

The Board of Trustees of the University of Central Arkansas convened in regular meeting Friday, December 1, 1989, at 3:00 p.m. in the Board Room of the Administration Building, with the following officers and members present, to-wit:

Chairman: Dr. Harold Chakales  
 Vice Chairman: Mr. Herby Branscum  
 Secretary: Mr. Ben F. Burton  
 Mr. James W. Ahlf  
 Mrs. Elaine Goode  
 Mr. Joe M. White

and with the following absent, to-wit: Mr. B. J. McCoy

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

Minutes of the last meeting, August 11, 1989, were approved as circulated, on motion by Mr. Ahlf, seconded by Mr. White, and passed.

#### PRESIDENT'S REPORT

President Thompson reported on the following items:

Welcome Bill Berry/Return of H. B. Hardy to President's Office.

Review of Boards and Commissions - Discussed the response to Governor Clinton's request for information concerning the Board of Trustees of the University of Central Arkansas, and will await the Board's reply;

Axiom Gift - Announced the Axiom gift of \$100,000 to be used in the College of Business, paid in installments for five years;

Pennington Estate Report - Roy Whitehead reported that the will is in probate proceedings but expect to receive \$25,000;

Physical Therapy Funds - Dr. Busfield has notified President Thompson that the commitments for the full amount pledged have been made by the hospital administrators;

Physical Therapy Masters Degree - Reported that the masters degree for physical therapy has been approved by DHE;

Preregistration Enrollment Report - Announced an 11% increase for spring term preregistration - 4,998 last year compared to 5,596 this year;

Position Searches - Advertisements for the search for dean of education to begin soon; there are 23 finalists for the director of international programs; interviews for the three finalists for the graduate dean position - Dr. Harold Harty, Dr. Ken Burchett, and Dr. David Naylor - will be held next week;

College of Business and NCA Accreditation Update - There will be two team members from the American Assembly of Collegiate Schools of Business on campus February 7-9, 1990;

TIAA/CREF Options - Roy Whitehead made a presentation of new options for TIAA/CREF retirement funds to be available in 1990; the Fringe Benefits Committee has voted in favor of giving the option of withdrawing funds; the Board will consider the issue at one of the next two meetings.

I. Background: On July 1, 1967, as amended on July 1, 1981, the Board approved a TIAA/CREF retirement plan. Contributions under this plan are applied to individual annuities issued to each participant by the Teachers Insurance and Annuity Association (TIAA) and/or College Retirement Equities Fund (CREF). This plan was adopted as an alternative to the Arkansas State Teachers Retirement Plan.

II. Planned contributions: Contributions under this retirement plan are based on a percentage of salary and are made on a monthly basis, except for months in which no salary is paid, in accordance with the following schedule:

Participant - 6%      Institution - 10%      Total - 16%

III. Current Options under TIAA/CREF:

A. TERMINATION OF EMPLOYMENT FOR REASONS OTHER THAN RETIREMENT OR DISABILITY. The University will approve a cash distribution of the TIAA/CREF funds provided the participant is not employed by or moving to another institution having a TIAA/CREF retirement plan for which he or she would be eligible.

B. RETIREMENT BENEFITS. Upon retirement, the participant is entitled to receive a monthly or other periodic income. The participant is also entitled to withdraw up to ten percent of the TIAA or CREF contributions in cash. No other cash withdrawal is allowed.

IV. Settlement with the Securities and Exchange Commission: On August 22, 1989, the Securities and Exchange Commission approved the terms of a formal agreement with TIAA/CREF and intervening parties. The terms of the agreement provide certain options to plan participants if, and only if, approved by the UCA Board.

V. Options that are available under the settlement:

A. TRANSFER TO ALTERNATE FUNDING. If the UCA Board approves, CREF accumulations may be transferred to two new CREF options that will be available during March 1990. One will be a Social Choice Account and one will be a Bond Market Account. In addition, if state law permits, and the UCA Board concurs, CREF accumulations could be transferred to another alternate funding vehicle outside of TIAA/CREF. Because TIAA/CREF is an alternate funding plan to the Arkansas State Teachers Retirement Plan, it is, at this point, legally questionable whether or not funds could be transferred to another alternate retirement plan outside TIAA/CREF.

B. CASH WITHDRAWALS ON RETIREMENT. Under the settlement with the Securities and Exchange Commission, the following options are available contingent on UCA Board approval. They are:

1. The retiring employee may withdraw the entire CREF accumulation in cash;



2. The employee may be allowed to withdraw in cash only those accumulations attributable to the employee's contributions; and
3. No cash withdrawal will be permitted.

Adoption of any of the options outlined above will require action by the Board. If the Board does not act, the current plan will remain in effect.

**Legislative Report** - Julie McDonald reported on the special session of the legislature; informed the Board that deans and department chairs had been added to the list of positions for which line item maximum salaries could be exceeded in certain circumstances; discussion held on the state's Career Service Recognition Program for classified employees who have a minimum of ten years of service;

**East Commons Update** - Announced that the renovation of East Commons is well underway;

**Underground Utility System** - Mentioned plans to talk with Conway Corporation on costs and advantages of the underground utility system to the university and Conway Corporation.

#### NEW BUSINESS

**Capital Requests for the 1991-93 Biennium** - Requests for additional buildings and major renovation projects in the 1991-93 biennium must be submitted to the Arkansas Department of Higher Education by January 10, 1990. A review of capital needs on our campus confirms that the number one priority is the construction of the Academic Complex, which was the first priority requested in the current biennium. That facility was recommended by the State Board of Higher Education for a total cost of \$13,340,737 which the 77th General Assembly appropriated. \$750,000 of this amount to be used for planning purposes was placed in a fundable category of the General Improvement Fund. Since the total cost was estimated approximately two years ago, it is suggested that the cost be increased to \$14,408,000 to reflect a two year increase of approximately 8 percent in construction costs.

The second priority is \$1,800,000 for an addition to and renovation of the Snow Fine Arts Building.

The third priority is the renovation of the Main building at a total cost of approximately \$2,000,000. This facility is structurally sound but needs major work on interior surfaces, plumbing, electrical and mechanical systems.

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

**"BE IT RESOLVED: That the President is authorized to submit a capital request to the Arkansas Department of Higher Education for the 1991-93 biennium consisting of:**

**Priority #1, Academic Complex, \$14,408,000;**

**Priority #2, Addition and Renovation of Snow Fine Arts building, \$1,800,000;**

**Priority #3, Renovation of the Main building, \$2,000,000."**

**University Architect** - There are numerous occasions when the services of an architect are required as we serve approximately 7,500 students in 1.4 million square feet of buildings on our 225 acre campus. The need for these services is in addition to the use of architects for major construction activities such as the addition to Torreyson Library. There are many instances when either small projects need to be designed or where very preliminary estimates of cost need to be made for a project prior to obtaining funding. These small projects do not warrant the time and effort involved in our formal lengthy process of selecting an architect for a project.

There is need to retain an architect for these types of projects on an on-going basis. This architect would be paid the standard hourly rate plus expenses when he is employed to work on a project.

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

**"BE IT RESOLVED: That the Board of Trustees authorizes the employment of a University Architect for miscellaneous projects and for preliminary cost estimates for projects which do not individually exceed a total cost of \$250,000. The architect is to be paid an agreed upon hourly rate plus expenses, when assigned to a project."**

**Architect for Renovation of Snow Fine Arts** - At the August 11, 1989, Board meeting, President Thompson mentioned to the Board the possibility of hiring an architect to design the renovation of the Snow Fine Arts Building, with a possible addition to the facility. This renovation should alleviate problems noted in a recent accreditation visit. An architect needs to be employed to develop plans and cost estimates for this project. Completed plans for the renovation and addition will be brought to the Board for its approval.

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

**"BE IT RESOLVED: That the Board authorizes the Administration to retain and employ an architect to plan the renovation of and an addition to the Snow Fine Arts Building."**

**Architect for Residence Hall Renovation** - Many of the University's residence halls are between 25 to 30 years of age and in need of significant repair. The four men's residence halls (Arkansas, North Minton, South Minton and State) are in need of immediate attention. These halls have extremely limited lobby and meeting space. The plumbing, electrical system, heat and air system, as well as bathrooms and individual student rooms, will require extensive renovation.

As a part of our planning, we will consider adding additional lobby and meeting room space so students will have pleasant areas outside of their individual rooms. We will also study the extent and type of renovation needed and the possibility of different room and suite arrangements which would provide greater privacy for students. Obviously, the impact of these changes on occupancy, capacity and debt service requirements will be a major consideration. In order to develop more specific renovation plans, the University needs to employ an architect.



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

**"BE IT RESOLVED: That the Board approves employing an architect to develop plans for the renovation, conversion and addition to men's residence halls."**

**Capital Project-Short/Denny Hall Renovation** - As mentioned in agenda item number 4, the University plans, if the Board approves, to secure the services of an architect to plan renovation of our men's residence halls.

Although the women's residence halls are generally in better condition than men's halls, one complex in particular, Short-Denny, is in need of substantial renovation. In the case of Short-Denny, however, the renovation work involves no major exterior changes and can, staff believes, be planned and directed by our physical plant staff, with the assistance of the University architect, if that employment is authorized by the Board.

We plan to carry out the renovation during the summer of 1990, so that housing disruption during the spring and fall terms should be minimal. The project will be funded with accumulated housing reserves, with budgeted housing funds for 1989-90, and with an asbestos abatement grant from the State of Arkansas in the amount of \$100,000. We estimate total costs of approximately \$626,000.

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

**"BE IT RESOLVED: That the Board authorizes the administration to undertake the renovation of Short-Denny Hall, such renovation to take place, to the extent possible, during the summer 1990, and to be funded from budgeted funds, accumulated housing reserves, and proceeds from a state asbestos abatement grant."**

**Library Building Bid Acceptance and Additional Funds** - Based on the resolution approved by the UCA Board at its December 5, 1988, meeting, the architectural firm of Wilkins-Sims has developed detail plans and specifications for the westward expansion of the Torreyson Library. On November 14, 1989, bids were received from eight qualified bidders with base bids ranging from a low of \$4,388,777 to a high of \$4,857,000. The low bidder is James Cone Construction Company of Little Rock, Arkansas.

The estimated cost and source of funds for the project is as follows:

Estimated Cost

<u>Construction</u>	
Base Bid	\$4,388,777
Less Deduct Alternates 1 & 2	<u>(195,500)</u>
Net Bid	\$4,193,277
Contingency 6%	<u>251,597</u>
TOTAL CONSTRUCTION	\$4,444,874

<u>Architect Fees 6%</u>	266,692
<u>Furniture &amp; Equipment (Approximately)</u>	<u>300,000</u>
<b>TOTAL ESTIMATED COST</b>	<b>\$5,011,566</b>

Source of Funds

<u>State Funds</u>	\$4,516,847
<u>UCA Cash Funds</u>	<u>494,719</u>
<b>TOTAL FUNDS</b>	<b>\$5,011,566</b>

This is an increase of \$494,719 over the preliminary cost estimate for this project. An additional \$1 million of fiscal year 1988/89 year-end funds was set aside, subject to approval by the Board, for this project in case the bids exceeded the preliminary cost estimate.

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

**"BE IT RESOLVED: That the Board of Trustees accepts the bid of James Cone Construction Company of Little Rock, Arkansas, for the construction of an addition to and renovation of Torreyson Library, and approves the allocation of \$5,011,566 for completion of the project."**

Purchase of Tablegrace Property - Due to the increase in enrollment experienced this fall and the construction projects which are planned for the next two years, it is imperative that we look at alternatives for additional space on campus. The Tablegrace property, located adjacent to campus on the west side of Farris Road, can provide this much needed space. The building contains 2,900 sq. ft., and the .65 acres of land is paved and available for parking, with approximately 48 spaces available.

A conditional offer has been made to Security Savings Bank to purchase this property for \$129,000, subject to professional appraisals indicating that it is worth this amount or more and subject to approval by the UCA Board of Trustees. This facility will be very helpful in accommodating departments which must be relocated during the renovation of McAlister Hall. We anticipate the relocation of the Home Economics Department to the new location for at least one year, perhaps longer. There are numerous uses for this building after the McAlister Hall renovation is complete.

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

**"BE IT RESOLVED: That the Board approves the purchase of the Tablegrace property on Farris Road at a cost of \$129,000."**

Mr. Branscum requested that appraisals be made available to the Board in advance when purchasing property.

Chiller Replacement in the Center for Teaching and Human Development (THD) - One of the two chillers in THD stopped working in late July. A service company examined the machine and discovered extensive internal damage.



Fortunately, the building has two identical chillers, each capable of providing about two thirds of the maximum cooling requirement for the building. When the building is fully occupied, the chilling capacity of one unit is inadequate. Moreover, we have problems periodically with the unit now in operation, leaving the building, occasionally, without any air conditioning at all.

We estimate that a new chiller (one that can provide 100% of the cooling requirement for the building) and new pumping arrangement can be installed in place of the broken machine for \$150,000. The machine that is running will be left in place as a back-up unit. A new machine will be more energy efficient and will reduce the electrical consumption of the building and result in energy savings.

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

**"BE IT RESOLVED: That the University administration be authorized to replace one of the two chillers in the Center for Teaching and Human Development and make other repairs and adjustments, as necessary, at an estimated cost of \$150,000."**

College Reorganization and Name Change - Faculty, Department Chairs and Deans have been involved for some time in a study, suggested by the President, of the possible realignment of departments within the College of Sciences and Humanities and the College of Fine and Applied Arts and Sciences. The Deans of the two colleges and the Vice President for Academic Affairs have recommended to the President that the Departments of Art and Music should be transferred from the College of Fine and Applied Arts and Sciences to the College of Sciences and Humanities.

In order to reflect accurately the academic offerings of the colleges after the transfer is implemented, it was also recommended that the College of Sciences and Humanities should be changed to the College of Arts and Sciences. Further, it was recommended that the name of the College of Fine and Applied Arts and Sciences should be changed to the College of Health and Applied Sciences.

The following resolution as Board Policy Number \_\_\_\_\_ was adopted upon motion by Mr. Branscum, seconded by Mr. Ahlf, and passed:

**"BE IT RESOLVED: That the Departments of Art and Music be transferred from the College of Fine and Applied Arts and Sciences to the College of Sciences and Humanities effective no later than June 30, 1990.**

**That the name of the College of Sciences and Humanities shall be changed to the 'College of Arts and Sciences,' that the name of the College of Fine and Applied Arts and Sciences shall be changed to the 'College of Health and Applied Sciences,' and that the Department of Higher Education be appropriately notified of the changes."**

**Admissions Policy** - Shortly, after his arrival at UCA, President Thompson expressed concern that the University's admission policies might need updating to reflect the adoption of statewide remediation standards and to encourage continuing academic improvement.

A subcommittee of the "UCA 2000" Committee, appointed by the President in 1988, reviewed current practices. In August 1989, the President circulated to the faculty a proposed policy statement and requested comment and suggestions. In October 1989, the President appointed an ad hoc committee, chaired by Dean James Dombek, to review the comments received and draft a statement for approval of the President and submission to the Board of Trustees.

The Committee unanimously adopted a proposed admission policy statement in mid-November. That statement, with minor editorial changes and one prefatory sentence, is reflected below.

The policy, in summary, grants unconditional admission to high school graduates who have grade point averages of 2.5 or better and ACT scores which exceed the State remediation standards. Students who do not qualify for unconditional admission will be conditionally admitted but will be subject to the remediation requirements mandated by the State of Arkansas and any additional requirements and limitations imposed by the University to overcome academic deficiencies. Those requirements and limitations may be modified from time to time upon recommendation by appropriate University councils and approval of the President.

The implementation statement incorporated in the admission policy reserves the University's right to limit the number and kinds of remediation courses and services when resource limitations so require.

The following resolution was adopted as Board Policy Number \_\_\_\_\_ upon motion by Mr. Ahlf, seconded by Mrs. Goode, and passed:

#### "ADMISSION TO UNDERGRADUATE STUDY

##### ENTERING FRESHMEN

To enroll as an undergraduate student at the University of Central Arkansas, an entering freshman must submit an application for admission and supply requested supplemental information, including academic transcripts, standardized test results, proof of residence and other information requested by the Office of Admissions and academic departments. An entering freshman is defined as any student who has not previously enrolled in college level work, whose college work was completed during concurrent enrollment in high school, or who is transferring from another institution with fewer than 24 hours of college credit.

##### UNCONDITIONAL ADMISSION

An entering freshman applicant is eligible for admission to the University of Central Arkansas if the applicant has graduated from high school and has earned:

- (a) a cumulative grade point average of 2.50 (on a 4.0 grading scale) in at least six semesters of high school work; and



- (b) scores of 19 or above on the reading, mathematics, and English sections of the Enhanced ACT (or equivalent scores on comparable tests).\*

#### CONDITIONAL ADMISSION

An entering freshman applicant not meeting the criteria for unconditional admission may be admitted conditionally to the University of Central Arkansas if the applicant has graduated from high school or has earned a General Education Certificate. Conditionally admitted students are subject, in addition to remediation requirements of the State of Arkansas, to the University's assessment and placement policies.

#### Assessment and Placement

- (a) Arkansas Department of Higher Education regulations require specific coursework in mathematics, English composition, and reading unless an appropriate level of proficiency has been established. The following guidelines indicate the minimum requirements necessary to establish proficiency in these areas:
- i. Mathematics: A score of 19 or above on the mathematics section of the Enhanced ACT, 390 or above on the quantitative portion of the SAT, or 43 or above on the ASSET Intermediate Algebra test.\*
  - ii. English Composition: A score of 19 or above on the English section of the Enhanced ACT, 40 or above on the TSWE, or 42 or above on the ASSET Language Usage test.\*
  - iii. Reading: A score of 19 or above on the Reading Section of the Enhanced ACT, 340 or above on the verbal section of the SAT, or 41 or above on the ASSET Reading Skills test.\*
- (b) University assessment, placement, and remediation regulations are recommended by appropriate University Councils and approved by the President.

\*The University is authorized to administratively reflect changes in these standards as they may be adopted by the Department of Higher Education.

#### IMPLEMENTATION

The University strives to meet the educational needs of all its students and works continually to improve the quality and reputation of its academic programs. The allocation of resources to meet those goals may limit the number and variety of services and courses of study offered. The University reserves the right to allocate resources to meet academic goals and to limit, when necessary, the number of remediation courses and services available to conditionally admitted students.

University councils, committees, and academic administrators develop, implement, and evaluate policies and programs for the orientation, advisement, enrollment and retention of conditionally admitted students. Those policies and programs are generally described in the current University of Central Arkansas Bulletins, and it is the responsibility of the student to be familiar and comply with program requirements."

**Graduate Transfer Credit** - The Council of Deans recommended to the President that, in order to adhere to commonly accepted transfer policies at like institutions, and to permit needed flexibility in accepting transfer students, up to 15 credit hours should be accepted by graduate programs at UCA. Acceptance of the transfer hours should continue to be at the discretion of the appropriate academic departments. In other words, the authority should be permissive; there should be no mandatory requirement that the transfer hours be accepted.

The following resolution was adopted as Board Policy Number \_\_\_\_\_ upon motion by Mr. Branscum, seconded by Mr. White, and passed:

**"BE IT RESOLVED: That Board Policy \_\_\_\_\_ be amended by adding the following language: Graduate programs that require the successful completion of more than 30 hours are allowed to accept transfer of up to 15 credit hours from other accredited institutions."**

**Residence Credit Status - Physical Therapy** - In an attempt to meet the manpower shortage for physical therapists, the Department of Physical Therapy has initiated satellite education programs. These are for the preparation of physical therapist assistants (A.A.S. degree). The programs would be scheduled primarily as evening and weekend courses in order to accommodate non-traditional students.

One problem which must be overcome, however, is satisfaction of the UCA residence requirement. Accordingly, the purpose of this resolution is to request the designation of all physical therapy course work taught at satellite centers as residence credit. This would include Texarkana as well as future cities where satellite programs will be located. This request has been before the proper University committees and has been approved by each.

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

**"BE IT RESOLVED: That the credit earned through the satellite education program for the preparation of physical therapist assistants (A.A.S. degree) shall carry residence credit. Such credit must be offered through the University of Central Arkansas and be under the supervision of the Department of Physical Therapy."**

**Quest for Quality Update** - Early in the 1980s, the University adopted a statement of goals and principles styled the "Quest for Quality." That statement has served the University well as a guide for the development and improvement of its educational efforts.

As a new decade approaches, faculty and administration recognize the desirability of updating the Quest for Quality to take into account new goals, changing circumstances, and higher ambitions.

The following revision of the Quest for Quality has been reviewed by departments and colleges, by the Faculty and Student Senates, and has been circulated for comment to all members of the faculty. Numerous changes have been made to reflect suggestions offered.



The revision continues the emphasis of the Quest for Quality upon strengthening academic programs. It makes no fundamental departure from the University's traditional roles and aspirations, but focuses upon three areas for increased attention in the 1990s. These areas are:

1. international programs and activities;
2. services and opportunities for non-traditional students;
3. the effective utilization of technology in education.

The draft is included here for review and comment by members of the Board. If the draft meets the general approval of the members of the Board, it will be recommended for approval by the Board at the first meeting of the Board next year.

#### UPDATE

The long-range goals and aims of the University, established in the Quest for Quality document adopted in February 1984, have taken on a sharper focus in the intervening years, as events and circumstances have affected the institution and its role in higher education.

Plans developed by individual faculty members, departments, colleges, and administration will continue to form the basis for the direction and priorities for the University as we move into the 21st Century. From this foundation the University will fulfill its primary mission, to provide sound educational experiences based on a strong program of liberal studies, relevant professional preparation, and a meaningful program of student life.

The quality of the educational experience depends primarily on the commitment of faculty to students, and the University's goals will reflect that commitment.

#### Assumptions:

1. The educational philosophy of the University is founded on the need of each student for personal development, intellectual growth, and preparation for serving society as an informed, involved, and productive citizen.
2. The University will continue to develop as a strong, comprehensive institution through the delivery of superior instruction by qualified faculty dedicated to scholarly achievement.
3. Students are changing -- in terms of age, marital status, race, mobility, and in various other ways and interests. The University will increase its efforts to meet these changing needs without diminishing its mission to serve the traditional college-age student.
4. The views of all constituencies of the University are welcomed and valued. Therefore, the Faculty, Staff and Student Senates along with the University councils and committees, will advise and assist the administration in governance and the management of programs and activities.
5. The prospect for significant increases in state funds is uncertain. The University must set realistic priorities for increased educational services and seek supplemental funding from private sources.

6. The first priority for our physical plant must be to maintain, and if necessary, renovate existing facilities. Planned for the 1990s are a possible addition to Snow Fine Arts Center and a new academic complex.

#### QUALITY GOALS

The University recognizes the need to compete nationally for outstanding faculty and professional staff and is committed to reaching salary levels that meet Southern Regional Education Board averages.

The University will assume responsibility for the following objectives in each degree program: (1) Clearly stating the expected level of student achievement; (2) Regularly assessing the level of student achievement; and (3) Reviewing and evaluating each program on the basis of that assessment.

Graduate education requires familiarity with relevant research and literature, and the University expects its students to participate in research activities. The University expresses its commitment to increased faculty research by providing additional funds, strengthening institutional support to attract sponsored projects, and providing released time to encourage faculty initiatives.

The University continues its commitment to an effective affirmative action program and encourages racial and cultural diversity and interaction among its faculty, students and staff. The institution is committed to provide a healthy pleasant workplace for employees and a campus environment that encourages an appreciation for beauty and intellectual stimulation.

Recognizing the library as the core of its academic programs, the University will complete a major expansion of the library and will fund a library budget equal to at least 5 per cent of the education and general budget. The library will develop data storage and retrieval systems to improve access to all appropriate data sources.

To the extent resources allow, the University will maintain accreditations already earned and earn accreditation for other programs in which such recognition is desirable and advantageous to our students.

The following goals and objectives address issues to be given particular attention as the University moves through the 1990s and beyond:

#### Faculty and Educational Experience

The needs of students for more flexible class schedules will be evaluated and accommodated whenever those needs do not compromise the integrity of academic programs.

Tenure is recognized as an important component of the University's educational process. Tenure procedures will be used to assure well qualified, highly motivated and effective faculty. Awards of tenure will reflect both favorable evaluation of past accomplishments and high expectations of future contributions.

Academic scholarships will be made available to the extent resources permit in order to attract deserving students and to encourage a high level of performance.



The Honors College is a model of academic rigor and achievement that attracts outstanding students from throughout Arkansas. The University will seek to strengthen the College and its programs.

International studies demand a higher priority in the 1990s, making available to our students the perspective that can come only from contact with other languages and cultures. The University will increase support from both private and public funds to build such a program.

Technology can enhance the learning process and increase the availability of education to the citizens of Arkansas. The University will explore opportunities to provide students access to new technologies and will cooperate with other institutions to ensure cost-effective and efficient services.

#### Students and Enrollment

The University recognizes the great need for educational opportunity in Arkansas and is committed to provide the necessary additional space, faculty, and other resources to accommodate growing enrollments.

A high priority for the University is the retention of capable students. We will periodically evaluate the causes for student attrition and make increased efforts to improve retention rates without lowering academic standards.

From a review of its undergraduate admission policy, the University will make appropriate changes to provide educational opportunity to aspiring students, while maintaining high academic standards.

Increasing the percentage of graduate students in the total enrollment is a desirable goal for the 1990s. This increase may provide greater opportunities for faculty research and will place greater emphasis on graduate student recruitment.

#### Finance

Access to higher education in a relatively poor state remains a concern. The University is committed to a level of tuition which does not deny access to large numbers of students and maintaining tuition at approximately 20 percent of the cost per student.

The University will seek funding for new programs consistent with our mission and at a level comparable to that of similar programs at other Arkansas colleges and universities.

#### Public Service

The University's mission is linked to the industrial, economic and cultural development of Arkansas. We will intensify our efforts to that development primarily through the Division of Continuing Education and the Center for Management Development.

The University will strive to establish, through private funds, an Institute for the Study of Educational Policy in order to objectively assess problems and recommend solutions for more harmonious and complementary educational services in the state. The University will also seek to add scholarships and funds for faculty development as well as endowed chairs and professorships in all colleges.

The University intends to become a more pervasive artistic force in the community and state through an enhanced, privately supported distinguished artist series to bring noted performers to our stage; to present works of art in public exhibit; and to bring prominent speakers to campus for the enlightenment and enjoyment of the University community and the state.

**Blue Cross/Blue Shield Contract** - The present health insurance contract with Blue Cross/Blue Shield for University employees will expire December 31, 1989. Blue Cross/Blue Shield proposes to extend the University's coverage for an additional 12 months with separate contracts that would provide a standard plan and an HMO (Health Maintenance Organization). The HMO will replace the current Prime Care Plan that will no longer be offered by Blue Cross/Blue Shield.

The two proposed plans are as follows:

- (1) Standard Plan: Blue Cross/Blue Shield Comprehensive Major Medical Insurance with a \$300 deductible and a \$5,000 stop loss. Monthly rates for this plan are as follows:

	<u>Employer</u>	<u>Employee</u>	<u>Total</u>
Individual	\$108.11	-0-	\$108.11
Two Party	108.11	\$109.95	218.06
Family	108.11	215.30	323.41

The rates and benefits of this plan are the same as the Standard Plan currently offered to our employees.

- (2) HMO Arkansas: This plan requires that an employee make selections of primary care physicians and recommended sub-specialists similar to the current Primary Care Network. Employees will be required to pay \$10 for each office visit, \$100 for the first 5 days of a hospital stay and \$5 for each prescription drug. The plan would provide 100% coverage for services in these categories after these payments are made by the employees. The rates for this plan are as follows:

	<u>Employer</u>	<u>Employee</u>	<u>Total</u>
Individual	\$ 99.68	-0-	\$ 99.68
Two Party	99.68	\$ 99.68	199.36
Family	99.68	189.40	289.08

The foregoing rates are \$8.43 less per month than the present Prime Care coverage.

In order to continue to provide the current level of benefits to our employees, it is recommended that both the HMO and Standard Plan options be provided. The University is examining other



benefit plans and, may, when appropriate, terminate the HMO on sixty days notice and transfer the employees to the Standard Plan or another plan.

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

"BE IT RESOLVED: That the President is authorized to extend employees health insurance contracts with Blue Cross/Blue Shield of Arkansas and HMO Arkansas for the period January 1, 1990, through December 31, 1990, at the rates indicated above."

Age Discrimination in Employment - During the Third Extraordinary Session of the Arkansas General Assembly which adjourned November 3, 1989, Act 33 of 1989 was adopted to correct a conflict between the Arkansas and Federal laws concerning mandatory retirement. The Federal legislation was amended effective January 1987 to prohibit mandatory retirement for persons at age 70. An exception to this requirement allows tenured faculty members to be mandatorily retired at age 70 until December 31, 1993, when the exception expires. Arkansas' law had not been amended to make it comparable to Federal law. Act 33 does so.

While the University of Central Arkansas has procedurally followed the Federal law, Board Policy Number \_\_\_\_\_, which was adopted in April of 1983, has never been formally amended. It provides: "RESOLVED, that all employees of the University effective with the passage of this resolution will be required to retire at the end of the fiscal year following their 70th birthdays. Exceptions to this rule may be made on a year-to-year basis at the discretion of the Board of Trustees."

Clearly, our old policy statement conflicts with State and Federal law, and requires updating.

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

"BE IT RESOLVED - That Board Policy Number \_\_\_\_\_ be amended by substituting the following language:

The University of Central Arkansas, pursuant to both Federal and State law, follows a policy prohibiting age discrimination. Particularly, there is no mandatory retirement age. However, until December 31, 1993, the University retains the exception relating to tenured faculty members who reach age 70, which expires under current law on that date, while reserving the right to re-employ such a retiree on a year-to-year basis by request of the President to the Board of Trustees."

Drug-Free Workplace Policy - The Drug-Free Workplace Act of 1988, the implementing rules published in the Federal Register, and the Governor's Executive Order 89-2 of March 30, 1989, require that each agency implement a drug-free workplace policy. The President has published an interim Drug-Free Workplace Policy but it is appropriate that the Board of Trustees formally adopt a University policy.

The following resolution was adopted as Board Policy Number \_\_\_\_\_ upon motion by Mr. Branscum, seconded by Mr. White and passed:

"BE IT RESOLVED: The University of Central Arkansas Board of Trustees condemns the unlawful sale, manufacture, distribution, possession, transfer, or use of a controlled substance by any employee of the University. It is the policy of the University of Central Arkansas to abide by the Drug-Free Workplace Act of 1988 and the Governor's Executive Order 89-2 of March 30, 1989. Therefore, the unlawful sale, manufacture, distribution, possession, transfer, or use of a controlled substance in the University's workplace is prohibited. Accordingly, the following policy statements are provided which shall govern the various forms of controlled substance abuse on the University campus or in the University workplace.

1. The University will not differentiate between drug users and drug pushers or sellers. Any employee who gives or in any way transfers controlled substances to another person or sells or manufactures a controlled substance or uses a controlled substance while on the job or on University premises or in University vehicles will be subject to discipline up to and including termination.
2. The term "controlled substance" means any drug listed in 21 USC § 812 and other federal regulations. Generally, these are drugs which have a high potential for abuse. Such drugs include, but are not limited to heroin, marijuana, cocaine, PCP, "crack," and "ice." They also include "legal drugs" which are not prescribed by a licensed physician.
3. Each employee is required by law to inform the University within five (5) days after he or she is convicted of violation of any federal or state criminal drug statute where such violation occurred on the University's premises. A conviction means a finding of guilt (including a plea of nolo contendere) or the imposition of a sentence by a judge or jury in any federal court, state court, or other court of competent jurisdiction.



4. The University will notify the Federal Funding Agency of the conviction of any employee for drug use or abuse who is employed in a position utilizing federal funds or a federal grant within ten (10) days of receiving notice of the conviction from the employer or otherwise receiving actual notice of such conviction
5. If an employee is convicted of violating any criminal drug statute while in the workplace, he or she will be subject to discipline up to and including termination. Alternatively, and at the sole discretion of the University, the employee may be required to successfully complete a drug rehabilitation program sponsored by an approved private or government institution.
6. Abiding by the Drug Free Workplace Policy is considered to be a condition of employment for all University employees. The President will insure that all employees acknowledge, in writing, receipt of a copy of this policy.
7. This policy is intended to comply with the rules published by the Federal Office of Management and Budget on January 31, 1989, in the Federal Register, implementing the Drug-Free Work Place Act of 1988 and the Governor's Executive Order 89-2 dated March 30, 1989."

#### EXECUTIVE SESSION

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

The following adjustments, appointments, resignations, retirement and sabbaticals were approved upon motion by Mr. White, seconded by Mr. Burton, and passed:

#### Appointments:

1. Martha Antolik, Instructor, Music, Fall Semester, @ a gross salary of \$7,200.00.
2. James Southerland, Assistant Professor, QMIS, Term/Non-tenure Track appointment, effective August 15, 1989 to May 15, 1990, @ a gross salary of \$33,000.00.
3. Ming Fang Wang, Instructor, Mathematics and Computer Science, Tenure Track appointment, effective August 16, 1989, to May 15, 1990, @ a gross salary of \$37,500.00.
4. Kay Walter, Instructor, English, Fall Semester, @ a gross salary of \$9,500.00.
5. Doris Tucker, Assistant Instructor, Nursing, Fall Semester, @ a gross salary of \$10,000.00.
6. Christopher Hoffman, Instructor, Philosophy, Fall Semester, @ a gross salary of \$9,000.00.

Appointments, continued:

7. Sarah Gore, Instructor, Mathematics and Computer Science, Term/Non-tenure Track appointment, effective August 15, 1989 to May 15, 1990, @ a gross salary of \$19,000.00.
8. William Dix, Instructor, English, Fall Semester, @ a gross salary of \$9,500.00.
9. Noel Engebretson, Instructor, Music, Term/Non-tenure Track appointment, effective August 15, 1989 to May 15, 1990. @ a gross salary of \$26,000.00.
10. Joseph LaFace, Instructor, Part-time, Economics and Finance, Fall Semester, @ a gross salary of \$1,400.00.
11. James Maxwell, Instructor, Part-time, Marketing and Management, Fall Semester, @ a gross salary of \$1,200.00.
12. Estel Hopkins, Instructor, Part-time, Admin./Secondary Education, Fall Semester, @ a gross salary of \$1,200.00.
13. Carolyn Jones, Instructor, Part-time, Admin./Secondary Education, Fall Semester, @ a gross salary of \$3,600.00.
14. Toran Isom, Instructor, Part-time, Childhood Education, Fall Semester, @ a gross salary of \$2,400.00.
15. Brenda Tyler, Instructor, Part-time, Childhood Education, Fall Semester, @ a gross salary of \$2,400.00.
16. Nancy Shaw, Instructor, Part-time, Childhood Education, Fall Semester, @ a gross salary of \$3,600.00.
17. Beth Turner, Instructor, Part-time, Psychology/Counseling, Fall Semester, @ a gross salary of \$1,200.00.
18. William Siegel, Instructor, Part-time, Psychology/Counseling, Fall Semester, @ a gross salary of \$1,200.00.
19. Janice Engelkes, Instructor, Part-time, Psychology/Counseling, Fall Semester, @ a gross salary of \$1,200.00.
20. Dena Hilliard, Instructor, Part-time, Special Education, Fall Semester, @ a gross salary of \$2,400.00.
21. Lynn Springfield, Instructor, Part-time, Special Education, Fall Semester, @ a gross salary of \$1,200.00.
22. Kathy Roberts, Instructor, Part-time, Speech-Language Pathology, Fall Semester, @ a gross salary of \$1,800.00.
23. Gertrude Casciano, Instructor, Part-time, Art, Fall Semester, @ a gross salary of \$2,400.00.
24. Leslie Mangiamele, Instructor, Part-time, Art, Fall Semester, @ a gross salary of \$2,400.00.
25. Susan Burks, Instructor, Part-time, English, Fall Semester, @ a gross salary of \$1,200.00.
26. Henry Smiley, Instructor, Part-time, English, Fall Semester, @ a gross salary of \$2,400.00.



Appointments, continued:

27. Sandra Rankin, Instructor, Part-time, English, Fall Semester, @ a gross salary of \$2,400.00.
28. Gary Floden, Instructor, Part-time, English, Fall Semester, @ a gross salary of \$2,400.00.
29. Norma Tio, Instructor, Part-time, English, Fall Semester, @ a gross salary of \$1,200.00.
30. Jan Conine, Instructor, Part-time, English, Fall Semester, @ a gross salary of \$2,400.00.
31. Cindy Shelton, Instructor, Part-time, Health Education, effective August 15, 1989, to June 8, 1990, @ a gross salary of \$4,000.00.
32. Elizabeth Coffman, Instructor, Part-time, Home Economics, Fall Semester, @ a gross salary of \$1,200.00.
33. Candice Stoiber, Instructor, Part-time, Home Economics, Fall Semester, @ a gross salary of \$1,200.00.
34. Detri McClellan, Instructor, Part-time, Home Economics, Fall Semester, @ a gross salary of \$1,200.00.
35. Carolyn Brown, Instructor, Part-time, Music, Fall Semester, @ a gross salary of \$6,000.00.
36. Jessica Shaver, Instructor, Part-time, Music, Fall Semester, @ a gross salary of \$2,600.00.
37. Charlotte Smith, Instructor, Part-time, Music, Fall Semester, @ a gross salary of \$1,650.00.
38. Gerry Gibson, Instructor, Part-time, Music, Fall Semester, @ a gross salary of \$2,475.00.
39. Connie Bellinghausen, Instructor, Part-time, Music, Fall Semester, @ a gross salary of \$1,000.00.
40. Jim Long, Instructor, Part-time, Music, Fall Semester, @ a gross salary of \$1,155.00.
41. Suzanne Banister, Instructor, Part-time, Music, Fall Semester, @ a gross salary of \$2,816.00.
42. Gay Pappin, Instructor, Part-time, Music, Fall Semester, @ a gross salary of \$1,200.00.
43. Nat Grubbs, Assistant Instructor, Part-time, Physical Therapy, Fall Semester, @ a gross salary of \$2,400.00.
44. Jack Mobley, Instructor, Part-time, Biology, Fall Semester, @ a gross salary of \$2,400.00.
45. Dunn Jones, Instructor, Part-time, Biology, Fall Semester, @ a gross salary of \$1,200.00.
46. Norman Hoover, Instructor, Biology, Term/Non-tenure Track, Fall Semester, @ a gross salary of \$12,500.00.
47. Cathryn O'Brien, Instructor, Part-time, Foreign Languages, Fall Semester, @ a gross salary of \$1,200.00.
48. James Brent, Instructor, Part-time, History, Fall Semester, @ a gross salary of \$2,400.00.
49. James Owen, Instructor, Part-time, History, Fall Semester, @ a gross salary of \$1,200.00.

Appointments, continued:

50. John Nunes, Instructor, Part-time, History, Fall Semester, @ a gross salary of \$2,400.00.
51. Mary Landreth, Instructor, Part-time, History, Fall Semester, @ a gross salary of \$2,400.00.
52. Randall Berkey, Instructor, Part-time, Philosophy, Fall Semester, @ a gross salary of \$2,400.00.
53. Ronnie Tucker, Instructor, Part-time, Political Science, Fall Semester, @ a gross salary of \$1,200.00.
54. Michael Murphy, Instructor, Part-time, Political Science, Fall Semester, @ a gross salary of \$1,200.00.
55. Mark Jones, Instructor, Part-time, Political Science, Fall Semester, @ a gross salary of \$1,200.00.
56. Karl Young, Instructor, Part-time, Sociology, Fall Semester, @ a gross salary of \$1,200.00.
57. Fred Simmons, Instructor, Part-time, Sociology, Fall Semester, @ a gross salary of \$2,400.00.
58. Sheri Carder, Instructor, Part-time, Speech, Theatre & Journalism, Fall Semester, @ a gross salary of \$2,400.00.
59. Stephen Ralph, Instructor, Part-time, Speech, Theatre & Journalism, Fall Semester, @ a gross salary of \$1,200.00.
60. Stephen Kerr, Instructor, Part-time, Accounting, Fall Semester, @ a gross salary of \$1,400.00.
61. Ellen Bard, Instructor, Part-time, Art, Fall Semester, @ a gross salary of \$2,400.00.
62. Sandra Long, Instructor, Part-time, English, Fall Semester, @ a gross salary of \$1,200.00.
63. Dolores Rogers, Instructor, Part-time, Foreign Languages, Fall Semester, @ a gross salary of \$2,400.00.
64. Jimmie Williams, Instructor, Part-time, Speech, Theatre and Journalism, Fall Semester, @ a gross salary of \$2,400.00.
65. Betty Dickson, Assistant Professor, Childhood Education, Tenure Track, effective August 23, 1989 to May 15, 1990, @ a gross salary of \$26,000.00.
66. Van Lamar, Instructor, Part-time, Music, Fall Semester, @ a gross salary of \$1,200.00.
67. Lynne Williams, Instructor, Nursing, Tenure Track, effective October 1, 1989, through May 15, 1990, @ a gross salary of \$22,250.00.
68. Joe McSpadden, Instructor, Part-time, Music, Fall Semester, @ a gross salary of \$875.00.
69. Nancy Clark, Instructor, Part-time, Health Education, effective August 15, 1989 to May 15, 1990, @ a gross salary of \$1,200.00.



Appointments, continued:

70. James Berry, Vice President for Academic Affairs/Associate Professor of History with Tenure, effective November 15, 1989, @ a gross annual salary of \$67,500.00.
71. Darren Pluster, Research Assistant, Psychology, effective September 25, 1989 to December 15, 1989, @ a gross salary of \$2,400.00.
72. Karen Smith, Instructor, Mathematics and Computer Science, term, non-tenure track, effective August 16, 1989 to May 15, 1990, @ a gross salary of \$19,000.00.
73. Melissa Shock, Instructor, Home Economics, term, non-tenure track, effective August 15, 1989 to May 15, 1990, @ a gross salary of \$22,643.00.
74. Kathleen Green, Instructor, Part-time, Administrative Services, Spring Semester, @ a gross salary of \$1,300.00.
75. Roger Lewis, Director of Institutional Research, effective January 3, 1990, @ a gross annual salary of \$37,800.00.
76. Ellen Johnson, Assistant Librarian/Circulation, effective November 1, 1989, @ a gross annual salary of \$22,500.00.
77. Vicki Janke, Assistant Librarian/Bibliographic Instructor/Reference, effective January 1, 1990, @ a gross annual salary of \$24,500.00.
78. Charles Sandage, Assistant Professor, Speech, Theatre and Journalism, Spring Semester, @ a gross salary of \$13,000.00.
79. Renee Ryburn, Instructor, Part-time, Home Economics, Spring Semester, @ a gross salary of \$2,000.00.
80. Beverly Tallent, Instructor, Part-time, Home Economics, Spring Semester, @ a gross salary of \$1,200.00.
81. Elizabeth Coffman, Instructor, Part-time, Home Economics, Spring Semester, @ a gross salary of \$2,400.00.

Adjustments:

1. Cindy Shelton, change from Instructor, Part-time, Health Education, effective August 15, 1989 through June 8, 1990, @ a gross salary of \$4,000.00, to Instructor, Health Education, Term/Non-tenure Track, effective Sept 1, 1989, through May 30, 1990, @ a gross salary of \$17,925.00.
2. Venita Lovelace-Chandler, change from Associate Professor/Chair, Physical Therapy, effective July 1, 1989 to July 1, 1990, @ a gross salary of \$50,079.00, to Associate Professor/Chair, Physical Therapy, effective October 1, 1989, to July 1, 1990, @ a gross salary of \$4,284.36 per month.

Resignations:

1. Joe Thomas, Marketing and Management, effective June 30, 1989.
2. Elizabeth Danley, Torreyson Library, effective July 19, 1989.
3. Steven Pederson, Music, effective May 15, 1989.
4. Mark Hansen, Music, effective July 7, 1989.
5. Kirk Smith, Loans, effective January 31, 1990.

Resignations, continued:

6. Deborah Clark, QMIS, effective August 15, 1989.
7. Thomas Groshens, Chemistry, effective May 15, 1990.

Retirement:

1. Dean Duncan, Speech, Theatre and Journalism, effective May 15, 1990.

Sabbaticals:

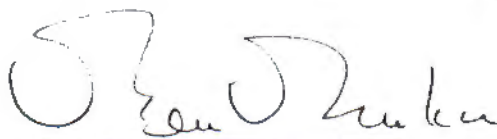
1. Norbert O. Schedler, Honors College, Spring 1990.
2. David J. Skotko, Psychology, Spring 1990.
3. Bob Thompson, Art, Spring 1990.
4. R. Lawson Veasey, Political Science, Spring 1990.
5. Denis Winter, Music, Spring 1990.

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

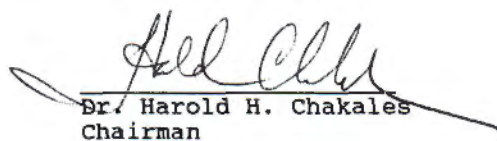
OPEN MEETING

The preceding adjustments, appointments, resignations, retirement and sabbaticals were approved upon motion made by Mr. White, seconded by Mr. Burton, and passed.

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



Mr. Ben F. Burton  
Secretary



Dr. Harold H. Chakales  
Chairman