requested regarding: a) the weighting of the selection criteria, b) the use of the AHPAT as a criterion for admission purposes, c) the availability to prospective applicants of performance levels of successful candidates in previous years, and d) the percentile rank of a score of 275 on the AHPAT.

**A) Weighting of Selection Criteria**

In summary, the following criteria and weightings are used as selection criteria for admission to the Physical Therapy professional curriculum:

**Initial Evaluation Phase**

- 1) **Cumulative GPA** (includes all college-level course work ever taken). This GPA is converted to a numerical score and is assigned a weighting of 1. The Admissions Committee also recommends an alternative - which is to consider performance during the last 30 semester credits (or 45 quarter hours) provided the GPA for the last 30 semester hours is at least 10% higher than the cumulative GPA and includes 15 hours of prescribed science course work. A further limitation is that to exercise this option, students must have at least a cumulative GPA of 2.75, and a science GPA of 2.75. No more than 8 hours of science course work can be courses that were repeated.
- 2) **Science GPA** (includes grades from all biology, chemistry and physics course work completed). This GPA is converted to a numerical score and is assigned a weighting of 2.

- 3) **AHPAT score.** The highest scores achieved from each subtest are combined to calculate the cumulative score. The student is not penalized for taking the test multiple times. The cumulative score is converted to a numerical score and is assigned a weighting of 2.
- 4) **Extra science points.** Extra points are awarded for science work taken beyond the 28 hours of science prerequisites. The number of extra science points possible is limited to 10% of the student's total score.

#### Interview Phase

- 5) **Interview.** Students are ranked according to total points, and the top 115 (on average) are granted an interview. Applicants selected for an interview appear before all seven members of the Admissions Committee. The purpose of the interview is to identify any major problems in oral communication skills. A typical question is to ask applicants to cite situations when they were leaders and followers, and to explain in which role they were more comfortable. A second purpose is to determine whether applicants have a clear understanding of the field of physical therapy.

#### **B) AHPAT Use as Criteria for Admission**

While the AHPAT was believed at one time to have some cultural bias, no research studies have shown cultural bias for the current or recent versions of the test. Unlike some of the other standardized tests, the scores on the AHPAT reflect the scientific and technical knowledge the student has acquired in college. The Psychological Corporation, the company which developed the AHPAT, has addressed the concern of cultural bias and has developed internal policies to ensure an appropriate and fair examination.

The AHPAT has several useful purposes. First, students apply to UCA from numerous in-state and out-of-state institutions, private and public, as well as junior colleges. Some students take correspondence course work. The academic rigor of these various institutions, and particularly the individual courses, cannot be ascertained and compared to the rigor of courses at UCA, which has been noted for outstanding science curricula. Some institutions may have standards which exceed those of UCA, and there are certainly many that are less demanding. Several years ago, a group of legislators proposed intervening in our admissions process by ranking schools. After discussions about how a plan of this type could be implemented, it became clear that it would be impossible to achieve consensus on ranking the many schools from which our students apply.



In an effort to account for differences among institutions, the admissions committee studied applications over a period of several years. The committee proposed the minimum score as reflective of minimal competency for applicants. The student who retained knowledge from a course, regardless of whether the grade was A, B, or C, should be able to demonstrate that retention on the AHPAT. UCA students were more favorably distributed in the application rankings because the rigor of their courses could be demonstrated in performance on the AHPAT.

A second purpose of the AHPAT is to specifically differentiate between students who perform well in the classroom but who do not retain knowledge over time, and students who perform well in the classroom and are able to utilize the knowledge later. Many applicants take several years to complete course work or change careers later in life. The AHPAT provides an evaluation of the student's retention of course work taken over several years. Many physical therapy schools will not accept course work older than 5 years. Our admissions committee has chosen a more student-friendly approach which allows students to take as long as necessary to complete prerequisites, so long as they can demonstrate retention of the course work on the AHPAT.

Published studies demonstrate the ability of the AHPAT to predict success in the professional curriculum. Our experience has been that students who have been dismissed from the program due to academic reasons have low AHPAT scores (average 340) and low science GPAs (average 3.3) as compared to applicants who succeed (see average scores of students recently admitted).

Finally, the AHPAT has a format very similar to the licensure examination. The opportunity to repeat the AHPAT as many times as necessary to obtain a competitive score allows the student to gain additional skill in test-taking prior to admission to the curriculum. Studies on the AHPAT have demonstrated that scores will level on the third attempt unless additional learning in the content area or in test-taking skills occurs. The Physical Therapy advisor provides materials and suggestions for acquiring skills so that all applicants have the opportunity to place themselves in a competitive position. Once a student has achieved that success, the faculty have more assurance that the student will be able to succeed in passing the professional licensure examination upon completion of the curriculum.

In lieu of the concerns of the Board of Trustees, the Physical Therapy Admissions Committee has recommended a modification of the original resolution which would allow students with less than an AHPAT score of 275 to apply if they have achieved a cumulative GPA of 3.7 or higher. However, the department asks that the Board understand that years

of examination of admissions policies led to the original recommendation. The department chairperson reads all relevant research in admissions processes for physical therapy and related professional programs. All policies are developed in an attempt to obtain strong students who can learn during and following the curriculum as the body of knowledge continues to grow and to allow for access to the curriculum by all students willing to acquire and demonstrate their ability to perform successfully in strenuous academic courses.

C) **Availability of Information to Prospective Applicants of Prior Performance Levels**

Information regarding the performance demonstrated by successful applicants is always included in the packet sent to prospective program applicants. In those materials sent during the past three years, students were given the following information:



**AVERAGES OF STUDENTS RECENTLY ADMITTED  
INTO THE ENTRY-LEVEL MASTERS PROGRAM**

	Cumulative GPA	Science GPA	AHPAT
<b>AVERAGES:</b>	3.7	3.5	391
<b>RANGES:</b>	3.1 - 4.0	2.9 - 4.0	325 - 462

**D) Percentile Rank of 275 on AHPAT (New Criterion)**

A score of 275 on the AHPAT represents performance of all examinees at the 55th percentile. It should be noted, however, that in addition to physical therapy applicants, individuals seeking admission to several other allied health programs such as radiography, medical technology, etc., also take this exam and are included in percentile rank calculations. Officials of the organization which develops and administers the test (the Psychological Corporation) will not provide an analysis of scores by discipline.

**Faculty Salaries** - One of the goals of the Administration has been to bring UCA faculty salaries to the Southern Regional Education Board (SREB) averages. The attached charts contain various faculty salary comparisons pertinent to this goal.

For 1995-96, our "all-ranks" average was 96.9% of the equivalent SREB average. Our salaries for full professors were slightly above the SREB averages; salaries for instructors were only \$97 below the SREB level. Our associate and assistant professor salaries trailed the SREB averages by \$750 and \$788, respectively.

While we have not yet quite reached our goal, we have made considerable progress. Note particularly that our percentage increase from 1994-95 to 1995-96 exceeded state, regional, and national increases.



**COMPARISON OF 1995-96 AVERAGE NINE-MONTH FACULTY  
SALARIES BY RANK AND GEOGRAPHIC AREAS**

	<u>Professor</u>	<u>Associate</u>	<u>Assistant</u>	<u>Instructor</u>	<u>All Ranks (1)</u>		
					<u>Amount</u>	<u>% ARK</u>	<u>%SREB</u>
<b>Arkansas:</b>							
UCA	\$54,008	\$43,504	\$36,666	\$29,227	\$41,676	101.0	96.9
ASUJ	53,946	44,716	35,578	27,110	40,492	98.1	94.1
UALR *	54,700	42,200	37,600	27,500	41,700	101.1	96.9
Arkansas Average (2)	54,231	43,440	36,337	27,946	41,256	100.0	95.9
<b>Regional:</b>							
SREB (3)	53,966	44,254	37,454	29,324	43,030	104.3	100.0
Contiguous States (4)	NA						
West South Central (5)	53,060	43,390	36,150	27,720	41,320	100.2	96.0
<b>National:</b>							
Public Comprehensive (6)	58,520	46,860	39,000	30,120	47,350	114.8	110.0

(1) All ranks included lectures and non-ranked faculty not displayed in this table.

(2) Weighted Average For UCA, ASUJ, UALR as reported by SREB

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

(4) Survey of Thirty Peer Institutions in Arkansas And Contiguous States

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

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

\* UALR figures came from the AAUP Academe and are rounded to the nearest \$100

The Above Data Includes Twelve-month Faculty Converted to Nine-months

## Average Faculty Salaries By Institution And Rank, FY 1985-86 Through 1995-96

YEAR (1)	1985-86	1986-87	1987-88	1988-89	1989-90	1990-91	1991-92	1992-93	1993-94	1994-95	1995-96	Rc Y Inc
RANK/INSTITUTION												
<b>Professor:</b>												
UCA	\$36,300	\$37,262	\$38,291	\$41,408	\$43,284	\$46,493	\$48,865	\$50,926	\$52,100	\$52,814	\$54,008	
ASUJ	36,200	37,759	38,556	39,441	42,761	44,823	47,535	50,251	52,000	52,721	53,946	
UALR	39,200	41,771	42,099	43,782	44,929	47,938	52,146	55,464	53,600	53,707	54,700	
Arkansas Average(2)	38,124	39,253	39,911	41,716	43,776	46,494	49,708	52,280	52,600	53,130	54,231	
SREB(3)	36,320	37,723	39,755	42,146	43,961	46,692	48,154	49,427	50,976	52,992	53,966	
Contiguous(4)	35,700	36,900	38,200	40,435	42,754	45,191	45,899	47,086	48,920	51,203	NA	
National(5)	39,720	42,290	46,060	46,920	49,610	52,190	53,750	54,240	55,690	57,090	58,520	
<b>Associate:</b>												
UCA	31,300	31,794	31,784	33,833	34,559	37,624	39,990	41,645	41,600	42,101	43,504	
ASUJ	30,900	31,536	32,441	33,388	36,386	38,133	39,962	42,222	43,300	43,282	44,716	
UALR	30,200	33,048	34,218	35,815	37,277	37,862	40,777	42,025	41,600	41,485	42,200	
Arkansas Average(2)	30,647	32,263	33,046	34,562	36,230	37,867	40,312	41,966	42,100	42,236	43,440	
SREB(3)	30,624	31,806	33,824	35,956	37,571	39,662	40,737	40,662	41,770	42,459	44,254	
Contiguous(4)	29,900	31,300	32,300	34,089	36,065	38,015	38,396	39,676	40,830	42,556	NA	
National(5)	31,580	33,340	34,710	37,350	36,230	41,570	43,020	43,430	44,660	46,020	46,860	
<b>Assistant:</b>												
UCA	24,900	25,463	26,522	27,602	28,686	30,550	32,397	33,873	33,900	35,415	36,666	
ASUJ	25,100	26,251	26,767	27,427	29,124	30,664	32,642	34,033	34,200	34,550	35,578	
UALR	25,600	27,638	28,145	29,811	30,862	33,413	35,666	37,316	37,200	36,965	37,600	
Arkansas Average(2)	25,474	26,478	27,108	28,155	29,530	31,336	33,386	34,881	34,850	35,328	36,337	
SREB(3)	25,726	26,811	28,365	30,265	31,955	33,593	35,134	34,522	35,642	36,998	37,454	
Contiguous(4)	25,300	26,500	27,200	28,485	30,317	32,100	32,774	33,433	34,500	35,778	NA	
National(5)	25,950	27,520	28,380	30,900	32,730	34,460	35,730	36,160	37,220	38,360	39,000	
<b>Instructor:</b>												
UCA	20,100	20,991	21,160	22,284	22,429	23,340	25,379	26,615	27,500	27,649	29,227	
ASUJ	21,200	21,140	21,400	21,126	22,712	23,302	24,884	25,528	27,400	26,863	27,110	
UALR	21,100	23,246	22,202	23,733	23,880	24,143	25,482	26,490	26,500	26,798	27,500	
Arkansas Average(2)	21,329	21,417	21,475	21,893	22,956	23,535	25,223	26,199	27,160	27,348	27,946	
SREB(3)	21,212	22,086	22,847	23,824	25,216	25,940	26,724	26,474	27,344	28,685	29,324	
Contiguous(4)	20,600	21,600	21,900	22,424	23,293	24,561	24,931	25,668	26,790	27,551	NA	
National(5)	20,820	21,640	21,810	24,030	25,110	26,170	27,210	27,600	28,440	29,460	30,120	
<b>All Ranks:</b>												
UCA	28,299	29,306	30,190	32,290	33,686	35,035	37,342	39,107	39,500	40,144	41,676	
ASUJ	28,200	29,374	29,734	30,160	32,470	33,940	36,289	38,392	39,800	40,114	40,492	
UALR (6)	28,400	31,799	31,264	32,998	33,519	36,938	39,491	40,936	41,500	42,090	41,700	
Arkansas Average(2)	28,426	30,306	30,463	31,819	33,200	35,322	37,748	39,475	40,310	40,457	41,256	
SREB(3)	29,593	30,858	32,574	34,728	36,248	38,190	39,583	39,491	40,699	42,345	43,030	
Contiguous(4)	28,900	30,000	31,100	32,837	34,510	36,668	37,140	37,952	38,920	40,667	NA	
National(5)	32,090	34,050	35,260	38,080	40,140	42,170	43,490	43,790	45,000	46,350	47,350	

(1) Salaries Are Rounded To The Nearest \$100 From Some Data Sources For Certain Years

(2) Weighted Average For UCA, ASUJ, UALR

(3) Includes Masters I Level Institutions In Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, South Carolina, Tennessee, Texas, Virginia, West Virginia

(4) Survey Of Thirty Peer Institutions In Arkansas And Contiguous States

(5) AAUP- National Survey Of Category IIA (Comprehensive) Public Colleges And Universities

(6) UALR Has An Undesignated Rank And Lecture Salaries Computed In Their All Ranks Average



**Entering Freshmen Scores - Fall 1995** - As the university considers modifications of admission standards, staff attempts to determine, insofar as available information will allow, which of our admission criteria (i.e., ACT scores, high school grade point average, and rank in the high school graduating class) are the best predictors of academic success at UCA.

The Director of Institutional Research has analyzed, on the attached chart, the entering freshman class for fall 1995. Although his analysis is not necessarily conclusive on the question, it tends to show that, at least for this group, high school grade point average and rank in the high school graduating class are better indicators of success at UCA than are ACT scores.

**Correlation Among Scores for Fall 1995  
Entering Freshmen With All Scores**

Pearson Correlation	UCA Cumulative GPA	ACT Composite	High School GPA	High School Percentile Rank
CUMGPA	1	0.369	0.545	0.512
ACTCOMP	0.369	1	0.595	0.514
HSGPA	0.545	0.595	1	0.874
PCTRANK	0.512	0.514	0.874	1

N = 1113

**Correlation Among Scores for Fall 1995  
Entering Freshmen With All Scores  
Who Returned in Spring 1996**

Pearson Correlation	UCA Cumulative GPA	ACT Composite	High School GPA	High School Percentile Rank
CUMGPA	1	0.446	0.584	0.537
ACTCOMP	0.446	1	0.603	0.520
HSGPA	0.584	0.603	1	0.874
PCTRANK	0.537	0.520	0.874	1

N=946

**Correlation Among Scores for Fall 1995  
Entering Freshmen With All Scores  
Who Did Not Return in Spring 1996**

Pearson Correlation	UCA Cumulative GPA	ACT Composite	High School GPA	High School Percentile Rank
CUMGPA	1	0.001	0.377	0.388
ACTCOMP	0.001	1	0.494	0.433
HSGPA	0.377	0.494	1	0.865
PCTRANK	0.388	0.433	0.865	1

N=167



**Construction Report -**

**UCAPD Facility** - The police building is nearing completion and will be ready prior to the beginning of the fall semester.

**President's House** -The date for the substantial completion of the President's House was established as July 16, 1996. (Substantial completion is the stage in which the work on a structure is complete enough to permit the owner to occupy it for its intended use. The substantial completion date also is the date on which warranties commence). Furniture was moved into the house during the week of July 15-19. The first official university function, "Friends of Music Gala," was held on Saturday, July 27. Tommy Jameson, the architect for the project, was in attendance at the Board Meeting.

Dr. Chakales arrived at the meeting at this time.

**Litigation Report** - The following is a report on the status of litigation involving UCA as of July 16, 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. UCA General Counsel has taken over representation of the University defendants in this matter. Discovery is underway.

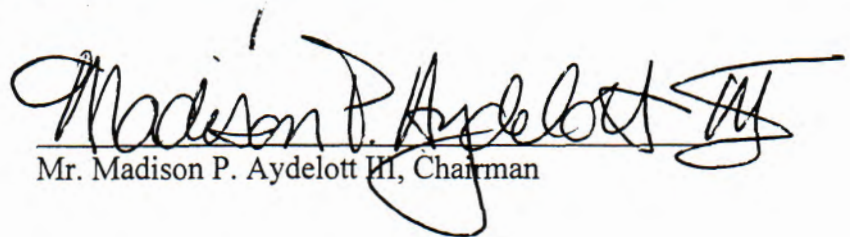
Dickson v. Board of Trustees of UCA, et al., No. LR-C-96-148 (Federal District Court). Dr. Betty Dickson is an assistant professor in the Department of Childhood and Special Education. Dr. Dickson has filed a race and age discrimination suit against the UCA Board of Trustees, the board members in their 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 vigorously to defend the lawsuit. Discovery is underway.

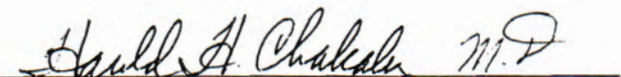


Angela Jackson v. UCA, EEOC No. 251-96-0160. Ms. Jackson contends that she was denied assignments as Coordinator of Academic Advising and Interim Coordinator of Undergraduate Studies due to her race. UCA has denied the charge and EEOC determined that Ms. Jackson had not established a violation. The time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

**Dinner and Commencement** - President Thompson announced that following the Board meeting, dinner would be served at the President's House followed by Commencement at 7:30 p.m. in the Farris Center.

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

  
Mr. Madison P. Aydelott III, Chairman

  
Dr. Harold H. Chakales, Secretary