

The Board of Trustees of the University of Central Arkansas convened in regular meeting Friday morning, April 15, 1988, at ten o'clock in the Board Room of the Administration Building, with the following officers and members present, to-wit:

Chairman: Mr. James W. Ahlf
 Vice Chairman: Mr. Joe M. White
 Mr. Herby Branscum
 Mr. Ben F. Burton
 Judge Henry L. Jones
 Mrs. Elaine Goode

and with the following absent, to-wit: Dr. Harold H. Chakales

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

Minutes of the last meeting, February 19, 1988, were approved as amended on motion made by Mr. Branscum, seconded by Mr. White, and passed.

On Mr. Ahlf's commendation of Public Affairs on the dinner arrangements for Interim Presidents Pate and Hardy, Mr. Burton made a motion to send a letter of appreciation from the Board to the Public Affairs staff, Ms. Libby Smith, Mr. Tom Scott, Ms. Carolyn Dombek, Mr. Jim Schneider, Ms. Linda Long, and Ms. Joy Crum, seconded by Judge Jones, and passed.

Mr. Ahlf welcomed Dr. Thompson as UCA's seventh president and commended his appointment of Dr. H. B. Hardy, Jr. as Assistant to the President.

Dr. Thompson reported on the following items:

A. Capital Projects - On previous Board approved capital projects, Dr. Thompson has approved all projects in the \$25,000 - \$100,000 category as money is available. All are structural projects with the exception of three items.

Dr. Thompson has approved the Burdick Building air conditioning replacement, but wants to see where library stands before doing anything inconsistent with the expansion.

The under \$25,000 projects will proceed as Physical Plant allows. No new items are on the list.

B. Health Insurance - Reported on the possibility of a sizable increase in insurance premiums.

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C. Room Rates - No increase in room rates. The total Fall and Spring average housing occupancy for 1987-88 was 1,480; the total Fall and Spring average housing occupancy projected for 1988-89 is 1,460.

D. State Audit - State auditors due for exit interview on Monday, April 18. Reports are that the audits are favorable. Mr. McCormack reported the only small problem was in University 1000 which has been remedied.

E. Biennium Budget Request 1989-91 - It is difficult to plan for three years but will have it ready for DHE, after which there is a lengthy process before it goes to the Legislature. Some positions are being added to the bill for future hiring and changing of maximum line item, plus a request for declassification of some positions.

F. Carnegie Report - If business leaders and the Governor are as enthusiastic as the Presidents and Chancellors are of the recommendations of the Carnegie Report, they will be a tremendous benefit to institutions.

Allocation of funds for Athletics will be considered at the Department of Higher Education meeting on April 16.

Dr. Thompson advised that the best way to improve higher education is to improve secondary education.

G. Other Items -

(a) J. D. Gingerich, University Counsel, reported that the Motion for Summary Judgment on the Pat House case has been granted and dismissed with prejudice.

(b) Mrs. Goode made a motion for the Board to approve a request to the Department of Higher Education for one provisional position for UCA for the 1988-89 fiscal year to be used for Special Economic Development Project; title of position to be Director of Corporate Relations (adds no cost to the budget). The motion was seconded by Judge Jones, and passed.

(c) Reports were made on the Mashburn Lecture, Bear Facts Day, State College and University Library meeting, and review teams for College of Education.

Dr. Hardy reported on the status of the repair being done on the President's Home. The kitchen is still in good shape, having been remodeled about 15 years ago. The repairs are not expected to exceed the \$40,000 budget previously approved for this project. Plans are to be finished by June and an itemized list of expenditures will be furnished at the August Board meeting. Judge Jones inquired about the wiring and Dr. Thompson said a few minor modifications have been made, making the wiring safe.

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

"BE IT RESOLVED: The Chairman of the University of Central Arkansas Board of Trustees is authorized to permit the Vice President for Financial Affairs to obtain a \$400,000 temporary loan as authorized by Act 367 of 1987 for cash flow purposes from a private financial institution which would be repaid from state general revenues received in May and June of 1988."

The following resolutions were adopted upon motion made by Mr. White, seconded by Judge Jones, and passed:

"BE IT RESOLVED: The administration is authorized to sign a one-year extension of the food service contract with the ARA Food Service Company at student rates as follows: Summer 1988 - \$4.41 per day for 21-meal plan and \$5.09 per day for 15-meal plan. Regular Academic Year - \$3.27 per day for 21-meal plan, \$3.05 per day any 15-meal plan, \$2.93 per day any 10-meal plan. Off-campus Special Groups will be charged as follows: Breakfast \$2.35 per day; Lunch \$2.95 per day; Dinner \$2.95 per day. Casual meal charges will be: Breakfast \$2.70 per day; Continental \$1.20 per day; Lunch \$3.45 per day; Dinner \$3.45 per day; and, Steak & Special \$4.25 per day."

"BE IT RESOLVED: The administration be authorized to offer board rates for the 1988-89 academic year as follows: 21-meal \$121.25 per pay period; any 15-meal \$116.25 per pay period; and, any 10-meal \$111.25 per pay period. Summer 1989 rates will be as follows: 21-meal plan \$140.00 and 15-meal plan \$135.00."

"BE IT RESOLVED: The snack bar operation in the Student Center be contracted to ARA Food Service for the period beginning June 1, 1988, through May 31, 1989. ARA will pay the University \$13,000 per year or 13% of sales, whichever is greater during the period of this contract."

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The following resolution was adopted upon motion made by Judge Jones, seconded by Mr. Branscum, and passed:

"BE IT RESOLVED: The Board of Trustees authorizes the Administration to take whatever steps are necessary to enforce the contract of insurance which the University maintains with Tudor Insurance Company of Keene, New Hampshire."

Dr. Thompson congratulated Ms. Ellen Ishee, publications director of the Office of Public Affairs, as the recipient of the Grand Award for Best Design Series in college publications from the Southwest District of the Council for Advancement and Support of Education.

Dr. Hardy announced the death of Mrs. Mary Lee McAlister, widow of former UCA faculty member Frank McAlister, on Thursday, April 14, 1988. Burial would be Saturday, April 16, 1988, at 2 p.m. Judge Jones made a motion to send an appropriate letter to the family, seconded by Mr. White, and passed.

Executive session was declared for the purpose of considering personnel.

In executive session, the following adjustments, appointments, leaves, resignations, and retirements were approved upon motion made by Mr. Branscum, seconded by Mr. Burton, and passed:

OFFICE OF THE PRESIDENT		
Name	Title	'88-'89 Salary
Winfred L. Thompson	President	\$76,674 #**
H. B. Hardy (T)	Assistant to the President	62,912
Penny Eberhard	Director of Public Appearances & Instructor of Speech	27,150
Mary Lites	Administrative Assistant II	15,490
Roberta Hicks	Secretary I	9,612
Bill Stephens	Director of Athletics	50,661
Harold Horton	Head Football Coach	47,700 **
Don Dyer	Head Basketball Coach	40,260
Sallie Dalton	Head Coach & Coord. Women's Athletics	39,024
Ron Marvel	Head Women's Basketball Coach	38,937
Ronnie Kerr	Assistant Football Coach	31,446 ***
Mike Isom	Assistant Football Coach	31,446 ***
Richard Martin	Head Track Coach	33,236

OFFICE OF THE PRESIDENT
CONTINUED

Name	Title	'88-'89 Salary
Bill Keopple	Assistant Football Coach	29,424 ***
Arch Jones	Assistant Basketball Coach	31,262
Jack Fulmer	Head Baseball Coach & Assistant Women's Basketball Coach	29,068
Bob Valentine	Coordinator of Sports Information	25,402
Janet White	Clerk Steno	11,802
J. D. Gingerich (T)	Associate Professor of Political Science & University Counsel	38,800
W. H. Osborne	Director of Public Service	40,435
Pamela Jolly	Internal Auditor	21,048

***For the convenience of the Board of Trustees, the President is required to live in the President's Home for which no rent nor utilities are paid. This contract expires 6-30-91.

**Contract expires January 1, 1991.

***Contract expires January 1, 1989.

VICE PRESIDENT FOR ACADEMIC AFFAIRS

NAME	Title	'88-'89 Salary
Robert McChesney (T)	Professor of Pol. Sci./Vice President	\$64,878
Joan Pritchard (T)	Asst. Professor of Accounting & Assistant to Vice President	51,756
Sue Aist	Administrative Secretary	17,620
Laverne Martin	Secretary I	10,255
Nancy Gage	Secretary II	11,847
Daisy Garnett	Secretary I	9,627
W. D. Moon (T)	Professor of Math & Undergraduate Dean	59,950
Carol Daves	Secretary II	14,459
Norbert Schedler (T)	Professor of Philosophy & Director of Honors College	53,518
Virginia Guffey	Secretary II	11,883
Glenda Middleton	Clerk-Typist II, 3/4 time	6,805
W. M. Thompson, Jr.	Dir., Computing Resource Center	44,787
Kerry Nichols	Secretary I	9,715
Anthony Sitz	Registrar	39,409
Jackie Taylor	Clerk-Steno	12,012

VICE PRESIDENT FOR ACADEMIC AFFAIRS
CONTINUED

Name	Title	'88-'89 Salary
Robert C. Horton	Registrar's Assistant	11,526
Elfride Eitel	Clerk-Typist II	10,209
Deanna Schichtl	Clerk-Typist II	10,036
Jewell Hackler	Clerk-Typist II	9,616
Mary E. Sharp	Clerk-Typist II	9,151
David Parker	Director, Audiovisual Services	24,666
Willie Hardin (T)	Professor/Library Director	43,296
Tom Dillard	Assoc. Librarian & Director of Archives & Special Collections	30,713
Gay Moore	Assistant Librarian	28,975
Carol Powers	Assistant Librarian	28,900
Margaret Morrison	Assistant Librarian	26,610
Kay Talley	Assistant Librarian	26,350
Maxine Lewis	Asst. Librarian/Research Librarian	24,075
Robert J. Dudek	Asst. Librarian/Acquisitions	21,500
Carolyn Baker	Assistant Librarian	23,100
Charlotte Evans	Assistant Librarian	20,675
Sherry Owen	Assistant Librarian	22,350
Elizabeth Danley	Asst. Librarian/Circulation	20,250
Bertha Jordan	Library Technical Assistant II	13,802
Donna Washco	Secretary I	13,623
Bobby Gallahar	Library Technical Assistant I	12,475
Patsy Kitchens	Library Technical Assistant II	13,086
Anita Cothran	Library Technical Assistant II	12,403
Donna Lawrence	Library Technical Assistant II	12,385
Mary Coleman	Library Technical Assistant I	11,883
Jeanette Marvel	Library Technical Assistant II	11,758
Patricia Wagner	Library Technical Assistant II	10,349
Michele Lively	Library Technical Assistant I	10,002
Le Kay Perrin	Library Technical Assistant I	9,561
Gayle Mullenax	Library Technical Assistant I	9,594
Margie Ann Lewis	Library Technical Assistant I	9,151
Frances A. Hager	Library Technical Assistant I	8,927
Odessa Calhoun	Library Aide (part-time)	3,500
Dargailia Jones	Library Aide (part-time)	3,500
Norma Jean Kelley	Library Aide (part-time)	3,500
Juanita Phillips	Library Aide (part-time)	3,500
Clyde Reese (T)	Professor of Psychology & Dean	57,095
Jimmie McKim (T)	Asst. Professor of Math & Coordinator of Off-campus Credit Courses	41,012

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VICE PRESIDENT FOR ACADEMIC AFFAIRS
CONTINUED

Name	Title	'88-'89 Salary
Loretta Price	Instructor & Coordinator of Workshops & Conferences	31,261
John M. Lar	Coordinator of Continuing Education & Director of Chanel 6	24,820
Mary Sue Whitelaw	Continuing Ed. Coordinator/ Director of Community Ed. Activities	23,201
Paula Lee	Administrative Assistant I	18,795
Rhetta Mayfield	Accounting Assistant II	10,926
Rebecca Serven	Secretary I	9,907
Tina Davis	Clerk-Typist II	8,762
Laura Taylor	Clerk-Typist I	8,864
Sondra Pugh	Clerk-Typist II	8,818

VICE PRESIDENT FOR ADMINISTRATION

Name	Title	'88-'89 Salary
B. W. Horton	Vice President	\$62,912
Gail Tinder	Administrative Secretary	15,024
Helen Russell	Director of Personnel	25,815
Mary Nolen	Personnel Analyst	22,974
Peggy Smith	Personnel Assistant II	18,754
Elizabeth Gwathney	Clerk Typist II	8,845
Kathy Kirk	Campus Postmaster	12,551
Sandra Breeding	Accounting Assistant I	11,382
Dana Smith	Switchboard Operator I	9,291
Earl McGehee (T)	Professor of Math/Dir. of Computer Center	58,697
Lilly Rogers	Director of Computer Services	40,527
Bruce Schaa	Systems Analyst II	26,093
Nancy Johnston	Systems Analyst I	22,956
Jewell Johnson	Data Processing Supervisor I	18,882
Terry Brewer	Computer Operator II	15,747
Marilyn Cameron	Secretary I	13,686
Janice Austin	Data Entry Operator II	13,686
J. F. Allwood	Computer Operator I	13,165
Dale King	Computer Operator I	12,893
Jerrel Fielder	Director of Physical Plant	45,240
Jesse Smith	Asst. Director of Physical Plant	22,951

VICE PRESIDENT FOR ADMINISTRATION
CONTINUED

NAME	TITLE	'88-'89 SALARY
Larry Oliver	Asst. Director of Physical Plant	19,920
Bennie Battles	Plant Maintenance Supervisor	22,729
Pamela Snider	Director of Housekeeping	18,739
J. C. Euton	Plant Maintenance Supervisor	18,358
Mary Alice Holmes	Accountant II	17,343
Debbie Edgmon	Accounting Assistant I	13,579
Renee Horton	Accounting Assistant I	12,791
Kelli Brock	Secretary I	9,836
Bill Leach	Director of Public Safety	25,815
James Smith	Officer II	18,872
C. C. Hensley	Officer II	18,413
J. L. Tyrrell	Officer II	18,413
Wilton Hill	Officer II	16,554
Billy Wood	Officer II	16,554
Duane Bellairs	Officer I	16,242
Jack Pike	Investigator/Training Officer	15,902
Robert Gates	Officer II	14,750
Douglas Carey	Officer II	13,053
Julia Steele	Officer I	13,128
Raymond Robbins	Officer I	12,497
Keenan Carter	Officer I	12,269
Barbara Connett	Secretary I	12,949

VICE PRESIDENT FOR FINANCIAL AFFAIRS

Name	Title	'88-'89 SALARY
Robert McCormack	Vice President	\$61,081
Carol Everett	Controller	32,627
Paul Totten	Project Coordinator	30,553
Kirk Smith	Student Accounts Officer	25,658
Mary Kay Dunaway	Accounting Supervisor II	24,119
Joyce Reid	Accounts Supervisor	18,603
Jeanne Belote	Buyer	18,350
Margaret Wallace	Accountant I	18,398
Rojana Hallman	Accounting Assistant II	16,236
Mary Limbaugh	Accounting Assistant II	15,411
Marian Parsons	Head Cashier	15,380
Katrina Kilpatrick	Administrative Secretary	14,923

VICE PRESIDENT FOR FINANCIAL AFFAIRS
CONTINUED

Name	Title	'88-'89 Salary
Robert Abernathy	Accountant I	14,208
Gloria Sutton	Accounting Assistant I	14,313
Sondra Burns	Accounting Assistant I	13,543
Sarah Lane	Cashier II	13,686
Debbie Leppin	Payroll Officer	12,648
Vicki Coons	Accounting Assistant II	11,630
Diane Dickens	Accounting Assistant I	10,780
Glenda Wiles	Accounting Assistant I	9,868
Lynette Martin	Cashier II	9,527
Nona Spatz	Stock Clerk I (1/2 time)	6,938
Stewart Snider	Bookstore Manager	28,737
Sharon Bone	Accounting Assistant II	16,390
John Gardner	Assistant Bookstore Manager	15,161
Tanya Buchanan	Assistant Bookstore Manager	14,366
JoAnn Carter	Cashier I	10,794
Janice Bart	Cashier I	10,032
Charlotte Moffitt	Stock Clerk II	9,318
Lanny Noggle	Printing Supervisor	21,553
Carl Garrison	Printer II	18,001

VICE PRESIDENT FOR PUBLIC AFFAIRS

Name	Title	'88-'89 SALARY
Libby Smith	Director of Development	\$35,086
Tom Scott	Program Coordinator	30,776
Ellen Ishee	Director of Special Programs & Assistant Dean of Students	21,834
Carolyn Dombek	Publicity & Information Specialist	17,536
Linda Long	Administrative Secretary	14,143
Joy Crum	Clerk Typist II	8,940
Offie Lites	Instructor/University Photographer	35,025
James Schneider	Director of Alumni	27,092
Joe Darling	Director of Admissions	31,038
Kim Hall	Assistant Director of Admissions & Assistant Dean of Students	21,834
Kim Anderson	Assistant Director of Admissions & Assistant Dean of Students	18,295
Joyce Lancaster	Secretary I	15,288
Darlene Hertz	Clerk-Typist II	10,180

VICE PRESIDENT FOR STUDENT AFFAIRS

Name	Title	'88-'89 SALARY
John Hurley	Vice President	\$60,423
John W. Smith	Dean of Students	40,435
John Cagle	Assistant Dean of Students	24,902
Charlotte Strickland	Assistant Dean of Students	24,902
Betty Ward	Administrative Secretary	16,718
Barbara Stanton	Secretary I	10,422
Delphene Turner	Clerk-Steno	10,244
Ramona Sitz	Clerk-Typist II	8,869
M. Ernest Ness	Acting Director of Counseling Center	40,812
Katherine Rice-Clayborn	Career/Placement Counselor & Assistant Dean of Students	25,498
Mary Mabry	Counselor & Coordinator of Training & Assistant Dean of Students	23,026
Janice Johnson	Counselor II	18,940
Doris Nunn	Secretary I	11,478
W. E. Yates	Career Planning & Placement Coordinator	30,758
Bernice Kimball	Director of Testing & Counselor	23,026
Lea Ann Clark	Secretary I	11,593
Harold McDonald	Director Student Financial Aid	34,490
Bobby Womack	Student Aid Officer II	16,975
Gale Garrison	Office Manager	15,912
Jennifer Ball	Student Aid Officer II	15,173
Faydene Dunevant	Clerk-Typist II	12,423
Kitty Fowler	Clerk-Typist I	9,703
Sheila McManus	Clerk-Typist II	8,618
Sandra Olson	Clerk-Typist II	8,762
Hank Phelps	Director of Student Activities & Associate Dean of Students	27,721
Jeanette Taylor	Director of Student Center	19,006
Carla Grant	Secretary I	9,631
Kay Marshall	Student Health Services Nurse II	26,537
Bobbie Aydelott	Student Health Services Nurse I	19,177
Donna Moody	Student Health Services Nurse I	17,161
Bob Banister	Physician	5,139
Gary Roberts	Assistant Dean of Students/Housing	28,790
Jill Eckardt	Director of Housing	18,740
Hilda Hill	Resident Hall Manager II	15,472 ****
Maureen Thompson	Resident Hall Manager II	15,472 ****
Vivian McGibbony	Accounting Assistant II	14,725
Carolyn Paladino Smith	Resident Hall Manager II	12,503 ****
Corine Ackerson-Jones	Resident Hall Manager II	12,514 ****
Sue Bagwell	Clerk-Typist II	11,466

****Plus apartment and utilities on campus

COLLEGE OF BUSINESS ADMINISTRATION

NAME	RANK	'88-'89 SALARY
Conrad Carroll (T)	Professor and Dean	\$59,950 *
James Barr (T)	Professor & Asst. Dean	56,000 *
Jim Bemis	Program Coordinator	17,654 *
Janet Bartley	Secretary II	14,725 *
Joyce Short	Secretary I	12,271 *
Freda Thompson	Secretary I	11,566 *
Department of Accounting:		
Billy R. Humphrey (T)	Professor & Chairman	56,000 *
Lillian Parrish (T)	Professor	48,000
Abo-El-Yazeed Habib (T)	Associate Professor	43,600
Paul Jensen	Assistant Professor	38,800
B. Douglas Carter (T)	Associate Professor	40,000
Dam Spikes (T)	Assistant Professor	35,620
Donna Smith (T)	Assistant Professor	32,250
Roy Whitehead	Asst Prof (Bus. Law)	28,500
Shirley Garrett	Secretary I	12,949 *
Dept. of Adm. Services & Vocational Ed:		
Joe Arn (T)	Professor & Chairman	50,000 *
Beverly Oswald (T)	Associate Professor	38,000
Terry Roach	Assistant Professor	29,760
Carra N. Donovan (T)	Assistant Professor	26,100
Kathy Woodcock	Instructor	20,500 #
D'Wanda White	Secretary I	10,263 *
Dept. of Econ & Finance:		
W. C. Johnson (T)	Professor & Chairman	56,000 *
Morris Lamberson (T)	Professor	45,000
Loren Guffey (T)	Professor	44,500
Patricia Cantrell	Associate Professor	36,800
Debasish Chakraborty	Assistant Professor	32,000
William Kordsmeier	Assistant Professor	32,550
Riggs Tucker (T)	Assistant Professor	29,100
Meredith Smith	Secretary I	9,912 *
Dept. of Marketing & Management:		
Aubrey Fowler	Associate Professor & Chairman	55,500 *
Homer Saunders (T)	Professor	44,500
Joe G. Thomas	Associate Professor	43,600
Herff L. Moore (T)	Associate Professor	43,600
Don Bradley III (T)	Associate Professor	42,500
J. M. Koonce (T)	Associate Professor	31,625
William T. Bounds (T)	Assistant Professor	35,700
Jose F. Medina	Assistant Professor	35,190

* 12 month salary

Terminal

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NAME	RANK	'88-'89 SALARY
Scott Markham (T)	Assistant Professor	\$30,275
Iris McAnally	Secretary I	13,686 *
Maxine Hogland	Secretary I (part-time)	4,958 *
Dept. of Quantitative Methods & Information System:		
Kenneth Griffin (T)	Assoc Prof & Chairman	56,000 *
Therold E. Bailey (T)	Professor	44,500
James A. Bell (T)	Associate Professor	42,500
James C. Weller	Assistant Professor	34,125
Ronald B. Dobie	Instructor	27,994 #
Sid Painter	Instructor	16,160 ##
Deborah Clark	Instructor	27,500
Laura Kendrick	Secretary I	9,885 *

* 12 month salary
Terminal
Term Non-tenure track

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COLLEGE OF EDUCATION

NAME	RANK	'88-'89 SALARY
Charles Hodge (T)	Assoc Prof & Dean	\$59,950 *
Elaine McNiece (T)	Assoc Prof Special Education & Assistant Dean	47,101 *
Betty Love	Secretary II	14,725 *
Kay Cardin	Secretary I	12,948 *
Dept. of Adm. & Sec. Ed.:		
Paul Peterson	Associate Professor & Chairman	50,012 *
Darrell Gentry (T)	Professor	35,533
Dick Clough	Assistant Professor	33,445
Mark Crowder	Instr/Research Assoc.	19,647 ##
Judy Brinkley	Secretary I	9,600 *
Jeannie Beene	Clerk Typist I	12,243 *
Center for Academic Excellence:		
Joe Hundley	Associate Professor & Director	42,737 *
Robert Kennedy	Project Coordinator & Asst. Director	32,436 ###
Billina Smith	Clerk Typist I	9,339 *
Dept. of Childhood Ed.:		
Sidney Mitchell (T)	Professor & Chairman	54,748 *
Amelia Steelman (T)	Associate Professor	34,388
Ruby Burgess (T)	Associate Professor	31,121
Sarah Wilf (T)	Assistant Prof & Dir of Reading Center	30,014
Arthur Attwell	Assistant Professor	27,172
John H. Buckner	Assistant Professor	26,997
Susan Peterson	Associate Professor	25,414
Robin Robinson	Instructor	16,936 ##
Patricia Snoko	Secretary I	10,447 *
Dept of Psychology & Counseling:		
David Skotko (T)	Assoc Prof & Chairman	52,682 *
Robert Morrow (T)	Professor	45,705
Billy Smith (T)	Professor	45,764
Bobby Williams (T)	Professor	44,288
James Rollins (T)	Professor	37,487
Samuel Boyd (T)	Associate Professor	36,042
Linda Glenn (T)	Associate Professor	35,428
Sarah McAuley (T)	Assistant Professor	28,809
Michael T. Scoles	Assistant Professor	26,334
Paulette Leonard	Assistant Professor	25,644
Terry Smith	Assistant Professor	25,867
Robert Feese (T)	Instructor	25,787
Judy Jones	Secretary I	12,218 *
Lisa Rice	Clerk Typist II	9,201 *
* 12 month salary	### Non-faculty appointment	
## Term Non-tenure track		

NAME	RANK	'88-'89 SALARY
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Dept. of Ed. Media/Lib. Science:

Selvin Royal (T)	Professor & Chairman	\$55,793 *
Ferrel James (T)	Associate Professor	29,041
Jody Charter	Associate Professor	28,984
Glenda Thurman	Associate Professor	28,524
Leta P. Stroud	Clerk Steno	12,525 *
Tina Youngblood	Lib Tech Assistant I	9,711 *

Dept. of Special Education:

David Naylor (T)	Prof & Chairman	52,102 *
James Mayhugh (T)	Professor	43,579
Harold Love (T)	Professor	43,265
James Mainord (T)	Professor	43,570
Joe Walthall (T)	Professor	40,643
James Thurman (T)	Associate Professor	33,661
Susan Moss	Assistant Professor	26,143
Robert Logan	Assistant Professor	24,900
Betty Fusilier (T)	Instructor	24,090
Jean Thompson	Secretary I	13,686 *
Sarah Palmer	Clerk Typist I	12,818 *

* 12 month salary

Term Non-tenure track

Non-faculty appointment

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COLLEGE OF FINE & APPLIED ARTS & SCIENCES

NAME	RANK	'88-'89 SALARY
Neil Hattlestad (T)	Prof of Phy Ed & Dean	\$59,950 *
Mable Strandlund	Secretary II	15,517 *
Carol Grissom	Clerk Typist II	8,963 *
Dept. of Art:		
Kenneth Burchett (T)	Professor & Chairman	49,382 *
Jerry Poole	Visiting Professor (Part-time)	6,120 ##
Helen Phillips (T)	Associate Professor	32,780
Robert Thompson (T)	Professor	33,630
Pat Larsen (T)	Associate Professor	31,122
Tim Morris (T)	Assistant Professor	30,117
Gayle Seymour	Assistant Professor	24,254
Anna M. Lee	Secretary I	9,685 *
Dept. of Health Education:		
Arvil Burks (T)	Professor & Chairman	55,927 *
Jane Lammers (T)	Associate Professor	30,743
Gary Lewers (T)	Associate Professor	28,634
Emogene Fox (T)	Assistant Professor	26,550
Betty Hubbard (T)	Assistant Professor	26,415
Cindy Shelton	Instructor (Part-time)	8,500 ##
Kathleen Casseday	Clerk Typist II	9,690 *
Dept. of Home Economics:		
Mary Harlan (T)	Associate Professor & Chair	46,775 *
Deborah Stone	Assistant Professor	26,915
Charlene Hagan	Assistant Professor	26,144
Detri McClellan	Instructor	21,564
Dept. of Industrial Ed.:		
Clemens Gruen	Professor/Chairman	45,000 *
Kenneth Jordan (T)	Professor	37,698
Charles Powers (T)	Assistant Professor	30,534
Barbara Hopp	Clerk-Steno (Part-time)	4,539 *
Dept. of Military Science:		
LTC Louis A. Kresge	Professor & Chairman	
Tammy Glover	Secretary I	11,424 *
Dept. of Music:		
Sam Driggers (T)	Professor & Chairman	53,617 *
Russell Langston	Director of Bands	41,500 *
John Erwin (T)	Assoc Prof & Dir of Voc Music	37,350 *
Don Collins (T)	Professor	33,106

* 12 month salary

Term Non-tenure track

NAME	RANK	'88-'89 SALARY
Dept of Music, Continued		
Pat Hasty (T)	Assoc Prof & Asst Dir of Bands	\$32,934
Kay Kraeft (T)	Professor	29,842 ####
Carl Anthony (T)	Associate Professor	29,258
James E. Gardner	Associate Professor	28,893
Anthony Walts	Assistant Professor	26,398
Denis Winter (T)	Assistant Professor	26,293
Gilbert Baker (T)	Assistant Professor	25,825
Richard Hobson	Instructor	23,206 *#
Steven Pederson	Assistant Professor	25,000
Jackie Lamar	Assistant Professor	24,453
Mark Hansen	Assistant Professor	24,260
Anne Patterson	Instructor	22,748
Laura McNew	Secretary I	13,686 *
Mayumi Gardner	Clerk Typist I	9,254 *
Dept. of Nursing:		
Betty Martin (T)	Professor & Chair	56,025 *
Michele Warren (T)	Professor	43,927
Ruth Rogers (T)	Associate Professor	44,735
Barbara Williams (T)	Professor	41,883
Lillian Del Papa (T)	Associate Professor	38,035
Ethel Rosenfeld (T)	Associate Professor	35,799
Mary Lachowsky (T)	Associate Professor	35,066
Lauretta Koenigseder (T)	Assistant Professor	29,292
Rebecca Lancaster	Instructor	23,914
Joyce Adair	Instructor	23,859
Sheila Stroman	Instructor	23,976
Ann Straughn	Instructor	23,375
Deanne Salsberry	Instructor	22,641 #
Margaret Hays	Program Coordinator	26,962 *
Debra Brown	Clerk Typist I	9,682 *
Dept. of Occupational Therapy:		
Marian Ross (T)	Associate Professor & Chair	49,581 *
Linda Hathcote	Assistant Instructor	24,000 ##
Kathryn Mock	Assistant Instructor	24,100 ##
Catherine Acre	Assistant Instructor	24,000 ##
Maude Carter	Secretary I	12,068 *

* 12 month salary
Terminal
Term Non-tenure track
Fall '88 Sabbatical
*# Leave with pay

NAME	RANK	'88-'89 SALARY
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Dept of Physical Education:

Deborah Howell (T)	Assistant Professor	\$28,801
J. L. Gates (T)	Associate Professor	33,626
Jimmy Ishee (T)	Associate Professor	31,093
Larry W. Titlow (T)	Associate Professor	30,013
Nicholas Pederson (T)	Associate Professor	27,788
Ann Machen (T)	Assistant Professor	30,191
Linda Narisi	Instructor	21,565
James Armstrong	Intramural Director	29,969 *
Phyllis Tyrrell	Secretary I	14,424 *

Dept of Physical Therapy:

M. Lovelace-Chandler (T)	Associate Professor & Chair	47,693 *
Joe Finnell (T)	Associate Professor	41,409 *
William D. Bandy	Assistant Professor	31,700
Nancy Reese	Instructor	25,300
Steven Guffey	Instructor	23,044
Pam Salkeld	Secretary I	10,923 *

* 12 month salary

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COLLEGE OF SCIENCES & HUMANITIES

NAME	RANK	'88-'89 SALARY
James Dombek (T)	Prof of Mathematics & Dean	\$59,950 *
Judy Corcoran	Secretary II	13,221 *
Dept. of Biology:		
Edmond Griffin	Professor & Chairman	50,400 *
Richard Collins (T)	Professor & Coordinator School of Health Sciences	51,146 *
Robert D. Wright (T)	Professor	43,547
Jimmy Throneberry (T)	Professor	42,314
Donald Culwell (T)	Professor	41,672
D. D. Smith (T)	Professor	38,914
Frederick Dalske (T)	Associate Professor	37,773
Wilbur Owen (T)	Associate Professor	34,655
David Zehr	Associate Professor	27,136
John D. Peck (T)	Associate Professor	28,149
John S. Choinski	Associate Professor	26,073
Kenneth Freiley	Assistant Professor	24,000
Ray Kinser (T)	Assistant Professor	15,002 *##
Mary S. Smith	Secretary I	9,916 *
Dept of Chemistry:		
Jerry Manion (T)	Professor & Chairman	56,000 *
Michael Rapp (T)	Professor	44,015
Arthur Hoyt (T)	Professor	40,274 ####
G. S. Paul (T)	Professor	37,799
Paul Krause (T)	Associate Professor	37,667
Karen Weaver	Assistant Professor	24,974
Diana Southerland	Secretary I	11,637 *
Dept of English:		
Philip B. Anderson (T)	Assoc Professor & Chairman	52,000 *
Robert Lowrey (T)	Prof & Director UCA Press	41,979 *
Henry Rogers (T)	Professor	42,026
Jeff Henderson (T)	Professor	40,894
Gary Davenport (T)	Professor	38,866
Virginia Levey (T)	Professor	36,644
John Lammers (T)	Professor	34,641
Richard Hudson (T)	Associate Professor	33,813
Marette Jackson (T)	Associate Professor	31,811
Sarah Fountain (T)	Associate Professor	30,953

* 12 month salary
 *## Fall Semester '88
 #### Fall '88 Sabbatical

NAME	RANK	'88-'89 SALARY
Dept of English, Continued		
Rebecca Williams (T)	Assoc Prof & Dir of Writing Lab	\$30,386
T. B. Kearns (T)	Assoc Prof/Dir of Exemplary Studies	29,541 ####
Bonnie Melchior (T)	Associate Professor	27,656
Conrad Shumaker (T)	Associate Professor	26,846
Margaret Morgan	Assistant Professor	24,824
Wayne Stengel	Associate Professor	24,967
Gloria Spencer	Asst Prof & Dir of Scroll	23,102 **
Richard Gaughan	Associate Professor	23,915
James Fowler	Assistant Professor	22,812
Terry Wright	Assistant Professor	20,506
Diana Throckmorton	Instructor	19,319 ##
Linda Arnold	Instructor	19,319 ##
Francie Jeffery	Instructor	19,319 ##
Barbara Whisnant	Secretary I	11,600 *
Charlene Bland	Clerk Typist II	13,156 *
Dept of Foreign Languages:		
Marian Brodman	Asst Prof & Chair	46,100 *
Edward Settgast (T)	Professor	42,976
Nicolo Hatfield (T)	Assistant Professor	29,654
Joel B. Pouwels	Associate Professor	25,527
Dwight Langston	Assistant Professor	24,340
Carol Schedler	Secretary I	12,287 *
Dept of Geography:		
Brooks Green (T)	Assoc Prof/Acting Chairman	44,000 *
Carl Jameson (T)	Associate Professor	40,500
William Keinath (T)	Professor	31,942
Paul Butt (T)	Associate Professor	29,226
Gerald Reynolds	Assistant Professor	24,221
James Lightfoot	Assistant Professor	23,022
Suzann Rogers	Secretary I	11,022 *
Dept of History:		
Harry Readnour (T)	Professor & Chairman	50,100 *
Waddy Moore (T)	Professor & Dir of Ozark Heritage Inst.	48,370 *
Foy Lisenby (T)	Professor	42,500
Orville Rook (T)	Professor	36,550
James Brodman (T)	Professor	38,750
Eugene Corcoran (T)	Associate Professor	34,650
William Larsen (T)	Associate Professor	33,675
Theman Taylor (T)	Associate Professor	34,900

* 12 month salary
 ## Term Non-tenure track
 #### Fall '88 Sabbatical
 ** 10 month salary

NAME	RANK	'88-'89 SALARY
Dept of History, Continued		
Maurice Webb (T)	Associate Professor	\$32,500
Donald Jones (T)	Associate Professor	32,191 ####
Gregory Urwin	Associate Professor	26,500
Randall L. Pouwels	Associate Professor	26,550
Sondra Gordy	Instructor	18,950 ##
Carol Griffith	Secretary I	11,544 *
Dept of Math & Computer Science:		
Charles Seifert (T)	Assoc Prof & Chairman	50,600 *
Samual Buchanan (T)	Assoc Prof & Asst Dean CSH	40,000 *
Darrell Kilman (T)	Professor	45,918 ####
Frank Hudson (T)	Professor	43,270
David Peterson (T)	Assoc Professor	35,750
L. R. Huff (T)	Associate Professor	34,800
Damber Tomer (T)	Assoc Prof, Math & Computer Sci	33,440
Robert Serven	Associate Professor	29,300
Stanley Compton	Asst Prof & Coordinator of Computer Science Program	36,100 #
James Streib	Asst Prof, Computer Science	33,500
Donald Adlong (T)	Assistant Professor	31,500
Ralph Butcher	Assistant Professor	28,700
Tom McAnally (T)	Assistant Professor	25,680
Carolyn Pinchback	Assistant Professor	26,550
Donna Foss (T)	Assistant Professor	26,420
Mary Muse (T)	Instructor	25,670
Brenda C. Graham	Secretary I	9,719 *
Dept of Philosophy:		
J. D. Shelton (T)	Professor & Chairman	45,800 *
Charles Harvey	Associate Professor	24,824
Charles Pinches	Assistant Professor	23,824
Donna Peterson	Secretary I (half time)	6,131 *
Dept of Physics:		
Denver Prince (T)	Professor & Chairman	55,600 *
Harold Pray (T)	Professor	40,752
Hudson B. Eldridge	Associate Professor	28,746
Stephen Addison	Assistant Professor	25,695
Norman (Jack) Gaiser	Assistant Professor	24,800
Beverly LeDuc	Secretary I	9,868 *
Dept of Political Science:		
Michael Kelley (T)	Professor & Chairman	50,400 *
Donald Whistler (T)	Professor	41,519

* 12 month salary
Terminal
Term Non-tenure track
Fall '88 Sabbatical

NAME	RANK	'88-'89 SALARY
Dept of Political Science, Continued		
Lawson Veasey (T)	Assoc Prof & Dir of Public Admin Program	\$30,153
Gary Weekin (T)	Associate Professor	30,000
Kent L. Oots	Assistant Professor	24,000
Elizabeth Morris	Secretary I	9,527 *
Dept of Sociology:		
Carl Redden (T)	Professor & Chairman	52,800 *
Kennedy Upham (T)	Professor	39,078
Gordon Shepherd (T)	Professor	32,249
Jamia Fox (T)	Associate Professor	28,206
Richard I. Scott	Associate Professor	27,284
Hayward Horton	Assistant Professor	26,475
Deborah Ann Bly	Secretary I	9,680 *
Dept of Speech, Theatre, Journalism:		
Glenn Smith (T)	Professor & Chairman	52,200 #***
Marvin De Boer (T)	Distinguished Professor	42,470
Sally Roden (T)	Professor	34,077
Dean Duncan (T)	Assistant Professor (Journalism)	29,789
Bruce Plopper	Assistant Professor (Journalism)	27,887
Robert Willenbrink	Assistant Professor/Dir of Theatre	26,190
Stephen Ralph	Instructor	24,886
Gregory Blakey	Assistant Professor	26,222
Alan Caudle	Radio Production Engineer	17,227 *
Peggy Braden	Clerk Typist I	8,905 *

* 12 month salary
 #*** Summer '88 Sabbatical

Adjustments:

1. Carl Jameson, change from Associate Professor and Chair of Geography to Associate Professor of Georgraphy, effective 6-30-88.
2. Brooks Green, change from Associate Professor of Geography to Associate Professor and Acting Chair of Geography, effective 6-30-88.

Appointments:

1. Chris Throneberry, Assistant Instructor of Physical Therapy effective 3-7-88/5-13-88.
2. Joanne Massey, Instructor of Speech, Theatre, Journalism effective 3-14-88/5-13-88.
3. John Arwood, Instructor of Speech, Theatre, Journalism effective 3-14-88/5-13-88.
4. Neal Buffaloe, Professor Emeritus of Biology effective 4-15-88.

Leaves:

1. Darrell Kilman, Professor of Mathematics, Sabbatical, Fall 1988.
2. Arthur Hoyt, Professor of Chemistry, Sabbatical, Fall 1988.
3. Kay Kraeft, Professor of Music, Sabbatical, Fall 1988.
4. Terry Kearns, Associate Professor of English, Sabbatical, Fall 1988.
5. Don Jones, Associate Professor of History, Sabbatical, Fall 1988.
6. Glenn Smith, Professor of Speech, Sabbatical, Summer 1988.

Resignations:

1. Mona Cherri, Assistant Professor of Mathematics, effective 5-15-88.
2. Molsie Ellis, Instructor of Physical Therapy, effective 3-4-88.

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Retirements:

1. Geneva Crunkleton, Maintenance, effective May 31, 1988.
2. Eva Langford, Department of Nursing, effective June 15, 1988.

Mr. White made a motion to approve the following tenure recommendations as submitted, seconded by Judge Jones, and passed:

1. Kenneth Burchett, Department of Art.
2. Beverly Oswalt, Dept. of Administrative Services/Vocational Education.
3. Pam Spikes, Department of Accounting.
4. Gary Weekin, Department of Political Science.
5. Conrad Shumaker, Department of English.
6. Betty Hubbard, Department of Health Education.
7. Gary Lewers, Department of Health Education.
8. Jim Ishee, Department of Physical Education.
9. John Peck, Department of Biology.
10. Abo Habib, Department of Accounting.
11. Elaine Fox, Department of Sociology.
12. Douglas Carter, Department of Accounting.
13. Herff Moore, Department of Marketing/Management.

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Mr. Branscum made a motion to approve the following promotion recommendations as submitted, seconded by Mrs. Goode, and passed:

1. Greg Blakey, Assistant Professor of Speech.
2. William Bandy, Assistant Professor of Physical Therapy.
3. Donald Jones, Associate Professor of History.
4. Barbara Williams, Professor of Nursing.
5. James Gardner, Associate Professor of Music.
6. Norman Gaiser, Assistant Professor of Physics.
7. Michael Kelley, Professor of Political Science.
8. Charles Harvey, Associate Professor of Philosophy.
9. Jim Shelton, Professor of Philosophy.
10. Wayne Stengel, Associate Professor of English.
11. Randal Pouwels, Associate Professor of History.
12. Pat Cantrell, Associate Professor of Economics.
13. Willie Hardin, Professor of Educational Media/Library Science.
14. Richard Gaughan, Associate Professor of English.
15. Terry Wright, Assistant Professor of English.
16. Greg Urwin, Associate Professor of History.
17. Susan Peterson, Associate Professor of Childhood Education.
18. Hudson Eldridge, Associate Professor of Physics.
19. Gary Lewers, Associate Professor of Health Education.
20. Joseph Arn, Professor of Administrative Services/Vocational Education
21. Ted Bailey, Professor of Quantitative Methods & Inf. Systems.
22. Joel Pouwels, Associate Professor of Foreign Language.

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23. Robert Thompson, Professor of Art.
24. Douglas Carter, Associate Professor of Accounting.
25. Kay Kraeft, Professor of Music.
26. Glenda Thurman, Associate Professor of Educational Media/Lib. Science

Upon a motion made by Mr. Burton, Dr. Thompson's salary and rank as Professor with a tenure track provision to begin upon vacating the Office of the President was approved, seconded by Judge Jones, and passed.

In open meeting, Mr. Branscum made a motion to approve the above listed adjustments, appointments, leaves, resignations, and retirements as recommended by Dr. Thompson. The motion was seconded by Mr. Burton, and passed.

Mr. White made a motion to approve the above listed tenure recommendations as submitted, seconded by Judge Jones, and passed.

Mr. Branscum made a motion to approve the above listed recommended promotions as submitted, seconded by Mrs. Goode, and passed.

Mr. Burton made a motion to approve Dr. Thompson's salary and rank as Professor with a tenure track provision to begin upon vacating the Office of the President, seconded by Judge Jones, and passed.

Dr. Thompson commended Dr. Sally Roden on two recently received honors: Arkansas Speech Teacher of the Year and Out-standing Alumna of North Texas State University.

There being no further business to come before the Board, the meeting was adjourned upon motion by Mr. White, seconded by Mr. Branscum, and passed.

Mr. James W. Ahlf, Chairman

Dr. Harold H. Chakales, Secretary

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