

The Board of Trustees of the University of Central Arkansas convened in regular meeting Friday, December 6, 1996, at 1:00 p.m. in Room 214 in the Student Center with the following officers and members present, to-wit:

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

and with the following absent, to-wit: None

There being only three Board members present at 1:00 (Harding, Aydelott, and White) Mr. Harding requested President Thompson to begin the meeting with the President's Report.

PRESIDENT'S REPORT

Phasing Out of Golf Program - UCA has historically offered men's intercollegiate sports opportunities in football, basketball, baseball and golf. In the fall of 1995, the university added men's soccer, which involves 20 plus student athletes. The golf program typically involves only 7 or 8 student athletes. Therefore, UCA believes that it can better utilize its limited funding by discontinuing the golf program and focusing its financial resources on programs that will serve more student athletes.

Student athletes who are currently in the UCA men's golf program will be allowed to continue on athletic aid until graduation. However, no new athletes will be admitted to the program. The program will be discontinued at the end of the spring 1997 semester.

Mr. White stated that he realizes the need to phase out the golf program; however, he may not have supported the addition of soccer if he had known it would be at the expense of the golf program.

Withdrawals, Fall 1995 and Fall 1996 - As mentioned to the Board previously, the university has recently focused attention on improving retention and graduation rates. In 1995, UCA had an entering freshman class of 1527. As of the 64th class day (November 20, 1995), a total of 58

students or 3.8% had withdrawn from the university. This fall, UCA had an entering freshman class of 1679. As of November 15, 1996 (the 64th class day), 41 students or 2.44% had withdrawn. Retention rates have also improved for sophomores, juniors, seniors, and other undergraduates. We will continue to monitor the progress and to take steps to improve student success rates.

Housing Occupancy - At the end of October, we had 1,811 students living in the residence halls, compared with 1,559 for the same period last year. This increase of 252 students raised our occupancy to 97.8% for the current capacity of 1,851.

Ten Academic Program Priorities - Each year, the University of Central Arkansas and all other state-supported universities within Arkansas are required by Act 537 of 1993 and Act 376 of 1993 to submit to the Arkansas Department of Higher Education the institution's ten academic program priorities. UCA's submission for the fiscal year ending June 30, 1997, is herein attached. The listings represent current priorities for emphasis next year and may change in coming years.

UNIVERSITY OF CENTRAL ARKANSAS
10 Academic Program Priority Justifications

- (1) **Biology:** UCA's biology program is a strong one, all the more important to the university for its role in supporting UCA's various health science programs.
- (2) **Computer Science:** Employment projections show this area to be one of those that will grow most rapidly in the next decade. The state has a special need for well-trained people, and the university has recently created a new department of computer science to meet student interest and state need.
- (3) **Information Systems:** Employment projections show this area to be one of those that will grow most rapidly in the next decade. The state has a special need for well-trained people, and the university anticipates strengthening this program during the next year.
- (4) **Music:** The university's music program is attaining a national reputation. UCA faculty and students, for example, constitute approximately one-third of the Arkansas Symphony Orchestra. The university plans further improvements in the program.
- (5) **Occupational Therapy:** The state has a manifest shortage of occupational therapists, and UCA has the only occupational therapy program in the state. Aging Arkansans are particularly appreciative of the contributions of occupational therapists in assisting them in their efforts to remain independent.
- (6) **Physical Therapy:** Arkansas continues to have a major need for physical therapists, and there is a high student interest in the field. The University of Central Arkansas has the state's only masters level program and is therefore uniquely equipped to meet the state's need.
- (7) **Psychology:** Enrollments in psychology continue to grow, and the need for practitioners educated at the graduate level is expanding. The program is a strong one and is the largest in the state at the graduate level.
- (8) **Social Science:** The university's political science program has been rated "excellent" by Arkansas Department of Higher Education reviewers. UCA expects to re-focus resources in social science and improve equipment allocated to the area.

- (9) **Speech-Language Pathology:** Arkansas continues to have a marked shortage of well-trained speech pathologists. UCA offers a program of high quality that is the largest in the state.
- (10) **Teacher Education:** UCA, established as the state's normal school, continues to enjoy a reputation for excellence in teacher education. It is the largest producer of teachers at both the undergraduate and graduate levels.

**ADHE FORM 22-3
Institutional Top Ten Academic Program Priorities
Fiscal Year Ending June 30, 1997**

Institution University of Central Arkansas

Date Completed 11-11-96

Completed by J. William Berry, Provost

Telephone (501) 450-5073

Program*	
1	Biology (BS, MS, MSE)
2	Computer Science (BS)
3	Information Systems (BBA)
4	Music (BM, MM)
5	Occupational Therapy (BS, MS)
6	Physical Therapy (AAS, MS, PhD)
7	Psychology (BA, BS, MS, PhD)
8	Social Science (BA, BS, BSE, MA, MS)
9	Speech-Language Pathology (BS, MS)
10	Teacher Education (BSE, MSE)

Note: Definition of top 10 academic program priorities proposed to be defined by institutional chief academic officers.

*The listings represent current priorities and may change in following years. The programs listed will be augmented this year. Other programs may be as strong and important as any listed here.

Contract Authorizing the City of Conway to use Jefferson D. Farris, Jr., Softball Fields-

On September 24, 1996, UCA entered into an agreement allowing the City of Conway to use the Farris Softball Fields from early May through early August of each year for the purpose of conducting a youth softball league. In return for allowing the City to use these fields, the City has agreed to maintain the fields and pay the utilities (water and electricity) during the period of use. Also, the City agreed to provide the labor (UCA will provide the materials) to pave the parking area adjacent to the softball complex. The City has estimated the cost of the project to be \$53,965. Previous bids for labor and materials were approximately \$100,000.

With UCA's approval, the City of Conway recently assigned its rights and obligations under the contract to the Youth Softball Association of Conway, a non-profit organization. The YSAC will assume responsibility for maintenance and utilities and the City will back them up.

It is believed that this agreement will work to the substantial mutual benefit of UCA and the City of Conway.

Dental Insurance - The University awarded its dental insurance coverage to Jefferson-Pilot Insurance Company in 1989 and has renewed the contract on a yearly basis. Company officials advised the University that renewal for the 1996-97 fiscal year would require a 10% increase in premiums (premiums had remained constant since 1993). After discussion, Jefferson-Pilot agreed to extend coverage through December 31, 1996, without a change in premiums.

The Fringe Benefits Committee voted to request proposals for dental coverage which would become effective January 1, 1997. A total of ten proposals were received. Delta Dental of Arkansas proposed a plan with coverage essentially that of the current Jefferson-Pilot plan at a rate approximately 2.5% above current rates. The Fringe Benefits Committee voted to recommend that the University accept Delta Dental's proposal and the administration has taken that course of action. Listed below are the new dental rates:

<u>Coverage</u>	<u>Total Current Premium</u>	<u>Current Employee Cost</u>	<u>Total New Premium</u>	<u>New Employee Cost</u>	<u>Total Employee Increase</u>
Employee	\$ 15.39	\$ 0.00	\$ 15.78	\$ 0.00	\$ 0.00
Employee/Spouse	\$ 30.78	\$15.39	\$ 31.56	\$15.78	\$ 0.39
Employee/Family	\$ 51.34	\$35.95	\$ 52.62	\$36.84	\$ 0.89
Employee/Children	\$ 35.95	\$20.56	\$ 36.34	\$20.56	\$ 0.00
Special Family (Both spouses employed)	\$ 51.34	\$20.56	\$ 52.62	\$21.06	\$ 0.50

Litigation Report - The following is a report on the status of litigation involving UCA as of November 19, 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. Pursuant to a scheduling order entered by the Arkansas Supreme Court the brief of the State Board was due to be filed on November 10, 1996. UCA's brief will be due 30 days after the State Board's brief is filed, December 10, 1996, unless they obtain an extension of time.

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 under way. A jury trial is set for the week of July 14, 1997.

Dickson v. Board of Trustees of UCA, et al., No. LR-C-96-148 (Federal District Court). Dr. Betty Dickson was 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. UCA has filed an answer denying the allegations and intends to vigorously defend the lawsuit. Discovery is underway. A non-jury trial is set for the week of May 5, 1997.

Brent Philpot v. Winfred Thompson, No. LR-C-96-824 (Federal District Court). Brent Philpot, a sight-impaired student at UCA, has filed this lawsuit alleging that UCA failed to provide a reader for a course in which he was enrolled in the summer of 1996. Specifically, he seeks an injunction that would require UCA to provide him a reader for all courses he registers to take at UCA. He also seeks unspecified damages and attorney's fees. The matter is under review.

Earl Croston, Jr., v. UCA, EEOC No. 251-97-0168. Mr. Croston, formerly a temporary grounds keeper, has filed a second complaint alleging race discrimination. In his complaint, Mr. Croston alleges that after being laid off with other temporary employees, he was not recalled to work because he filed a previous charge of discrimination with the EEOC and because of his race. He also states that other employees have been recalled to work. As with his first complaint, the EEOC dismissed the charge and issued a right-to-sue letter without requiring UCA to respond. Mr. Croston has 90 day to file a lawsuit. His right-to-sue letter was issued on November 18, 1996.

NOTE: Mrs. Goode arrived at this point in the meeting constituting a quorum of the Board.

Minutes of the October 4, 1996, meeting were approved as circulated upon motion by Mr. White with a second by Mr. Womack.

Introduction - President Thompson introduced Dr. Joseph Horton who recently joined the staff as Dean of the College of Business Administration.

ACTION AGENDA

Interdisciplinary Minor Programs in Asian Studies, Latin American Studies, and Religious Studies - In several recent program reviews, ADHE consultants have recommended that our curricula be broadened to include more attention to global issues, especially non-Western cultures and traditions. Rather than simply adding individual, isolated courses to existing programs, the College of Liberal Arts recommends integrating existing courses and new courses into a more focused and carefully designed course of study for students. The three minors, Asian Studies, Latin American Studies and Religious Studies, will allow students who have a personal or professional interest in these fields to complete an organized, 18- to 21- hour plan of study. The minors are designed to better integrate the separate disciplines within the college and to attract a new clientele of students. Because some of these minors also involve course work in more than one college, they will also serve to establish closer contacts with students and faculty across the university.

Interdisciplinary area, ethnic, and cultural studies programs (such as Asian Studies, African/African-American Studies, or Latin American Studies) are fast growing fields of study. Over the past five years, the number of bachelor's and doctoral degrees awarded in these areas rose 36%, the number of master's degrees rose 61%, and the number of associate degrees rose 475%. Based on a recent survey of UCA students, we are confident there is strong student interest in the interdisciplinary programs we are proposing here, and that a number of students who choose a more traditional major will want to supplement or enhance it with one of these interdisciplinary minors.

On March 18, 1994, the Board approved a 33-hour interdisciplinary baccalaureate degree (major) in Religious Studies. The 21-hour Religious Studies minor being proposed now will allow students the opportunity to choose a major or a minor course of study in this area. (Justifications for a Religious Studies program can be found in the March 18, 1994, Board Agenda Book, pp. 103-109.)

Because of the increasing emphasis in our society on globalization and the growing importance of Asia and Latin America within the world economy and to North America, graduates who have some knowledge of these regions will be in a much more competitive position than will others. The proposed minors in Asian Studies and Latin American Studies will be especially helpful to students majoring in International Trade.

The programs have been reviewed and recommended for approval by all appropriate committees, councils, and administrators.

NOTE: Mr. Hicks and Mr. Aydelott arrived at the meeting at this point.

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

“BE IT RESOLVED: THAT THE UNIVERSITY OF CENTRAL ARKANSAS BOARD OF TRUSTEES HEREBY APPROVES INTERDISCIPLINARY MINORS IN ASIAN STUDIES, LATIN AMERICAN STUDIES, AND RELIGIOUS STUDIES.”

ASIAN STUDIES
18 HOURS (6 COURSES)

Core: 12 hours (4 courses):

- ART 2325 Survey of Asian Art
- HIST 3303 Asian Civilization I
- PHIL 3352 Asian Philosophy and Religion
- FLAN 2315 Cultural Traditions (special topic: Asian Literatures in Translation)

Electives: 6 hours (2 courses) from the following:

- ART 3385 Art of India
- ART 3395 Art of Japan
- HIST 3304 Asian Civilization II
- HIST 4381 Modern China
- HIST 4383 Modern Japan
- CHIN 1310/1320 Elementary Chinese
- JAPN 1310/1320 Elementary Japanese
- ECON 4380 Seminar in Economics (special topic: Economics of the Pacific Rim)
- ENGL 3325 Advanced Readings in World Literature (when Asian theme offered)

LATIN AMERICAN STUDIES
18 HOURS (6 COURSES)

Core: 12 hours (4 courses) from the following:

- GEOG 3315 Geography of Latin America
- PSCI 4340 Seminar Selected Topics (special topic: Mexican Politics and the Political Economy of the North American Free Trade Agreement)
- HIST 3315 From Columbus to Castro: Introduction to Latin American History
- Capstone Seminar: GEOG 4360 Special Problems in Geography--Capstone Seminar, **or** PSCI 4399 Studies in Political Science--Capstone Seminar, **or** HIST 4391 Topics in History--Capstone Seminar

Electives: 6 hours (2 courses) from the following:

- HIST 4305 Latin America Through History, Film, and Literature
- HIST 4391 Topics in History (when Latin American topic offered)
- HIST 4328 Modern Latin America: The 20th Century
- HIST 4353 Inter-American Relations
- PSCI 4399 Studies in Political Science (when Latin American topic offered)
- GEOG 4360 Special Problems in Geography (when Latin American topic offered)
- SOC 4390 Selected Problems in Sociology (special topic: Provision of Rural Health Services in Honduras), **or** HSCI 4314 Health Education Workshop (special topic: Provision of Rural Health Services in Honduras)
- FLAN 2315 Cultural Traditions (when Latin American topic offered)
- SPAN 2320 Spanish Conversation and Composition II
- SPAN 2330 Business Spanish
- SPAN 3313 Latin-American Civilization
- SPAN 3321 Hispanic Literature II
- SPAN 3398 Travel Seminar in Mexico, **or** HIST 3398 Travel Seminar in Mexico, **or** SOC 3398 Travel Seminar in Mexico
- SPAN 4395 Advanced Hispanic Literature (when Latin American topic offered)
- SPAN 4396 Studies in Hispanic Literature (when Latin American topic offered)

Language Requirement: Requires 3 semester hours of Spanish on the 2000-level or above (completion of SPAN 1310/1320: Elementary Spanish I/II, **and** completion of SPAN 2300: Intermediate Spanish, **or** SPAN 2310: Spanish Conversation and Composition I, **or above**).

RELIGIOUS STUDIES
21 HOURS (7 COURSES)

Core: 15 hours (5 courses):

PHIL 2301	Introduction to Religious Studies
PHIL 2315	Introduction to the Bible or ENGL 3325 Advanced Readings in World Literature (special topic: The Bible as Literature)
PHIL 3331	Philosophy of Religion
HIST 3320	History of Christianity I, or HIST 3321 History of Christianity II
HIST 3303	Asian Civilization or HIST 4387 The Islamic Middle East

Elective Courses: 6 hours (2 courses) from the following:

ART 2325	Asian Art Survey
ART 3385	Art of India
ENGL 4341	Milton
HIST 3320	History of Christianity I (if not taken as core course)
HIST 3321	History of Christianity II (if not taken as core course)
HIST 3303	Asian Civilization (if not taken as core course)
HIST 3352	Oriental Thought
HIST 4387	The Islamic Middle East (if not taken as core course)
PHIL 3301	Medieval Philosophy
PHIL 3303	Nineteenth-Century Philosophy
PHIL 3315	Religion and Culture
PHIL 3352	Asian Philosophy and Religion
SOC 4300	Sociology of Religion
SOC 3315	Native American Cultures

Remedial Course Grade Calculation - State law stipulates that remedial courses not be counted for credit toward a degree. These courses are not considered to be college level work. However, grades awarded in remedial classes at UCA currently are calculated as part of a student's grade point average, and, as a consequence, they count toward meeting the grade point average required for graduation. Recognizing this inconsistency, the Undergraduate Council and the Deans Council have voted to recommend the exclusion of remedial course grades from students' grade point average calculations for graduation beginning with students who enter the University in the fall of 1998. The remedial courses and grades will continue to be entered on the student's transcript but only as a matter of record.

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 EXCLUSION OF REMEDIAL COURSE GRADES FROM STUDENTS' GRADE POINT AVERAGE CALCULATIONS FOR GRADUATION BEGINNING WITH STUDENTS WHO ENTER THE UNIVERSITY FALL 1998.”

Deletion of Low Productivity Degree Programs: MSE in History and MME in Music - With the Board's permission, President Thompson withdrew this item from the agenda until a later date.

Lewis Science Center Renovation - Prior to the construction of the new Laney Hall, Lewis Science Center contained offices, laboratories and classrooms for the Departments of Chemistry, Biology and Physics. Laney Hall now houses the Chemistry Department, and a substantial portion of the Lewis Science Center needs to be converted to space which is more appropriate for biology and physics. Preliminary plans and cost estimates have been developed to convert these spaces to biology and physics purposes. This includes renovation and equipment costs, asbestos removal and tile replacement of approximately \$62,000, construction contingencies, and architectural fees. The total is expected to be at least \$650,000. The project will be financed from 1995-96 year-end funds. The conversion of this space is important to the continuing development of our physics and biology programs. It is especially needed for our expanding Biology Department.

In response to a question from Mr. White, Dr. J. William Berry, provost, stated that there are over 30 faculty members in the departments of biology and physics. President Thompson added that

the student/faculty ratio in the department of biology is approximately 24/1 which is higher than it should be; therefore, additional faculty positions are being considered.

In response to a question from Mr. Harding, Mr. Bob McCormack, vice president for financial services, stated that this project will be financed from year-end funds and will not affect contingency funds.

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

"BE IT RESOLVED: THAT THE UNIVERSITY OF CENTRAL ARKANSAS BOARD OF TRUSTEES HEREBY APPROVES THE ALLOCATION OF APPROXIMATELY \$650,000 FOR THE RENOVATION AND CONVERSION OF THE LEWIS SCIENCE CENTER. THIS PROJECT WILL BE FINANCED FROM 1995-96 YEAR-END FUNDS."

Harrin Hall Renovation and Addition - As was explained at the October 4, 1996, Board meeting, it would be extremely difficult to complete the heating, air conditioning, electrical and refurbishing work needed for Main Hall since we do not have adequate facilities to move the current occupants out of the building during the construction period. Due to this circumstance, we requested the State Board of Higher Education's approval to use the college savings bond funds, approved for Main Hall, for the renovation and an addition to Harrin Hall. This requested transfer was approved by the State Board of Higher Education at its November 1, 1996, meeting. The \$1.3 million from the Main project, coupled with approximately \$1.3 million of the college savings bond funds designated for critical maintenance, will provide the financing for this project.

This will permit us to move the speech department from Main Hall to Harrin, create an office suite, and move the Department of Undergraduate Studies, including student advisement, to the renovated and expanded Harrin Hall. Undergraduate studies would be in close proximity to Admissions, Student Financial Aid and the Office of Student Services. Planning is also underway to move the Cashiering and Registrar's offices to McCastlain Hall when Continuing Education is moved to the new conference center in approximately two years. When all of these changes are completed, our student services will be more convenient to our students and the quality of our services to students will be enhanced.

In response to a question from Mr. Aydelott, President Thompson stated that vacated space in the Administration Building will alleviate over-crowded conditions in the divisions of Academic Services and the President's Office, and possibly Financial Services.

Mr. White expressed his concern about using critical maintenance funds for this project. President Thompson stated that funds for critical maintenance are available from other sources.

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

"BE IT RESOLVED: THAT THE UNIVERSITY OF CENTRAL ARKANSAS BOARD OF TRUSTEES HEREBY AUTHORIZES THE ADMINISTRATION TO CONSTRUCT AN ADDITION TO AND RENOVATE HARRIN HALL AT A TOTAL COST OF APPROXIMATELY \$2.6 MILLION. THIS PROJECT WILL BE FUNDED PRIMARILY FROM \$2.6 MILLION IN PROCEEDS FROM THE COLLEGE SAVINGS BOND PROGRAM."

Hughes Residential College - As part of the University's emphasis on retention, the divisions of Undergraduate Studies, Student Services, and Administrative Services have collaborated to create Hughes Residential College. A committee consisting of Dr. Sally Roden, Committee Chair, Dr. Gary Roberts, Dr. Donna Foss, Dr. Barbara Williams, Dr. Barbara Holmes, Dr. Bill Lammers, Dr. Peter Mehl, Dr. Jim Packer, Dr. Gayle Seymour, Ms. Jayme Stone, Dr. Tom Pilgreen, and Ms. Kelli Jones met to discuss various possibilities. After months of in-depth study and negotiation the committee has recommended that a residential college be created and housed in Hughes Hall. This residential college would be similar to those at Harvard, Yale, Oxford, Southwest Texas State, Truman State, University of South Carolina, and Murray State. Research has consistently shown that following the residential college model increases faculty/student interaction, retention, and a sense of community within the college. Murray State (previously viewed as a suitcase college) noticed a significant increase in students from the residential college remaining on campus for weekend activities.

Hughes Hall was constructed in 1964. A renovation can be completed during the summer of 1997 using funds from housing and food service budgets. Work should cost approximately \$400,000 and will include but not necessarily be limited to asbestos abatement, constructing a faculty apartment, constructing a classroom, changes to laundry rooms and restrooms, painting, installation of computer network wiring to each room, floor covering, lighting repair, additional card access, and improvement of the lobby.

In response to a question from Mr. Womack, President Thompson stated that a residential college should not have a substantial affect on student housing. It is anticipated that approximately the same number of spaces will be available. Dr. Thompson further stated that it is hoped that the occupancy rate will improve in Hughes Hall which, traditionally, has had a lower occupancy rate than other residence halls.

In response to a question from Mr. Harding, Dr. John Smith, vice president for administrative services, stated that the facility will accommodate approximately 240 students after the proposed renovation.

President Thompson explained that the residential college will be for incoming freshmen who may remain in the hall through their sophomore year.

Mr. Harding asked if the idea of a residential college has been promoted on campus. Dr. Smith stated that Dr. Sally Roden has developed a brochure for distribution to incoming freshmen.

In response to a question from Mr. Harding, Dr. Roden stated that brochures have been given to the Admissions Office and will be distributed by personnel who visit area high schools. Brochures were distributed to Board members during the meeting.

The following resolution 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 AUTHORIZES THE RENOVATION OF HUGHES HALL FOR THE CREATION OF HUGHES RESIDENTIAL COLLEGE, AT THE ESTIMATED COST OF \$400,000, THE EXPENSE TO BE FUNDED FROM THE HOUSING AND FOOD SERVICE BUDGETS.”

Parking - The greatest need for additional parking is to the north and east of campus. As a result of recent land purchases, approximately 300 additional parking spaces can be added through construction of new lots on Augusta Avenue, Donaghey Avenue, Elizabeth Street, and Western Avenue. Though the engineer has not designed these lots, the Physical Plant estimates the cost will be approximately \$350,000.

The City of Conway is developing plans to widen Bruce Street between Donaghey Avenue and Augusta Avenue. This change will impact access to the parking lot at the Administration

Building and may necessitate significant modifications to or elimination of this lot. Improvements and modifications to other lots may be made this summer as time and resources allow.

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

“BE IT RESOLVED: THAT THE UNIVERSITY OF CENTRAL ARKANSAS BOARD OF TRUSTEES AUTHORIZES THE EXPENDITURE OF UP TO \$500,000, AS FUNDING BECOMES AVAILABLE, FOR THE DESIGN AND CONSTRUCTION OF NEW PARKING LOTS AND MODIFICATIONS AND IMPROVEMENTS TO EXISTING PARKING LOTS.”

Property Acquisition - At the October Board of Trustees meeting, the projected growth area for the university was identified as all that land lying north of Highway 286, south of College Avenue, west of Donaghey Avenue and east of Farris Road. Since that meeting, several property owners in this area, as well as east of Donaghey Avenue, have approached the university interested in selling their property. Although the university has not identified a permanent use for all of this property, the houses would be suitable on a temporary basis as rental housing for faculty and staff.

The administration obtained appraisals on the property and signed offer and acceptance agreements with the owners, subject to Board of Trustees and State of Arkansas approval. A description of the property and purchase price is as follows:

1. **Jefcoat Property (405 Augusta Avenue)** - \$81,500 - Lot 7, Blk. 2, J.E. Little Addition to the city of Conway, Faulkner County, Arkansas.
2. **Voegele Property (2015 Bruce Street)** - \$59,000 - The east 30' of lots one and two, Block 68 Boulevard Addition, Faulkner County, Conway, Arkansas.
3. **Halbrook Property (2401 College Avenue)** - \$180,000; (*Dr. Viron Hukill will be allowed to live in the house for up to five years after closing. Dr. Hukill will pay rent of \$600.00 per month, with rent beginning on April 1, 1997. Further terms and conditions of the lease agreement between Dr. Hukill and UCA will be established by a separate document.*) - A part of the northwest quarter of the southeast quarter of section eleven, township five, north, range fourteen, west, more particularly described as follows: beginning at a point four feet south and two hundred forty feet west of the northern corner of said northwest quarter of the southeast quarter of said

section eleven, running thence west one hundred eighty feet; thence south two hundred ninety-one and 4/10 feet; thence east one hundred eighty feet; thence north two hundred ninety-one and 4/10 feet to the point of beginning; Faulkner County, Conway, Arkansas.

4. **White Property (425 Donaghey)** \$112,000 - Beginning at a point 120 feet west of a point where the west line of Donaghey Avenue intersects with the south line of College Avenue in the City of Conway, Arkansas, which point is four feet south and forty-four feet west of the northeast corner of the northeast quarter of the southeast quarter, section eleven, Township 5 north, range fourteen west and run thence west thirty feet; thence south 120 feet; run thence east thirty feet; run thence north 120 feet to the point of beginning **AND** part of northeast quarter (NE 1/4) of the southeast quarter (SE 1/4) of section eleven, Township 5 north, range fourteen west, described as follows: beginning at a point where the west line of Donaghey Avenue intersects the south line of College Avenue, in the City of Conway, Arkansas, which point is four feet south and forty-four feet west of the northeast corner of said NE 1/4 SE 1/4, section 11; thence south 120 feet; thence west 120 feet; thence north 120 feet to the south line of College Avenue; thence east 120 feet to the point of beginning.

In response to a question from Mr. Aydelott, President Thompson stated that the Voegele property will be used for parking.

In response to a question from Mr. Harding, President Thompson stated that the house located on the Jefcoat property will be used for rental housing for faculty and staff.

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

“BE IT RESOLVED: THAT THE UNIVERSITY OF CENTRAL ARKANSAS BOARD OF TRUSTEES AUTHORIZES THE ADMINISTRATION TO PURCHASE THE PROPERTY DESCRIBED ABOVE FOR THE AMOUNTS INDICATED, AND THE UNIVERSITY’S SHARE OF THE CLOSING COSTS.”

Campus Computer Network/Internet Access in Residence Halls - In response to student requests for more computer services, the university has investigated the feasibility of installing in all residence hall rooms the wiring necessary to allow direct access to the campus computer network

and the Internet. Both the departments of housing and computer services recommend the installation of this wiring. The completion of the project should net the students and the university numerous benefits. Students will be responsible for providing their own computers and software to access this service. Installation of the fiber optic access can be carried out during the summer of 1997 using funds from Housing and Food Service Budgets and will cost approximately \$200,000.

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

“BE IT RESOLVED: THAT THE UNIVERSITY OF CENTRAL ARKANSAS BOARD OF TRUSTEES AUTHORIZES THE EXPENDITURE OF APPROXIMATELY \$200,000 TO INSTALL WIRING IN ALL RESIDENCE HALL ROOMS TO PROVIDE DIRECT ACCESS TO THE CAMPUS COMPUTER NETWORK AND THE INTERNET, THE EXPENSE TO BE FUNDED FROM THE HOUSING AND FOOD SERVICE BUDGETS.”

Torreyson Library Collection Development Policy (Board Policy No. 340) - At its October 18, 1985 meeting, the Board of Trustees approved a Collection Development Policy for Torreyson Library as Board Policy No. 340 which had been developed by a committee of the library personnel under the leadership of Dr. Willie Hardin, Dean of the Library. Since the Board's approval of the Collection Development Policy, there have been changes in university and library goals and objectives which necessitate revisions in the policy. It is anticipated that over time the policy will need further revisions as goals and objectives continue to change. Therefore, it seems appropriate for the Board to delegate the authority to make periodic revisions in the Collection Development Policy to the Collection Development Committee with the understanding that such revisions will be reported to the Board.

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

“BE IT RESOLVED: THAT THE UNIVERSITY OF CENTRAL ARKANSAS BOARD OF TRUSTEES HEREBY DELEGATES THE AUTHORITY TO MAKE PERIODIC REVISIONS IN THE COLLECTION DEVELOPMENT POLICY OF TORREYSON LIBRARY TO THE COLLECTION DEVELOPMENT COMMITTEE WITH THE UNDERSTANDING THAT SUCH REVISIONS WILL BE REPORTED TO THE BOARD.”

State Hall Roof - During the early morning hours of Wednesday, November 6, 1996, the roof of the north wing of State Hall was heavily damaged during a wind storm. Covington Roofing was contacted and emergency temporary repairs completed the following day. A portion of the roof on the south wing of State Hall was replaced in 1989 after it was destroyed during a wind storm. The permanent repair of the roof on the north wing would cost approximately \$52,000, if the existing roof design is continued.

It appears the current roof design and installation for State Hall are not adequate. The construction of a hip roof will greatly enhance the appearance of the building and reduce the possibility of future wind damage. The architect estimates a new hip roof will cost approximately \$350,000. When fees and a contingency are included, the total project cost will be approximately \$425,000.

Mr. Aydelott asked about the useful life of State Hall prior to the damage. President Thompsen stated that the residence hall was renovated a few years ago; therefore, it is in good condition and is well located on the campus. Dr. Thompson stated that State Hall could last another 10 to 15 years if appropriately maintained and renovated from time-to-time.

In response to another question from Mr. Aydelott, Dr. John Smith stated that State Hall provides space for approximately 250 students. President Thompson added that the facility's occupancy rate has improved recently.

In response to a question from Mr. Harding, President Thompson stated that students are presently living in the facility. Dr. Thompson complimented Covington Roofing of Conway for placing a temporary roof on the facility immediately following the storm.

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

“BE IT RESOLVED: THAT THE UNIVERSITY OF CENTRAL ARKANSAS BOARD OF TRUSTEES AUTHORIZES THE CONSTRUCTION OF A HIP ROOF ON STATE HALL AT THE ESTIMATED COST OF \$425,000. THIS PROJECT WILL BE FUNDED FROM THE INSURANCE REIMBURSEMENT OF APPROXIMATELY \$50,000, THE HOUSING AND FOOD SERVICE BUDGETS, AND THE HOUSING REPAIR AND REPLACEMENT ACCOUNT.”

Location of Health, Physical Education, and Recreation Facility - The administration has given consideration to an appropriate location for the proposed Health, Physical Education, and Recreation Facility. The architectural firms of Sims, Grisham, and Blair, and Polk, Stanley, and Saunders as well as several university departments have investigated various sites for this facility. Locations considered were next to the Farris Center, west of the Football Stadium, and south of the Physical Plant. It is the general consensus that the best location for this facility would be in the area south and west of the Physical Plant.

President Thompson discussed the need to design the proposed building in a way that does not interfere with future development of streets in the area. President Thompson stated that eventually there may be a need to construct an additional bridge across Stone Dam Creek with a street extending to Farris Road. President Thompson mentioned to the Board that he has tentatively discussed the possibility of assistance from the state with the highway commissioner.

In response to a question from Mr. White, President Thompson stated that the radio tower located on the property could present a problem since it involves a long-term lease.

Mr. Aydelott expressed his concern about the distance from the proposed site to other academic buildings.

Following discussion the following resolution 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 HEREBY APPROVES THE AREA SOUTH AND WEST OF THE PHYSICAL PLANT AS THE LOCATION FOR THE PROPOSED HEALTH, PHYSICAL EDUCATION, AND RECREATION FACILITY.”

Acquisition of Property Located at 338 Augusta - At its October 4, 1996, meeting, the Board of Trustees authorized the President to exercise every reasonable effort to obtain the property located at 338 Augusta Avenue. The Board noted at that time that acquisition of the property was necessary to provide adequate parking space on the north side of the campus.

In the interim, substantial negotiations for the acquisition of this property have taken place, but the University has been unable to negotiate a purchase price for the property. Therefore, it appears that legal action to acquire the property is the only recourse available.

Arkansas law specifically requires that before the power of eminent domain is used, the Board of Trustees must pass a resolution to the effect that the acquisition of the property sought to be purchased is necessary for the use and benefit of UCA. The resolution must also set forth the purpose for which the lands are to be condemned.

Prior to the Board's discussion of this item, Mr. Chris Throneberry and Mr. Todd Townsell, two owners of the property, addressed the Board.

Mr. Throneberry stated that he, Mr. Townsell, and Mr. Jim Thompson had purchased the property at 338 Augusta Avenue with the expressed desire to build apartments which remains their goal. Mr. Throneberry stated that he and the other owners feel that an apartment complex at that location will provide a buffer to the residential area on Augusta Avenue. Mr. Throneberry stated that it is his understanding that UCA wants to purchase the property for parking. Mr. Throneberry said that, based on the owners' calculations, UCA could get a maximum of 40 parking spaces on the property. If UCA acquires the property at the price offered to the owners, 35 to 40 parking spaces would cost approximately \$100,000. Mr. Throneberry stated that he and the other owners would be providing six apartments with 13 or 14 parking spaces. He further stated that it is reasonable to assume that the apartments would be occupied by UCA students and staff who would utilize those parking spaces. Mr. Throneberry said that the owners do not feel that a net gain of approximately 27 parking spaces merits condemning the property. However, in an effort to have a harmonious end to the issue, Mr. Throneberry stated that the owners proposed a property exchange for property located at the corner of Torreyson and Donaghey Avenue. Mr. Throneberry stated that he had not received a reply to that proposal. Mr. Throneberry further stated that a property exchange is not the owners' first choice and that the owners feel that the university would be just as well served with the project located at 338 Augusta.

President Thompson stated that UCA had not responded formally to the owners' proposed property exchange because Mr. Jack Gillean, UCA's general counsel, is presently out of town. However, Dr. John Smith, vice president for administrative services, had responded verbally to Mr. Tom Courtway, attorney for the owners, and informed him that UCA could not exchange the piece of property located at Torreyson and Donaghey Avenue. President Thompson stated that UCA is willing to work with the owners in a property exchange if they locate a piece of property not currently owned by the university.

Mr. Harding asked the owners if they would be interested in an exchange for property that is not in such close proximity to the university.

Mr. Townsell stated that, in his opinion, location is the most important thing.

Mr. Townsell further stated that earlier this year he offered property on Western Avenue and Augusta to the university. Mr. Townsell stated that UCA was not willing to pay the appraised value; therefore, the owners began construction on the property. He stated that UCA then offered him the appraised value, but he refused the offer.

President Thompson stated that his recollection is that UCA offered the appraised value but Mr. Townsell, after accepting the initial offer, increased the price by \$5,000.

In response to a question from Mr. Hicks, Mr. Throneberry stated that the owners would entertain the possibility of a like property exchange; however, he does not have the time nor the know-how to locate a piece of property for the exchange. Mr. Throneberry further stated that there has not been a great deal of negotiating since the owners feel that they are not getting a fair offer from UCA. Mr. Throneberry stated that it is his understanding that UCA purchased the property next to 338 Augusta for \$6.50 per square foot and is offering approximately \$5.50 per square foot for 338 Augusta. He stated that the owners are not interested in entertaining that offer. Mr. Throneberry stated that the owners would be much more agreeable to considering other options if they were receiving the same kind of offer as UCA made for the property next to theirs.

President Thompson stated that UCA is very limited by the statutory provisions with respect to the purchase of property. UCA has, as in every other property purchase, offered prices up to the highest appraised value. President Thompson stated that, in his judgment, UCA cannot go beyond the highest appraised value. That is a decision that would have to be made by the Board. President Thompson stated that if he were a Board member he would be very concerned about making offers in excess of the appraised value from both a practical standpoint and fiduciary obligation. President Thompson also stated that it is not appropriate for the university to seek out property for an exchange.

In response to a question from Mr. Hicks, Dr. John Smith stated that the two appraisals on the property were for \$65,000 and \$74,000. Dr. Smith stated that UCA's initial offer was \$70,000 which is the average of the two appraisals, followed by a final offer of \$74,000.

In response to a question from Mr. White, President Thompson explained that UCA has exchanged property on previous occasions; however, the procedure has always been to tell the property owner to locate the property to be exchanged and negotiate the value. If a fair exchange is agreed upon, UCA is more than happy to do so.

NOTE: Dr. Chakales had arrived at the meeting at this point.

Mr. Harding expressed his appreciation to Mr. Throneberry and Mr. Townsell for their attitudes and their input.

Mr. Aydelott asked if the administration is taking the position that negotiations are pointless at this juncture.

President Thompson stated that the administration is following the procedure which it has always followed -- once the highest appraised value is offered, the administration is without authority to go beyond that.

Mr. Aydelott asked if this is a matter that must be acted on today since the owners have not had an opportunity to discuss this matter further with their counsel and since UCA's general counsel is not presently available.

President Thompson stated that, in his judgment, the Board should act on the issue today since the owners have secured a building permit for the property. President Thompson further stated that delay will only lead to the possibility of increasing the expense to the university. However, that does not preclude a settlement before the matter goes to trial.

The following resolution was adopted upon motion by Mrs. Goode with a second by Mr. Womack. Mr. White abstained stating that he owns undeveloped property in the area. (All Board members, including the chair, voted aye, except Mr. White who abstained.)

“BE IT RESOLVED: THAT THE ACQUISITION OF THE PROPERTY AT 338 AUGUSTA AVENUE IS NECESSARY FOR THE USE AND BENEFIT OF UCA. THE LAND IS NECESSARY TO PROVIDE ADEQUATE PARKING SPACE ON THE NORTH SIDE OF THE CAMPUS; AND,

BE IT FURTHER RESOLVED: THAT THE LEGAL DESCRIPTION OF THE PROPERTY TO BE CONDEMNED IS AS FOLLOWS:

SOUTH 30 FEET OF LOT 16 AND THE NORTH 40 FEET LOT 17 OF GIST'S REPLAT OF LOT 4 OF THE NE 1/4 SE 1/4 SECTION 11, TOWNSHIP 5 NORTH, RANGE 14 WEST, B.G. WILSON'S MAP OF CONWAY, ARKANSAS. SAID REPLAT BEING RECORDED IN BOOK A, PAGE 89.

BE IT FURTHER RESOLVED: THAT THE PRESENT OWNERS OF THE PROPERTY ARE CHRISTOPHER AND CATHY B. THRONBERRY; CHANCE, INC.; AND JAMES F. THOMPSON; AND,

BE IT FURTHER RESOLVED: THAT THE UNIVERSITY OF CENTRAL ARKANSAS BOARD OF TRUSTEES AUTHORIZES THE USE OF THE POWER OF EMINENT DOMAIN TO ACQUIRE THE PROPERTY LOCATED AT 338 AUGUSTA AVENUE.”

Mrs. Goode stated that she understands the owners' points of view; however, the Board must put the best interest of the university first. She further stated that as fast as things are developing, especially with the proposed conference center, that the Board must be careful and watchful for the university's future needs. Mrs. Goode stated that the property at 338 Augusta is small but important because of its location.

Mr. Aydelott requested the administration to work closely with Mr. Courtway and his clients to avoid their incurring additional legal expenses unnecessarily if a compromise can be reached. Mr. Aydelott stated that he understand the university's position and will support the university; however, he feels that it is important that the university work with these and other individuals who own property adjacent to the campus. Other members of the Board and President Thompson voiced their agreement.

PRESIDENT'S REPORT (additional item)

Neighborhood Preservation - President Thompson discussed the idea of preserving the area east of the campus running from College Avenue to Robins Street from Donaghey Avenue to Griffith Street by providing incentives to faculty and staff for living in this area. President Thompson stated that it is in the best interest of the university to maintain the residential neighborhoods adjacent to the campus. President Thomspson suggested initiating discussions concerning this issue with the Old Conway Homeowners Association, the City of Conway, the Planning Commission, and Conway Corporation.

EXECUTIVE SESSION

Executive Session was declared upon motion by Mr. Aydelott with a second by Mr. White.

OPEN SESSION

The following resolution, as recommended by President Thompson, was adopted upon motion by Dr. Chakales with a second by Mr. Aydelott:

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

ADJUSTMENTS:

1. Michelle Hansard, Clinical Supervisor, Speech-Language Pathology, effective Fall Semester, change salary from \$4,800.00 to \$7,300.00.
2. Margot Lambert, Part-time Instructor, Writing Program, effective Fall Semester, change salary from \$4,000.00 to \$2,100.00.
3. Mohammed Nour, Assistant Professor, Marketing and Management, change from Leave Without Pay 1996-97 to Spring Semester @ a salary of \$27,775.00.
4. Suzanne Patterson, Part-time Instructor, Writing Program, effective Fall Semester, change salary from \$4,000.00 to \$4,950.00.

APPOINTMENTS:**Full-time:**

1. Troy Helm, Assistant Librarian, Torreyson Library, Non-faculty Appointment, effective September 16, 1996 through June 30, 1997 @ a salary of \$24,682.00.
2. Helen Heron, Instructor, Psychology and Counseling, Non-tenure Track, effective Spring Semester @ a salary of \$8,000.00.
3. Cheri L. Kendrick, Assistant Librarian, Torreyson Library, Non-faculty Appointment, effective November 18, 1996 through June 30, 1997 @ a salary of \$17,188.00.

4. Brooks E. Walthall, Project Coordinator, Cooperative Education, Non-faculty Appointment, effective October 28, 1996 through June 30, 1997 @ a salary of \$20,435.00.

Part-time:

1. Joseph LaFace, Instructor, Economics and Finance, effective Spring Semester @ a salary of \$2,000.00
2. Lauren Maxwell, Instructor, Economics and Finance, effective Spring Semester @ a salary of \$4,000.00.
3. Leonard Nethercutt, Instructor, Economics and Finance, effective Spring Semester @ a salary of \$6,000.00.
4. Robert F. Scranton, Adjunct Instructor, Speech/Theatre/Mass Communication, effective Spring Semester @ a salary of \$2,000.00.
5. Raymond J. Simon, Adjunct Professor, Administration and Secondary Education, effective Fall Semester @ a salary of \$2,000.00.
6. Ann Woodruff, Instructor, Psychology and Counseling, effective Spring Semester @ a salary of \$2,000.00.

ADDITIONAL ASSIGNMENTS/COMPENSATION:

1. Kathy McDaniel, Instructor, Speech-Language Pathology, effective December 16-31, 1996 @ a salary of \$1,250.00.

APPOINTMENTS FROM RESTRICTED GRANT FUNDS:

1. Deborah Barnes, Instructor, Professional Field Services, effective July-October, 1996 @ a salary of \$300.00.
2. Tammy Benson, Assistant Professor, Childhood and Special Education, effective July-October, 1996 @ a salary of \$200.00.
3. Donna Cain, Instructor, Childhood and Special Education, effective July-October, 1996 @ a salary of \$300.00.

4. Cathy Caldwell, Associate Professor, Art, effective August 30-December 30, 1996 @ a salary of \$500.00.
5. Karen Dobbs, Research Consultant, Psychology, effective October 15-December 31, 1996 @ a salary of \$800.00.
6. Cameron Dorey, Associate Professor, Chemistry, effective June 1-30, 1997 @ a salary of \$2,000.00.
7. Joyce Fiddler, Assistant Professor, Childhood and Special Education, effective July-October, 1996 @ a salary of \$300.00.
8. John Goswick, Instructor, Childhood and Special Education, effective July-October, 1996 @ a salary of \$200.00.
9. Denise Johnson, Instructor, Childhood and Special Education, effective July-October, 1996 @ a salary of \$300.00.
10. Fred Litton, Professor/Chair, Childhood and Special Education, effective July-October, 1996 @ a salary of \$200.00
11. Mary Mosley, Associate Professor, Childhood and Special Education, effective July-October, 1996 @ a salary of \$4,200.00.
12. Sharon Rapp, Director, Saturday MindScapes, Childhood and Special Education, effective September 28-November 2, 1996 @ a salary of \$800.00.
13. Billy L. Smith, Professor, Psychology, effective October 15-December 31, 1996 @ a salary of \$1,800.00.
14. Teresa D. Smith, Associate Professor, Psychology, effective October 15-December 31, 1996 @ a salary of \$1,800.00.
15. Jeffry R. Young, Assistant Professor, Art, effective August 30-December 30, 1996 @ a salary of \$900.00.

LEAVES WITHOUT PAY:

1. Kristina Belisle, Music, 1997-98
2. Kay Kraeft, Music, Fall 1996

RESIGNATIONS:

1. N. Fawzia Braine, Torreyson Library, September 13, 1996

RETIREMENTS:

- | | | |
|-----|--|----------|
| 1. | *Therold Bailey, Marketing and Management | 12-31-96 |
| 2. | *Dick Clough, Administration and Secondary Education | 12-31-97 |
| 3. | *Mary Coleman, Library | 08-31-97 |
| 4.. | *Kitty Fowler, Speech/Theater/Mass Communication | 06-30-97 |
| 5. | *Loren Guffey, Economics and Finance | 05-15-97 |
| 6. | *Cleo Hensley, UCA Police Department | 06-30-97 |
| 7. | William Keinath, Geography Department | 05-17-97 |
| 8. | Darrell Kilman, Mathematics Department | 06-01-97 |
| 9. | *Paula Lee, Continuing Education | 12-31-96 |
| 10. | *Iris McAnally, College of Business | 06-30-97 |
| 11. | Jack Mobley, Sr., Biology Department | 05-17-97 |
| 12. | *Sandra Palmer, Speech-Language Pathology | 06-30-97 |
| 13. | *Carol Powers, Library | 06-30-97 |
| 14. | *Jim Schneider, Dir. of Information | 06-30-97 |
| 15. | *Mable Strandlund, Col. of Health & Applied Sciences | 08-31-97 |
| 16. | William K. Upham, Sociology | 12-31-96 |

*Employees retiring under the 1996-97 Revised Early Retirement Policy.

ADDENDUM**APPOINTMENTS:**

1. Joe B. Hatcher, Consulting Vice President for Institutional Advancement, Non-Faculty Appointment, effective January 1, 1997 through June 30, 1997 @ a salary of \$37,500.00.

RETIREMENT ADJUSTMENTS:

1. *Mary E. Coleman, Library January 24, 1998
2. *Sarah S. Palmer, Speech-Language Pathology June 30, 1997

*Retiring under the 1996-97 Revised Early Retirement Policy.

MR. HICKS MOVED THAT ANYONE WISHING TO ADDRESS THE BOARD OF TRUSTEES MUST SUBMIT TO THE PRESIDENT'S OFFICE THE TEXT OF THE ADDRESS IN WRITING AT LEAST ONE WEEK PRIOR TO THE BOARD MEETING IN QUESTION TO ENABLE UNIVERSITY OFFICIALS ADEQUATE TIME TO PREPARE NECESSARY INFORMATION FOR THE BOARD TO BE APPRISED OF THE CONTENT OF THE ADDRESS. THE MOTION WAS SECONDED BY MR. AYDELOTT AND PASSED.

Mr. Aydelott stated that the letter submitted by the owners of the property at 338 Augusta was, in his opinion, adequate.

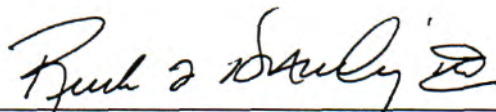
ANNOUNCEMENTS

President Thomspon informed the Board that Mary Stallcup, Executive Assistant to the President, was unable to attend today's meeting due to health reasons.

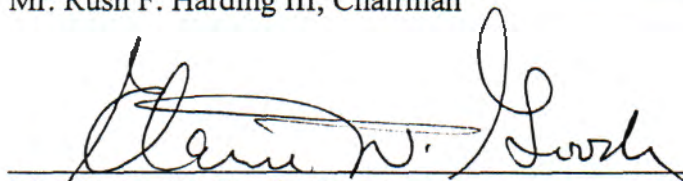
President Thompson stated that commencement ceremonies will be held Friday and Saturday, December 13 and 14. Master's and specialist degrees will be awarded Friday, December 13, at 7:00 p.m. and associate and bachelor's degrees will be awarded Saturday, December 14, at 10:30 a.m. Both ceremonies will be held in the Farris Center.

Mr. Harding announced that UCA's annual Board training session will be held this evening and tomorrow at the Excelsior Hotel in Little Rock. Mr. Harding invited any interested parties to attend.

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



Mr. Rush F. Harding III, Chairman



Mrs. Elaine W. Goode, Secretary