

The Board of Trustees of the University of Central Arkansas convened in regular meeting Friday, February 21, 1997, at 3:00 p.m. in the Fireplace Room in McCastlain Hall 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. Dalda F. Womack

and with the following absent, to-wit:

Mr. Joe M. White

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

Minutes of the December 6, 1996, meeting were approved as circulated upon motion by Mr. Hicks with a second by Dr. Chakales.

Introductions - President Thompson introduced Dr. Joe Hatcher, consulting vice president for institutional advancement, and Dr. Terry Kearns, chairman of the Department of English.

President Thompson announced that following a recent evaluation of academic programs by the state, the Department of English and the political science program were designated as excellent. President Thompson commended Dr. Kearns and Dr. Gary Stark, Dean of the College of Liberal Arts. President Thompson stated that, to the best of his knowledge, UCA is the only institution in the state that has had two programs designated excellent. He further stated that UCA has had no programs reviewed that did not meet standards.

ACTION AGENDA

Satisfactory Progress Policy for Student Financial Aid (Board Policy No. 610) - At the June 8, 1996, University of Central Arkansas Board of Trustees meeting, the Student Aid Satisfactory Progress Policy was changed to treat transfer and readmitted undergraduates in the same manner as continuing UCA students. The current policy is complex and administratively burdensome in that it averages the grades earned at all institutions attended and applies the hours attempted at all institutions, regardless of transferability, to the university's retention policy. It also relies on semesters rather than hours attempted.

Based on the foregoing, it is obvious that revisions to UCA's policy are necessary. It is also apparent that changes in federal financial aid policy will require additional changes in the UCA policy and that these matters do not rise to the level that would be appropriate for the Board of Trustees or the President to consider on an ongoing basis. Rather it would be appropriate for the Board of Trustees to delegate to appropriate administrative staff within the university the authority revise the specific policy for the university after the Board of Trustees has established broad guidelines to be followed.

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

“BE IT RESOLVED: THAT THE BOARD OF TRUSTEES APPROVES THE PROPOSED STUDENT AID SATISFACTORY PROGRESS POLICY AS PRESENTED, AS A REVISION TO THE BOARD POLICY NO. 610.”

UNIVERSITY OF CENTRAL ARKANSAS
BOARD POLICY

Policy Number: 610

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Subject: Student Aid Satisfactory Progress Policy

Date Adopted 6/81 Revised 12/84, 5/93, 6/96

The Board of Trustees hereby establishes that the Student Aid Satisfactory Progress Policy of the University of Central Arkansas will ensure fairness to all students and will be in compliance with all applicable federal guidelines adopted by the U.S. Department of Education. Otherwise, the Board of Trustees delegates the authority to establish specific procedures to ensure that students are making satisfactory progress toward the completion of their degree to the President and his designees.

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

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

~~3. Students awarded aid on a full-time basis must enroll in and attend at least twelve credit hours. Of those twelve hours, nine must be completed. Students awarded on at least a half-time basis must complete six hours. Students awarded on a less than half-time basis must complete the hours in which they enroll. Students who~~

do not complete the minimum required credit hours each semester are not eligible for Title IV aid their next semester of attendance, and must pay from other sources the cost of six hours at UCA before regaining Title IV aid eligibility. After the six hours have been completed, the student must contact the Financial Aid office to re-establish eligibility. Students who have been administratively withdrawn are not eligible for aid for the next semester of attendance at UCA.

EXAMPLE

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

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

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

Semester Hrs. attempted	Minimum Cumulative GPA
0 - 44	1.00
45 - 59	1.50
60 Hours and above	2.00

6. For undergraduate transfer students admitted before the Spring 1997 semester, and for undergraduate readmit students readmitted before the Spring 1997 semester, the hours transferred to UCA from other institutions will be used to measure the number of semesters remaining for aid eligibility. The GPA accumulated in residence at

~~UCA will be the cumulative GPA. If the cumulative GPA does not meet the minimum requirement, the grades from all institutions attended will be averaged and hours attempted at all institutions will be applied to the retention policy requirements as well as the maximum time frame allowed to earn a degree at UCA regardless of the transferability of the courses. Grades that are averaged are not the UCA official GPA and will be used for financial aid purposes only. Students not meeting the progress requirements may regain federal eligibility when those requirements have again been attained. Students must submit all requested documents to have aid reinstated.~~

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

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

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

~~7. For undergraduate transfer students who enroll at UCA beginning with the Spring 1997 semester or after, and for undergraduate readmit students who reenroll beginning with the Spring 1997 semester or after, the GPA requirements must be met~~

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

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

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

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

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

Correction to Ophelia Fisher Endowment Fund - At the June 30, 1996, meeting of the Board of Trustees of the University of Central Arkansas, the following resolution was approved:

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

FURTHER RESOLVED THAT THE UNIVERSITY BOARD OF TRUSTEES AUTHORIZES THE ESTABLISHMENT OF AN OPHELIA FISHER HISTORY DEPARTMENT ENDOWMENT IN THE AMOUNT OF \$67,721.35. THE EARNINGS FROM THIS ENDOWMENT WILL BE USED FOR SUCH PURPOSES AS THE CHAIRMAN OF THE HISTORY DEPARTMENT DETERMINES TO BE MOST BENEFICIAL TO THE DEPARTMENT, ITS PROGRAMS, AND STUDENTS."

The amount which should have appeared in the first section of the resolution is \$61,721.36, rather than \$67,721.36, and in the second paragraph of the resolution the amount should have read \$61,721.35, rather than \$67,721.35. One-half of the \$123,442.71 would be \$61,721.36 and \$61,721.35.

In order to correct this error, the following resolution was adopted upon motion by Mr. Womack with a second by Mr. Hicks:

"BE IT RESOLVED: THAT THE BOARD OF TRUSTEES AUTHORIZES THE ESTABLISHMENT OF AN OPHELIA FISHER LIBRARY BOOK ENDOWMENT IN THE AMOUNT OF \$61,721.36. THE EARNINGS FROM THE ENDOWMENT WILL BE USED FOR THE PURCHASE OF HISTORY BOOKS AND MATERIALS FOR THE UNIVERSITY LIBRARY.

FURTHER RESOLVED THAT THE UNIVERSITY BOARD OF TRUSTEES AUTHORIZES THE ESTABLISHMENT OF AN OPHELIA FISHER HISTORY DEPARTMENT ENDOWMENT IN THE AMOUNT OF \$61,721.35. THE EARNINGS FROM THIS ENDOWMENT WILL BE USED FOR SUCH PURPOSES AS THE CHAIRMAN OF THE HISTORY DEPARTMENT DETERMINES TO BE MOST BENEFICIAL TO THE DEPARTMENT, ITS PROGRAMS, AND STUDENTS."

Placement of MCI Commissions - The UCA Board of Trustees at its August 11, 1995, meeting, established the Board of Trustees Endowment Fund. Unanticipated revenues which have not been budgeted for specific expenditures in fiscal year 1996-97 operating budget are accruing from a contract with MCI Telecommunications Corporation. The university receives a commission on all long distance calls made by off-campus UCA students through MCI. These revenues will be approximately \$2,000 per month. Since these revenues were unanticipated in this budget and are not dedicated to the support of the 1996-97 budget, it is recommended that they be placed in the UCA Board of Trustees Endowment Fund.

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

"BE IT RESOLVED: THAT THE BOARD OF TRUSTEES HEREBY AUTHORIZES THE ADMINISTRATION TO TRANSFER THE REVENUE FROM MCI TELECOMMUNICATIONS CORPORATION FOR COMMISSIONS ON LONG DISTANCE CALLS PLACED THROUGH MCI BY OFF-CAMPUS UCA STUDENTS INTO THE UCA BOARD OF TRUSTEES ENDOWMENT FUND."

Property Acquisition and Parking Lots - At President Thompson's request, the property acquisition item regarding the Graves property was withdrawn from the agenda. The Board, at President Thompson's suggestion, considered the acquisition of the Denton property and the parking lots issue together. Dr. John Smith, vice president for administrative services, discussed these two items and answered questions from Board members.

Denton Property - Mr. Todd Denton has agreed to sell to the university his property at 1955 Bruce Street. The property is approximately one-fourth of an acre and includes a three-bedroom house. This property is close to the new parking lot that will be constructed on Elizabeth Street and will allow for the future expansion of parking on the East side of campus.

Parking Lots - The UCA Board of Trustees at its December 6, 1996, meeting, authorized the administration to construct approximately 300 new parking spaces, as funds become available. These new spaces will be located where the greatest need currently exists, to the north and east of campus, and will greatly improve the parking in these areas of campus.

With the construction of the Mass Communications Center and Conference Center, approximately 500 parking spaces will be lost on the south side of campus. Also, the expansion of Harrin Hall and the stadium, and modification to other lots will reduce the availability of parking. In order to maintain our current level of parking, most of these spaces will need to be replaced in other areas of the campus. Discussions are being held with the Parking and Traffic Committee to identify possible funding sources for new parking lots.

Mr. Harding asked how many parking spaces are planned on the site of the AETN expansion, performing arts, and communications building.

Dr. Smith explained that no new parking spaces are planned in that area; in fact, a number of spaces will be lost.

President Thompson stated that because of the need for parking spaces in the area of the AETN/performing arts/communications building, UCA may be left with no choice but to acquire property within the growth area previously discussed.

Mr. Womack voiced his concern about losing parking spaces and asked about the feasibility of a parking deck.

Dr. Smith stated that parking decks are extremely expensive to construct and operate.

President Thompson stated that large numbers of students entering and exiting a parking deck between classes would result in more congestion than usual. President Thompson further stated that, according to the old master plan, it is best to disperse parking around the campus which should result in less congestion and more convenience.

Following further discussion the following resolutions were adopted upon motion by Mrs. Goode with a second by Mrs. Hicks:

“BE IT RESOLVED: THAT THE BOARD OF TRUSTEES HEREBY AUTHORIZES THE ADMINISTRATION TO PURCHASE THE PROPERTY AT 1955 BRUCE STREET OWNED BY MR. TODD DENTON.

THE PROPERTY IS DESCRIBED AS FOLLOWS:

LOCATED AT 1955 BRUCE STREET - EAST 75 FEET OF LOTS 13, 14, AND 15, OF BLOCK 69 OF BOULEVARD ADDITION.”

AND

“BE IT RESOLVED: THAT THE BOARD OF TRUSTEES AUTHORIZES THE ADMINISTRATION TO INVESTIGATE THE FEASIBILITY OF A BOND ISSUE TO CONSTRUCT ADDITIONAL PARKING LOTS ON CAMPUS.”

UCA PARKING SPACE ANALYSIS

DESCRIPTION	SPACES LOST	NEW SPACES
<u>Parking Spaces Lost During Spring, 1997</u>		
<u>1</u> New Child Studies Center (Old UCA Police Building)	36	0
<u>2</u> Purple Circle I (Stadium Expansion)	83	0
<u>3</u> Purple Circle II (Stadium Expansion)	44	0
<u>4</u> Conference Center (Construction)	325	0
Total Lost Spring, 1997	488	0
<u>Parking Spaces Lost During Summer, 1997</u>		
<u>5</u> Harrin Hall Expansion (Visitor / Faculty Parking Elimination)	76	0
Total Lost Summer, 1997	76	0
<u>Parking Spaces Gained During Summer, 1997</u>		
<u>6</u> Elizabeth Street Parking	0	200
<u>7</u> North Overflow Expansion	0	40
<u>8</u> Duke Property	0	60
Total Gained Summer, 1997	0	300
Loss/Gain Spring & Summer, 1997	564	300

DESCRIPTION	SPACES LOST	NEW SPACES
<u>Parking Spaces Gained After Construction of Conference Center</u>	0	47
<u>Parking Spaces Lost Due to Planned Construction</u>		
<u>9</u> Construction of AETN Expansion, Performing Arts, & Communications Building	165	0
<u>10</u> Construction of New Residence Hall	125	0
Parking Spaces Gained After Construction of AETN/UCA Complex	0	50

Benchmark Projected Parking Space Inventory

Benchmark Time Line	Total Inventory	Loss from Fall, 1996
Total Spaces Fall, 1996	4945	0
Total Spaces Projected, Spring 1997	4457	-488
Total Spaces Projected, Summer 1997	4681	-264
Total Spaces Projected after Completion of Conference Center	4728	-217
Total Spaces Projected during Construction of AETN and UCA Complex	4563	-382
Total Spaces Projected after Completion of AETN and UCA Complex	4613	-332
Total Spaces Projected after Completion of New Residence Hall	4488	-457

UCA Construction Projects

- 11 Estes Stadium Expansion
- 12 Therapeutic Science Building
- 13 Harrin Hall Expansion
- 14 Speech, Language and Hearing Expansion
- 15 Student Recreational Building
- 16 Conference Center, Mass Communications, and Performing Arts

UCA Proposed Property Acquisitions

- A Halbrook Property
- B Voegele Property

Fee Remission Revisions (Board Policy No. 623) - In the Fall of 1996, three UCA employees raised a question whether faculty/staff members should be allowed to claim, on behalf of their children, both the fee waiver, a fringe benefit offered to its employees by the University, and a University-sponsored tuition scholarship awarded high school graduates meeting specified requirements. The Fee Waiver for Employees Policy (Board Policy No. 623) is silent whether the fee waiver may be used in conjunction with a scholarship.

A lengthy investigation conducted last fall indicated that although UCA has no written policy on this issue, it had followed an informal policy that prohibited students from claiming the benefits of the fee waiver and a University-sponsored tuition scholarship. As further support for this informal policy, it was noted that this Board has approved "combination scholarships" in only two instances. Board Policy No. 621, "Scholarships," authorizes eligible music students to receive both an ACT scholarship and a performance scholarship and authorizes eligible student athletes to receive both an ACT scholarship and either athletic scholarships or need-based student financial aid up to the maximum eligibility. The justification for this combination has been that the music and athletic scholarships are "performance" scholarships which require students to commit a substantial amount of their time as a condition of the scholarship. Board Policy No. 621 deals with a "scholarship-scholarship" combination and at issue now is a "fringe benefit-scholarship" combination. However, the absence of Board approval permitting such combining is indicative though not necessarily determinative.

Two faculty members affected by the determination of the UCA General Counsel filed a grievance with the Faculty Grievance Committee and sought a ruling that they were entitled to claim the benefit of both the fee waiver and a University-sponsored tuition scholarship. Although uncertain the matter was a grievable issue, the President referred the grievance to the Faculty Grievance Committee. That committee, although finding no violation of university policy, took the view that the University "should allow" faculty and staff the "fringe benefit of fee remission to be used independently of any other University-funded scholarships which their children may be awarded." (Letter of the Faculty Grievance Committee dated November 4, 1996.)

The President concluded, after reviewing the committee's recommendation, that the change in long-standing practice and informal policy would have such a significant impact upon the university's scholarship and fringe benefit programs, and would entail such costs to the university that it should not be accepted unless the Board of Trustees clearly indicated that the university should move in this direction. Therefore, the President has disagreed with the recommendation of the committee and has dismissed the grievance.

Further, the President recommends to the Board that current Board policy should be amended to make clear the tuition waiver only reduces fees otherwise due and in no way constitutes an entitlement due to employees in cases where net tuition is reduced because of scholarships or other financial benefits.

There are sound reasons for this position.

The very term “waiver” implies only that a payment of fees otherwise due need not be made. A “waiver” does not create or imply an obligation to make a cash payment to an eligible individual. The same is true of the term “remission” also used in the Board Policy. (See *Webster's New World Dictionary*.)

Policy considerations argue strongly against requiring the university to make a cash payment to an individual in fulfillment of a “waiver” or “remission” provision. Among these are the following:

1. If the university pays the “waiver” in cases where eligible individuals do not have to pay tuition because they also received a university-sponsored scholarship, the university, to avoid claims of discrimination, might have to commit itself to pay the “waiver” when individuals’ tuition costs are reduced by other forms of aid, such as federal aid, privately-funded scholarships, etc. This would be prohibitively expensive.
2. The fee waiver is an expensive and a highly discriminatory fringe benefit, available only to those faculty and staff members who happen to have college-age dependents who choose to attend UCA. Some employees receive a benefit amounting to thousands of dollars which other employees do not receive at all. Therefore, the benefit should be narrowly construed.
3. In effect, what the employees request by their grievance is that the tuition “waiver” which UCA has long offered to its employees and dependents be transformed into a scholarship for UCA employees and their dependents. Whether making such a highly discriminatory fringe benefit a part of UCA’s fringe benefit package is appropriate and wise would require extensive evaluation by the Fringe Benefits Committee and the administration.
4. Recent legislative initiatives have proposed that a tuition waiver such as UCA provides its own employees should be extended to all state employees and teachers. If enacted, such an initiative would cost the colleges and universities substantial amounts of money. Yet legislators say, with some justification, that if the colleges and universities extend such benefit to their employees, they should extend it to all state employees. In such

circumstances, it would be imprudent for the university to adopt such an enhancement to its current program.

At President Thompson's request, Dr. Jim Dombek, vice president for academic services, distributed copies of "A Comparison of Employee Fringe Benefits."

Mr. Aydelott pointed out that Board Policy No. 623 was adopted in 1967 and has been amended sixteen times to date. He asked if there was some urgency in adopting the proposed revision.

President Thompson stated that there is some urgency since there has been a grievance filed on the matter with the possibility of other grievances occurring. President Thompson explained that the current practice can continue; however, an attempt is being made to place in writing what the practice has been.

Mr. Aydelott asked about the possibility of allowing the Fringe Benefits Committee to consider the proposed revisions within 30 to 45 days and bringing the issue back to the Board.

President Thompson stated that it would take longer than 30 to 45 days to conduct a comprehensive study because the committee would have to consider what package of fringe benefits should be offered. President Thompson stated that he would propose to do that in any event. He further stated that he would like the Fringe Benefits Committee to consider how to make UCA's fringe benefits package equitable for all employees and to determine which fringe benefits are most desirable to employees.

Mr. Aydelott asked if the legislature is considering extending the fee remission benefit to all state employees.

President Thompson stated that a bill has been introduced in the present session to extend the benefit to all state employees. He further stated that he does not think the bill will pass because it would cost colleges and universities an enormous amount of money if it were enacted. President Thompson stated that this is part of his concern about the policy because if it benefits only university employees, it is understandable that other state employees may ask why are they not entitled to similar benefits.

Mr. Aydelott asked President Thompson if UCA had no such policy will the legislature, in his opinion, impose the policy on the university.

President Thompson stated that he does not know what the legislative result will be.

Following further discussion, the following resolution was adopted as modification to Board Policy No. 623 upon motion by Mr. Hicks with a second by Dr. Chakales. Mr. Aydelott voted no.

“BE IT RESOLVED: THAT THE BOARD OF TRUSTEES APPROVES ADOPTION OF THE ATTACHED REVISED POLICY CONCERNING FEE WAIVER FOR EMPLOYEES.”

UNIVERSITY OF CENTRAL ARKANSAS
BOARD POLICY

Policy Number: 623

Subject: Fee Waiver for Employees

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Date Adopted 4/67 Revised 6/67, 6/68, 11/68, 11/72, 3/73,
8/77, 6/83, 6/84, 9/75, 1/77,
8/91, 8/91, 4/95 12/85, 4/87,
6/96

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

The fee waiver or remission authorized by this policy provides only a reduction in fees otherwise due to the University. In no circumstance does it create an obligation on the part of the University to make a payment to an individual entitled to this benefit of the policy nor may it be combined with other financial aid to reduce the registration fee due from the student below the minimum amounts stated above.

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

If an employee resigns or is terminated during the semester which he/she, or spouse or children are receiving this benefit, the employee will be required to pay a prorata portion of the fee represented by the part of the semester remaining following his/her

resignation or termination. If an employee dies or becomes disabled during the years in which any dependents are receiving fee remission, the dependents shall retain their eligibility as if that employee were still employed by the University. The fee remission will be available for younger children of deceased or disabled employees providing they enter the University within thirty months of their date of high school graduation. The fee remission plan will remain in effect for six consecutive years following initial enrollment. For dependents of a deceased or disabled employee to be eligible for this benefit the employee must have been an employee of UCA for five consecutive years prior to death or disability."

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

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

President Thompson stated that he will talk to Mr. Roy Whitehead and give the charge to the Fringe Benefits Committee which Mr. Whitehead chairs.

Campus Master Plan - At its meeting of December 6, 1996, the Board of Trustees approved the acquisition of property lying north of Highway 286, south of College Avenue, west of Donaghey Avenue and east of Farris Road.

Much of the property within this area is improved real estate, for the most part comprised of single-family homes. The Board has agreed that single-family homes and other purchased property may be used as rental housing for faculty and staff until other uses for the property are specified. It may be prudent, however, to begin now an organized planning process for the utilization of this property and other property already owned by the university -- such as the 40-acre tract located on the northeast corner of Farris Road and Highway 286.

In the mid-1980's, UCA developed its first Campus Master Plan. The firm of Cromwell, Truemper, Levy, Parker & Woodsmall served as architect/planner; the firm of Myrick-Newman-Dahlbert & Partners, Inc., served as landscape architect/planner.

That master plan, of which there are only a few copies remaining on campus, has been used both by the previous and the current administrations as guidelines for the campus improvements which have occurred over the past decade. It has served the university well.

Of course, not every aspect of the plan has been followed. The reservoir envisioned along Donaghey Avenue, for example, was later judged impractical and prohibitively expensive. However, the major suggestions of the plan - development of pedestrian corridors, dispersion of parking areas to the campus periphery, the burial of utility lines, planting of trees, etc. - have been followed.

No master plan can envision all the changes an institution will experience. In the case of the UCA master plan, it was the growth in enrollment and the addition of new facilities to accommodate that growth which was not taken into account. Master plans require updating from time-to-time.

The President recommends that the university develop a new master plan which will recognize the growth which has occurred, the property acquisitions that have been completed or are planned, the needs for new facilities reasonably anticipated, and changes in the community in which the university is located, with the development of a new campus master plan to carry forward the basic principles which were established in the previous plan.

In response to a question from Dr. Chakales, President Thompson stated that he anticipates that a series of open forums will be held to discuss ideas regarding the master plan.

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

“BE IT RESOLVED: THAT THE BOARD OF TRUSTEES AUTHORIZES THE PRESIDENT TO EMPLOY A TEAM OF ARCHITECTS, LANDSCAPE ARCHITECTS, PLANNERS AND SUCH OTHER EXPERTS AS MAY BE NECESSARY FOR THE DEVELOPMENT OF A MASTER PLAN FOR THE UCA CAMPUS.”

Grant of Right-of-Way Along Bruce Street - The City of Conway, working in conjunction with the Arkansas State Highway and Transportation Department, has proposed a construction project at the intersection of Donaghey and Bruce and running east and west along Bruce Street. The City of Conway has requested that UCA and other property owners grant a right-of-way along the north side of Bruce Street to accommodate these proposed changes. The university supports the construction project which would change Bruce from the current boulevard-type configuration between Donaghey and Augusta to a three lane (center turn lane) configuration running east and west from near Elizabeth Street to near Western Ave.

Mr. Womack stated that he will support this issue if the pine tree located in the boulevard is transplanted because he planted the tree in 1952.

President Thompson stated that it is his understanding that the area with the pine tree will not be affected.

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

“BE IT RESOLVED: THAT THE BOARD OF TRUSTEES APPROVES THE REQUEST FROM THE CITY OF CONWAY THAT THE UNIVERSITY GRANT A RIGHT-OF-WAY ON THE NORTH SIDE OF BRUCE STREET TO ACCOMMODATE PLANNED CHANGES TO BRUCE STREET.

BE IT FURTHER RESOLVED: THAT THE APPROPRIATE OFFICIALS OF THE UNIVERSITY ARE AUTHORIZED TO SIGN AN AGREEMENT GRANTING THE REQUESTED RIGHT-OF-WAY.”

EXECUTIVE SESSION

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

OPEN SESSION

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

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

(A complete copy of the personnel list is on file in the President’s Office.)

STATEMENTS FROM THE PRESIDENTS OF THE FACULTY SENATE, STAFF SENATE, AND STUDENT GOVERNMENT ASSOCIATION

Copies of the statements from the presidents of the Faculty Senate, Staff Senate, and Student Government Association are attached.

Mr. Harding thanked the presidents for their statements.

PRESIDENT’S REPORT

Nursing Accreditation - President Thompson recognized Dr. Neil Hattlestad, dean of the College of Health and Applied Sciences, and commended the Department of Nursing for an excellent accreditation review.

Legislative Update - President Thompson reported that the legislative session is in full swing. He stated that, unlike previous years, the legislature has considered funding issues early in the session and it appears that there will be modest increases in state funding for higher education for the first year of the next biennium.

President Thompson also reported that Senator Nick Wilson has introduced a bill to reconstitute the State Board of Higher Education. Copies of the bill were distributed.

Retirement Center - President Thompson stated that the university does not have in mind the condemnation of any property for the construction of a retirement center. Dr. Thomspson stated further that whether or not a retirement center will be constructed will be determined by the feasibility study.

President Thompson reported that one location that may be considered for a retirement center if one is constructed is the site of the old Conway hospital which is located on College Avenue between Augusta and Western Streets. This idea has been discussed briefly with Mayor Kinley and others. President Thompson stated that he will report back to the Board at the appropriate time.

Construction Projects - Dr. John Smith, vice president for administrative services, and Mr. Bob McCormack, vice president for financial services, gave brief updates on Estes Stadium, State Hall Roof, Lewis Science Center Phase I, Speech Pathology Building, Health Sciences Building, and Harrin Hall.

Mr. Aydelott asked if there is anything that can be done to improve the appearance of the east side of Estes Stadium.

President Thompson stated that, hopefully, improvements can be made in the not-too-distant future.

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

Mr. Rush F. Harding III, Chairman

Mrs. Elaine W. Goode, Secretary