

The Board of Trustees of the University of Central Arkansas convened in regular meeting Friday morning, December 18, 1987, at ten o'clock in Room 220, Burdick Business Administration Building on the campus with the following officers and members of the Board present, to-wit:

Chairman: Mr. James W. Ahlf
 Vice Chairman: Mr. Joe M. White
 Secretary: Dr. Harold H. Chakales
 Mr. Herby Branscum
 Mr. Ben F. Burton
 Dr. J. Albert Johnson
 Judge Henry L. Jones, Jr.

and with the following absent, to-wit: NONE

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

Minutes of the last meeting, October 16, 1987, were approved on a motion made by Mr. White, seconded by Mr. Burton, and passed unanimously.

President Pate made the following reports to the Board:

- A. Carnegie Vistors
- B. AIC Letter
- C. North Central Association Visit for 1989-90
- D. Bid on Governor's School
- E. Ark. State Board of Higher Education Decision
Regarding Remedial Courses for Beginning
Freshmen
- F. Final Preregistration Figure
- G. AASCB Accreditation Visit, January 17-20, 1988
- H. Home Economics Report

Mr. J. D. Gingerich, University Counsel, reported on the status of the Board of Trustee Lecture Series. The committee for selecting the Series speakers had met several times but have had all negative responses from all names recommended. Mr. Gingerich suggested that one or two speakers be invited to participate instead of the usual four in order to attract the best speakers. The Board will be notified by letter of the names of the speakers.

Mr. Gingerich reported on the status of two pending law suits. Judge Waters, in place of Judge Overton, will hear the Patricia House suit after the first of the year. Motions are pending and interrogatories have been filed on the Helen Lynch suit. Judge Woods will hear this case after the first of the year.

The following is a list of new capital priority items which have been submitted since the last Board meeting:

Music Department - Replacement equipment for percussion section of the marching band: 3 quad tom sets, 5 marching snare drums, 4 marching bass drums, and 1 pair 20" marching cymbals. \$ 5,150.00

Music Department - Rebuild Yamaha Practice Piano. 1,000.00

Computers for Music Courses - Four computers and two printers with related software for music theory instruction, to include color monitor, graphics board, mouse, and MIDI capabilities. 6,984.00

Replacement of two Yamaha or comparable upright practice pianos. 5,400.00

Band Instruments - Two sousaphones, Conn 20K in cases. \$ 6,000.00

Choral Rehearsal Room Renovation - Snow Fine Arts 101, remove elevated levels 2 and 3, recarpet floor, add stereo unit, change lights (add section of track lighting), and add a lined chalkboard. 3,100.00

Renovation of listening lab - Rewire in stereophonic sound, the amplifiers to headphones, replace headphones (7 sets), add accoustical fabric to wall between Snow Fine Arts 116 and 117, one Yamaha turntable, and replace two amplifiers. 2,305.00

Music Department - A Yamaha Clavinova CUP-7 Synthesizer with MIDI capabilities to use for music composition, the jazz bands, orchestra (harpsichord stop), madrigal dinners and other occasions where a portable keyboard is needed. 2,850.00

Music Department - Compact Disc Players for Music classrooms, SFAC 116, listening lab, SFAC 302, SFAC 316 and HSC Auditorium. 1,200.00

Music Department Recital Hall - Replacement carpet for recital hall stage with a high quality, long wearing commercial carpet. 2,700.00

Safety Exhaust System - Toxic fume exhaust systems for for Printmaking Studio and Ceramics Studio. 4,500.00

C Art Department - Printmaking equipment, Lithographic stones: 10 stones of various sizes, Litho ink rollers: three. 4,000.00

C Visual Arts - Slides, Video Tapes, Films to meet minimum standards for implementing slide collection development program. 10,750.00

O Snow Fine Arts Exhibit Case - To design and construct a professional, museum-quality display case to house the University collection of Pre-Columbian, African and Mexican Art. 4,500.00

P Art Department - Computer Art Laboratory (Computer Graphics). Components to complete phase III of the Computer Art Lab. 2 - IBM Professional Graphics Computers; 2 - Digitizing Tablets, and 1 - Digitizing Camera Interface. 9,950.00

P Visual & Performing Arts Equipment (Darkroom). This request is for a fully equipped darkroom and includes equipment and cabinets not requested in the original planning phase of the Annex. 2,700.00

Y Art Gallery Renovation - Wall coverings and security equipment not included in the original renovation project. 2,100.00

Merlin Express Lettering Machine - Thermal Transfer Lettering/Type Machine; Microchip font cards, typewriter style operation. 1,500.00

Equipment for the new Genetic Laboratory - 1 Incubator to raise and maintain test organisms, 1 - pH meter to use in preparing chemicals, Autopipettes, fraction collectors, hot plates, mixers, etc., 1 Centrifuge. 12,500.00

Sterile Hood for Microbiology - A sterile hood is required for handling micro-organisms to prevent contamination of the students with potentially harmful bacteria, and to prevent contamination of specimens being tested. 5,600.00

Biology - Microscope Display and Science Demonstration Equipment. 1 Microscope (video) display system and basic equipment for science demonstrations. 8,800.00

Chemistry Department - Balances for Chemistry 3520 - Balances for Quantitative Analysis - Fisher Model #2100 (100 g/.1 mg.). 15,000.00

Chemistry Department - Balances for Chemistry 1401, 1403, 1450 and 1451. Balances for Essentials and Physiological Chemistry, Fisher Model #7301A. Purchase of balances for rooms 159 and 161 which serve laboratory sections in Chemistry 1401 and 1403. Balances for College Chemistry - Sartorius Model 1405 MP8. \$10,000.00

Language Laboratory Equipment - 3 Telex Language Laboratory Students Positions and 3 Telex Headsets. 2,010.00

Cart Machine Replacement in KUCA - The Cartridge recording and playback machines need to be replaced in this fiscal year 1988-89. Three machines are needed that have playback only capability. One machine is needed that has recording and playback capability. 5,500.00

Department of Mathematics and Computer Science - Three Zenith XT's, Word Processors and technical software, four Epson LX80 printers and tractor feed. 6,500.00

Department of Mathematics and Computer Science - 10 Epson LX-80 or FX-85 printers with tractor feed are needed in the computer science microcomputer Lab, LSC 174. Currently 23 microcomputers in the Lab and only four printers. 4,750.00

Department of Mathematics and Computer Science - 3 Quad HPG graphics adapters by Quadram with EGA daughter cards and 3 NEC MultiSync monitors. 4,800.00

Mathematics Lab Hardware and Software - to be used in conjunction with the mathematics tutoring laboratory in 110 Main. The systems would also be equipped with software that would be useful in calculus classes. 3 Zenith ZT's and monitors and approximately \$1,000.00 worth of software should make the lab more effective. 4,000.00

C	Sociology Department - Statistical Software for University-wide use and Software for Student Lab; 1 Micro-Crunch software for use on IBM-compatible microcomputers with 256K RAM and 2 floppy disk drives with 8087 math co-processor support; 1 Microcase software student lab package for use on 5 computers, 1 1987 General Social Survey data file, 1 1972 General Social Survey data file 1 shipping.	2,034.00
O	Graduate School - Interface and Disc Drive for Typewriter and Personal Computer with Printer.	2,400.00
P	Physical Therapy - Mens-O-Matic - Microcurrent Electrical Neural Stimulator or equivalent. To be used in the clinic and for students to practice on in the lab setting before attempting treatments with clients.	4,395.00
Y	Physical Education - Articulated Skeleton coded for instructional purposes.	600.00
P	Physical Education - Cybex Range Limiting Device, additional attachment for Cybex Machine.	550.00
P	Motor Learning Laboratory Equipment utilized in teaching motor learning and measuring motor skills.	1,200.00
Y	Physical Education Department - 6, 6x12 tumbling mats. Old mats are beyond repair and these are essential for teaching.	1,800.00
Y	Occupational Therapy - Biofeedback Diagnostic Equipment - Dual Channel Portable EMG features a remote preamplifier, dual site feedback, three audio-feedback modes. Useful in the education of occupational therapy students.	1,355.00
Y	Occupational Therapy - Instructional VHS Videocassettes, "The Living Body" a sixteen part series on film and video-cassette and will be an invaluable instructional tool for the OT faculty.	1,500.00
Y	Department of Nursing - Full electric hospital bed with overbed table. Replacing six army hospital bed units. Out of date and do not work well. Need one or two units.	1,600.00

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Health Education - Instructional equipment for First Aid classes. Resusci-Baby for First Aid and Resusci-Annie.	\$ 1,000.00
ROTC - Purchase of Match Quality Rifles - two Anschutz Super-match Model 1813, .22 cal. Long Rifles with two #6720 International Sight sets.	2,962.00
Redesign food science lab to create a safer environment for students. Safety of students is of primary concern and secondly, a more workable laboratory would be available.	20,000.00
CQMIS - Computer software, compiler software and application software for use in the classroom would make students a more marketable product.	5,000.00
College of Education - Instructional equipment, 3 VCR systems each including 1/2 inch VCR Playback unit, 1 TV receiver/monitor, 25" and 3 mobile VCR/monitor carts with pneumatic wheels.	3,753.00
O Psychology and Counseling - Zenith Computer and Monitor - 1 floppy disc, 120 MB HD 768K RAM, Monochromatic monitor.	1,299.00
Learning Resources Center - Charge Desk, 2 sections, charge desk, cupboard unit, drawer unit, 8 Library tables, and 48 Library chairs.	12,900.00
P Department of Educational Media - Library Science - Lettering System - Instructional/Production Equipment, 1 Merlin "Express" Lettering System (including 1 font), 10 additional font cards and 1 box, tape/ribbon cassettes (includes 4).	1,835.00
Y Microcomputer Lab - Three microcomputer systems, IBM compatible, 640+K memory with dual disk drive and with cables, monochrome display. Zenith or equivalent; 1 letter quality printer with sheet feed and tractor attachments and necessary cables to interface with system. Multimate software.	4,550.00
Photography Department - Water chiller for Automatic Film Processor.	800.00
Photography Department - Interclone ICL2 with Slide Duplication Module to make color internegatives from color slides and duplicate slides from the Photo Slide Project.	3,800.00
Photography Department - Revolving Darkroom Door for student darkroom in basement of Main. Permits students to enter and leave darkroom without interfering with other work.	1,000.00
Carpet for Ida Waldran Auditorium.	13,000.00
Furniture for Lobby of Administration Building.	

TOTAL \$245,482.00

On a motion by Dr. Chakales, seconded by Mr. Branscum, and passed unanimously, the following resolution was adopted:

"BE IT RESOLVED: The Board of Trustees authorizes the expenditure of funds for the capital projects indicated above as funds become available."

The following is a proposed revision to the Faculty Handbook establishing an Institutional Animal Care and Use Committee. This committee is required by recent federal legislation for any institution involved in research using animals. Both our Biology and Psychology departments conduct research using animals. Acting as the committee on committees, the Faculty Senate approved the proposal as follows:

Institutional Animal Care and Use Committee

- a. Charge: To implement federal guidelines as required by federal law.
- b. Membership:
- 1) One Doctor of Veterinary Medicine selected by the Vice President for Academic Affairs from recommendations of the Chairs of the Biology and Psychology Departments. (PERMANENT MEMBER)
 - 2) Two members who have had scientific laboratory experience with animals.
 - i. Faculty Senate selects one from three faculty recommended by Psychology Department Chair.
 - ii. Faculty Senate selects one from three faculty recommended by Biology Department Chair.
 - 3) The University Legal Counsel as the member required whose concern is not primarily scientific (PERMANENT MEMBER)
 - 4) One non-affiliated member (no immediate relative affiliated with the institution) selected by the Vice President for Academic Affairs from three recommendations made by the Chairs. of of the Biology and Psychology Departments.

- c. At the first meeting, the three non-permanent members of the committee will draw for 2, 3, and 5 year terms. Successive members will serve 5 year terms. The chair shall be elected by the committee for a two-year term from the two Faculty Senate appointees to the committee.
- d. Reports to: Vice President for Academic Affairs.

The following resolution was adopted upon motion by Judge Jones, seconded by Dr. Chakales, and passed unanimously:

"BE IT RESOLVED: The Board of Trustees authorizes the acceptance of the above proposed revision to the Faculty Handbook that establishes an Institutional Animal Care and Use Committee."

The following resolution was adopted upon motion by Mr. White, seconded by Mr. Burton, and passed unanimously:

"BE IT RESOLVED: The Board of Trustees of the University of Central Arkansas respectfully requests the approval of the Arkansas State Board of Higher Education for a Master of Science Degree Program in Speech/Language Pathology to be initiated for the fall semester 1988."

The following resolution was adopted upon motion by Dr. Johnson, seconded by Mr. White, and passed unanimously:

"BE IT RESOLVED: The Board of Trustees of the University of Central Arkansas respectfully requests the approval of the Arkansas State Board of Higher Education for the establishment of a Department of Speech-Language Pathology, effective no later than 1 July 1988."

C Discussion was held on the savings of excess funds from vacant positions and retirements for this Fiscal Year (1987/88). The vacancies are a result of the commitment to defer the replacement of major administrative positions until a new president is employed. These vacancies, coupled with the retirements on December 31, 1987, create a net salary and fringe benefits savings of approximately \$650,000.00. The Vice Presidents proposed the use of these funds for non-recurring programs and projects to include the purchase of instructional equipment, minor refurbishing projects of campus facilities, implementation of a portion of the Campus Master Plan, summer research projects, expansion of course offerings during the first summer session of 1988, expansion of the preventive maintenance program in the Physical Plant Department, and the funding of our capital priority projects.

O Contingent on Dr. Chakales' request that information be provided to the Board of Trustees before expenditures are made, the following resolution was adopted on motion by Judge Jones, seconded by Mr. Burton, and passed unanimously:

"BE IT RESOLVED: The Board of Trustees directs the Administration to use these savings which have accrued during 1987-88 to finance non-recurring programs such as these mentioned above."

P Discussion was held on granting merit increases for non-classified employees from funds that the Department of Finance and Administration had predicted UCA would receive from Allotment "B" under the Revenue Stabilization Act, 38.5% (\$892,182).

Y The 2.5 percent salary increase for classified and non-classified employees approved by the Board at the August meeting, cost approximately \$335,000 including fringe benefits. This leaves almost \$560,000 available for salary increases or other purposes in this fiscal year. These funds would enable the University to give substantial merit raises to non-classified employees. Since these raises could not go into effect until January 1, 1988, we would spend about half of that cost, or approximately \$280,000 for the remainder of the year. These increases would bring UCA very close to the 1987-88 average regional faculty salary. The balance of these funds could then be used for non-recurring expenditures such as partial implementation of the Campus Master Plan.

On request by Board members, Dr. McChesney explained the method of dividing the funds between the four colleges for merit increases.

The following resolution was adopted on a motion by Dr. Chakales, seconded by Judge Jones, and passed unanimously:

"BE IT RESOLVED: The Board of Trustees directs the Administration to provide merit increases to non-classified University employees to be implemented as of January 1, 1988."

Dr. H. B. Hardy, Chairman of the Presidential Search and Screen Committee, presented the Board with the Committee's recommendation of five candidates for their consideration.

Discussion was held regarding the Board's review of the materials (written and taped) on the candidates. Also, procedures to be used for individual interviews were discussed.

A motion was made by Mr. White, seconded by Mr. Branscum, that the Board reconvene on January 11, 7 p.m., in the Board Room of the Administration Building, to determine procedures and set times for interviews to be held. The vote was 5 yes, 1 no, 1 abstention.

Judge Jones made a motion that interviews be scheduled for the five candidates recommended by the Search Committee, seconded by Dr. Johnson, and passed unanimously.

Mr. McCormack, Vice President for Finance, distributed copies of the November 30, 1987, Financial Report and interpreted same.

Mr. Branscum made a motion that executive session be declared for the purpose of considering personnel. A second to this motion was made by Mr. Jones, and passed.

In executive session, the following appointments, adjustments, retirements, and resignations were approved upon motion made by Dr. Chakales, seconded by Dr. Johnson, and passed.

Dr. Chakales made a motion to accept the following early retirements, seconded by Mr. Jones, and passed:

Appointments:

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1. Janice A. Johnson, Counselor II, Student Affairs, effective October 19, 1987, @ a gross salary of \$18,616.00.
 2. Lauren Maxwell, Part-time Instructor of Marketing and Management, Spring Semester, 1988, @ a gross salary of \$2,400.00.
 3. Ellie Brooks, Part-time Laboratory Teaching Assistant in Nursing, effective September 9, 1987, @ a gross salary of \$4,600.00.
 4. Kathlene Roberts, Part-time Clinical Supervisor, Special Education, effective September 14, 1987, @ a gross salary of \$1,200.00.
 5. Kathy Woodcock, Part-time Instructor of Administrative Services, Spring Semester 1988, @ a gross salary of \$2,400.00.
 6. Retta Patrick, Part-time Instructor of Educational Media/Library Science, Spring Semester 1988, @ a gross salary of \$1,200.00.
 7. Judy Gabbard, Part-time Instructor of Biology, Spring Semester 1988, @ a gross salary of \$1,200.00.
 8. Charlotte Christy, Part-time Instructor of Biology, Spring Semester 1988, @ a gross salary of \$2,400.00.
 9. Paula Johnson, Part-time Instructor of Biology, Spring Semester 1988, @ a gross salary of \$2,400.00.
 10. Jane Parsons, Part-time Instructor of Biology, Spring Semester 1988, @ a gross salary of \$2,400.00.
 11. Forrest Payne, Part-time Instructor of Biology, Spring Semester 1988, @ a gross salary of \$2,400.00.
 12. Ellen Powers Stengel, Part-time Instructor of English, Spring Semester 1988, @ a gross salary of \$2,400.00.
 13. Janet Gingerich, Part-time Instructor of Foreign Language, Spring Semester 1988, @ a gross salary of \$1,200.00.
 14. Bob Courtway, Part-time Instructor of Physical Education, Spring Semester 1988, @ a gross salary of \$600.00.

Appointments, continued:

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15. Rockie Pederson, Instructor of Physical Education, Spring Semester 1988, @ a gross salary of \$4,765.00.
 16. Catherine Acre, Assistant Instructor of Occupational Therapy, Spring 1988, @ a gross salary of \$11,500.00.
 17. Rhonda Moore, Visiting Lecturer, Occupational Therapy, Spring Semester 1988, @ a gross salary of \$360.00.
 18. Debora Lockeby, Part-time Instructor, Physical Education, Spring Semester 1988, @ a gross salary of \$400.00.
 19. Harold Horton, Head Football Coach, effective January 1, 1988, @ a gross salary of \$47,760.00. This contract expires January 1, 1991, and the salary will be negotiated annually or as the UCA Appropriation Act is written.
 20. Bill Keopple, Assistant Football Coach, effective January 1, 1988, @ a gross salary of \$29,000.00.
 21. Ronnie Kerr, Assistant Football Coach, effective January 1, 1988, @ a gross salary of \$31,446.00.
 22. Mike Isom, Assistant Football Coach, effective January 1, 1988, @ a gross salary of \$31,446.00.
 23. Deanne Salsberry, Instructor of Nursing, Term Appointment, effective January 1, 1988, @ a gross salary of \$10,500.
 24. Nancy Reese, Instructor of Physical Therapy, Term Appointment, effective January 1, 1988, @ a gross salary of \$12,300.00.
 25. Terry Henderson, Part-time Instructor of Psychology/Counseling, effective January 11, 1988, @ a gross salary of \$2,400.00.
 26. William Siegel, Part-time Instructor of Psychology/Counseling, effective January 11, 1988, @ a gross salary of \$2,400.00.
 27. Frank Shaw, Part-time Instructor of Accounting, effective January 11, 1988, @ a gross salary of \$1,350.00.
 28. Jesse Thompson, Part-time Instructor of Accounting, effective January 11, 1988, @ a gross salary of \$1,350.00.

Adjustments:

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1. Carl Jameson, change from Associate Professor and Chairman of the Department of Geography @ a gross salary of \$49,000.00, to Associate Professor of Geography, effective July 1, 1988. Salary to be determined and recommended at the April Board meeting.
 2. Morris Lamberson, change from Professor and Chair of Marketing and Management @ a gross salary of \$50,760.00, to Professor of Marketing and Management, effective July 1, 1988. Salary to be determined and recommended at the April Board meeting.
 3. Debbie Howell, change from Assistant Professor of Physical Education @ a gross salary of \$25,012.00, to Assistant Professor and Acting Chair of Physical Education @ a gross salary of \$25,012.00 plus \$2,000.00 for the Spring Semester.
 4. Kenneth Jordan, change from Professor of Industrial Education @ a gross salary of \$34,000.00, to Professor and Acting Chair of Industrial Education @ a gross salary of \$34,000.00 plus \$1,000.00 for the Spring Semester.
 5. Becky Williams, change from Assistant Instructor of Occupational Therapy @ a gross salary of \$23,100.00, to Assistant Instructor/Benton OT Program Coordinator, @ a gross salary of \$25,021.50, effective October 1, 1987.

Early Retirement:

1. Margaret Atchison, Business Office, effective December 31, 1987.
2. Jeff Holland, Student Teaching, effective December 31, 1987.
3. Jerry Poole, Art Department, effective May 15, 1988.
4. Bill R. Pate, President's Office, effective December 31, 1987.
5. Rex Lovell, Athletic Department, effective December 31, 1987.

Retirements:

1. Fletcher Lowry, Physical Education, effective December 31, 1987.
2. Dolly Moseley, Special Education, effective May 15, 1988.

Resignations:

1. John Burchard, Research, effective November 30, 1987.
2. Mary Louise Lowe, Nursing, effective May 15, 1988.

Mr. Burton made a motion to offer the position of Interim President to Dr. H. B. Hardy, effective January 1, 1988, until a new President is selected, and to adjust his salary equal to the salary drawn by Mr. Pate as Interim President. The motion was seconded by Mr. White, and passed.

A motion was made by Dr. Chakales to name Bill Stephens, effective January 1, 1988, as Athletic Director, seconded by Mr. Burton, and passed.

Discussion was held concerning the merit pay increase on non-classified employees that the Board review proposed salaries received in January before going into effect.

In open meeting, appointments, adjustments, retirements, and resignations were approved upon motion by Dr. Chakales, seconded by Mr. Branscum, and passed.

In open meeting, early retirements were approved upon motion by Dr. Chakales, seconded by Judge Jones, and passed.

In open meeting, Mr. Burton made a motion to appoint Dr. H. B. Hardy as Interim President, effective January 1, 1988, with a salary adjustment, seconded by Mr. White, and passed unanimously.

In open meeting, Dr. Chakales made a motion to name Bill Stephens as Athletic Director, effective January 1, 1988, seconded by Mr. Burton, and passed unanimously.

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In open meeting, Dr. Chakales made a motion that the Vice Presidents report any pay raises for review by the Board at the January meeting. The motion was seconded by Mr. White, and passed.

There being no further business to come before the Board, motion to adjourn was made by Dr. Chakales, seconded by Mr. White, and passed.

Mr. James W. Ahlf, Chairman

Dr. Harold Chakales, Secretary

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