

The Board of Trustees of the University of Central Arkansas convened in regular meeting Friday, September 26, 1997, at 3:00 p.m. in McCastlain Hall West with the following officers and members present, to-wit:

Chair:	Dr. Harold H. Chakales
Secretary:	Mr. Rickey H. Hicks
	Mr. Rush F. Harding III
	Mr. Joe M. White
	Mr. Dalda F. Womack

and with the following absent, to-wit:

Vice Chair:	Mrs. Elaine W. Goode
	Mr. Madison P. Aydelott III

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

Minutes of the August 15, 1997, Board meeting were unanimously approved as circulated upon motion by Mr. White with a second by Mr. Womack.

Announcement - President Thompson announced that Dr. Joe Horton, Dean of the College of Business Administration, has been named vice president of the Mid-West Association of Deans of Colleges of Business Administration.

ACTION AGENDA

Transfer of 1996-97 Auxiliary Enterprise Funds to UCA Board of Trustees Endowment Fund - The UCA Board of Trustees, at its August 11, 1995 meeting, established the UCA Board of Trustees Endowment Fund to provide an additional option for the university to effectively and prudently manage year-end and other monies that become available to the university and to assure the financial security of the institution in the future. The fund consists of year-end monies and other funds (such as gifts and bequests) that are recommended by the President and specifically designated by the Board of Trustees for inclusion. This endowment will allow the university to support scholarships, plant maintenance, faculty development, or other university needs. The university is prohibited from invading the principal amount placed into the endowment.

In fiscal year 1995-96 the Board approved the transfer of approximately \$225,000 from Auxiliary Enterprise funds to the fund. It is recommended that \$250,000 of the 1996-97 auxiliary enterprise's income over expenditures be transferred.

If this transfer is approved, the fund will total approximately \$700,000.

Mr. Bob McCormack, vice president for financial services, discussed this item at President Thompson's request and responded to questions from Board members.

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

“BE IT RESOLVED: THAT THE ADMINISTRATION IS HEREBY AUTHORIZED TO TRANSFER \$250,000 OF 1996-97 REVENUES OVER EXPENDITURES FROM UCA AUXILIARY ENTERPRISES TO THE UCA BOARD OF TRUSTEES ENDOWMENT FUND.”

Minimum Course Load for Academic Scholarship Recipients - The University of Central Arkansas has in the past required academic scholarship recipients to earn a minimum course load of 14 hours per semester with a grade point average of 3.0 in the first semester and 14 hours with a grade point average of 3.25 on each semester thereafter in order to maintain the Academic Achievement Scholarship and the University Scholarship. Recipients of the Presidential, Trustee, or Foundation Scholarship must complete the academic year with a minimum grade point average of 3.25 on 28 hours. Curriculum changes have eliminated two and one hour courses that were formerly required in the general education program. The 14 hour requirement has become something of an anachronism.

Moreover, it should be noted that various state officials have encouraged colleges and universities to take appropriate steps to encourage students to graduate, when possible, in four years. Making this change should, at least indirectly, encourage scholarship students to proceed on schedule toward their degrees and help the university contain costs.

The Provost and Vice Presidents therefore have recommended increasing the minimum course load requirement for academic scholarship recipients to 15 hours per semester. That recommendation has been endorsed by all appropriate councils and administrators.

At President Thompson's request, Dr. Bill Berry, provost, discussed this item and responded to questions from Board members.

Following discussion the following resolution to adopt Board Policy No. 339, "Minimum Course Load for Academic Scholarship Recipients," was adopted unanimously upon motion by Mr. White with a second by Mr. Harding:

“BE IT RESOLVED: THAT THE UNIVERSITY OF CENTRAL ARKANSAS BOARD OF TRUSTEES APPROVES ADOPTION OF THE ATTACHED POLICY AS BOARD POLICY NO. 339, ‘MINIMUM COURSE LOAD FOR ACADEMIC SCHOLARSHIP RECIPIENTS.’ ”

UNIVERSITY OF CENTRAL ARKANSAS
BOARD POLICY

Policy Number: 339

Subject: Minimum Course Load for Academic Scholarship Recipients Page 1 of 1

Date Adopted: 9/97 Revised: _____

Beginning the Fall 1998 semester, recipients of the Academic Achievement Scholarship and the University Scholarship can continue their eligibility for these scholarships only if they maintain a course load of 15 hours each semester with a minimum grade point average of 3.0 the first semester and 3.25 in each semester thereafter. Presidential, Trustee, and Foundation scholarship recipients can continue their eligibility for these scholarships only if they complete the academic year with a minimum of 30 hours and a minimum grade point average of 3.25.

University Mission Statement - The University of Central Arkansas has initiated the self-study process for obtaining continuing accreditation from the North Central Association (NCA). Criterion 1 of NCA's five Criteria for Accreditation states, "The institution has clear and publicly stated purposes consistent with its mission and appropriate to an institution of higher education." The University Planning and Assessment Committee has drafted the attached mission statement and, on two occasions, submitted it to the entire campus community for suggestions, revisions, and improvements. This mission has been endorsed by the Faculty Senate, Staff Senate, Council of Deans, and Council of Vice Presidents.

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

"BE IT RESOLVED: THAT THE UNIVERSITY OF CENTRAL ARKANSAS BOARD OF TRUSTEES HEREBY ADOPTS THE ATTACHED STATEMENT OF MISSION AND PURPOSE AS THE OFFICIAL UNIVERSITY MISSION STATEMENT."

UNIVERSITY OF CENTRAL ARKANSAS: STATEMENT OF MISSION AND PURPOSE

The University of Central Arkansas (UCA), a state-wide comprehensive university, seeks to deliver the best undergraduate education in Arkansas as well as excellent graduate programs in selected disciplines. The University offers a variety of undergraduate and graduate programs in the liberal and fine arts, in the basic sciences, and in technical and professional fields in addition to its historical emphasis in the field of education. UCA strives to maintain the highest academic quality and to assure that its curriculum remains current and responsive to the needs of those it serves. The University's mission is expressed in its commitment to the personal, social, and intellectual growth of its students; its support for the advancement of knowledge; and its service to the community as a public institution.

The University implements its mission through its emphasis on certain central purposes:

- To deliver excellent curricula in general education, in degree programs at the undergraduate and graduate levels, and in continuing education.
- To support its programs with personnel of the highest quality and with optimal resources and facilities.
- To create a campus community that supports students in their personal, social, and intellectual growth.
- To enhance interaction and understanding among diverse groups and to cultivate global perspectives.
- To foster learning and the advancement of knowledge through research and other scholarly and creative activities.
- To serve the public in ways appropriate to the mission and resources of the University.

Additional Funding for Reynolds Performance Hall - The estimated total cost of the Reynolds Performance Hall, as presented in the grant application, is \$6,158,415. The grant from the Reynolds foundation is \$5,616,585, leaving \$541,830 to be provided by the University of Central Arkansas if contingencies, site improvement and other such cost estimates are accurate. We had originally planned to finance some of the site improvements in this area from the Mass Communications project. The funding for the Mass Communications building may not be available to finance the completion of these improvements within the construction schedule of the Reynolds Performance Hall. The university may, therefore, need to provide this supplemental funding of \$541,830.

Mr. Bob McCormack discussed this item at President Thompson's request and answered questions from Board members.

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

“BE IT RESOLVED: THAT THE BOARD OF TRUSTEES OF THE UNIVERSITY OF CENTRAL ARKANSAS AUTHORIZES THE ALLOCATION OF \$541,830 FROM UNIVERSITY CONTINGENCY FUNDS TO SUPPLEMENT THE GRANT FROM THE DONALD W. REYNOLDS FOUNDATION IN THE AMOUNT OF \$5,616,585, TO FUND THE TOTAL \$6,158,415 ESTIMATED COST OF THE REYNOLDS PERFORMANCE HALL.”

Reynolds Endowment Agreement - UCA's agreement with the Reynolds Foundation requires that we establish an endowment for the maintenance of the Performance Hall and also requires Board approval of a policy for management of that endowment.

At President Thompson's request, Dr. Joe Hatcher, vice president for institutional advancement, discussed this item and responded to questions from Board members.

(Mr. Hicks arrived at the meeting during the discussion of this item and prior to the vote.)

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

“BE IT RESOLVED: THAT THE BOARD OF TRUSTEES APPROVES THE FOLLOWING AGREEMENT GOVERNING THE MANAGEMENT OF THE REYNOLDS PERFORMANCE HALL MAINTENANCE ENDOWMENT.”

**Endowment Agreement
for the
Donald W. Reynolds Performance Hall
at the
University of Central Arkansas**

1. **Creation of Fund.** This instrument creates and establishes an endowment fund at the University of Central Arkansas Foundation, Inc. at the University of Central Arkansas (called "Institution") for the *Donald W. Reynolds Performance Hall*. This fund has been authorized by action of the Board of Trustees of the University of Central Arkansas.

2. **Consideration.** *WHEREAS*, the Institution is named as the recipient of a \$5,616,585 grant (called "Foundation Grant") by the Donald W. Reynolds Foundation (called "Foundation") for the construction and equipping of the *Donald W. Reynolds Performance Hall* located in Conway, Arkansas.

WHEREAS, a Construction Grant Agreement (called "Agreement") was made and entered into by and between the Institution and Foundation on June 17, 1997, which agreement set forth the contractual commitments of the parties with respect to the construction grant; and

WHEREAS, one of the commitments made by the Institution in the Agreement required the Institution to promptly and diligently proceed to initiate a fund drive to provide an endowment fund for the maintenance of the *Donald W. Reynolds Performance Hall*. The endowment fund is to be evidenced by an endowment fund document which is the reason for the creation of this agreement.

NOW THEREFORE, for and in consideration of the grant commitments made by the Foundation to the Institution in the Agreement, and in consideration of the donations to be

made by contributors hereto in the future, the Institution hereby creates and establishes the *Donald W. Reynolds Endowment Fund for the Donald W. Reynolds Performance Hall* (called "Endowment Fund"). The Endowment Fund shall receive donations, gifts, subscriptions, and bequests to be held and administered pursuant to the following terms and provisions.

3. **Funding of the Endowment Fund.** Donations, gifts, subscriptions, and bequests specifically designated by contributors as contributions to this Endowment Fund, together with all charitable donations, gifts, subscriptions, and bequests made to the Institution, which are unrestricted by the donor or the Institution and which are hereafter designated by the Board of Directors of the University of Central Arkansas Foundation, Inc. to be added to and become part of this Endowment Fund, are to be held pursuant to the terms of this instrument.

4. **Endowment Fund Corpus.** Under the terms of the Agreement, the Institution makes a commitment to raise funds for this Endowment Fund in the amount of \$1,123,317 (twenty percent (20%) of the grant amount). The Institution agrees that said amount will be fully subscribed by cash or pledges which are payable within three (3) years of the completion of the construction of the *Donald W. Reynolds Performance Hall*. This Endowment Fund shall be considered as fully funded when it has cash and securities having a combined value of \$1,123,317, (called "endowment Fund Corpus"). The Endowment Fund Corpus shall be held by the Institution in perpetuity. The amount of the Endowment Fund Corpus may exceed the level of funding hereby established as the fully funded amount. Should the Endowment Fund Corpus fall below the fully funded amount as herein established and shall continuously remain below the fully funded amount for a period of twenty-four (24) months or longer (the "Shortfall"), the Institution shall replace the Shortfall to the extent that its assets which may be legally used for such purpose will allow.

5. **Application and Use of Earnings Generated by the Endowment Fund Corpus.** For purposes of this paragraph, the terms “earnings generated by the Endowment Fund Corpus” and “annual available funds” are hereby defined as those funds in the Endowment Fund which have been designated by the Board of Trustees of the Institution as earnings on the Endowment Fund as opposed to Endowment Fund Corpus. This definition will allow capital gains on investments to be designated by the Institution as earnings, or not, at the discretion of the Board of Trustees of the Institution. Notwithstanding the foregoing, if at any time, the value of the Endowment Fund Corpus falls below the \$1,123,317 fully funded amount, the Board of Trustees shall not have the power to designate capital gains on investments as earnings until the Endowment Fund Corpus value has grown to the fully funded amount. The earnings generated by the Endowment Fund Corpus are restricted for use only for maintaining the upkeep of the *Donald W. Reynolds Performance Hall* located in Conway, Arkansas, which shall be maintained in a manner similar to “first class” buildings owned and maintained by non-profit organizations in the city in which the building is located. This Endowment is intended to provide funding to keep the building in a sound structural condition while maintaining an attractive exterior and interior appearance. Annual available funds may be used for decorating or remodeling the existing structure or for repairs and maintenance of heating, and air-conditioning equipment, upgrading or modification of telecommunications equipment, repairs or modifications of the electrical service or repairs and modification of the plumbing system, including water and sewer. They may also be used for the purpose of purchasing equipment and furnishings to replace worn out or obsolescent equipment and furnishings of the kind which were initially purchased and installed as part of the Foundation Grant. Up to ten percent (10%) of the annual available funds may be used for landscaping or interior art work. No part of the Endowment Fund Corpus or the income generated thereby shall be used or expended for ordinary custodial care or for any purpose

other than those purposes expressly authorized by this paragraph 5 and by paragraphs 6 and 7 below.

6. **Management of the Endowment Fund.** The Institution is hereby authorized to engage the services of one or more federally insured banking institutions or other investment advisors for the management of the Endowment Fund and to negotiate and pay the management fees charged by those entities from the Endowment Fund. The Institution shall manage the Endowment Fund in accordance with the investment policy adopted by the Board of Directors of the University of Central Arkansas Foundation, Inc., and as may be amended from time-to-time.
7. **Inspection of Endowment Fund Books and Records by the Foundation.** Foundation, its representatives, agents, accountants or attorneys, shall have the right to inspect the books, records, and vouchers relating to the Endowment Fund at any time during normal business hours between 9:00 o'clock a.m. and 5:00 o'clock p.m. in the time zone in which the Institution maintains the *Donald W. Reynolds Performance Hall*. In order to exercise this right of inspection, the Foundation must give the Institution two days' written notice of such inspection. The Institution shall provide Foundation a statement setting forth the cash balance and securities balance as of the end of each fiscal year of the Endowment Fund and annually thereafter.
8. **Binding Effect.** The terms and provisions of this instrument comprise the commitment and agreement of the Institution, its successors and assigns, to Foundation and to every person or legal entity who shall have made a donation, gift, subscription or bequest to the Endowment Fund, and that the Endowment Fund Corpus shall be held in perpetuity and the

income only thereof be used for the purposes herein stated. This Agreement shall be governed by Nevada law.

9. **Approval, Ratification, and Adoption by Board of Trustees/Board of Directors.** The Endowment Fund document has been approved, ratified and adopted by the Board of Trustees of the Institution on _____ and by the Board of Directors of the University of Central Arkansas Foundation, Inc. on _____.

UNIVERSITY OF CENTRAL ARKANSAS

By: _____

Signature

Revision of Board Policy No. 402, "Naming University Facilities" - The current Board Policy for naming university facilities (Policy No. 402) does not provide for the naming of facilities by a donor.

At President Thompson's request, Dr. Joe Hatcher discussed this item and responded to questions from Board members.

In response to a question from Mr. Harding, President Thompson stated that this policy does not preclude the Board's right to name a facility in honor of a deserving individual, even though the individual may not have donated 50% of the value of the building.

President Thompson also stated that the Board of Trustees, if it wishes to do so, has the authority to name a building whether or not a recommendation has been made to the Board.

The following resolution as an amendment to Board Policy No. 402, "Naming University Facilities," was adopted unanimously upon motion by Mr. Womack with a second by Mr. Harding:

"BE IT RESOLVED: THAT THE BOARD OF TRUSTEES APPROVES THE FOLLOWING REVISION TO BOARD POLICY NO. 402, 'NAMING UNIVERSITY FACILITIES.'"

UNIVERSITY OF CENTRAL ARKANSAS
BOARD POLICY

Policy Number: 402

Subject: Naming University Facilities

Page 1 of 1

Date Adopted: 12/82

Revised: _____

The University policy on naming of facilities and programs is as follows:

- 1) Buildings may be named after individuals, to designate the function of the building, or to commemorate historic or traditional identities. All academic buildings should also carry a functional designation if named after an individual.
- 2) Buildings, portions of buildings, or programs may be named after individuals who have made significant or meritorious contributions to the University. **In the case of donors to the university, it is expected that a gift of 50% of the value of a building will entitle the donor to designate the name of that building subject to approval of the name by the Board. In no case will the privilege of naming a building be granted for a gift of less than 25% of the value of the building. Portions of buildings may be named for smaller gifts.**
- 3) Portions of present buildings or present buildings still un-named may be named after individuals as stated in Item 2 above.
- 4) It is recognized that the final decision for the naming of any building or program rests with the Board of Trustees. The following mechanism would be followed in the naming process.

Recommendations for the naming of buildings, portions of buildings, or programs may be initiated by any group on the campus. A recommendation should be made in writing to the President of the University. If the President, upon the advice of the Council of Vice Presidents, feels there is any merit in the recommendation, the President shall appoint a study committee representing such groups as Alumni Association, the administration, the students, the faculty, and other friends of the University. This committee will make its recommendation to the President, who in turn will present that recommendation to the Board of Trustees. ~~In the event the initial suggestion coming to the~~

~~President is found not to have any merit after its review with the Council of Vice Presidents, that suggestion will be provided by the President to the Board of Trustees for its information. This will insure that any suggestion made will ultimately reach the Board of Trustees.~~

Action Regarding Disposition of UCA-SBHE Lawsuit - As noted in the Litigation Report, the Arkansas Higher Education Coordinating Board, on September 9, 1997, authorized UCA to offer a doctoral program in Physical Therapy. After taking that action, the Coordinating Board filed a motion to dismiss its appeal in this case and to have the case remanded to the Faulkner County Circuit Court. The Supreme Court granted that motion on September 19, 1997. UCA has agreed, subject to the approval of the Board, to file a motion to vacate the judgment of the Faulkner County Circuit Court in this matter if the Coordinating Board gave fair consideration to its requests to offer a doctoral program in Physical Therapy and School Psychology and obtained approval of a motion to dismiss its appeal in this case. The administration believes that the Coordinating Board gave fair consideration to its requests to offer doctoral programs and the Coordinating Board has had its appeal dismissed.

At President Thompson's request, Mr. Jack Gillean, General Counsel, discussed this item. Mr. Gillean and President Thompson answered questions from Board members.

Mr. Womack expressed appreciation to Senator Stanley Russ and others who helped coordinate the final results of this issue.

As a result of the actions by the Coordinating Board stated above, the following resolution was adopted unanimously upon motion by Mr. Womack with a second by Mr. Hicks:

“BE IT RESOLVED: THAT THE BOARD OF TRUSTEES AUTHORIZES THE ADMINISTRATION TO FILE A MOTION TO VACATE THE JUDGMENT OF THE FAULKNER COUNTY CIRCUIT COURT IN THE MATTER OF BOARD OF TRUSTEES OF THE UNIVERSITY OF CENTRAL ARKANSAS V. STATE BOARD OF HIGHER EDUCATION, NO. CIV. 95-201.

President Thompson expressed appreciation to Dr. Lu Hardin, Director of the Arkansas Department of Higher Education, the Schultz Law Firm, and members of the administration, faculty, and staff who were involved in this effort. Dr. Thompson stated that he and others are in the process of thanking the many individuals in Conway and around the state who supported UCA in this matter.

Nahlen Property - Several months ago, James Nahlen contacted the university about selling his property located at 2180 and 2190 Highway 286 (recently renamed Dave Ward Drive) to the

university. However, a few days later, he indicated that he had changed his mind and was no longer interested in selling his property to the university. The university is nevertheless interested in acquiring this property.

President Thompson answered questions from Board members and explained that it is his understanding that the property is not owner-occupied at the present time.

Following discussion the following resolution was adopted unanimously upon motion by Mr. Harding with a second by Mr. Hicks:

“BE IT RESOLVED: THAT THE UNIVERSITY OF CENTRAL ARKANSAS BOARD OF TRUSTEES AUTHORIZES THE ADMINISTRATION TO NEGOTIATE IN GOOD FAITH TO PURCHASE THE PROPERTY LOCATED AT 2180 AND 2190 HIGHWAY 286 (RECENTLY RENAMED DAVE WARD DRIVE).”

“BE IT FURTHER RESOLVED: THAT IF GOOD FAITH EFFORTS TO ACQUIRE THE PROPERTY ARE UNSUCCESSFUL, THE ADMINISTRATION AND THE GENERAL COUNSEL ARE AUTHORIZED TO INSTITUTE AN ACTION FOR CONDEMNATION OF THE FOLLOWING DESCRIBED REAL PROPERTY LOCATED IN FAULKNER COUNTY, ARKANSAS:

ONE HALF (1/2) ACRE IN THE SE 1/4 OF THE NE 1/4 OF SECTION 14, TOWNSHIP 5 NORTH, RANGE 14 WEST, DESCRIBED AS FOLLOWS: THE EAST ½ OF THE FOLLOWING DESCRIBED PROPERTY: BEGINNING 5 CHAINS WEST OF THE SOUTHEAST CORNER OF THE SE 1/4 OF THE NE 1/4 OF SECTION 14, TOWNSHIP 5 NORTH, RANGE 14 WEST, THENCE WEST 3.16 1/3 CHAINS, THENCE NORTH 3.16 1/3 CHAINS, THENCE EAST 3.16 1/3 CHAINS, THENCE SOUTH 3.16 1/3 CHAINS, TO THE POINT OF BEGINNING, CONTAINING TOTAL CONVEYED HEREBY ½ ACRE MORE OR LESS.

A PART OF THE SOUTHEAST QUARTER (SE 1/4) OF THE NORTHEAST QUARTER (NE 1/4), SECTION

FOURTEEN (14), TOWNSHIP FIVE (5) NORTH, RANGE FOURTEEN (14) WEST, FAULKNER COUNTY, ARKANSAS, DESCRIBED AS FOLLOWS: BEGIN AT A POINT FOUR HUNDRED THIRTY-FOUR AND FOUR TENTHS (434.4) FEET WEST OF THE SOUTHEAST CORNER OF SAID SOUTHEAST QUARTER (SE 1/4) OF THE NORTHEAST QUARTER (NE 1/4); RUN THENCE NORTH TWO HUNDRED EIGHT AND EIGHT TENTHS (208.8) FEET; THENCE WEST TWO HUNDRED EIGHT AND EIGHT TENTHS (208.8) FEET; THENCE SOUTH TWO HUNDRED EIGHT AND EIGHT TENTHS (208.8) FEET TO THE CENTER OF HARTJE LANE; THENCE EAST ALONG SAID CENTER OF HARTJE LANE TWO HUNDRED EIGHT AND EIGHT TENTHS (208.8) FEET TO THE POINT OF BEGINNING, CONTAINING ONE (1) ACRE, MORE OR LESS.

“BE IT FURTHER RESOLVED: THAT THE BOARD FINDS THAT THE ACQUISITION OF THE FOREGOING PROPERTY IS NECESSARY FOR THE PRESENT AND FUTURE USE AND BENEFIT OF THE UNIVERSITY OF CENTRAL ARKANSAS AND TO PROVIDE FOR DEVELOPMENT AND EXPANSION OF THE UNIVERSITY FOR PURPOSES IMPORTANT TO THE EDUCATIONAL MISSION OF THE UNIVERSITY OF CENTRAL ARKANSAS.”

“BE IT FURTHER RESOLVED: THAT FROM THE RECORDS OF FAULKNER COUNTY, ARKANSAS, IT APPEARS THAT THE PROPERTY IS OWNED BY JAMES F. AND RENATE NAHLEN.”

EXECUTIVE SESSION

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

OPEN SESSION

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

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

ADJUSTMENTS:

1. Deborah Gangluff, Instructor, Occupational Therapy, effective August 18, 1997 through May 16, 1998, change salary from \$17,778.00 to \$35,556.00.
2. Barbara Goswick, Financial Services, change title from Controller to Assistant Vice President for Financial Services, effective September 1, 1997, change salary from \$52,403.00 to \$57,000.00.
3. William Haines, Lecturer, Philosophy, effective August 18, 1997 through May 16, 1998, change salary from \$29,000.00 to \$30,000.00 due to completion of doctorate.

APPOINTMENTS:

1. Carla Barber, Information Technology Specialist/Instructor, Information Technology, Non-tenure Track, effective August 18, 1997 through June 30, 1998 @ a salary of \$18,375.00.
2. Christine Franklin, Lecturer, Music, Non-tenure Track, effective August 15, 1997 through December 31, 1997 @ a salary of \$12,500.00.
3. Amy McMillan, Assistant Professor, Physical Therapy, Tenure Track, effective August 18, 1997 through May 16, 1998 @ a salary of \$41,000.00.
4. Kelly Olree, Instructor, Family and Consumer Sciences, Non-tenure Track, effective August 18, 1997 through May 16, 1998 @ a salary of \$32,000.00.

5. Terri Powers, Project Coordinator/Associate Director Financial Aid, Financial Aid, Non-faculty Appointment, effective September 1, 1997 through June 30, 1998 @ a salary of \$24,167.00.
6. Charles Quinn, Lecturer, Music, Non-tenure Track, effective August 18, 1997 through December 19, 1997 @ a salary of \$12,500.00.
7. Gary Soderberg, Professor, Physical Therapy, Appointment with Tenure, effective January 1- May 16, 1998 @ a salary of \$25,500.00.
8. Michael Warriner, Instructor, Biology, Non-tenure Track, effective August 25, 1997 through May 16, 1998 @ a salary of \$22,000.00.
9. Steven P. Wood, Assistant Vice President for Human Resources, Personnel, Non-faculty Appointment, effective September 8, 1997 through June 30, 1998 @ a salary of \$45,590.00.

APPOINTMENTS FROM RESTRICTED/GRANT FUNDS:

1. Jacqueline Dyer, Instructor, Mathematics/Science Center, Non-tenure Track, effective September 1, 1997 through June 30, 1998 @ a salary of \$35,000.00.

RESIGNATIONS:

- | | |
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| 1. Tom Dillard, Archivist, Library | July 31, 1997 |
| 2. Lorraine Fuller, Speech Theatre/Mass Communication | August 15, 1997 |
| 3. Valerie Nicholson, Grants Coordinator | September 5, 1997 |

RETIREMENTS:

- | | |
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| 1. Robert McCormack, Vice President for Financial Services | January 15, 1998 |
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**STATEMENTS FROM THE PRESIDENTS OF THE STAFF SENATE,
STUDENT GOVERNMENT ASSOCIATION, AND FACULTY SENATE**

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

Dr. Chakales congratulated the three presidents on their presentations and assured them that the Board will consider their requests and concerns.

PRESIDENT'S REPORT

Financial Report - Fiscal Year 1996-97 - At President Thompson's request, Mr. Bob McCormack reviewed the 1996-97 Financial Report and responded to questions from Board members.

President Thompson expressed his appreciation to Mr. McCormack and wished him well in his retirement which will become effective January 15, 1998.

UCA Parking Space Analysis - Dr. John Smith, vice president for administrative services, distributed copies of and discussed a parking space analysis. Dr. Smith and President Thompson responded to questions from the Board.

Litigation Report - The following is a report on the status of litigation involving UCA as of September 11, 1997:

Board of Trustees of UCA, et al v. State Board of Higher Education, et al, No. CIV 95-201 (Faulkner County Circuit). Pursuant to UCA's request for reconsideration for the doctoral programs in Physical Therapy and School Psychology, the Arkansas Higher Education Coordinating Board on September 9, 1997, authorized UCA to offer a doctoral program in Physical Therapy. The Board did not approve UCA's request to offer a doctorate in School Psychology. As a result of the action by the Coordinating Board, UCA has agreed to join the Board in filing a motion to dismiss its appeal. If that motion is granted, the case will be remanded to the trial court. UCA has also agreed to file a motion asking that the judgment of the Faulkner County Circuit Court be vacated.

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. After the District Court granted partial summary judgment in favor of UCA, UCA appealed the remaining issues to the Eighth Circuit Court of Appeals. The Eighth Circuit did rule favorably to the university on one issue when it found that the District Court improperly denied the motion for summary judgment of UCA and defendants Thompson and Williams in their official capacities with respect to Ms. Crawford's respondent superior claim. However, the Court's ruling means that other claims against UCA and defendants Thompson and Williams remain. Therefore, UCA remains a party to this lawsuit. Pursuant to the decision of the Eighth Circuit, the District Court has set this matter for a jury trial the week of September 22, 1997.

Crawford v. UCA, et al., No. LR-C-96-334 (Federal District Court). Ms. Michelle Crawford has filed a complaint challenging the validity of UCA's traffic and parking regulations, seeking to certify a class action to contest the regulations, and alleging that she was denied due process in the appeal of her parking tickets. The University has filed an answer denying the complaint. The Attorney General's Office is representing the university. Although this case had been set for a jury trial the week of July 14, 1997, the trial was continued at the request of the Attorney General's Office and no new trial date has been set.

UCA v. Throneberry, et al., No. CIV-96-608 (Faulkner County Circuit). On December 16, 1996, the UCA Board of Trustees filed a complaint seeking to condemn a small parcel of property adjacent to and just north of the existing parking lot at the corner of Donaghey and Bruce Streets. The parties have reached a settlement in this matter. Pursuant to the settlement, UCA acquired the property at 338 Augusta, the property sought to be condemned. In return, UCA conveyed property located at the corner of Farris Road and West Martin Street to the defendants. In addition to the exchange, UCA agreed to pay the defendants \$47,000 to make an equal exchange of property. Based on the foregoing, the condemnation action was dismissed.

Barbara Holmes v. UCA, EEOC No. 251-97-1362. Dr. Holmes has filed a complaint with the EEOC alleging race and gender discrimination, retaliation and denial of equal pay. Dr. Holmes alleges that she was constructively discharged from her position as Chair of the Department of Administration and Secondary Education due to her race (African American) and gender (female). She claims that she was treated differently than her white male counterparts. The Attorney General

represents the university in this matter. Pursuant to an extension of time, no answer has been filed, but is due in late September.

UCA v. James C. Owen and Sherry T. Owen, No. Civ. 97-374 (Faulkner County Circuit). On July 25, 1997, the UCA Board of Trustees filed a complaint seeking to condemn the property located at 453 Western. Mr. Owen accepted service of the complaint on September 9, 1997.

Donny Lane V. UCA, Claim No. 98-0203C-CC (Arkansas State Claims Commission). Donny Lane has filed a claim against UCA with the Arkansas State Claims Commission seeking reimbursement for more than \$9,000.00 in medical bills and anticipated medical bills. Mr. Lane claims that he slipped and fell on the UCA practice football field on July 30, 1994, while attending a football clinic for football officials. Mr. Lane claims that he injured his knee and his shoulder. The Attorney General's office represents the university in this matter. An answer has been filed denying the claim.

Lorraine Fuller v. UCA, EEOC 251-97-1493. Dr. Fuller, a former UCA faculty member, has filed a complaint with the EEOC alleging race discrimination and retaliation. Dr. Fuller alleges that she was subjected to different terms and conditions of employment than other employees and that when she complained about the discriminatory practices, she was discharged. The Attorney General represents the university in this matter. An answer is due October 3, 1997.

Housing Occupancy - Copies of the most recent housing occupancy report were distributed and discussed by Dr. John Smith.

Web Site Demonstration - Dr. Joe Hatcher and Dr. Earl McGehee, Director of Computer Services, presented a demonstration on the availability of information regarding UCA on the World Wide Web.

Dr. Chakales suggested that the administration consider the possibility of placing UCA catalogs on CD-ROM.

In response to a question from Mr. Harding, Dr. John Smith stated that computer labs are available in all residence halls and all rooms are wired to provide access to the mainframe.

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

Dr. Harold H. Chakales, Chairman

Mr. Rickey H. Hicks, Secretary

ADDRESS TO THE BOARD OF TRUSTEES
BETH M. SCOTT, PRESIDENT OF THE STAFF SENATE
SEPTEMBER 26, 1997

Mr. Chairman, Board Members and President Thompson:

Thank you for the opportunity to speak to you on behalf of the staff of the University of Central Arkansas. Let me begin by stating that the staff senate pledges to support the university by providing factual and up-to-date communication with the staff and to represent them openly and honestly in matters pertaining to them. In return, we ask three considerations: first, that our concerns be heard and respected, second, that our input be requested in matters that effect the staff, and third that our contributions to the university be acknowledged.

Once again, the Staff Senate is in the midst of a busy and productive year for the staff senate. We have provided book scholarships to members of our staff, appointed staff members to serve on key university committees, set plans for the annual "Christmas Feast" and hosted President Thompson's "Address to the Staff." Currently, we are in the process of revising our constitution to meet the changing face of the university, developing more effective ways of communicating with constituencies, and planning a Veteran's Day celebration to be held in November.

Communication among the staff, faculty, students and administration remains a primary concern of the staff senate. This year, the senate will be inviting key administrators to our meetings to answer questions and provide an avenue for us to express our concerns and issues. John Smith, vice-president of Administrative Services and fringe benefits chairperson Roy Whitehead have already met with us and provided us with current information while listening and noting our concerns. These sessions, as well as our meetings with President Thompson, and our appearances before this board are further establishing our communications link with the administration. We hope to improve the communication among the staff, faculty and student senates through our involvement in campus activities and programs and our participation in the newly formed University Council.

Regarding the University Council, we are cautiously optimistic about its purpose and possibilities. If the power of this group is equally distributed among the administration, faculty, students and staff, the possibilities are great. With mutual respect and a pledge to develop this council to its fullest potential, we feel it will be an outstanding accomplishment for our university and all the parties involved.

Another primary concern for the Staff Senate is staff retention. It is imperative that we at UCA work to retain our front line people who have daily contact with our students and the general public. On a recent CNN broadcast, it was reported that companies that are able to retain their employees have managers who are able motivate and that these same companies provide their employees with career development opportunities. One of our benefits that truly encourages the retention and career development of our employees is the fee remission benefit. This is a benefit, though not used by all, that is respected and desired by the majority of our staff. It is a concrete example of our university living up to the newly endorsed mission statement which states that we will support our programs with personnel of the highest quality and with optimal resources and facilities.

Along the same line we realize that our fringe benefits package needs to be revised so that these benefits are more affordable to the university and more equitable to the individual employee. We ask that the Staff Senate be included in any discussions and decisions concerning these benefits.

A major concern of the university staff is the rising cost of our health care benefits. The staff senate has seen the need to educate employees of UCA on the proper use of these benefits in order to lower our health care costs. Our professional development committee has been charged with the task of planning and facilitating a campus wide employee information program to meet this goal.

For many years, the non-classified employees have received raises at a lower percent than our classified and faculty counterparts and we were pleased to hear the president's commitment, in his fall address, to working to increase our salaries in the next five years. A recent concern, however, is that the non-classified staff received a 1% raise and a 1.8% bonus. This bonus is not being computed into our base salary. We are thankful for the raise but hope that a precedent is not being set with the bonus.

I want to thank President Thompson, the vice-presidents and Steve Woods for working with us on our concerns. We appreciate the working relationship that has developed between the staff and the administration and feel that this is a necessary component of an effectively managed institution. By accomplishing our mission together, we will continue to provide our customers with the best education in our state and region.

Thank you for your time and attention.

The Student Government Speech to the
Board of Trustees

I would like to thank the board for giving me an opportunity to address you today. I have taken a very serious approach to working on behalf of the student body to represent their issues that they see as important to their continued academic life here on campus. Some of these issues are:

1. In my solicitation of responses from the students, the opinions were consistent. The students felt that UCA is at the level where a "Director of University Promotions" is needed. This position would include duties such as coordinating and promoting special events on campus with a strong emphasis on varsity athletic events. In the course of the year special events and athletic games are sponsored and promoted by a variety of individuals, departments, and student organizations. However, the student body feels there is an opportunity to enhance these activities by having someone who spearheads all efforts in coordinating and promoting such events. Other comparable universities have such a position. It is detrimental that if we want to be at those levels, we need to strongly consider creating this position. Here are just three reasons why we desperately need a "Director of University Promotions."

- Increase visibility of UCA, not only to the campus, but also to the community at large.
- Allow a consistent level of quality of special events on campus.
- Serve as a vehicle to steer great campus awareness and identity over all at UCA.

2. Next I would like to discuss the growing opportunity of parking. This issue has been brought up in the past, and the school needs to continue addressing it since the university will continue to grow. The student outpour of interest for a permanent shuttle service is overwhelming. The students definitely are in favor of a permanent service until adequate parking is available. Even after such a time, there is a strong

desire and considerable need for a shuttle service. SGA is willing to work directly and diligently to bring this service to our campus.

3. The next point of student concern I would like to discuss are the library and computer lab hours. It would be ideal to have the library and computer labs open twenty-four hours a day, but it would not be feasible. The students instead would like to encourage the library to conduct a study to ascertain when students are in the greatest need. Informal student surveys have indicated that on weekends the students would like to see the library stay open until 12 a.m. Also, there is interest in opening up Burdick Business building computer labs on Sundays. It has further been mentioned that the library extend its hours on Fridays. To what time the library should stay open on Fridays would be determined by the results of the study I mentioned before. Other results might be discovered in the study.

4. Another issue that students have voiced concern about is the WF/WP policy. The students want to encourage the board to study this policy. There is a multiplicity of valid reasons why a student has to drop a course. It would more appropriately demonstrate their decision to withdraw from a course by attaching a "W" rather than a "WF/WP." The student feels that receiving a "WF" is tantamount to receiving an "F" for the course work. Both are on a student's permanent record. The SGA has sent off for withdrawal policies from other comparable institutions that currently support this proposal. As soon as we receive this information, it will be distributed to the appropriate persons.

5. The last issue I would like to discuss is the UCA's publications. SGA is considering proposals for funding and management of the publications. We hope to have the proposals completed by the next Board meeting.

As I close, I would like to extend an invitation to this board to call on any of us on the Student Government Association. We know you are working hard for the betterment of UCA and we also in SGA share your standards of excellence for this university. We stand eager to build a partnership of excellence for the future of UCA with you. Thanks for your time.

Ben Clayhaker
President

Student Government Goals 1997-1998

Student Life

shuttle to football games at Conway High
permanent shuttle between classes
working ice machines

1. in all the residence halls
2. athletic department

feminine products in bathrooms
more copy machines
increase library, cafeteria, and food court hours
transportation for the disabled
daycare for students, faculty, and staff

School Spirit

mid-day pep rallies in front of Student Center (pep lunches)

1. include all organization and residence halls in spirit nights and pep rallies

games and promotional activities on field/court during half-time
create freshman traditions
Homecoming parade
promotional materials
campus cookout/tailgates

Parking and Traffic

increase lighting/blue emergency posts
evaluate the decrease in parking close to buildings on campus
evaluate visitor parking/ and meter parking
gravel parking lots
permanent shuttle service

Class Projects

create better forums with administration
campus wide Earthday
promote recycling-- paper, plastic, aluminum, etc.
community service
network with other SGA's
promote "tuition paid" services on campus

Current Course Withdraw Policy

Between the end of the change-of-course period and the middle of the ninth week, a grade of Withdrawn Passing (WP) or Withdrawn Failing (WF) will be recorded at the discretion of the instructor.

p. 15 Undergraduate Bulletin

Proposed Course Withdraw Policy

Between the change-of-course period and the end of the second week no grade will be recorded. Between that period and the end of the ninth week the student may withdraw from a course with the grade of "W" (Withdrawn).

**Director of University Promotions
would:**

- **Increase Visibility of UCA**
 - a) **on campus, with students, faculty, and staff, etc...**
 - b) **in the various communities around UCA**

- **Allow a consistent level of quality**
 - a) **events become traditional**
 - b) **events improve year to year**

- **Increase campus awareness, and improve campus identity**

Shuttle Service

**Until adequate parking is available,
that is:**

- 1) when parking lot construction is
complete &**
- 2) when there is no need for a
overflow parking lot**

students need a shuttle service.

**Even after such a time, there is a
strong desire and a considerable
need for a permanent shuttle
service.**

**“Suggested” Library and Computer Lab
Hours**

Library extend hours to 12 a.m. on weekdays

Open up Burdick Business Building
computer labs on Sundays

Extend hours of the library on Fridays

Current Course Withdraw Policy

Between the end of the change-of-course period and the middle of the ninth week, a grade of Withdrawn Passing (WP) or Withdrawn Failing (WF) will be recorded at the discretion of the instructor.

Proposed Course Withdraw Policy

Between the change-of-course period and the end of the second week no grade will be recorded. Between that period and the end of the ninth week the student may withdraw from a course with the grade of “W” (Withdrawn).

FACULTY SENATE PRESIDENT'S REMARKS TO THE BOARD OF TRUSTEES
SEPTEMBER 26, 1997

President Thompson, Provost Berry, Board members:

I would like to thank you for this opportunity to address the Board of Trustees. At the beginning of the school year, I addressed the Faculty Association. I made reference to two words - COMMUNICATION and TRUST. I still have the flash cards I made for that presentation. In the recent issue of Academe, a publication of the American Association of University Professors (AAUP), James Perley, AAUP president, mentions the same two words, COMMUNICATION AND TRUST. In his article, "Faculty Governing Boards: Building Bridges," he stresses communication. What we are seeing here at UCA represents the first step, an opportunity to communicate from one level to another. At this point, the faculty should: (a) keep the communication relatively collegial; (b) advocate strategies which would permit faculty and its representatives to communicate directly and on a regular basis with both the board and the President; (c) express a desire for respect as builders of their schools. Faculty can be sources of good information and shrewd policy. They have devoted a good portion of their lives to academia. Their advice can be more meaningful than the advice, for example, of a consulting firm.

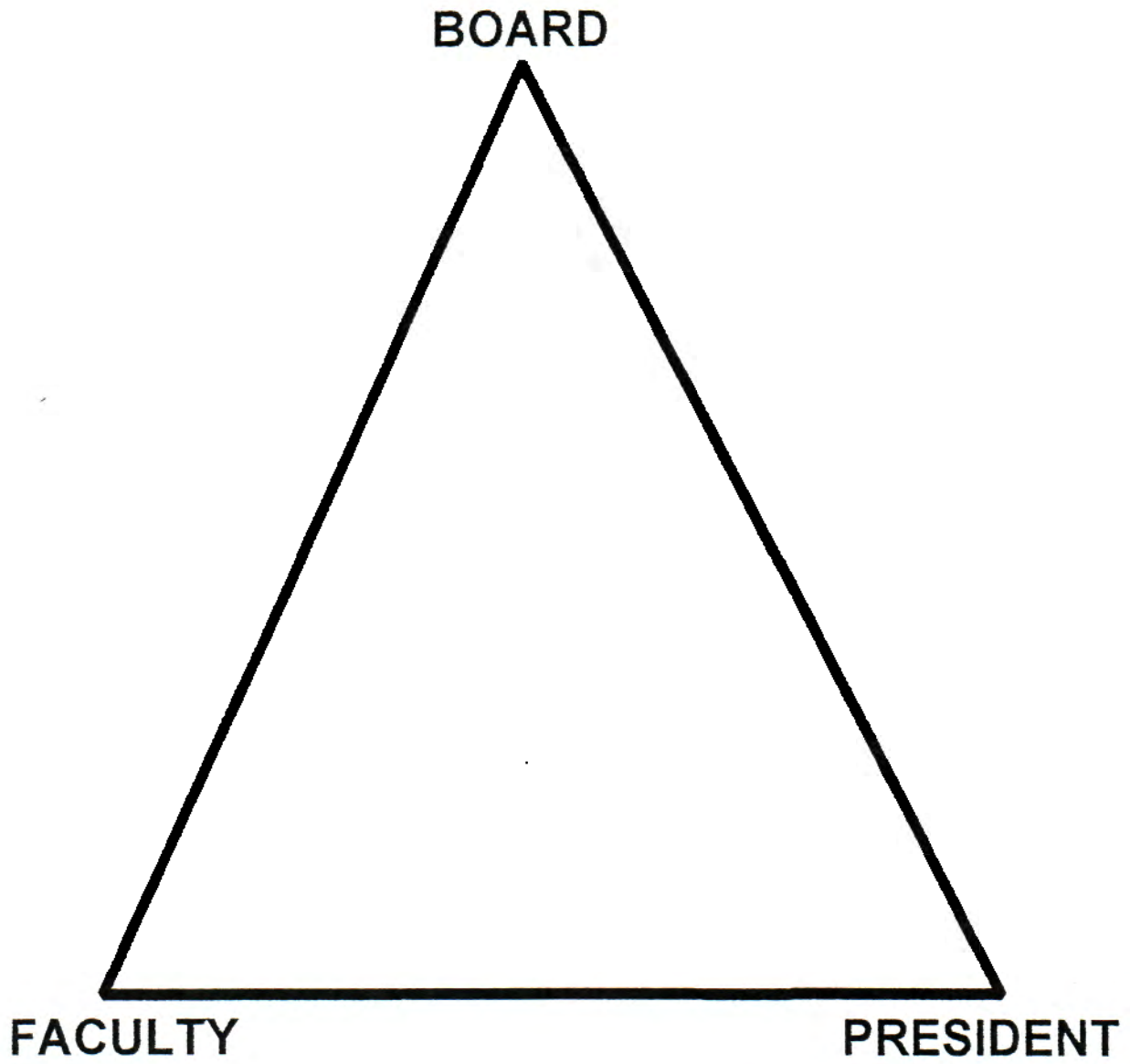
While a Board of Trustees has been charged with setting the mission and purpose of an institution, setting a mission statement is a "responsibility shared with a chief executive and faculty, perhaps with alumni and other 'stockholders' as well." This is taken from "Effective Trusteeship" published AGB, the Association of Governing Boards of Universities and Colleges. What Perley also mentions is that boards should take a proactive approach. Visit the campus, talk to students and faculty on an informal basis. You have an immense task before you.

Let us view this relationship as an equilateral triangle. May I direct you to the overhead projector. (Refer to the chart at the end of this paper.)

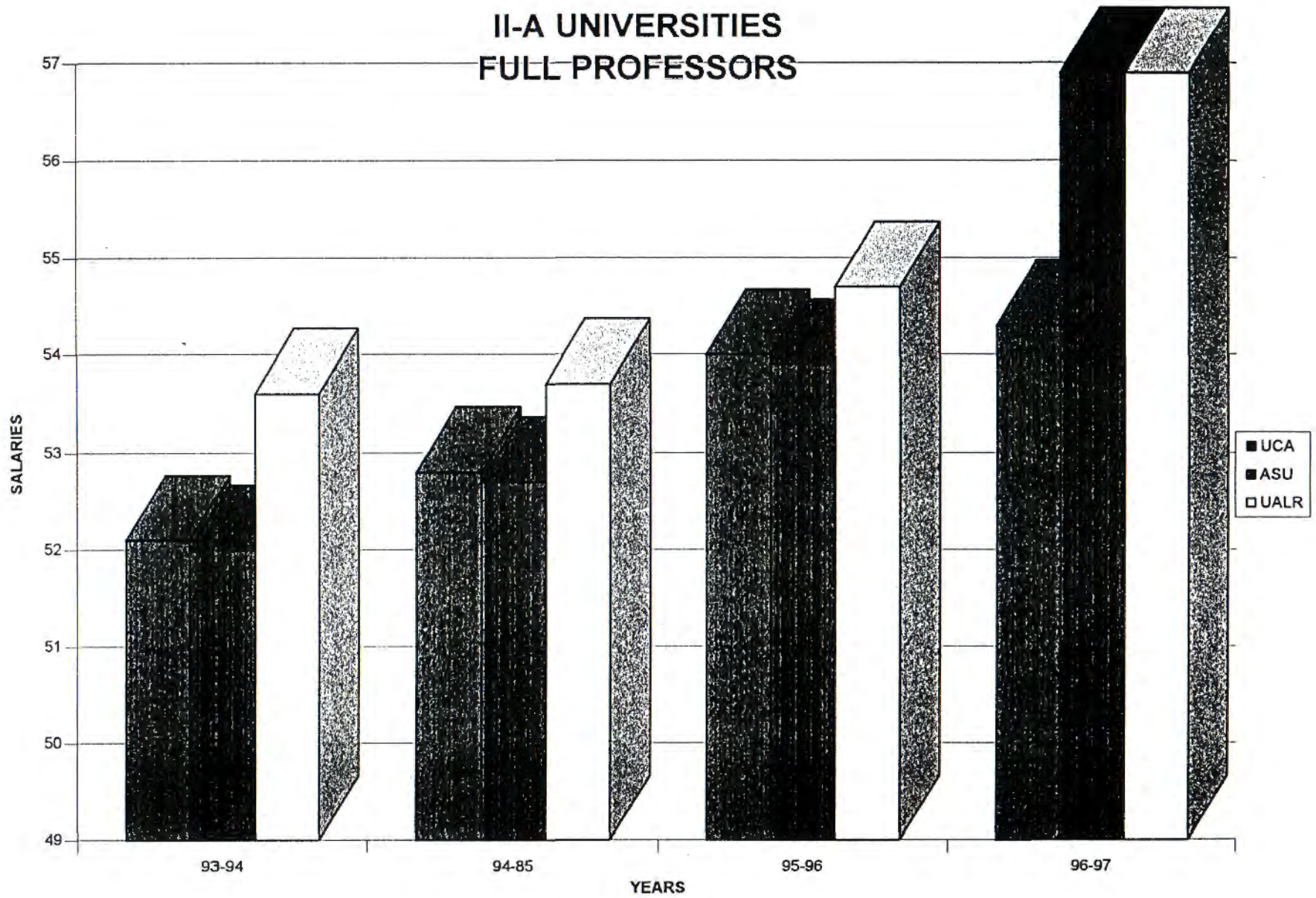
By improving communication between all vertices of this triangle, we can build bridges, thus gaining that much desired commodity - TRUST.

I would be remiss of my obligations as a representative of the faculty if I didn't address this one topic, the full professor. Remember that the full professor can be a valuable source person for both the board and the President. If I could direct you to the overhead projector one more time. (Refer to the second chart at the end of this paper.) These figures were taken from the annual issues of Academe that address salary issues across the nation. If we consider the average salaries of full professors for the past four years at IIA institutions in Arkansas, we can see an interesting trend. We, the full professors, are falling behind other IIA schools in the state. The rather lean raises this past year could make the difference much greater. I am trying to alert you to a potential problem area. Remember the full professor can be a valuable source for "bridge building."

Again, I want to thank you for this opportunity. I hope to see you at Delta State game tomorrow.



II-A UNIVERSITIES FULL PROFESSORS



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