

The Board of Trustees of the University of Central Arkansas convened in regular meeting Friday, April 28, 1989, at 3:30 p.m. in the Board Room of the Administration Building, with the following officers and members present, to-wit:

Chairman:	Mr. Joe M. White
Secretary:	Mr. Herby Branscum
	Mr. James W. Ahlf
	Mrs. Elaine Goode
	Mr. B. J. McCoy

and with the following absent, to-wit:

Vice Chairman:	Dr. Harold H. Chakales
	Mr. Ben F. Burton

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

Minutes of the last meeting, March 17, 1989, were approved as circulated on motion by Mr. Branscum, seconded by Mr. Ahlf, and passed.

#### PRESIDENT'S REPORT

President Thompson reported on the following items:

- A. Library Addition and West Commons - The Governor has released approximately \$62,000 for library volumes, and \$48,000 for equipment from the General Improvement Fund,
- B. Presentation of Plaque to Judge Henry Jones,
- C. Summer Camps and Activities,
- D. Accreditation Programs, College of Business and Music - Deferral on accreditation for AACSB with one year to meet requirements by March 1990; Music program may be deferred, also. North Central Accreditation is underway,
- E. Masters in Physical Education - Masters program not approved by the Department of Higher Education due to lack of funding by the legislature. There are six new student positions in the Physical Therapy program for summer school, and sixteen new positions for the fall semester,
- F. UCA's Remedial Programs - Handouts by Dr. H. B. Hardy on UCA's remedial programs,
- G. Role and Scope Statement - DHE's draft of Arkansas Higher Education Plan dealing with institutional role and scope designations,
- H. Preregistration Report - Enrollment is likely to be up,
- I. Phonathon and Mail-Out Fund Drive - Phonathon generated \$66,711 in pledges, direct mail generated \$34,500, and the College of Business Phonathon generated \$15,000. Expenses amounted to approximately \$38,000,
- J. Report on search for Vice President for Academic Affairs; announcement of Dean Hodges resignation for new position at Lamar University; report on loss of faculty,
- K. Faculty Salary Chart,

- L. Announcement naming Maurice Webb as the outstanding teacher of the year,
- M. Introduction of new Faculty Senate President - Dr. Becky Williams; Kathryn Hinson as new Student Senate President,
- N. China Trip - Ten presidents of comprehensive institutions on exchange in conjunction with Chinese universities, scheduled for late May, early June.

#### OLD BUSINESS

President Thompson reported that on August 5, 1987, the Board of Trustees approved a project that would allow the University to replace two (2) existing 240 ton (each) chillers in the Farris Center. The estimated cost of this project was \$400,000 and the University made application to the Department of Energy for part of the project cost. That energy grant was approved in the amount of \$184,536.

Since this project was conceived approximately two years ago, two of the pumps in the Farris Center air conditioning equipment have deteriorated to the point that they must be replaced. This replacement will enable the University to maximize the energy conservation from the project.

The pumps will cost approximately \$20,000; therefore, it is recommended that the original authorized amount of \$225,000 in University funds dedicated to this project be increased by \$26,000, making a total of \$251,000 in University funds.

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

**"BE IT RESOLVED: That the University administration be authorized to expend \$26,000 in addition to the \$225,000 approved August 5, 1987, making a total of \$251,000 in University funds to be expended for the replacement of two chillers in the Farris Center."**

The President next reported that the Board, at its meeting on December 5, 1988, agreed to amend our present policies to allow us to impose charges for swimming pool lifeguards and security personnel for dances. Unfortunately, a change regarding the public safety officers was not included in the proposal submitted to the Board; therefore, we are requesting a change in the language of the resolution from "(9) The expenses of hiring an off-duty Public Safety Officer to be present....." to read "(9) The expenses of having a Public Safety Officer present....."

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

**"BE IT RESOLVED, that the "Policies and Procedures Regarding Space Utilization at the University of Central Arkansas" be amended by adding the following language following Section VI. (2.) (b.) (8.):**

"(9) The expenses of having a Public Safety Officer present during dances in the Student Center and of hiring two lifeguards employed by the University to be on-duty during the use of the swimming pool at the Farris Center will be considered direct costs for the purposes of this Section V.2.b. and will be borne by the sponsoring organizations. The specific fees charged will be \$50.00 for the dances and \$25 for the swimming pool."

After discussion was held regarding Greek housing, President Thompson asked for a deferral on policy action until the next Board meeting.

The next item of business involved the Common Fund. At the December 1988 meeting of the Board of Trustees, a resolution was adopted which establishes the policy for University investments and collateralization. This policy authorizes the investment of University funds in various financial institutions and the use of investment management services, including The Common Fund.

The Common Fund was established in 1971 with the help of a grant from the Ford Foundation. It is a non-profit corporation which provides investment services to private and public supported colleges and universities and independent boarding and day schools. The Common Fund serves very small institutions, as well as institutions with large endowments including Massachusetts Institute of Technology, the University of Texas, and the University of North Carolina. The Common Fund currently manages several billion dollars of university investments with investment returns which have consistently exceeded such standard indicators as Standard and Poors 500, Dow Jones Industriales and Salomon High Grade long-term bond yields. The Common Fund provides investment security by investing in a wide diversification of companies and industries.

The authority to invest in the Common Fund was granted at the December meeting.

Mr. Branscum made a motion to adopt the Resolution for Participation in the Common Fund form, seconded by Mr. Ahlf, and passed.

#### NEW BUSINESS

Dr. Thompson stated that the University is acquiring approximately 25,000 square feet of property from the Catholic Diocese of Little Rock in a property exchange approved by the Board in November 1988.

It was requested that funds be authorized for the development of this space into a parking lot. The first phase will require that the lot be shaped to obtain necessary drainage and that crushed rock be used to establish a firm base so that automobiles can be parked there beginning the Fall of 1989.

It is estimated that the cost of this project will be \$14,000.00. It should provide 70-80 parking spaces.

The following resolution was adopted on motion by Mr. Branscum, seconded by Mr. McCoy, and passed:

"BE IT RESOLVED, That the University administration is authorized to expend not to exceed \$14,000 to prepare a parking lot on property being acquired from the Catholic Diocese of Arkansas."

After the resolution was passed, the Board members present signed the deed conveying UCA's land to the Catholic Diocese of Arkansas.

It was reported that a number of bids were received by UCA for a new food service contract for the 1989-90 academic year, which were reviewed by a committee. The President recommended that the University accept the bid for the 1989-90 academic year from ARA Services for the new food service contract. The new contract represents limited changes in rates for the 1989-90 contract year. The contract also includes a meal equivalency program, a pizza operation, and also a renovation program that will cost \$250,000 to be paid by the contractor. The contractor will be allowed to amortize this cost over a five year period. In order to better meet the eating habits of our students, the 21 meal plan has been replaced by a 19 meal plan.

The rates are as follows:

	Meal Plan	Rates	Commission
Summer Term 89	19 Meals	\$4.41 per day	
	15 Meals	5.09 per day	
Regular Term 89-90	Any 19 Meals	3.266 per day	
	Any 15 Meals	3.046 per day	
	Any 10 Meals	2.926 per day	
Off Campus Special Groups 1989-90	Breakfast	2.35 per day	.282
	Brunch	2.95 per day	.354
	Lunch	2.95 per day	.354
	Dinner	2.95 per day	.354
Casual Meals 1989-90	Breakfast	2.75 per day	.33
	Brunch	3.25 per day	.39
	Lunch	3.50 per day	.42
	Dinner	3.50 per day	.42
	Steak Night	4.45 per day	.534
	Special Meals	4.45 per day	.534

The University has contracted for the operation of a snack bar and a bake shop in the Student Center for the past several years. ARA proposed installing a pizza operation in the Student Center to replace the arcade operation with a 12% of sales commission to the University.

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

**"BE IT RESOLVED:** The Administration is authorized to sign a one-year contract for food service with the ARA Food Service Company at student rates as follows: Summer 1989 - \$4.41 per day for 19-meal plan and \$5.09 per day for 15-meal plan. Regular academic Year - \$3.266 per day for any 19-meal plan, \$3.046 per day any 15-meal plan, \$2.926 per day any 10-meal plan. Off-campus Special Groups will be charged as follows: Breakfast, \$2.35 per day; Brunch, \$2.95 per day; Lunch, \$2.95 per day; Dinner \$2.95 per day. Casual Meal charges will be: Breakfast, \$2.75 per day; Brunch, \$3.25 per day; Lunch \$3.50 per day; Dinner, \$3.50 per day; and, Steak Special, \$4.45 per day."

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

**"BE IT RESOLVED:** The snack bar, a bake shop, and pizza operations in the Student Center be contracted to ARA Food Services Company for the period beginning June 1, 1989, through May 31, 1990. ARA will pay the University 12% of sales during the period of this contract."

President Thompson gave a report on the Physician Selection Search.

President Thompson then presented recommendations for student fees and other charges for 1989-90 for the Board's consideration. As various approaches to the Operating Budget for 1989-90 were developed, it became very clear that additional resources above the almost static state funding level would be required if the University is to meet the needs of its growing student population, appropriately respond to inflationary trends, recruit and retain capable faculty and staff and generally maintain the current standards of quality.

The student fees recommended to the Board place us at the current fee level at Arkansas State University and \$25 per semester less than that now charged at the University of Arkansas at Little Rock. These are peer institutions of UCA as defined by the Department of Higher Education in their category II institutions. Some of the institutions in the category III level are currently at \$525 per semester which is the same amount charged at UCA. Since ASU and UALR may well have increases in their fees for fall 1989, our fees will probably continue to be lower than these two institutions.

Currently, the undergraduate fees at UCA are \$46.50 per credit hour from 1 to 11 hours, with a maximum of \$525 for 12 credit hours or more. Graduate fees are \$60 per credit hour. The increase proposed below brings the fees to \$53 per credit hour for hours 1 through 11 and \$600 for 12 credit hours or more, with graduate fees increasing to \$68.50 per credit hour. This represents a 14% increase in tuition.

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

"BE IT RESOLVED, The UCA Board of Trustees approves the undergraduate general registration fees to be \$53 per hour for a maximum of \$600 for an in-state student enrolled in 12 or more hours and double that amount for an out-of-state student, and authorizes that graduate general registration fees be \$68.50 per credit hour for an in-state student, and double that amount for an out-of-state student. These rates will be effective fall 1989."

The Parking and Traffic Committee has been studying parking arrangements and, among other things, the Committee has recommended that present traffic fines be increased to provide a greater deterrent for parking violations. The Committee thinks this increase is necessary in order to require faculty, staff, students and others to properly utilize the parking spaces that have been designated for these groups. It is hoped that the increased traffic fines, coupled with more diligent enforcement of the traffic regulations, will result in an improved parking situation on the University campus. Presented below are the present and proposed fines for the violations indicated:

<u>Violations</u>	<u>Present Fine</u>	<u>Proposed Fine</u>
No Permit	\$10.00	\$20.00
Defacing, Reproducing, Altering or Illegal Use of Permit	10.00	20.00
Falsifying Registration Information	10.00	20.00
Exceeding Speed Limit	10.00	20.00*
Reckless Driving	10.00	20.00*
Failure to Stop or Yield Right-of-Way	10.00	20.00*
Parking in Handicapped Space	-----	20.00*
Improper Equipment	5.00	10.00
Parking at Red Curb	5.00	10.00
Double Parking/Blocking	5.00	10.00
Parking in the Wrong Area	5.00	10.00
Parking in a "No Parking" Area	5.00	10.00
Parking in Reserved Area	5.00	10.00
Driving and/or Parking on Grass	4.00	8.00
Driving/Parking Wrong Direction on One Way Street	4.00	8.00
Parking Wrong Side of Street	4.00	8.00
Overline Parking	4.00	8.00
Overtime Parking	2.00	4.00
Improper Display of Permit	2.00	4.00
Backed in Parking	2.00	4.00

Half price applies to all fines if paid within 24 hours except those indicated by an asterisk.

The following resolution was adopted upon motion by Mr. Branscum, seconded by Mrs. Goode, and passed with one dissenting vote by Mr. McCoy:

"BE IT RESOLVED, That the University Administration is authorized to implement the traffic violation fines presented above effective fall 1989."

President Thompson then presented recommendations for classified staff salary adjustments for the Board's consideration. The language of the classification and compensation plan adopted by the Arkansas General Assembly, during the last session, permits classified salaries to be increased by a maximum of 7 percent on July 1, 1989, and permits a 2.5 percent increase at the employee's anniversary date if the employee receives a score on the merit rating sufficient to warrant the increase. This legislation was enacted at a time when tax increases were being considered which would provide funding for these increases. Since rather modest increases are expected in State general revenues, it is assumed that the State will not be able to fund this compensation plan at the maximum authorized. Informal discussion of this matter with personnel in the Department of Finance and Administration suggests that classified employees in State agencies will probably receive increases in the range of 4 percent plus the 2.5 percent merit increase on the employee's anniversary date.

The recommendation for this University to provide a salary increase for our classified employees of 4 percent on July 1 and a 2.5 percent merit increase on the employee's anniversary date, comes from our commitment to adequately compensate our classified employees, who have had minimal raises in the last few years and our recognition that inflation continues to increase in the range of 4 percent per annum.

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

**"BE IT RESOLVED, The Administration is authorized to increase salaries of classified employees by 4 percent July 1, 1989, and to grant 2.5 percent merit raises for eligible employees on their anniversary dates."**

President Thompson then presented recommendations for non-classified faculty and staff salary adjustments for the Board's consideration. Maintaining salary levels that are adequate to attract and retain quality faculty and staff continues to be a very important goal of this University. When increases in University resources are very modest, it becomes increasingly difficult to maintain an adequate salary base for our employees.

The recommendation to adjust the salaries of faculty and non-classified staff by 5 percent is an attempt to keep the purchasing power of those salaries at about the same level as the compensation for 1988-89.

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

**"BE IT RESOLVED, The Administration is authorized to provide salary adjustments to faculty and non-classified staff of 5 percent above the 1988-89 level for fiscal year 1989-90."**

The next item of business concerned recommended room and board charges for 1989-90. As indicated in another agenda item, the Food Service Contract is being negotiated at a level which will not require increases in board rates for next year. However, increasing costs in the residence halls will require a rate increase of approximately 10 percent. These additional funds are needed to meet rising costs and to attempt to respond to the deterioration of the aging housing facilities.

The total room and board charges per semester has been \$977 since fall 1986. The total proposed for the fall of 1989 is \$1,026, or an overall increase of 5 percent. The only change in the board plan is that during the regular semester, the 21 meal per week plan is being eliminated and replaced with an any 19 meal per week plan, retaining the cost of \$485 per semester which was the rate used for the 21 meals. The decrease in the number of meals is the result of eliminating breakfast on Saturday and Sunday because there is a very low participation rate in that meal. These meals will be replaced on Saturday and Sunday by a brunch that will be available from 8:30 a.m. to 1:30 p.m. It is hoped that this plan will more nearly respond to the current eating habits of our residence hall occupants.

The proposed board rates are as follows:

Any 19 meals per week \$485 per semester.  
 Any 15 meals per week \$465 per semester.  
 Any 10 meals per week \$445 per semester.

Summer of 1990:

19 meal plan \$140 (5 week term)  
 5 day meal plan \$135 (5 week term)

Again, the only change in this is moving from 21 to any 19 meals.

The proposed Housing rates beginning fall of 1989 are as follows:

Double occupancy room rate \$541 per semester.  
 Private room rate \$706 per semester.  
 Family housing rate \$173 per month.  
 Greek room rate \$5.50 per member per semester.

Summer of 1990:

Double occupancy room rate \$146 (5 week term)

The following resolution was adopted upon motion by Mr. Ahlf, seconded by Mrs. Goode, and passed:

"BE IT RESOLVED, The Administration is authorized to offer board rates in 1989-90 the same as in 1988-89 except that the 21 meal plan will be replaced by an any 19 meal plan at \$485 per semester, and \$140 for a 5 week summer term. These board rates for the semester are to be paid in four equal payments.

"FURTHER RESOLVED, The Administration is authorized to offer double occupancy room rates beginning in the fall 1989 at \$541 per semester, private room rates at \$706 a semester, family housing rates at \$173 per month, summer room rates at \$146 per 5 week term beginning in summer of 1990. The semester residence hall charges will be collected in 4 equal installments during the semester."

Mr. Robert McCormack discussed the proposed operating budget for next fiscal year which totals \$36,414,657 as compared with \$34,021,080 in fiscal year 1988-89 which is an increase of \$2,393,577 or 7 percent. The primary sources of the increase are student fees, state general revenues, Housing and Food Service and



the Bookstore. The largest portion of the increase (\$1,339,001) is in student fees and results from a recognition of the growth we have experienced in student enrollment and the proposed increase in tuition. State general revenues for 1989-90 are expected to rise \$162,502, or less than one percent over expected 1988-89 actual revenues. However, our increase over the 1988-89 budgeted state revenue is \$455,334 since we expect the 1988-89 actual revenues to exceed the amount budgeted by \$358,270. The state general revenue estimate for 1989-90 assumes that we will receive all of Allotments "A" and "A-1." This estimate requires a revenue growth of approximately 4 percent over 1988-89. The increases in Housing and Food Service are based on modest increases in occupancy as well as a 10 percent increase in Housing rates.

These additional revenues were used to adjust classified salaries by 6.5 percent with 4 percent being granted July 1 and an additional 2.5 percent merit adjustment granted to eligible employees on their anniversary dates. Non-classified salaries were adjusted by 5 percent. The maintenance and operation budgets of the instructional departments were increased 15 percent and the other units' M & O budgets remain at the 1988-89 level. To respond to increasing enrollment, to meet the requirements of accreditation groups, and to respond to the state mandated remedial education requirements, a total of six faculty were added and some salary adjustments were made as dictated by market conditions to attract faculty in four disciplines in the College of Business. Further adjustments to the budget of the College of Business may be required to meet accreditation standards but will be recommended, if necessary, at a later meeting of the Board of Trustees.

Additional resources were allocated to the library to keep it at its current portion of the operating budget. Summer research stipends totaling \$30,000.00 were added and scholarships were increased as a result of the student fee increase. Debt service was increased to provide funding for the bond issue previously approved by the Board. The growth in the Athletic budget is needed to accommodate the extra cost of scholarships resulting from the increased tuition and room and board, as well as additional student help, travel and injury claims.

Many of the University's needs will be unmet because of the very disappointing level of State funding which is expected to be received in 1989-90, and it should be remembered that State funding increases have been extremely modest for the last several years, thereby causing an accumulation of unmet needs at a time when enrollment has continued to increase. These unmet needs are perhaps most obvious now in the College of Business but have accumulated across the campus.

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

**"BE IT RESOLVED, That the Board of Trustees approve the 1989-90 Operating Budget totaling \$36,414,657 as distributed and discussed."**

#### EXECUTIVE SESSION

Executive session for the purpose of considering personnel was declared upon motion by Mr. Branscum, seconded by Mr. Ahlf, and passed.

Mrs. Goode made a motion to appoint the Chairman of the Board of Trustees to serve on the UCA Foundation Board. The motion was seconded by Mr. Branscum, and passed.

Mr. Ahlf made a motion to confer Professor Emeritus rank upon Mr. Ralph Behrens and Dr. Audie Lynch. The motion was seconded by Mrs. Goode, and passed.

Mr. Ahlf made a motion to recognize Dr. Silas Snow as the Distinguished Alumnus recipient at Homecoming on October 14, 1989. The motion was seconded by Mrs. Goode, and passed.

The following adjustments, appointments, promotion, reappointments, resignations, and sabbatical leaves were approved upon motion by Mr. Branscum, seconded by Mr. McCoy, and passed:

Appointments:

1. Gayle Seymour, Lab Assistant, Art, effective March 20, 1989 to May 12, 1989, @ a gross salary of \$600.00
2. Bryan Massey, Lab Assistant, Art, effective March 20, 1989 to May 12, 1989, @ a gross salary of \$600.00
3. Roger Bowman, Lab Assistant, Art, effective March 20, 1989 to May 12, 1989, @ a gross salary of \$600.00.
4. Helen Phillips, Lab Assistant, Art, effective March 20, 1989 to May 12, 1989, @ a gross salary of \$600.00.
5. Mary Kay Isaacson, Visiting Lecturer, Occupational Therapy, effective April 10, 1989 to June 30, 1989, @ a gross salary of \$160.00.
6. Rhonda Moore, Visiting Lecturer, Occupational Therapy, effective March 31, 1989 to June 30, 1989, @ a gross salary of \$320.00.
7. Denese Estep, Visiting Lecturer, Occupational Therapy, effective March 31, 1989 to June 30, 1989, @ a gross salary of \$120.00.
8. Hudson Eldridge, Associate Professor, Physics, effective April 6 through May 4, 1989, @ a gross salary of \$500.00.
9. Marilyn Eubanks, Visiting Lecturer, Occupational Therapy, effective April 20 through May 30, 1989, @ a gross salary of \$120.00.
10. Thelma Hunter, Assistant Librarian, Part-time, effective April 10 through June 30, 1989, @ a gross salary of \$1,513.00.
11. Martha Anderson, Chairperson, Speech Pathology, effective July 1, 1989, @ a gross salary of \$50,000.00.
12. Timothy Wilson, Assistant Professor, Childhood Education, with one year credit toward tenure, effective August 15, 1989, @ a gross salary of \$25,000.00.
13. Darrell Beauchamp, Assistant Professor, Educational Media/Library Science, with one year credit toward tenure, effective August 15, 1989, @ a gross salary of \$25,200.00.
14. Betty Rogers, Assistant Professor, Administrative Services/Business Education, with three years toward promotion, effective August 15, 1989, @ a gross salary of \$29,000.00.
15. Lillian Parrish, Accounting, First Summer Term, @ a gross salary of \$5,760.00.

Appointments, continued,

16. Doug Carter, Accounting, First Summer Term, @ a gross salary of \$4,800.00.
17. Roy Whitehead, Accounting, First Summer Term, @ a gross salary of \$1,710.00.
18. Paul Jensen, Accounting, Second Summer Term, @ a gross salary of \$4,656.00.
19. Donna Smith, Accounting, Second Summer Term, @ a gross salary of \$3,870.00.
20. Terry Roach, Administrative Services/Business Education, First Summer Term, @ a gross salary of \$1,785.00.
21. Kathy Woodcock, Administrative Services/Business Education, First Summer Term, @ a gross salary of \$1,230.00.
22. Loren Guffey, Economics/Finance, Second Summer Term, @ a gross salary of \$5,340.00.
23. Morris Lamberson, Economics/Finance, Second Summer Term, @ a gross salary of \$5,400.00.
24. William Kordsmeier, Economics/Finance, First Summer Term, @ a gross salary of \$3,906.00.
25. Ralph Scott, Economics/Finance, First Summer Term, @ a gross salary of \$1,800.00.
26. Riggs Tucker, Economics/Finance, First Summer Term, @ a gross salary of \$3,492.00.
27. Don Bradley, Marketing/Management, First Summer Term, @ a gross salary of \$5,100.00.
28. Bill Bounds, Marketing/Management, First Summer Term, @ a gross salary of \$4,284.00.
29. Tony Koonce, Marketing/Management, First Summer Term, @ a gross salary of \$1,897.50.
30. Scott Markham, Marketing/Management, First Summer Term, @ a gross salary of \$1,816.00.
31. Herff Moore, Marketing/Management, First Summer Term, @ a gross salary of \$2,616.00.
32. Gene Brown, Marketing/Management, Second Summer Term, @ a gross salary of \$2,700.00.
33. Bruce Plopper, Speech, Theatre & Journalism, Second Summer Term @ a gross salary of \$3,346.00.
34. Joe Thomas, Marketing/Management, Second Summer Term, @ a gross salary of \$5,232.00.
35. James Bell, QMIS, First and Second Summer Terms, @ a gross salary of \$5,042.76 each term.
36. James Weller, QMIS, First Summer Term @ a gross salary of \$2,047.50, and Second Summer Term @ a gross salary of \$4,095.00.

Appointments, continued:

37. Dick Clough, Administration and Secondary Education, First and Second Summer Terms, @ a gross salary of \$4,013.00 each term.
38. Jesse Rancifer, Administration and Secondary Education, First and Second Summer Terms, @ a gross salary of \$4,560.00 each term.
39. Darrell Gentry, Administration and Secondary Education, First and Second Summer Terms, @ a gross salary of \$4,266.00 each term.
40. Linda Coyle, Administration and Secondary Education, First and Second Summer Terms, @ a gross salary of \$3,120.00 each term.
41. Harold Griffin, Administration and Secondary Education, First and Second Summer Terms, @ a gross salary of \$3,600.00 each term.
42. Ann Witcher, Administration and Secondary Education, First Summer Term, @ a gross salary of \$2,640.00.
43. Arthur Atwell, Childhood Education, First and Second Summer Terms, @ a gross salary of \$3,260.00 each term.
44. Ruby Burgess, Childhood Education, First Summer Term, @ a gross salary of \$3,735.00.
45. Susan Peterson, Childhood Education, First and Second Summer Terms, @ a gross salary of \$3,049.00 each term.
46. Amelia Steelman, Childhood Education, First and Second Summer Terms, @ a gross salary of \$4,126.00 each term.
47. Sarah Wilf, Childhood Education, First Summer Term, @ a gross salary of \$3,602.00.
48. Timothy Wilson, Childhood Education, First and Second Summer Terms, @ a gross salary of \$2,820.00 each term.
49. Darrell Beachamp, Educational Media/Library Science, First and Second Summer Terms, @ a gross salary of \$2,880.00 each term.
50. Jody Charter, Educational Media/Library Science, First and Second Summer Terms, @ a gross salary of \$3,479.00 each term.
51. Glenda Thurman, Educational Media/Library Science, First and Second Summer Terms, @ a gross salary of \$3,423.00 each term.
52. Kathleen Atkins, Special Education, First and Second Summer Terms, @ a gross salary of \$3,000.00 each term.
53. James Mayhugh, Special Education, First and Second Summer Terms, @ a gross salary of \$5,229.00 each term.
54. James Mainord, Special Education, First Summer Term @ a gross salary of \$5,228.00, and Second Summer Terms @ a gross salary of \$2,614.00.
55. Joe Walthall, Special Education, First Summer Term @ a gross salary of \$4,877.00, and Second Summer Term @ a gross salary of \$2,438.00.
56. Harold Love, Special Education, First Summer Term @ a gross salary of \$5,192.00, and Second Summer Term @ a gross salary of \$2,595.00.

Appointments, continued:

57. Jim Thurman, Speech-Language Pathology, Second Summer Term, @ a gross salary of \$4,560.00.
58. Susan Moss, Speech-Language Pathology, First Summer Term @ a gross salary of \$3,137.00, and Second Summer Term @ a gross salary of \$1,631.00.
59. Betty Fusilier, Speech-Language Pathology, First Summer Term @ a gross salary of \$2,891.00.
60. Robert Logan, Speech-Language Pathology, First Summer Term @ a gross salary of \$2,988.00, and Second Summer Term @ a gross salary of \$1,494.00.
61. Kathy McDaniel, Speech-Language Pathology, First Summer Term @ a gross salary of \$1,728.00.
62. Elson Bihm, Psychology/Counseling, First and Second Summer Terms @ a gross salary of \$2,880.00 each term.
63. Sam Boyd, Psychology/Counseling, First and Second Summer Terms @ a gross salary of \$4,325.00 each term.
64. Linda Fielstein, Psychology/Counseling, First and Second Summer Terms @ a gross salary of \$2,880.00 each term.
65. Linda Glenn, Psychology/Counseling, First Summer Term, @ a gross salary of \$4,251.00.
66. Paulette Leonard, Psychology/Counseling, First and Second Summer Terms @ a gross salary of \$3,077.00 each term.
67. Sarah McAuley, Psychology/Counseling, First and Second Summer Terms @ a gross salary of \$3,457.00 each term.
68. Robert Morrow, Psychology/Counseling, Second Summer Term @ a gross salary of \$5,485.00.
69. James Rollins, Psychology/Counseling, First and Second Summer Terms @ a gross salary of \$4,498.00 each term.
70. Michael Scoles, Psychology/Counseling, First and Second Summer Terms @ a gross salary of \$3,160.00 each term.
71. Billy Smith, Psychology/Counseling, First and Second Summer Terms @ a gross salary of \$5,492.00 each term.
72. Teresa Smith, Psychology/Counseling, Second Summer Term @ a gross salary of \$3,104.00.
73. Bobby Williams, Psychology/Counseling, First Summer Term @ a gross salary of \$5,315.00.
74. Terry Henderson, Psychology/Counseling, First Summer Term @ a gross salary of \$2,520.00.
75. Robert Thompson, Art, First Summer Term @ a gross salary of \$4,036.00.
76. Pat Larsen, Art, First Summer Term @ a gross salary of \$3,735.00.

Appointments, continued:

77. Roger Bowman, Art, First Summer Term @ a gross salary of \$1,620.00, and Second Summer Term @ a gross salary of \$3,240.00.
78. Helen Phillips, Art, Second Summer Term @ a gross salary of \$3,934.00.
79. Bryan Massey, Art, Second Summer Term @ a gross salary of \$2,580.00.
80. Betty Hubbard, Health Education, First Summer Term @ a gross salary of \$3,170.00.
81. Gary Lewers, Health Education, First Summer Term @ a gross salary of \$3,436.00.
82. Emogene Fox, Health Education, Second Summer Term @ a gross salary of \$3,186.00.
83. Jane Lammers, Health Education, Second Summer Term @ a gross salary of \$3,689.00.
84. Charlene Hagan, Home Economics, First Summer Term @ a gross salary of \$1,569.00.
85. Deborah Stone, Home Economics, Second Summer Term @ a gross salary of \$1,615.00.
86. Charles Powers, Industrial Education, First Summer Term @ a gross salary of \$1,832.00.
87. Kay Kraeft, Music, First Summer Term, @ a gross salary \$3,581.00.
88. Don Collins, Music, First Summer Term, @ a gross salary of \$3,973.00.
89. Jackie Lamar, Music, First Summer Term, @ a gross salary of \$2,934.00.
90. Anthony Walts, Music, First and Second Summer Terms, @ a gross salary of \$3,168.00 each term.
91. Mark Hansen, Music, First Summer Term, @ a gross salary of \$2,911.00.
92. Carl Anthony, Music, Second Summer Term, @ a gross salary of \$3,511.00.
93. Anne Patterson, Music, Second Summer Term, @ a gross salary of \$2,730.00.
94. Pat Hasty, Music, Second Summer Term, @ a gross salary of \$3,952.00.
95. Barbara Williams, Nursing, First Summer Term, @ a gross salary of \$5,026.00.
96. Lillian Del Papa, Nursing, First Summer Term, @ a gross salary of \$4,564.00.
97. Michelle Warren, Nursing, Second Summer Term, @ a gross salary of \$5,271.00.

Appointments, continued:

98. Jimmy Ishee, Physical Education, First Summer Term, @ a gross salary of \$3,731.00.
99. Nicholas Pederson, Physical Education, First Summer Term, @ a gross salary of \$3,335.00.
100. J. L. Gates, Physical Education, Second Summer Term, @ a gross salary of \$4,035.00.
101. Ann Machen, Physical Education, Second Summer Term, @ a gross salary of \$3,623.00.
102. Linda Narisi, Physical Education, Second Summer Term, @ a gross salary of \$2,588.00.
103. Glenda Atkinson, Physical Therapy, First and Second Summer Terms, @ a gross salary of \$3,198.00 each term.
104. William Bandy, Physical Therapy, First and Second Summer Terms, @ a gross salary of \$3,804.00 each term.
105. Raymond Hogue, Physical Therapy, First and Second Summer Terms, @ a gross salary of \$6,000.00 each term.
106. Nancy Reese, Physical Therapy, First and Second Summer Terms, @ a gross salary of \$3,036.00 each term.
107. John Peck, Physical Therapy, First and Second Summer Terms, @ a gross salary of \$3,378.00 each term.
108. Fred Dalske, Biology, First Summer Term, @ a gross salary of \$4,533.00.
109. Ken Freiley, Biology, Second Summer Term, @ a gross salary of \$2,880.00.
110. Wilbur Owen, Biology, First Summer Term, @ a gross salary of \$4,159.00.
111. Robert Wright, Biology, Second Summer Term, @ a gross salary of \$5,226.00.
112. Derald Smith, Biology, First Summer Term, @ a gross salary of \$4,670.00.
113. Jimmy Throneberry, Biology, First Summer Term, @ a gross salary of \$5,078.00.
114. Don Culwell, Biology, Second Summer Term, @ a gross salary of \$2,500.00.
115. Tom Groshens, Chemistry, First Summer Term, @ a gross salary of \$2,880.00.
116. Arthur Hoyt, Chemistry, Second Summer Term, @ a gross salary of \$4,833.00.
117. Paul Krause, Chemistry, First Summer Term, @ a gross salary of \$4,520.00.
118. George Paul, Chemistry, First Summer Term, @ a gross salary of \$4,536.00.

Appointments, continued:

119. Michael Rapp, Chemistry, Second Summer Term, @ a gross salary of \$5,282.00.
120. Francie Jeffery, English, First Summer Term, @ a gross salary of \$2,318.00.
121. Rebecca Williams, English, First Summer Term, @ a gross salary of \$3,646.00.
122. Richard Hudson, English, First Summer Term, @ a gross salary of \$4,058.00.
123. Henry Rogers, English, First Summer Term, @ a gross salary of \$5,043.00.
124. Jeff Henderson, English, First Summer Term, @ a gross salary of \$4,907.00.
125. Wayne Stengel, English, Second Summer Term, @ a gross salary of \$2,996.00.
126. Gloria Spencer, English, Second Summer Term, @ a gross salary of \$2,772.00.
127. Raymond Frontain, English, Second Summer Term, @ a gross salary of \$2,880.00.
128. Steve Jackson, English, First Summer Term, @ a gross salary of \$1,200.00.
129. Graduate Assistant I, English, Second Summer Term, @ a gross salary of \$1,200.00.
130. Graduate Assistant II, English, Second Summer Term, @ a gross salary of \$1,200.00.
131. Joel Pouwels, Foreign Languages, First Summer Term, @ a gross salary of \$3,063.00.
132. Paul Butt, Geography, First Summer Term, @ a gross salary of \$3,507.00.
133. Gerald Reynolds, Geography, Second Summer Term, @ a gross salary of \$2,907.00.
134. Theman Taylor, History, First Summer Term, @ a gross salary of \$4,188.00.
135. Eugene Corcoran, History, First Summer Term, @ a gross salary of \$4,158.00.
136. Orville Rook, History, First Summer Term, @ a gross salary of \$4,386.00.
137. Greg Urwin, History, First Summer Term, @ a gross salary of \$1,590.00.
138. Foy Lisenby, History, Second Summer Term, @ a gross salary of \$5,100.00.
139. Don Jones, History, Second Summer Term, @ a gross salary of \$3,863.00.
140. Maurice Webb, History, Second Summer Term, @ a gross salary of \$3,900.00.



Appointments, continued:

141. Randall Pouwels, History, Second Summer Term, @ a gross salary of \$1,593.00.
142. Don Adlong, Mathematics/Computer Science, First and Second Summer Terms, @ a gross salary of \$1,890.00 each term.
143. Steven Butcher, Mathematics/Computer Science, Second Summer Term, @ a gross salary of \$3,444.00.
144. Stanley Compton, Mathematics/Computer Science, First Summer Term, @ a gross salary of \$2,166.00.
145. Linda Griffith, Mathematics/Computer Science, First Summer Term, @ a gross salary of \$1,530.00.
146. Frank Hudson, Mathematics/Computer Science, First Summer Term, @ a gross salary of \$5,192.00.
147. Darrell Kilman, Mathematics/Computer Science, First Summer Term, @ a gross salary of \$5,510.00.
148. Tom McAnally, Mathematics/Computer Science, First Summer Term, @ a gross salary of \$3,081.00.
149. Mary Muse, Mathematics/Computer Science, First Summer Term, @ a gross salary of \$3,080.00.
150. David Peterson, Mathematics/Computer Science, Second Summer Term, @ \$4,290.00.
151. Carolyn Pinchback, Mathematics/Computer Science, Second Summer Term, @ a gross salary of \$3,186.00.
152. Robert Serven, Mathematics/Computer Science, Second Summer Term, @ a gross salary of \$3,516.00.
153. Singh Tomer, Mathematics/Computer Science, First Summer Term, @ a gross salary of \$4,012.00.
154. Stephen Addison, Physics, First and Second Summer Terms, @ a gross salary of \$3,083.00 each term.
155. Norman Gaiser, Physics, Second Summer Term, @ a gross salary of \$2,976.00.
156. Dean Hirschi, Physics, First Summer Term, @ a gross salary of \$1,452.00.
157. Harold Pray, Physics, First and Second Summer Term, @ a gross salary of \$4,890.00 each term.
158. Lawson Veasey, Political Science, First Summer Term, @ a gross salary of \$3,618.00.
159. Gary Weekin, Political Science, Second Summer Term, @ a gross salary of \$1,800.00.
160. Kent Oots, Political Science, Second Summer Term, @ a gross salary of \$2,880.00.
161. Hayward Horton, Sociology, First Summer Term, @ a gross salary of \$1,589.00.

Appointments, continued:

162. Gordon Shepherd, Sociology, First Summer Term, @ a gross salary of \$3,870.00.
163. Elaine Fox, Sociology, Second Summer Term, @ a gross salary of \$3,385.00.
164. Ken Upham, Sociology, Second Summer Term, @ a gross salary of \$4,689.00.
165. Marvin DeBoer, Speech, Theatre & Journalism, First Summer Term, @ a gross salary of \$5,096.00.
166. Greg Blakey, Speech, Theatre & Journalism, Second Summer Term, @ a gross salary of \$3,147.00.
167. Bob Willenbrink, Speech, Theatre & Journalism, First Summer Term, @ a gross salary of \$3,143.00.
168. Donald Jones, Preregistration, First Summer Term, @ a gross salary of \$3,863.00.
169. Terrance Kearns, Preregistration, First and Second Summer Terms, @ a gross salary of \$3,545.00 each term.
170. Sally Roden, Preregistration, First and Second Summer Terms, @ a gross salary of \$4,089.00 each term.
171. Karen Weaver, Preregistration, First and Second Summer Terms, @ a gross salary of \$2,997.00 each term.

Adjustments:

1. James Mainord, change from Professor, Special Education, @ a gross salary of \$43,570.00, to Interim Dean, College of Education, @ a gross salary of \$57,000.00.
2. Diana Brandon, change from Instructor of Piano, Part-time, Music, @ a gross salary of \$176.00, to Instructor of Piano, Music, @ a gross salary of \$352.00.

Promotion:

1. Don Bradley, Professor, College of Business Administration.

Resignations:

1. Joyce Adair, Nursing, effective May 15, 1989.
2. Charles Hodge, Dean, College of Education, effective June 30, 1989.
3. Carol Enderlin, Nursing, effective May 15, 1989.
4. Mark Crowder, Administration and Secondary Education, effective May 12, 1989.
5. Jose Medina, Marketing and Management, effective May 15, 1989.
6. Sherry Owen, Library, effective May 12, 1989.

Sabbatical Leaves:

1. Richard Scott, Sociology, Fall 1989.
2. Conrad Shumaker, English, Fall 1989/Spring 1990.
3. Rose Steelman, Childhood Education, Fall 1989.
4. Jim Shelton, Philosophy, Fall 1989.

Reappointments:

## OFFICE OF THE PRESIDENT

NAME	TITLE	'89-'90 SALARY	
Winfred L. Thompson	President	\$	***
H. B. Hardy (T)	Assistant to the President	66,058.00	
Bill Stephens	Director of Athletics	53,195.00	
Harold Horton	Head Football Coach	50,090.00	***
Don Dyer	Hd Basketball Coach	42,273.00	
Sallie Dalton	Hd Coach & Coor Women's Ath	40,976.00	
Ron Marvel	Head Women's Basketball Coach	40,884.00	
Richard Martin	Head Track Coach	34,898.00	
Ronnie Kerr	Assistant Football Coach	33,020.00	
Mike Isom	Assistant Football Coach	33,020.00	
Bill Keopple	Assistant Football Coach	32,056.00	
Arch Jones	Asst Basketball Coach	32,826.00	
Jack C. Fulmer	Head Baseball Coach	30,523.00	
Harvey Benton	Ath. Equip. Superv. (part-time)	13,222.56	
Julie McDonald	Director of Governmental Relations	47,415.00	
Roy Whitehead	General Counsel	2,829.00	X

\*\*\*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 July 1, 1992

X May 15 - July 1, 1989

## VICE PRESIDENT FOR ACADEMIC AFFAIRS

NAME	TITLE	'89-'90 SALARY
Joan Pritchard (T)	Asst Professor of Accounting & Assistant to Vice President for Academic Affairs	54,344.00
W. D. Moon (T)	Prof Math & Undergrad. Dean	62,950.00
Norbert Schedler (T)	Professor of Philosophy & Dir of Honors College	56,194.00
John Hurley	Director of Public Service	40,000.00
W. M. Thompson, Jr.	Dir, Computing Resource Center	35,000.00
Anthony Sitz	Registrar	41,380.00
David Parker	Director, Audiovisual Services	25,900.00

VICE PRESIDENT FOR ACADEMIC AFFAIRS  
CONTINUED

NAME	TITLE	'89-'90 SALARY
Willie Hardin (T)	Professor/Library Director	\$ 47,626.00
Tom Dillard	Assoc Librarian & Director of Archives & Spec Collections	32,249.00
Gay Moore	Asst.Lib./Pub.Rel./Programing	30,424.00
Carol Powers	Asst.Lib./Bibliographer	30,345.00
Margaret Morrison	Asst.Lib./Public Services	27,941.00
Kay Talley	Asst.Lib./Technical Services	27,668.00
Maxine Lewis	Asst.Lib./Reference	25,279.00
Robert J. Dudek	Asst Lib/Acquisitions	22,575.00
Charlotte Evans	Assistant Librarian	21,709.00
Elizabeth Danley	Asst. Librarian/Circulation	21,263.00
Clyde Reese (T)	Prof of Psychology & Dean	59,950.00
Bill Miller	Director of Corp. Relations	***
Lois Love	Asst. Dir. of Corporate Relations	***
Jimmie McKim (T)	Asst Prof of Math and Coord. of Math Program at LRAFB	43,064.00
Loretta Price	Instructor & Coordinator of Workshops & Conferences	32,825.00
John M. Lar	Coordinator of Continuing Ed & Director of Channel 6	26,061.00
Mary Sue Whitelaw	Cont. Education Coordinator/ Dir. of Community Ed.	24,362.00
Paula Lee	Admin. Assistant I	19,545.00
*** 10/10 Funds		

VICE PRESIDENT FOR ADMINISTRATION

NAME	TITLE	'89-'90 SALARY
B. W. Horton	Vice President	66,058.00
Earl McGehee (T)	Prof Math & Dir Comp. Center	61,633.00
Lilly Rogers	Dir of Computer Services	42,554.00
Jerrel Fielder	Director of Physical Plant	47,502.00

VICE PRESIDENT FOR FINANCIAL AFFAIRS

NAME	TITLE	'89-'90 SALARY
Robert McCormack	Vice President	\$ 64,137.00
W. H. Osborne	Dir of Pub Service	41,867.00
Harold McDonald	Dir Student Financial Aid	36,215.00
Carol Everett	Controller	34,259.00
Kerry Guillory	Project Coordinator	30,975.00
Paul Totten	Project Coordinator	32,081.00
Katherine Rice-Clayborn	Career/Placement Counselor	27,824.00

## VICE PRESIDENT FOR PUBLIC AFFAIRS

NAME	TITLE	'89-'90 SALARY
John Ward	Vice President	65,026.00
Libby Smith	Dir of Development	36,841.00
Tom Scott	Project Coordinator	32,315.00
Penny Eberhard	Director of Public Appearances	28,508.00
Ellen Ishee	Director of Publications/ Assist Dean of Students	22,926.00
Offie Lites	Instructor & Univ. Photog.	36,777.00
James Schneider	Director of Information	28,447.00
Joe Darling	Director of Admissions	32,590.00
Kim Hall	Asst Dir of Admissions 2,926.00 Assist Dean of Students	
Kim Anderson	Asst Dir of Admissions 9,210.00 Assist Dean of Students	

## VICE PRESIDENT FOR STUDENT AFFAIRS

NAME	TITLE	'89-'90 SALARY
John W. Smith	Dean of Students	42,457.00
John Cagle	Asst Dean of Students	26,148.00
Charlotte Strickland	Asst Dean of Students	26,148.00
M. Ernest Ness	Director of Counseling Center	42,853.00
Mary Mabry	Counselor & Coord. of Training & Asst Dean of Students	24,178.00
Bernice B. Kimball	Dir of Testing & Counselor	24,178.00
Hank Phelps	Director of Student Activities & Assoc. Dean of Students	29,108.00
Gary A. Roberts	Asst Dean of Students/Housing	30,230.00

## COLLEGE OF BUSINESS ADMINISTRATION

NAME	RANK	'89-'90 SALARY
Conrad Carroll (T)	Professor and Dean	\$ 62,948.00 *
James Barr (T)	Professor & Asst Dean	58,832.00 *
Department of Accounting:		
Billy R. Humphrey (T)	Professor & Chairman	58,832.00 *
Lillian Parrish (T)	Professor	50,400.00
Paul Jensen (T)	Assistant Professor	40,740.00
B. Douglas Carter (T)	Associate Professor	42,000.00
Pam Spikes (T)	Assistant Professor	37,401.00
Donna Smith (T)	Assistant Professor	33,863.00
Roy Whitehead	Asst Prof/General Counsel	31,721.00 **

## College of Business Adm., Continued

Dept of Adm. Services & Vocational Ed:		
Joe Arn (T)	Professor & Chair	52,500.00 *
Beverly Oswalt (T)	Associate Professor	39,900.00
Terry Roach	Assistant Professor	31,248.00
Betty Rogers	Assistant Professor	29,000.00
Dept. of Econ & Finance:		
W. C. Johnson (T)	Professor & Chairman	58,832.00 *
Ben B. McNew	Professor/Carmichael Chair	52,500.00
Morris Lamberson (T)	Professor	47,250.00
Loren Guffey (T)	Professor	46,725.00
Patricia Cantrell (T)	Associate Professor	38,640.00
William Kordsmeier	Assistant Professor	34,178.00
George Foy, Jr.	Assistant Professor	29,000.00
Riggs Tucker (T)	Assistant Professor	15,278.00 ***
Dept. of Marketing & Management:		
Aubrey Fowler	Associate Professor & Chairman	58,276.00 *
Gene Brown	Associate Professor	47,250.00
Homer Saunders (T)	Professor	46,725.00
Joe G. Thomas	Associate Professor	45,780.00
Herff L. Moore (T)	Associate Professor	45,780.00
Don Bradley III (T)	Professor	45,625.00
J. M. Koonce (T)	Associate Professor	33,207.00
William T. Bounds (T)	Associate Professor	38,485.00
Scott Markham (T)	Assistant Professor	31,789.00
Dept. of Quantitative Methods & Information System:		
Kenneth Griffin (T)	Professor and Chair	58,833.00 *
Therold E. Bailey (T)	Professor	46,725.00
James A. Bell (T)	Associate Professor	44,625.00
James C. Weller (T)	Assistant Professor	35,832.00
Deborah Clark	Instructor	31,000.00
Sid Painter	Instructor	16,968.00 ##
* 12 month salary		
## Term - Non-tenure Track		
**8-25-89 to 6-15-90		
***Expires 12-31-89		

## COLLEGE OF EDUCATION

NAME	RANK	'89-'90 SALARY
James Mainord (T)	Professor/Interim Dean	\$ 57,000.00 *
Elaine McNiece (T)	Assoc Prof Speech/Lang.Path. & Assistant Dean	49,457.00 *
Dept. of Adm. & Sec. Ed.:		
Paul Peterson (T)	Associate Professor & Chair	52,514.00 *
Darrell Gentry (T)	Professor	37,310.00
Harold Griffin	Associate Professor	31,500.00
Dick Clough	Assistant Professor	35,118.00
Jesse Rancifer	Associate Professor	39,900.00
Patricia Phelps	Assistant Professor	27,300.00
Linda Coyle	Assistant Professor	27,300.00
Ann Witcher	Instructor	23,100.00
Center for Academic Excellence:		
Joe Hundley	Associate Professor & Dir	44,874.00 *
Robert Kennedy	Project Coordinator/Asst. Dir.	34,058.00 ###

## College of Education, Continued

Dept. of Childhood Ed.:		
Sidney Mitchell (T)	Professor & Chairman	57,486.00 *
Amelia Steelman (T)	Associate Professor	36,108.00 #XX
Ruby Burgess (T)	Associate Professor	32,678.00
Sarah Wilf (T)	Assistant Professor & Dir of Reading Center	31,515.00
Arthur Attwell	Assistant Professor	28,531.00
Susan Peterson	Associate Professor	26,686.00
Timothy Wilson	Assistant Professor	25,000.00
Robin Robinson	Instructor	17,783.00
Dept of Psychology & Counseling		
David Skotko (T)	Professor and Chair	56,318.00 *
Billy Smith (T)	Professor	48,053.00
Robert Morrow (T)	Professor	47,991.00
Bobby Williams (T)	Professor	46,503.00
James Rollins (T)	Professor	39,362.00
Samuel Boyd (T)	Associate Professor	37,845.00
Linda Glenn (T)	Associate Professor	37,200.00
Sarah McAuley (T)	Assistant Professor	30,250.00
Michael T. Scoles	Assistant Professor	27,651.00
Terry Smith	Associate Professor	28,161.00
Robert Feese (T)	Instructor	27,077.00
Paulette Leonard	Associate Professor	27,927.00
Elson Bihm	Assistant Professor	25,200.00
Lynda Fielstein	Assistant Professor	25,200.00
Teresa Henderson	Instructor	22,050.00 ##
Dept. of Ed. Media/Lib.Science:		
Selvin Royal (T)	Professor & Chair	58,583.00 *
Jody Charter	Associate Professor	30,434.00
Glenda Thurman	Associate Professor	29,951.00
Darrell Beachamp	Assistant Professor	25,200.00
Department of Special Education:		
David Naylor (T)	Professor/Chair	\$ 54,708.00 *
James Mayhugh (T)	Prof/Certification Officer	45,758.00
Harold Love (T)	Professor	45,429.00
Joe Walthall (T)	Professor	42,676.00
Kathleen Atkins	Assistant Professor	26,250.00
Ralph Calhoun	Instructor	18,900.00
Speech-Language Pathology:		
Martha Anderson	Professor/Chair	50,000.00 *
James Thurman (T)	Associate Professor	38,000.00
Susan Moss	Assistant Professor	27,451.00
Robert Logan	Assistant Professor	26,145.00
Betty Fusilier (T)	Instructor	25,295.00
Kathy McDaniel	Instructor/Clinical Supervisor	18,900.00

\* 12 Month Appointment  
 ##Term - Non-tenure Track  
 ### Non-faculty Appointment  
 #XX Fall '89 Sabbatical

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## COLLEGE OF FINE &amp; APPLIED ARTS &amp; SCIENCES

NAME	RANK	'89-'90 SALARY
Neil Hattlestad (T)	Prof of Phy Ed & Dean	62,949.00
Dept. of Art:		
Kenneth Burchett (T)	Professor & Chairman	51,852.00 *
Robert Thompson (T)	Professor	35,312.00
Helen Phillips (T)	Associate Professor	34,419.00
Pat Larsen (T)	Associate Professor	32,679.00
Roger Bowman	Assistant Professor	28,350.00
Gayle Seymour	Assistant Professor	25,467.00
Bryan Massey	Assistant Professor	22,575.00
Jerry Poole	Visiting Professor (Part-time)	6,120.00 ##
Dept. of Health Education:		
Arvil Burks (T)	Professor & Chairman	58,725.00 *
Jane Lammers (T)	Associate Professor	32,281.00
Gary Lewers (T)	Associate Professor	30,066.00
Emogene Fox (T)	Associate Professor	28,878.00
Betty Hubbard (T)	Associate Professor	28,736.00
Dwight Pierce	Assistant Professor	27,300.00
Cindy Shelton	Instructor (Part-time)	8,925.00 ##
Dept. of Home Economics:		
Mary Harlan (T)	Associate Professor & Chair	49,115.00 *
Charlene Hagan	Assistant Professor	27,452.00
Susan Ray	Instructor	23,100.00
Detri McClellan	Instructor	X#
Dept of Industrial Ed:		
Clemens Gruen	Professor/Chair	47,250.00 *
Kenneth Jordan (T)	Professor	39,583.00
Charles Powers (T)	Assistant Professor	32,061.00
Dept of Military Science:		
LTC Louis A. Kresge	Professor & Chairman	No Salary
Dept of Music:		
Sam Driggers (T)	Professor & Chairman	\$ 56,299.00 *
Russell Langston	Director of Bands	43,575.00 *
John Erwin (T)	Assoc Prof & Dir of Voc Music	39,218.00 *
Don Collins (T)	Professor	34,762.00
Pat Hasty (T)	Assoc Prof & Asst Dir of Bands	34,581.00
Kay Kraeft (T)	Professor	31,335.00
Carl Anthony (T)	Associate Professor	30,721.00
Anthony Walts	Assistant Professor	27,718.00
Denis Winter (T)	Associate Professor	28,608.00
Gilbert Baker (T)	Assistant Professor	27,117.00
Steven Pederson	Assistant Professor	26,250.00
Jackie Lamar	Assistant Professor	25,676.00
Scott Johnson	Inst./Dir.Orchestral Activities	26,775.00
Richard Hobson	Instructor	24,398.00

\*12-Month Salary

##Term - Non-tenure Track

X#One-year unpaid leave, effective 1989-90 academic year



## College of Fine &amp; Applied Arts &amp; Sciences, Continued

## Dept of Music, continued:

Mark Hansen	Assistant Professor	25,473.00
Anne Patterson	Associate Professor	24,886.00

## Dept of Nursing:

Betty Martin (T)	Professor & Chair	58,827.00 *
Michele Warren (T)	Professor	46,124.00
Ruth Rogers (T)	Assoc Professor	46,972.00
Barbara Williams (T)	Professor	43,978.00
Lillian Del Papa (T)	Assoc Professor	39,937.00
Ethel Rosenfeld (T)	Assoc Professor	37,589.00
Mary Lachowsky (T)	Assoc Professor	36,820.00
Lauretta Koenigseder (T)	Assistant Professor	30,757.00
Rebecca Lancaster	Instructor	25,110.00
Sheila Stroman	Instructor	25,175.00
Ann Straughn	Instructor	24,544.00
Ella Brooks	Instructor	23,100.00
Margaret Hays	Program Coordinator	28,039.00 *

## Dept of Occupational Therapy:

Marian Ross (T)	Associate Professor & Chair	52,061.00 *
Linda Hathcote	Asst Instructor	25,200.00
Kathryn Mock	Asst Instructor	25,305.00
Catherine Acre	Asst Instructor	25,200.00
Legirtha King	Asst Instructor	

## Dept of Physical Education:

Deborah Howell (T)	Associate Professor/Chair	47,320.00 *
J. L. Gates (T)	Assoc Professor	35,308.00
Jimmy Ishee (T)	Associate Professor	32,648.00
Larry W. Titlow (T)	Professor	32,514.00
Ann Machen (T)	Asst Professor	31,701.00
James Armstrong	Intramural Director	31,468.00
Nicholas Pederson (T)	Assoc Professor	29,178.00
Linda Narisi	Instructor	22,644.00

## Dept of Physical Therapy:

V Lovelace-Chandler (T)	Associate Professor/Chair	50,079.00 *
Raymond Hogue	Professor	52,500.00
Joe Finnell (T)	Assoc Professor	43,480.00
William D. Bandy	Assistant Professor	33,285.00
Glenda Atkinson	Assistant Instructor	27,983.00
Nancy Reese	Instructor	26,565.00

## Dept of School of Health Sciences:

Richard Collins (T)	Professor of Biology	3,704.00 *
	Coordinator Sch. of Health Sci.	

\*12-month Salary

## COLLEGE OF SCIENCES &amp; HUMANITIES

NAME	RANK	'89-'90 SALARY
James Dombek (T)	Prof of Mathematics & Dean	\$ 62,949.00 *
Dept of Biology:		
Edmond Griffin (T)	Professor & Chairman	52,920.00 *
Robert D. Wright (T)	Professor	45,725.00
Jimmy Throneberry (T)	Professor	44,430.00
Donald Culwell (T)	Professor	43,756.00
D. D. Smith (T)	Professor	40,860.00

## College of Sciences &amp; Humanities, Continued

## Dept of Biology, continued:

Frederick Dalske (T)	Assoc Professor	39,662.00	
Wilbur Owen (T)	Professor	37,388.00	
David Zehr (T)	Assoc Professor	28,493.00	
John D. Peck (T)	Assoc Professor	29,557.00	
John Choinski (T)	Associate Professor		X***
Kenneth Freiley	Assistant Professor	25,200.00	

## Dept of Chemistry:

Jerry Manion (T)	Professor & Chairman	58,800.00	*
Michael Rapp (T)	Professor	46,216.00	
Arthur Hoyt (T)	Professor	42,288.00	
G. S. Paul (T)	Professor	39,689.00	
Paul Krause (T)	Assoc Professor	39,551.00	
Karen Weaver	Assistant Professor	26,223.00	
Thomas Groshens	Assistant Professor	25,200.00	

## Dept of English:

Philip B. Anderson (T)	Professor/Chair	55,810.00	*
Henry Rogers (T)	Professor	44,128.00	
Robert Lowrey (T)	Prof & Dir UCA Press	44,079.00	
Jeff Henderson (T)	Professor	42,939.00	
Gary Davenport (T)	Professor	40,810.00	
John Lammers (T)	Professor	36,374.00	
Richard Hudson (T)	Assoc Professor	35,504.00	
Marette Jackson (T)	Assoc Professor	33,402.00	
Patricia McGraw	Associate Professor	32,550.00	
Rebecca Williams (T)	Assoc Prof & Dir of Writing Lab	31,906.00	
T. B. Kearns (T)	Professor/Dir Exemplary Studies	32,017.00	
Bonnie Melchior (T)	Assoc Professor	29,039.00	
Conrad Shumaker (T)	Assoc Professor	28,189.00	#X
Wayne Stengel	Associate Professor	26,216.00	
Margaret Morgan (T)	Associate Professor	27,066.00	
Raymond Frontain	Assistant Professor	24,000.00	
Richard Gaughan	Associate Professor	25,111.00	
Gloria Spencer	Asst Prof & Dir of Scroll	24,258.00	#*
James Fowler	Associate Professor	24,953.00	
Terry Wright	Assistant Professor	21,532.00	
Michael Schaefer	Instructor	23,000.00	
Diana Throckmorton	Instructor	20,285.00	##
Linda Arnold	Instructor	20,285.00	##
Francie Jeffery	Instructor	20,285.00	##

## Department of Foreign Languages:

Marian Brodman	Asst Prof & Chair	48,406.00	*
Edward Settgast (T)	Professor	45,125.00	
Nicole Hatfield (T)	Asst Professor	31,137.00	
Joel B. Pouwels	Associate Professor	26,804.00	
Dwight Langston	Associate Professor	26,557.00	

\*12-Month Salary

##Term - Non-tenure Track

#\*10-Month Salary - non-tenure track

#XFall '89 and Spring '90 Sabbatical

X\*\*\*One-year, unpaid leave, beginning Jan. '89

## College of Sciences &amp; Humanities, Continued

Dept of Geography:		
Brooks Green (T)	Assoc Prof/Chair	47,000.00 *
Carl Jameson (T)	Associate Professor	42,525.00
William Keinath (T)	Professor	33,540.00
Paul Butt (T)	Assoc Professor	30,688.00
Gerald Reynolds	Associate Professor	26,433.00
James Lightfoot	Asst Professor	24,174.00
Dept of History:		
Harry Readnour (T)	Professor & Chair	52,606.00 *
Waddy Moore (T)	Professor & Director of Ozark Heritage Institute	50,789.00
Foy Lisenby (T)	Professor	44,625.00
James Brodman (T)	Professor	40,688.00
Orville Rook	Professor	38,378.00
Theman Taylor (T)	Assoc Professor	36,645.00
Eugene Corcoran (T)	Assoc Professor	36,383.00
William Larsen (T)	Assoc Professor	35,359.00
Maurice Webb (T)	Assoc Professor	34,125.00
Donald Jones (T)	Associate Professor	33,802.00
Randall L. Pouwels	Associate Professor	27,878.00
Gregory Urwin	Associate Professor	27,825.00
Sondra Gordy	Instructor	19,898.00
Dept. of Math & Computer Science		
Charles Seifert (T)	Assoc Prof & Chairman	53,130.00 *
Samual Buchanan (T)	Associate Professor/ Assistant Dean CSH	42,000.00 *
Darrell Kilman (T)	Professor	48,214.00
Frank Hudson (T)	Professor	45,434.00
David Peterson (T)	Assoc Professor	37,538.00
L. R. Huff (T)	Assoc Professor	36,540.00
James Streib	Asst Prof, Computer Science	35,175.00 #
Damber Tomer (T)	Assoc Prof, Math & Computer Sci	35,112.00
Donald Adlong (T)	Asst Professor	33,075.00
Robert Serven (T)	Associate Professor	30,765.00
Ralph Butcher	Asst Professor	30,135.00
Carolyn Pinchback	Associate Professor	28,878.00
Donna Foss (T)	Asst Professor	27,741.00
Tom McAnally (T)	Asst Professor	26,974.00
Linda Griffith	Asst Professor	26,775.00
Mary Muse (T)	Instructor	26,954.00
Jerry Moore	Instructor	19,950.00 ##
Dept of Philosophy:		
J. D. Shelton (T)	Professor/Chair	48,090.00#XX
Charles Harvey	Associate Professor	26,066.00
Charles Pinches	Associate Professor	26,016.00
Dept of Physics:		
Denver Prince (T)	Professor & Chairman	\$ 58,380.00 *
Harold Pray (T)	Professor	42,790.00
Hudson B. Eldridge	Associate Professor	30,184.00
Stephen Addison	Assistant Professor	26,980.00
Norman (Jack) Gaiser	Assistant Professor	26,040.00
Dean Hirschi	Assistant Professor	25,410.00

\*12-month Salary

##Term - Non-tenure Track

#Terminal

#XX Fall '89 Sabbatical

## College of Sciences &amp; Humanities, Continued

## Dept of Political Science:

Michael Kelley (T)	Professor/Chair	52,920.00 *
Robert McChesney (T)	Professor	53,000.00
Donald Whistler (T)	Professor	43,595.00
Lawson Veasey (T)	Professor & Director of Public Administration Program	32,661.00
Gary Weekin (T)	Associate Professor	31,500.00
Kent L. Oots	Assistant Professor	25,200.00

## Dept of Sociology:

Carl Redden (T)	Professor & Chair	55,440.00 *
Kennedy Upham (T)	Professor	41,032.00
Gordon Shepherd (T)	Professor	33,862.00
Jamia Fox (T)	Associate Professor	29,617.00
Richard Scott (T)	Associate Professor	28,649.00 #XX

## Dept of Speech, Theatre, Journalism:

Glenn Smith (T)	Professor & Chair	54,810.00 *
Marvin DeBoer (T)	Distinguished Professor	44,594.00
Sally Roden (T)	Professor	35,781.00
Dean Duncan (T)	Asst Professor (Journalism)	31,279.00
Bruce Plopper	Associate Professor	30,282.00
Gregory Blakey (T)	Assistant Professor	27,534.00
Robert Willenbrink	Asst Prof/Dir of Theatre	27,500.00
James Tsao	Assistant Professor	26,000.00
Alan Caudle	Radio Production Engineer	17,925.00 *

\*12-Month Salary  
#XXFall '89 Sabbatical

President Thompson's appointment was approved upon motion by Mr. Branscum for the maximum line item salary with recommendation for a one additional year period (1992) as in the past. The motion was seconded by Mr. Ahlf, and passed.

Open meeting was declared upon motion by Mr. Branscum, seconded by Mr. Ahlf, and passed.

Motion to appoint the Chairman of the Board of Trustees to serve on the UCA Foundation Board was made by Mrs. Goode, seconded by Mr. Branscum, and passed.

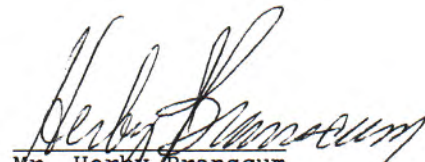
Motion to confer Professor Emeritus rank upon Mr. Ralph Behrens in English and Dr. Audie Lynch in Education, with the official presentation of the honor to be made at May Commencement, was made by Mr. Ahlf, seconded by Mrs. Goode, and passed.

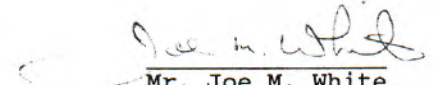
Motion to recognize Dr. Silas Snow as the Distinguished Alumnus Recipient at Homecoming, October 14, 1989, was made by Mr. Ahlf, seconded by Mrs. Goode, and passed.

The preceding adjustments, appointments, promotion, reappointments, resignations, and sabbatical leaves as recommended by President Thompson were approved upon motion by Mr. Branscum, seconded by Mr. McCoy, and passed.

The preceding appointment for President Thompson was approved upon motion by Mr. Branscum, seconded by Mr. Ahlf, and passed.

There being no further business to come before the Board, motion to adjourn was made by Mr. Branscum, seconded by Mrs. Goode, and passed.

  
Mr. Herby Branscum  
Secretary

  
Mr. Joe M. White  
Chairman