

The Board of Trustees of the University of Central Arkansas convened in regular meeting Wednesday, April 25, 1990, at 2:00 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
 Mr. James W. Ahlf
 Mrs. Elaine Goode
 Mr. Joe M. White
 Mr. Jerry Malone

and with the following absent, to-wit: 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 2, 1990, were approved as circulated on motion by Mr. Branscum, seconded by Mr. Ahlf, and passed.

Mr. Jerry Malone was recognized as a new member of the University of Central Arkansas Board of Trustees, appointed by Governor Clinton on April 12, 1990, to serve through January 14, 1996.

PRESIDENT'S REPORT

President Thompson reported on the following items:

Report of North Central Visit and AACSB - Expressed appreciation to Sam Buchanan for his efforts in preparing the NCA report; reported on accreditation trip to San Francisco and the subsequent accreditation received from AACSB; announced that the NCATE accreditation for Education and the NAMS accreditation for Music are next.

Development of Planning Process - Plans are to come back at a later meeting with a summary of goals for the next twenty years.

Request for Personal Services and Biennial Budget Request (1992-94 Biennium) - Reported on forms submitted to Department of Higher Education.

UCA Audit Report for Year Ended June 30, 1988; and Supplemental Report on Division of Continuing Education from July 1, 1985 - December 31, 1988 - Reported resolution of audit questions.

Nursing Program Changes - Vice President for Academic Affairs Bill Berry gave a brief report.

Renovation of State, Minton, and Arkansas Halls - Discussed development of plans for renovation of men's residence halls.

Update on Searches - Announced the position for Director of International Studies has been filled; there are six candidates each for the Graduate Dean and College of Education Dean positions being interviewed; the position for Vice President for Student Affairs will be filled shortly.

Fisher Property Purchase - UCA has the title for this property.

Commencement Date - May 12, 1990, 10:30 a.m., in the Farris Center.

Senate Presidents Introduced - Dr. Charles Harvey, Faculty Senate; Mrs. Carolyn Dombek, Staff Senate; and Corey Welch, Student Senate.

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

EXECUTIVE SESSION

The following adjustment, appointments, reappointments, resignations, retirements, and sabbaticals were approved upon motion by Mr. White, seconded by Mr. Branscum, and passed:

Appointments:

1. Kim Thomas, Assistant Director of Admissions, Admissions, effective May 1, 1990, @ a gross annual salary of \$18,500.00.
2. Beverly Fithen, Instructor, Chemistry, Tenure-track, effective August 15, 1990, @ a gross salary of \$24,600.00.
3. Hazel Seay, Instructor, Part-time, Childhood Education, spring semester, @ a gross salary of \$2,400.00.
4. George E. Foy, Assistant Professor, Economics & Finance, Tenure-track with one year toward tenure and promotion, effective August 15, 1990, @ a gross salary of \$34,000.00
5. William Seyfried, Assistant Professor, Economics & Finance, Tenure-track, effective August 15, 1990, @ a gross salary of \$30,000.00.
6. Jonathan Alan Glenn, Assistant Professor, English, Tenure-track with two years toward service toward promotion and tenure, effective August 15, 1990, @ a gross salary of \$26,000.00.
7. Douglas T. Grider, Associate Professor, Marketing & Management, Tenure-track with three years toward full professor, effective August 15, 1990, @ a gross salary of \$52,900.00.
8. John C. Malley, Associate Professor, QMIS, Tenure-track with three years toward full professor, effective August 15, 1990, @ a gross salary of \$52,900.00.
9. Kenneth Mackintosh, Assistant Professor, Sociology, Tenure-track, effective August 15, 1990, @ a gross salary of \$27,586.00.
10. Roy Spiceland, Instructor, Speech, Theatre & Journalism, Tenure-track, effective August 15, 1990, @ a gross salary of \$25,000.00.
11. Brian Bolter, Project Coordinator/Director of International Programs, effective August 15, 1990, through June 30, 1991, @ a gross salary of \$2,916.66 per month.

Adjustment:

1. Morris Lamberson, Professor/Acting Chairperson, Marketing and Management, extend present contract from May 15, 1990, to June 30, 1990, @ a gross salary of \$7,875.00.

Resignations:

1. Ellie Brooks, Nursing, effective May 15, 1990.
2. Tom Scott, Public Affairs, effective June 30, 1990.
3. Gloria Spencer, English, effective June 15, 1990.

Retirements:

1. Riggs Tucker, Economics & Finance, effective July 1, 1990.
2. Hilda Hill, Housing, effective July 31, 1990.
3. Cora Waller, Housing, effective May 15, 1990.

Sabbaticals:

1. Don Culwell, Biology, Fall 1990.
2. Elaine Fox, Sociology, Academic year 1990-91.
3. Jane Lammers, Health Education, Fall 1990
4. James Fowler, English, Fall 1990.

Reappointments:

OFFICE OF THE PRESIDENT

NAME	TITLE	SALARY
Winfred L. Thompson	President	\$ 84,462.00 #**
H. B. Hardy (T)	Professor/Assistant to the President	69,658.00
Julie McDonald	Exec.Asst. to the President/ Governmental Affairs	51,094.00
Bill Stephens	Director of Athletics	56,030.00
Mike Isom	Head Football Coach	44,349.00
Don Dyer	Hd Basketball Coach	44,349.00
Sallie Dalton	Hd Coach & Coor Women,s Ath	43,190.00
Ron Marvel	Head Women,s Basketball Coach	43,099.00
Richard Martin	Head Track Coach	37,020.00
Arch Jones	Asst Basketball Coach	34,553.00
Bill Keopple	Assistant Football Coach	34,006.00
Clifton Ealy	Assistant Football Coach	33,178.00
Brooks Hollingsworth	Assistant Football Coach	33,178.00
Jack C. Fulmer	Head Baseball Coach	32,098.00

#**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 6-30-93.

VICE PRESIDENT FOR ACADEMIC AFFAIRS

NAME	TITLE	SALARY
James W. Berry (T)	Vice President/Assoc. Professor	\$ 69,876.00
Joan Pritchard (T)	Asst Professor of Accounting & Assistant to Vice President for Academic Affairs	59,500.00
W. D. Moon (T)	Prof Math & Undergrad. Dean	65,782.00
Norbert Schedler (T)	Professor of Philosophy & Dir of Honors College	60,740.00
W. M. Thompson, Jr.	Dir Computing Resource Center	37,450.00
Anthony Sitz	Registrar	44,000.00
David Parker	Director, Audiovisual Services	27,200.00
Willie Hardin (T)	Professor/Library Director	49,804.00
Tom Dillard	Archivist	34,829.00
Gay Moore	Assoc.Lib./Dev. Coordinator	33,466.00
Carol Powers	Asst.Lib./Bibliographer	32,035.00
Margaret Morrison	Asst.Lib./Public Services	30,736.00
Kay Talley	Asst.Lib./Technical Services	29,881.00
Maxine Lewis	Asst.Lib./Reference	26,290.00
Vicki Janke	Asst.Lib./Bibliographic Instructor/Reference	25,480.00
Kathie B. George	Assistant Librarian	25,359.00
Robert J. Dudek	Asst Lib/Acquisitions	23,478.00
Ellen Johnson	Asst.Lib./Circulation	23,625.00
Charlotte Evans	Assistant Librarian	22,577.00
Clyde Reese (T)	Prof of Psychology & Dean	62,348.00
Bill Miller	Director of Corp. Relations	44,720.00
Lois Love	Asst. Dir. of Corporate Relations	21,500.00
Jimmie McKim (T)	Asst.Prof.of Math/Coord.Credit Prog.	46,323.00
John M. Lar	Coordinator of Continuing Ed & Director of Channel 6	27,365.00
Mary Sue Whitelaw	Cont. Education Coordinator/ Dir. of Community Ed.	27,260.00

*** Contingent on 10/10 Funds

VICE PRESIDENT FOR ADMINISTRATION

NAME	TITLE	SALARY
B. W. Horton	Vice President	\$ 68,958.00
Earl McGehee (T)	Prof Math & Dir Comp. Center	66,015.00
Lilly Rogers	Dir of Computer Services	45,107.00
Jerrel Fielder	Director of Physical Plant	49,843.00

VICE PRESIDENT FOR FINANCIAL AFFAIRS

NAME	TITLE	SALARY
Robert McCormack	Vice President	\$ 67,389.00
Roger Lewis	Dir of Institutional Research	39,501.00
Harold McDonald	Dir Student Financial Aid	37,301.00
Carol Everett	Controller	36,800.00
Paul Totten	Project Coordinator	34,327.00
Katherine Rice-Clayborn	Assistant Dean of Students/ Career Planning & Placement	28,659.00

VICE PRESIDENT FOR PUBLIC AFFAIRS

NAME	TITLE	SALARY
John Ward	Vice President	\$ 68,219.00
Offie Lites	Instructor & Univ. Photog.	38,891.00
Libby Smith	Dir of Development	38,683.00
Joe Darling	Director of Admissions	34,546.00
James Schneider	Director of Information	30,438.00
Penny Eberhard	Director of Public Appearances	29,934.00
Ellen Ishee	Director of Publications/ Assist Dean of Students	24,760.00
Carolyn Dombek	Project Coord./Alumni Activities	21,197.00
Kim Anderson	Asst Dir of Admissions & Assist Dean of Students	21,131.00

VICE PRESIDENT FOR STUDENT AFFAIRS

NAME	TITLE	SALARY
John W. Smith	Dean of Students	\$ 44,542.00
Ernest Ness	Director of Counseling Center	44,553.00
Gary A. Roberts	Asst Dean of Students/Housing	31,682.00
Hank Phelps	Director of Student Activities & Assoc. Dean of Students	30,558.00
Charlotte Strickland	Asst Dean of Students	27,948.00
John Cagle	Asst Dean of Students	27,148.00
Mary Mabry	Assistant Dean of Students & Counselor & Coord. of Training	25,378.00
Bernice B. Kimball	Dir of Testing & Counselor	25,378.00
Steve Ellis	Dir Developmental Skills/ Psychoeducational Programs	23,199.00

COLLEGE OF BUSINESS ADMINISTRATION

NAME	RANK	SALARY
Conrad Carroll (T)	Professor and Dean	\$ 65,657.00 *
James Barr (T)	Professor & Asst Dean	61,773.00 *
<u>Dept. of Accounting:</u>		
Billy R. Humphrey (T)	Professor & Chairman	61,723.00 *
Michael Moore (T)	Associate Professor	56,472.00
Lillian Parrish (T)	Professor	54,734.00
B. Douglas Carter (T)	Associate Professor	46,347.00
Paul Jensen (T)	Assistant Professor	43,314.00
Pam Spikes (T)	Assistant Professor	40,611.00
Donna Smith (T)	Assistant Professor	36,189.00
Roy Whitehead	Asst Prof/General Counsel	39,880.00 *
<u>Dept. of Adm. Services & Vocational Ed:</u>		
Joe Arn (T)	Professor & Chair	57,395.00 *
Beverly Oswalt (T)	Associate Professor	42,733.00
Betty Rogers	Assistant Professor	30,769.00
Paula Titlow	Instructor	22,231.00

Dept. of Econ & Finance:

W. C. Johnson (T)	Professor & Chairman	\$ 61,723.00 *
Ben B. McNew	Professor/Carmichael Chair	53,978.00
Morris Lamberson (T)	Professor	51,786.00
Loren Guffey (T)	Professor	50,314.00
Patricia Cantrell (T)	Associate Professor	43,663.00
William Kordsmeier	Associate Professor	38,545.00
George Foy, Jr.	Assistant Professor	34,000.00

Dept. of Marketing & Management:

Homer Saunders (T)	Professor	51,314.00
Don Bradley III (T)	Professor	50,502.00
Herff L. Moore (T)	Associate Professor	50,289.00
William T. Bounds (T)	Associate Professor	41,409.00
J. M. Koonce (T)	Associate Professor	36,062.00
Scott Markham (T)	Assistant Professor	35,000.00

Dept. of Quantitative Methods & Information System:

Kenneth Griffin (T)	Professor and Chair	61,723.00 *
Therold E. Bailey (T)	Professor	50,275.00
James A. Bell (T)	Professor	49,686.00
James C. Weller (T)	Assistant Professor	38,196.00
Sid Painter	Instructor	22,258.00 ##

* 12 month salary

##Term - Non-tenure Track

COLLEGE OF EDUCATION

NAME	RANK	SALARY
Elaine McNiece (T)	Assoc Prof Speech/Lang.Path. & Assistant Dean	\$ 54,403.00 *
Robert Hilliard	Assoc Prof/Dir Prof Field Exper	46,800.00 *
Deborah Avra	Instructor/Coord.Early Field Exper.	21,691.00 ##
<u>Dept. of Adm. & Sec. Education:</u>		
Paul Peterson (T)	Associate Professor & Chair	55,995.00 *
Jesse Rancifer	Associate Professor	42,435.00
Darrell Gentry (T)	Professor	40,272.00
Dick Clough	Associate Professor	40,015.00
Harold Griffin	Associate Professor	33,607.00
Patricia Phelps	Assistant Professor	31,326.00
Linda Coyle	Assistant Professor	29,647.00
Ann Witcher	Instructor	24,626.00
<u>Center for Academic Excellence:</u>		
Joe Hundley	Associate Professor & Dir	47,117.00 *
Robert Kennedy	Project Coordinator & Asst. Dir.	35,760.00 ###
<u>Dept. of Childhood Education:</u>		
Sidney Mitchell (T)	Professor & Chairman	61,270.00 *
Amelia Steelman (T)	Associate Professor	40,788.00
Sarah Wilf (T)	Assistant Professor & Dir of Reading Center	35,013.00
Arthur Attwell	Associate Professor	30,986.00
Susan Peterson	Associate Professor	28,047.00
Betty Dickson	Assistant Professor	27,326.00
Timothy Wilson	Assistant Professor	27,025.00
Joyce Fiddler	Instructor	23,122.00
Robin Robinson	Instructor	18,748.00
<u>Dept. of Psychology & Counseling:</u>		
David Skotko (T)	Professor and Chair	61,140.00 *
Billy Smith (T)	Professor	53,407.00
Bobby Williams (T)	Professor	52,200.00
Robert Morrow (T)	Professor	50,439.00
James Rollins (T)	Professor	41,369.00
Linda Glenn (T)	Associate Professor	40,235.00

Dept. of Psychology & Counseling, continued:

Samuel Boyd (T)	Associate Professor	\$ 39,775.00
Michael T. Scoles	Assistant Professor	31,799.00
Sarah McAuley (T)	Assistant Professor	31,793.00
Terry Smith	Associate Professor	31,614.00
Paulette Leonard	Associate Professor	29,351.00
Robert Feese (T)	Instructor	29,000.00
Lynda Fielstein	Assistant Professor	28,803.00
Elson Bihm	Assistant Professor	27,241.00

Dept. of Ed. Media/Lib.Science:

Selvin Royal (T)	Professor & Chair	61,723.00 *
Jody Charter	Associate Professor	32,595.00
Glenda Thurman (T)	Associate Professor	32,577.00
Darrell Beachamp	Assistant Professor	27,821.00

Dept. of Special Education:

David Naylor (T)	Prof & Chairman	60,723.00 *
James Mainord (T)	Professor	50,449.00
James Mayhugh (T)	Professor/Certification Officer	49,067.00
Harold Love (T)	Professor	48,000.00
Joe Walthall (T)	Professor	47,413.00
Kathleen Atkins	Assistant Professor	30,000.00
Ralph Calhoun	Instructor	20,027.00

Speech-Language Pathology:

Martha Anderson	Professor/Chair	53,801.00 *
James Thurman (T)	Associate Professor	40,682.00
Susan Moss	Associate Professor	31,470.00
Robert Logan	Assistant Professor	28,629.00
Betty Fusilier (T)	Instructor	27,340.00
Kathy McDaniel	Instructor/Clinical Supervisor	20,114.00

*12-month Appointment

##Term - Non-tenure Track

###Non-faculty Appointment

COLLEGE OF FINE & APPLIED ARTS & SCIENCES

NAME	RANK	SALARY
Neil Hattlestad (T)	Prof of Phy Ed & Dean	\$ 66,054.00 *
<u>Dept. of Art:</u>		
Kenneth Burchett (T)	Professor & Chairman	58,803.00 *
Robert Thompson (T)	Professor	38,172.00
Helen Phillips (T)	Professor	38,143.00
Pat Larsen (T)	Professor	36,652.00
Roger Bowman	Assistant Professor	30,646.00
Gayle Seymour	Assistant Professor	28,039.00
Bryan Massey	Assistant Professor	25,284.00
Jerry Poole	Visiting Professor (Part-time)	6,519.00 ##
<u>Dept. of Health Education:</u>		
Arvil Burks (T)	Professor & Chairman	61,723.00 *
Jane Lammers (T)	Professor	35,734.00 ##
Betty Hubbard (T)	Associate Professor	32,184.00
Emogene Fox (T)	Associate Professor	32,084.00
Gary Lewers (T)	Associate Professor	31,900.00
Cindy Shelton	Instructor (part-time)	9,385.00 ##
<u>Dept. of Home Economics:</u>		
Mary Harlan (T)	Associate Professor & Chair	52,347.00 *
Susan Ray-Degges	Instructor	25,433.00
Detri L. Brech	Assistant Professor	25,024.00

Dept. of Industrial Technology:

Clemens Gruen	Professor/Chair	\$ 49,882.00 *
Kenneth Jordan (T)	Professor	42,690.00
Charles Powers (T)	Assistant Professor	34,498.00

Dept. of Military Science:

LTC C. D. Morgan	Professor & Chairman	No Salary
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Dept. of Music:

Sam Driggers (T)	Professor & Chairman	59,439.00 *
Russell Langston	Instructor/Director of Bands	43,575.00 *
John Erwin (T)	Assoc Prof & Dir of Voc Music	43,571.00 *
Don Collins (T)	Professor	37,577.00
Pat Hasty (T)	Assoc Prof & Asst Dir of Bands	36,690.00
Kay Kraeft (T)	Professor	33,873.00
Carl Anthony (T)	Associate Professor	32,902.00
Denis Winter (T)	Associate Professor	31,783.00
Scott Johnson	Assis.Prof./Dir.Orchestral Act.	31,256.00
Gilbert Baker (T)	Assistant Professor	29,042.00
Richard Hobson	Assistant Professor	28,569.00
Jackie Lamar	Assistant Professor	28,526.00
Anne Patterson	Assistant Professor	27,649.00

Dept. of Nursing:

Barbara Williams (T)	Professor & Chairperson	54,800.00 *
Ruth Rogers (T)	Associate Professor	50,306.00
Betty Martin (T)	Professor	50,079.00
Michele Warren (T)	Professor	49,398.00
Lillian Del Papa (T)	Assoc Professor	42,972.00
Ethel Rosenfeld (T)	Assoc Professor	40,446.00
Mary Lachowsky (T)	Assoc Professor	39,066.00
Lauretta Koenigseder (T)	Assistant Professor	32,940.00
Sheila Stroman	Assistant Professor	28,969.00
Rebecca Lancaster	Assistant Professor	28,897.00
Lynne Williams	Instructor	28,328.00 ##
Ann Straughn	Instructor	26,532.00 ##
Susan Gatto	Instructor	24,725.00 ##
Doris Tucker	Instructor	24,725.00 ##

Dept. of Occupational Therapy:

Marian Ross (T)	Associate Professor & Chair	58,308.00 *
Catherine Acre	Instructor/Assistant	28,980.00 ##
Kathryn Mock	Instructor/Assistant	28,849.00 ##
Linda Hathcote	Instructor/Assistant	27,745.00 ##

Dept. of Physical Education:

Deborah Howell (T)	Associate Professor/Chair	51,862.00 *
J. L. Gates (T)	Assoc Professor	37,814.00
Jimmy Ishee (T)	Assistant Dean/Associate Professor	36,566.00
Larry W. Titlow (T)	Professor	35,798.00
James Armstrong	Intramural Director	34,215.00 *
Ann Machen (T)	Asst Professor	33,952.00
Nicholas Pederson (T)	Assoc Professor	30,666.00
Linda Narisi	Instructor	24,251.00 ##

Dept. of Physical Therapy:

V Lovelace-Chandler (T)	Professor/Chair	61,723.00 *
Joe Finnell (T)	Assoc Professor	46,566.00 *
William D. Bandy	Assistant Professor	36,065.00
Jean Irion	Instructor	35,000.00 ## *
John Peck (T)	Assoc Professor	33,399.00
Nancy Reese	Instructor	30,550.00
Glenda Atkinson	Assistant Instructor	29,968.00 ##

Dept. of School of Health Sciences:

Richard Collins (T)	Prof.Bio. & Coord.Sch.Health Sci.	\$ 57,395.00 *
Dwight Pierce	Assistant Professor	29,238.00

*12-Month Salary	#*Fall 1990 Sabbatical
##Term - Non-tenure Track	## * 12-month/term-non-tenure track

COLLEGE OF SCIENCES & HUMANITIES

NAME	RANK	SALARY
James Dombek (T)	Prof of Mathematics & Dean	\$ 66,054.00 *
<u>Dept. of Biology:</u>		
Edmond Griffin (T)	Professor & Chairman	58,922.00 *
Robert D. Wright (T)	Professor	49,292.00
Jimmy Throneberry (T)	Professor	47,989.00
Donald Culwell (T)	Professor	47,125.00 #*
D. D. Smith (T)	Professor	43,965.00
Frederick Dalske (T)	Assoc Professor	42,676.00
Wilbur Owen (T)	Professor	40,977.00
David Zehr (T)	Assoc Professor	30,658.00
John Choinski (T)	Associate Professor	X***
William Moran	Assistant Professor	28,888.00
Kenneth Freiley	Assistant Professor	28,549.00
<u>Dept. of Chemistry:</u>		
Jerry Manion (T)	Professor & Chairman	61,723.00 *
Michael Rapp (T)	Professor	50,907.00
Arthur Hoyt (T)	Professor	46,365.00
Paul Krause (T)	Assoc Professor	42,735.00
G. S. Paul (T)	Professor	42,437.00
Karen Weaver	Assistant Professor	28,344.00
<u>Dept. of English:</u>		
Henry Rogers (T)	Professor	48,982.00
Robert Lowrey (T)	Prof & Dir UCA Press	47,309.00 *
Jeff Henderson (T)	Professor	46,632.00
Philip B. Anderson (T)	Professor	46,000.00
Gary Davenport (T)	Professor	45,707.00
John Lammers (T)	Professor	39,066.00
Richard Hudson (T)	Assoc Professor	37,670.00
Patricia McGraw	Associate Professor	36,156.00
Rebecca Williams (T)	Assoc Prof & Dir of Writing Lab	35,786.00
Marette Jackson (T)	Assoc Professor	35,639.00
T. B. Kearns (T)	Professor/Dir Exemplary Studies	34,652.00
Bonnie Melchior (T)	Associate Professor	31,100.00
Conrad Shumaker (T)	Associate Professor	30,894.00
Margaret Morgan (T)	Associate Professor	29,198.00
Wayne Stengel (T)	Associate Professor	28,863.00
James Fowler (T)	Associate Professor	28,000.00 #*
Richard Gaughan (T)	Associate Professor	27,276.00
Raymond Frontain	Assistant Professor	27,079.00
Michael Schaefer	Instructor	25,323.00
Terry Wright	Assistant Professor	23,237.00
Linda Arnold	Instructor	21,623.00 ##
Francie Jeffery	Instructor	21,423.00 ##
Susan DeBoard	Instructor	19,704.00 ##
Steve Jackson	Instructor	19,629.00 ##
Ellen Stengel	Instructor	19,604.00 ##
Sara Dawson	Instructor	19,604.00 ##
<u>Dept. of Foreign Languages:</u>		
Marian Brodman	Asst Prof & Chair	52,286.00 *
Edward Settgest (T)	Professor	47,996.00
Nicole Hatfield (T)	Asst Professor	33,643.00
Dwight Langston (T)	Associate Professor	29,744.00
Joel B. Pouwels (T)	Associate Professor	29,487.00

<u>Dept. of Geography:</u>		
Brooks Green (T)	Assoc Prof/Chair	\$ 50,878.00 *
Carl Jameson (T)	Associate Professor	44,694.00
William Keinath (T)	Professor	37,196.00
Paul Butt (T)	Assoc Professor	33,634.00
Gerald Reynolds (T)	Associate Professor	29,808.00
<u>Dept. of History:</u>		
Harry Readnour (T)	Professor & Chair	57,314.00 *
Waddy Moore (T)	Professor & Director of Ozark Heritage Institute	53,749.00
Foy Lisenby (T)	Professor	47,891.00
James Brodman (T)	Professor	43,549.00
Theman Taylor (T)	Professor	42,042.00
Orville Rook	Professor	40,724.00
Eugene Corcoran (T)	Professor	39,900.00
Maurice Webb (T)	Assoc Professor	39,244.00
William Larsen (T)	Assoc Professor	37,789.00
Donald Jones (T)	Associate Professor	37,047.00
Randall Pouwels (T)	Associate Professor	30,482.00
Gregory Urwin (T)	Associate Professor	30,481.00
Barbara Knoles	Assistant Professor	26,981.00 ##
Sondra Gordy	Instructor	21,709.00 ##
<u>Dept. of Math & Computer Science:</u>		
Charles Seifert (T)	Professor/Chair	58,319.00 *
Samual Buchanan (T)	Associate Professor & Asst. Dean	44,861.00 *
Darrell Kilman (T)	Professor	53,517.00
Frank Hudson (T)	Professor	49,100.00
David Peterson (T)	Assoc Professor	40,811.00
L. R. Huff (T)	Assoc Professor	40,413.00
Ming-Fang Wang	Instructor	40,264.00
Damber Tomer (T)	Assoc Prof, Math & Computer Sci	37,886.00
Donald Adlong (T)	Asst Professor	35,744.00
Ralph Butcher	Associate Professor	33,726.00
Robert Serven (T)	Associate Professor	33,038.00
Carolyn Pinchback	Associate Professor	32,083.00
Donna Foss (T)	Asst Professor	30,820.00
Linda Griffith	Asst Professor	30,791.00
Tom McAnally (T)	Asst Professor	28,561.00
Mary Muse (T)	Instructor	28,549.00
Jerry Moore	Instructor	21,219.00 ##
Zhila Tabatabai	Instructor	20,204.00 ##
Sarah Gore	Instructor	20,009.00 ##
Karen Smith	Instructor	19,969.00 ##
<u>Dept. of Philosophy:</u>		
J. D. Shelton (T)	Professor/Chairman	52,889.00
Charles Harvey (T)	Associate Professor	29,976.00
<u>Dept. of Physics:</u>		
Denver Prince (T)	Professor & Chairman	61,336.00 *
Harold Pray (T)	Professor	46,573.00
Stephen Addison (T)	Associate Professor	31,487.00
Norman (Jack) Gaiser	Assistant Professor	28,097.00
Dean Hirschi	Assistant Professor	27,080.00
<u>Dept. of Political Science:</u>		
Michael Kelley (T)	Professor/Chair	57,314.00 *
Robert McChesney (T)	Distinguished Professor	56,233.00
Donald Whistler (T)	Professor	47,083.00
Lawson Veasey (T)	Professor & Director of Public Administration Program	35,551.00
Gary Weekin (T)	Associate Professor	35,000.00
Kent L. Oots	Assistant Professor	27,277.00

Dept. of Sociology:

Carl Redden (T)	Professor & Chair	\$ 59,123.00 *
Kennedy Upham (T)	Professor	43,801.00
Gordon Shepherd (T)	Professor	37,621.00
Elaine Fox (T)	Associate Professor	32,904.00 ###
Richard Scott (T)	Associate Professor	30,815.00
Kenneth Mackintosh	Assistant Professor	27,586.00 ##

Dept. of Speech, Theatre, Journalism:

Glenn Smith (T)	Professor & Chair	58,721.00 *
Marvin DeBoer (T)	Distinguished Professor	48,091.00
Sally Roden (T)	Professor	39,610.00
Robert Willenbrink	Assoc.Prof./Dir.of Theatre	30,866.00
Gregory Blakey (T)	Assistant Professor	29,709.00

*12-month Salary	X***1990 Spring & Fall Unpaid Leave
##Term/Non-tenure Track	###Academic Year 1990-91 Sabbatical
**Fall 1990 Sabbatical	

SUMMER CONTRACTS:

1. Donald Jones, Preregistration, First and Second Summer Terms, @ \$4,056.00 each term.
2. Terrance Kearns, Preregistration, First Summer Term, @ a gross salary of \$3,842.00.
3. Tom McAnally, Preregistration, Second Summer Term, @ a gross salary of \$3,236.00.
4. Sally Roden, Preregistration, First and Second Summer Terms, @ a gross salary of \$4,394.00 each term.
5. Elson Bihm, Psychology/Counseling, Summer Stipend Award, First Summer Term, @ a gross salary of \$3,024.00.
6. Randall Pouwels, History, Summer Stipend Award, First Summer Term, @ a gross salary of \$1,673.00.
7. Kenneth Freiley, Biology, Summer Stipend Award, First Summer Term, @ a gross salary of \$1,512.00.
8. Mike Moran, Biology, Summer Stipend Award, First Summer Term, @ a gross salary of \$1,530.00.
9. Raymond Frontain, English, Summer Stipend Award, Second Summer Term, @ a gross salary of \$2,880.00.
10. Eugene Corcoran, History, Summer Stipend Award, Second Summer Term, @ a gross salary of \$4,366.00.
11. Gregory Urwin, History, Summer Stipend Award, Second Summer Term, @ a gross salary of \$3,339.00.
12. Helen Phillips, Art, Summer Stipend Award, First Summer Term, @ a gross salary of \$4,130.00.
13. Jimmy Ishee, Physical Education, Summer Stipend Award, Second Summer Term, @ a gross salary of \$3,918.00.
14. Doug Carter, Accounting, Research, May 15 - June 2, @ a gross salary of \$2,520.00.

SUMMER CONTRACTS, continued:

15. Paul Jensen, Accounting, Research, May 15 - June 2, @ a gross salary of \$3,044.00.
16. Mike Moore, Accounting, Research, May 15 - June 2, @ a gross salary of \$3,220.00.
17. Pam Spikes, Accounting, Research, May 15 - June 2, @ a gross salary of \$2,244.00.
18. Terry Roach, Administrative Services, Research, May 15 - June 2, @ a gross salary of \$1,875.00.
19. George Foy, Economics/Finance, Research, May 28 - June 30, @ a gross salary of \$3,480.00.
20. Bill Kordsmeier, Economics/Finance, Research, May 15 - June 2, @ a gross salary of \$2,050.00.
21. Jim Packer, Economics/Finance, Research, May 28 - June 30, @ a gross salary of \$3,174.00.
22. Don Bradley, Marketing/Management, Research, May 15 - June 1, @ a gross salary of \$3,285.00.
23. Doug Grider, Marketing/Management, Research, May 29 - June 30, @ a gross salary of \$6,348.00.
24. John Malley, QMIS, Research, May 28 - June 30, @ a gross salary of \$6,348.00.
25. Scott Markham, Marketing/Management, Research, May 15 - June 1, @ a gross salary of \$2,463.00.
26. Paul Jensen, Accounting, First Summer Term, @ a gross salary of \$4,889.00.
27. Mike Moore, Accounting, First Summer Term, @ a gross salary of \$6,240.00.
28. Roy Whitehead, Accounting, First Summer Term, @ a gross salary of \$1,796.00.
29. Lillian Parish, Accounting, Second Summer Term, @ a gross salary of \$6,048.00.
30. Doug Carter, Accounting, Second Summer Term, @ a gross salary of \$5,040.00.
31. Terry Roach, Administrative Services, First and Second Summer Terms, @ a gross salary of \$1,875.00 each term.
32. Beverly Oswalt, Administrative Services, Second Summer Term, @ a gross salary of \$2,394.00.
33. Loren Guffey, Economics and Finance, First Summer Term, @ a gross salary of \$5,607.00.
34. Bill Kordsmeier, Economics and Finance, First Summer Term, @ a gross salary of \$4,101.00.
35. Riggs Tucker, Economics and Finance, First Summer Term, @ a gross salary of \$1,833.00.
36. Morris Lamberson, Economics and Finance, Second Summer Term, @ a gross salary of \$5,670.00.

SUMMER CONTRACTS, continued:

37. Jim Packer, Economics and Finance, Second Summer Term, @ a gross salary of \$3,174.00.
38. Homer Saunders, Marketing/Management, First and Second Summer Terms, @ a gross salary of \$5,608.00 each term.
39. Herff Moore, Marketing/Management, First Summer Term, @ a gross salary of \$2,747.00.
40. Bill Bounds, Marketing/Management, First Summer Term @ a gross salary of \$4,618.00, and Second Summer Term @ a gross salary of \$2,309.00.
41. J. M. Koonce, Marketing/Management, First Summer Term, @ a gross salary of \$1,992.00.
42. Don Bradley, Marketing/Management, First Summer Term, @ a gross salary of \$5,475.00.
43. Ted Bailey, QMIS, First Summer Term, @ a gross salary of \$2,803.00.
44. Jim Bell, QMIS, First Summer Term @ a gross salary of \$5,355.00, and Second Summer Term @ a gross salary of \$2,677.00.
45. Jim Weller, QMIS, First Summer Term @ a gross salary of \$4,300.00, and Second Summer Term @ a gross salary of \$2,150.00.
46. John Malley, QMIS, Second Summer Term, @ a gross salary of \$6,348.00.
47. Dick Clough, Adm.Sec. Education, First and Second Summer Terms, @ a gross salary of \$4,214.00 each term.
48. Linda Coyle, Adm.Sec. Education, First and Second Summer Terms, @ a gross salary of \$3,276.00 each term.
49. Darrell Gentry, Adm.Sec. Education, First and Second Summer Terms, @ a gross salary of \$4,477.00 each term..
50. Harold Griffin, Adm.Sec. Education, First and Second Summer Terms, @ a gross salary of \$3,780.00 each term.
51. Patty Phelps, Adm.Sec. Education, First Summer Term, @ a gross salary of \$1,638.00.
52. Jesse Rancifer, Adm.Sec. Education, First and Second Summer Terms, @ a gross salary of \$4,788.00 each term.
53. Arthur Attwell, Childhood Education, First and Second Summer Terms, @ a gross salary of \$3,424.00 each term.
54. Betty Dickson, Childhood Education, First and Second Summer Terms, @ a gross salary of \$3,124.00 each term.
55. Susan Peterson, Childhood Education, Second Summer Term, @ a gross salary of \$3,202.00.
56. Amelia Steelman, Childhood Education, First and Second Summer Terms, @ a gross salary of \$4,333.00 each term.
57. Sarah Wilf, Childhood Education, First and Second Summer Terms, @ a gross salary of \$3,782.00 each term.
58. Timothy Wilson, Childhood Education, First and Second Summer Terms, @ a gross salary of \$3,000.00 each term.

SUMMER CONTRACTS, continued:

59. Robin Robinson, Childhood Education, First Summer Term, @ a gross salary of \$1,200.00.
60. Darrell Beauchamp, Ed. Media/Library Science, First and Second Summer Terms, @ a gross salary of \$3,024.00 each term.
61. Jody Charter, Ed. Media/Library Science, First and Second Summer Terms, @ a gross salary of \$3,653.00 each term.
62. Glenda Thurman, Ed. Media/Library Science, First and Second Summer Terms, @ a gross salary of \$3,595.00 each term.
63. Elson Bihm, Psychology/Counseling, Second Summer Term @ a gross salary of \$3,024.00.
64. Sam Boyd, Psychology/Counseling, First and Second Summer Terms, @ a gross salary of \$4,541.00 each term.
65. Lynda Fielstein, Psychology/Counseling, First and Second Summer Terms, @ a gross salary of \$3,024.00 each term.
66. Teresa Henderson, Psychology/Counseling, First Summer Term, @ a gross salary of \$2,646.00.
67. Linda Glenn, Psychology/Counseling, First Summer Term, @ a gross salary of \$4,464.00.
68. Paulette Leonard, Psychology/Counseling, First and Second Summer Terms, @ a gross salary of \$3,351.00 each term.
69. Sarah McAuley, Psychology/Counseling, First and Second Summer Terms, @ a gross salary of \$3,630.00 each term.
70. Robert Morrow, Psychology/Counseling, First Summer Term, @ a gross salary of \$5,759.00.
71. Jim Rollins, Psychology/Counseling, First and Second Summer Terms, @ a gross salary of \$4,723.00 each term.
72. Michael Scoles, Psychology/Counseling, First and Second Summer Terms, @ a gross salary of \$3,318.00 each term.
73. Billy Smith, Psychology/Counseling, First and Second Summer Terms, @ a gross salary of \$5,766.00 each term.
74. Terry Smith, Psychology/Counseling, First and Second Summer Terms, @ a gross salary of \$3,379.00 each term.
75. Bobby Williams, Psychology/Counseling, First Summer Term, @ a gross salary of \$5,580.00.
76. Kathleen Atkins, Special Education, First and Second Summer Terms, @ a gross salary of \$3,150.00 each term.
77. Harold Love, Special Education, First and Second Summer Terms, @ a gross salary of \$5,451.00 each term.
78. James Mainord, Special Education, Second Summer Term, @ a gross salary of \$5,490.00.
79. James Mayhugh, Special Education, First and Second Summer Terms, @ a gross salary of \$5,491.00 each term.
80. Joe Walthall, Special Education, First Summer Term, @ a gross salary of \$5,121.00.

SUMMER CONTRACTS, continued:

81. Susan Moss, Speech-Language Pathology, First and Second Summer Terms, @ a gross salary of \$1,647.00 each term.
82. Robert Logan, Speech-Language Pathology, First Summer Term @ a gross salary \$3,137.00, and Second Summer Term @ a gross salary of \$1,568.00.
83. Betty Fusilier, Speech-Language Pathology, First Summer Term, @ a gross salary of \$3,035.00.
84. Kathy McDaniel, Speech-Language Pathology, First Summer Term, @ a gross salary of \$2,268.00.
85. James Thurman, Speech-Language Pathology, First Summer Term @ a gross salary of \$2,280.00, and Second Summer Term @ a gross salary of \$4,560.00.
86. Roger Bowman, Art, First Summer Term, @ a gross salary of \$3,402.00.
87. Cathy Caldwell, Art, First Summer Term @ a gross salary of \$3,300.00, and Second Summer Term @ a gross salary of \$1,650.00.
88. Pat Larsen, Art, First Summer Term, @ a gross salary of \$3,137.00.
89. Bryan Massey, Art, Second Summer Term, @ a gross salary of \$2,709.00.
90. Robert Thompson, Art, Second Summer Term, @ a gross salary of \$4,237.00.
91. Helen Phillips, Art, Second Summer Term, @ a gross salary of \$4,130.00.
92. Emogene Fox, Health Education, First Summer Term, @ a gross salary of \$3,465.00.
93. Jane Lammers, Health Education, First Summer Term, @ a gross salary of \$3,873.00.
94. Betty Hubbard, Health Education, Second Summer Term, @ a gross salary of \$3,448.00.
95. Gary Lewers, Health Education, Second Summer Term, @ a gross salary of \$3,607.00.
96. Detri Brech, Home Economics, First and Second Summer Terms, @ a gross salary of \$1,358.00 each term.
97. Deborah Stone, Home Economics, First Summer Term, @ a gross salary of \$1,500.00.
98. Charles Powers, Industrial Technology, First Summer Term, @ a gross salary of \$1,923.00.
99. Kenneth Jordan, Industrial Technology, Second Summer Term, @ a gross salary of \$2,375.00.
100. Kay Kraeft, Music, First Summer Term, @ a gross salary of \$3,760.00.
101. Scott Johnson, Music, First Summer Term, @ a gross salary of \$3,213.00.
102. Don Collins, Music, First Summer Term, @ a gross salary of \$4,171.00.
103. Jackie Lamar, Music, First Summer Term, @ a gross salary of \$3,081.00.
104. Carl Anthony, Music, First and Second Summer Terms, @ a gross salary of \$3,686.00 each term.

SUMMER CONTRACTS, continued

105. Anne Patterson, Music, Second Summer Term, @ a gross salary of \$2,986.00.
106. Noel Engebretson, Music, Second Summer Term, @ a gross salary of \$3,120.00.
107. Pat Hasty, Music, Second Summer Term, @ a gross salary of \$4,149.00.
108. Barbara Williams, Nursing, First Summer Term, @ a gross salary of \$5,278.00.
109. Lillian Del Papa, Nursing, First Summer Term, @ a gross salary of \$4,792.00.
110. Ruth Rogers, Nursing, First Summer Term, @ a gross salary of \$2,818.00.
111. Michele Warren, Nursing, Second Summer Term, @ a gross salary of \$5,534.00.
112. Jimmy Ishee, Physical Education, First Summer Term, @ a gross salary of \$3,918.00.
113. Nicholas Pederson, Physical Education, First Summer Term, @ a gross salary of \$3,501.00.
114. J. L. Gates, Physical Education, Second Summer Term, @ a gross salary of \$4,237.00.
115. Linda Narisi, Physical Education, Second Summer Term, @ a gross salary of \$2,717.00.
116. Ann Machen, Physical Education, Second Summer Term, @ a gross salary of \$3,804.00.
117. William Bandy, Physical Therapy, First and Second Summer Terms, a gross salary of \$3,994.00 each term.
118. Glenda Atkinson, Physical Therapy, First and Second Summer Terms, @ a gross salary of \$3,358.00 each term.
119. John Peck, Physical Therapy, First and Second Summer Terms, @ a gross salary of \$3,547.00 each term.
120. Dwight Pierce, School of Health Sciences, First and Second Summer Terms, @ a gross salary of \$3,276.00 each term.
121. Glenn Irion, School of Health Sciences, First and Second Summer Terms, @ a gross salary of \$3,390.00 each term.
122. Donald Culwell, Biology, Second Summer Term, @ a gross salary of \$5,251.00.
123. Frederick Dalske, Biology, First Summer Term, @ a gross salary of \$4,759.00.
124. Wilbur Owen, Biology, Second Summer Term, @ a gross salary of \$4,487.00.
125. Derald Smith, Biology, First Summer Term, @ a gross salary of \$4,903.00.
126. Jimmy Throneberry, Biology, Second Summer Term, @ a gross salary of \$5,332.00.
127. David Zehr, Biology, First Summer Term, @ a gross salary of \$3,419.00.

SUMMER CONTRACTS, continued:

128. George Paul, Chemistry, First and Second Summer Terms, @ a gross salary of \$4,763.00 each term.
129. Paul Krause, Chemistry, First and Second Summer Terms, @ a gross salary of \$4,746.00 each term.
130. Michael Rapp, Chemistry, First Summer Term, @ a gross salary of \$2,773.00.
131. Karen Weaver, Chemistry, Second Summer Term, @ a gross salary of \$3,147.00.
132. Phillip Anderson, English, Second Summer Term, @ a gross salary of \$5,520.00.
133. Raymond Frontain, English, First Summer Term, @ a gross salary of \$2,880.00.
134. Jeff Henderson, English, First Summer Term, @ a gross salary of \$5,153.00.
135. Henry Rogers, English, First Summer Term, @ a gross salary of \$5,295.00.
136. Ellen Stengel, English, First Summer Term, @ a gross salary of \$2,220.00.
137. Wayne Stengel, English, First Summer Term, @ a gross salary of \$3,146.00.
138. Rebecca Williams, English, First Summer Term, @ a gross salary of \$3,829.00.
139. Gary Davenport, English, Second Summer Term, @ a gross salary of \$4,897.00.
140. Richard Hudson, English, Second Summer Term, @ a gross salary of \$4,260.00.
141. Patricia McGraw, English, Second Summer Term, @ a gross salary of \$3,906.00.
142. Edward Settgast, Foreign Languages, Second Summer Term, @ a gross salary of \$5,415.00.
143. Paul Butt, Geography, First and Second Terms, @ a gross salary of \$1,841.00 each term.
144. Gerald Reynolds, Geography, First and Second Summer Terms, @ a gross salary of \$1,586.00 each term.
145. Eugene Corcoran, History, First Summer Term, @ a gross salary of \$4,366.00.
146. Orville Rook, History, First Summer Term, @ a gross salary of \$4,605.00.
147. Theman Taylor, History, First Summer Term, @ a gross salary of \$4,397.00.
148. Greg Urwin, History, First Summer Term, @ a gross salary of \$1,670.00.
149. Foy Lisenby, History, Second Summer Term, @ a gross salary of \$5,355.00.
150. Randall Pouwels, History, Second Summer Term, @ a gross salary of \$3,345.00.

SUMMER CONTRACTS, continued:

151. Maurice Webb, History, Second Summer Term, @ a gross salary of \$4,095.00.
152. Donald Adlong, Mathematics/Computer Science, First Summer Term @ a gross salary of \$1,985.00, and Second Summer Term @ a gross salary of \$3,969.00.
153. Mary Muse, Mathematics/Computer Sciences, First Summer Term, @ a gross salary of \$3,235.00.
154. Linda Griffith, Mathematics/Computer Sciences, First Summer Term, @ a gross salary of \$3,213.00.
155. Frank Hudson, Mathematics/Computer Sciences, First Summer Term, @ a gross salary of \$5,452.00.
156. Lawrence Huff, Mathematics/Computer Sciences, First Summer Term, @ a gross salary of \$2,193.00.
157. Darrell Kilman, Mathematics/Computer Sciences, First Summer Term @ a gross salary of \$2,893.00, and Second Summer Term @ a gross salary of \$5,786.00.
158. Tom McAnally, Mathematics/Computer Sciences, First Summer Term, @ a gross salary of \$1,618.00.
159. Damber Tomer, Mathematics/Computer Sciences, First Summer Term, @ a gross salary of \$4,214.00.
160. Ralph Butcher, Mathematics/Computer Sciences, Second Summer Term, @ a gross salary of \$3,762.00.
161. Robert Serven, Mathematics/Computer Sciences, Second Summer Term, @ a gross salary of \$3,692.00.
162. Ming Fang Wang, Mathematics/Computer Sciences, Second Summer Term, @ a gross salary of \$4,500.00.
163. Stephen Addison, Physics, First Summer Term, @ a gross salary of \$3,238.00.
164. Dean Hirschi, Physics, First Summer Term, @ a gross salary of \$3,049.00.
165. Harold Pray, Physics, First and Second Summer Terms, @ a gross salary of \$5,135.00 each term.
166. Jack Gaiser, Physics, Second Summer Term, @ a gross salary of \$3,125.00.
167. Lawson Veasey, Political Science, First Summer Term, @ a gross salary of \$3,919.00.
168. Robert McChesney, Political Science, Second Summer Term, @ a gross salary of \$6,360.00.
169. Gary Weekin, Political Science, Second Summer Term, @ a gross salary of \$1,890.00.
170. Kent Oots, Political Science, Second Summer Term, @ a gross salary of \$1,512.00.
171. Elaine Fox, Sociology, First Summer Term, @ a gross salary of \$3,554.00.
172. Kenneth Mackintosh, Sociology, First Summer Term @ a gross salary of \$1,560.00, and Second Summer Term @ a gross salary of \$3,120.00.

SUMMER CONTRACTS, continued:

173. Gordon Shepherd, Sociology, Second Summer Term, @ a gross salary of \$4,063.00.
174. Marvin DeBoer, Speech/Theatre/Journalism, First Summer Term, @ a gross salary of \$5,351.00.
175. Bruce Plopper, Speech/Theatre/Journalism, First Summer Term, @ a gross salary of \$3,634.00.
176. Robert Willenbrink, Speech/Theatre/Journalism, First Summer Term, @ a gross salary of \$3,300.00.
177. Gregory Blakey, Speech/Theatre/Journalism, Second Summer Term,

Motion to confer Professor Emeritus rank upon Dr. Carl E. Forsberg, retired professor of music at the May 12, 1990, Commencement was made by Mr. Branscum, seconded by Mr. Malone, and passed.

Motion to recognize Dr. Mary Good as the Distinguished Alumnus recipient at Homecoming, was made by Mr. Branscum, seconded by Mr. Malone, and passed.

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

OPEN MEETING

The preceeding adjustment, appointments, reappointments, resignations, retirements, and sabbaticals were approved upon motion by Mr. White, seconded by Mr. Branscum, and passed.

Dr. Carl E. Forsberg was granted Professor Emeritus status on motion made by Mr. Branscum, seconded by Mr. Malone, and passed.

Dr. Mary Good was approved for the award of Distinguished Alumnus on motion by Mr. Branscum, seconded by Mr. Malone, and passed.

Chairman Chakales appointed Mr. White and Mrs. Goode to serve on the Board of Trustees Lecture committee as representatives of the Board.

NEW BUSINESS

Tuition and Fees for 1990-91. In order to appropriately accommodate the needs of the University with its growing student population, respond to inflationary influences, recruit and retain capable faculty and staff and continue to improve our academic programs, the administration recommends that the University increase tuition charges for fiscal year 1990-91 by approximately five percent. Expenditures are in more detail in the agenda item which describes the proposed operating budget for fiscal year 1990-91.

The tuition charges recommended will place us \$70 per semester below the current fee level at Arkansas State University and \$145 per semester below the amount currently charged at the University of Arkansas at Little Rock. These are peer institutions of UCA as defined by the Department of Higher Education. ASU and UALR are not currently considering increases in tuition charges in fiscal year 1990-91.

Since the Child Study Center is self-supporting and the budget is based on projected income from students enrolled in the three programs, the budget needs of the Center can be met by increasing the tuition for pre-kindergarten and kindergarten students to \$640.00 per school year (29% increase) and the Early Learners Program to remain at \$100.00 per child.

The following resolution for Board Policy _____ was adopted to supplant previous Board Policies dealing with tuition and fees upon motion made by Mr. Ahlf, seconded by Mr. White, and passed:

"BE IT RESOLVED: That the UCA Board of Trustees adopts the following schedule of tuition and fees for the 1990-91 academic year, effective fall 1990."

Tuition and Fees

	Per Credit Hour In State	Per Credit Hour Out of State
General Undergraduate Registration Fees Maximum for 12 or more credit hours	\$ 56.00 630.00	\$ 112.00 1,260.00
General Graduate Registration Fees	72.00	144.00
*Correspondence Study	42.00	52.50
Child Study Center (\$20 per week for 32 weeks) - \$640.00 per year Early Learner Program - \$100.00 per child * Pay for faculty to grade correspondence courses		\$ 40.00 per 3-hr.course

ROOM AND BOARD CHARGES FOR 1990-91 - Increasing cost in the residence halls and food services makes advisable a rate increase of approximately 5 percent. These additional funds are needed to meet rising costs in food, minimum wage increases, and to attempt to respond to the deterioration of the aging housing facilities.

The current room and board charge is \$1,026 per semester. The total proposed for the fall of 1990 is \$1,078, or an overall increase of 5 percent. The board plans offered for 1990-91 are the same as offered for 1989-90. The plans are: summer - all 19-meal plan and any 15-meal plan, fall and spring - all 19, any 15 and any 10-meal plan.

Room Rates.

Room Rate Schedule

Double Occupancy Room Rate	\$568.00 per semester
Private Room Rate	741.00 per semester
Family Housing Rate	173.00 per month
Greek Room Rate	5.50 per member per semester
<u>Summer of 1991</u>	
Double Occupancy	153.00 per summer term

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

"BE IT RESOLVED: That the Board of Trustees approves the schedule of room rates as set out above for the 1990-91 academic year, effective fall 1990."

Board Rates.

Board Rate Schedule

<u>Fall and Spring 1990-91</u>	
All 19 meals per week	\$510.00 per semester
Any 15 meals per week	490.00 per semester
Any 10 meals per week	470.00 per semester

Summer of 1991

Any 19 meal plan	147.00 (5 week term)
Any 15 meal plan	142.00 (5 week term)

The following resolution as Board Policy Number _____ was adopted upon motion made by Mr. Malone, seconded by Mr. Ahlf, and passed:

"BE IT RESOLVED: That the Board of Trustees approves the schedule of board rates as set out above for the 1990-91 academic year, effective fall 1990."

Food Service Contract. The University has received a food service proposal from ARA Services for the 1990-91 contract year. The new contract will continue the same food service program as offered during the current year.

Due to the increase in food cost and the increase in minimum wage from \$3.35 per hour to \$3.80 April 1990 and to \$4.25 per hour April 1991, it will be necessary to increase ARA rates 10% for 1990-91 student board plans. Off campus special groups and casual meals rates are increased by .20 cents per meal and .25 cents per meal respectively.

The following resolution as Board Policy Number _____ upon motion made by Mr. White, seconded by Mr. Branscum, and passed:

"BE IT RESOLVED: That the Board authorizes the following schedule of rates for meal services for the 1990-91 academic year, effective fall 1990."

Meal Plan Schedule

	Meal Plan	1989-90 Rates per Day	1990-91 Rates per Day	Commission	Increase
Summer Term 1990	All 19 Meals	\$4.410	\$4.850	NA	10%
	Any 15 Meals	5.090	5.600	NA	10%
Regular Term 1990-91	All 19 Meals	3.266	3.593	NA	10%
	Any 15 Meals	3.046	3.351	NA	10%
	Any 10 Meals	2.926	3.219	NA	10%
Off Campus Special Groups 1990-91	Breakfast	2.350	2.550	0.306	0.20
	Brunch	2.950	3.150	0.378	0.20
	Lunch	2.950	3.150	0.378	0.20
	Dinner	2.950	3.150	0.378	0.20
Casual Meals 1990-91	Breakfast	2.750	3.000	0.360	0.25
	Brunch	3.250	3.500	0.420	0.25
	Lunch	3.500	3.750	0.450	0.25
	Dinner	3.500	3.750	0.450	0.25
	Steak Night	4.450	4.700	0.564	0.25
	Special Meals	4.450	4.700	0.564	0.25

Snack Bar, Bake Shop and Pizza Operation

The University has contracted the past year with ARA Food Service for the operation of its snack bar, bake shop and pizza shop in the Student Center. We are recommending that we continue the contract with ARA for the 1990-91 year with a monetary value of 12% of sales, which is the same as the 1989-90 rate.

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

"BE IT RESOLVED: That the contract for the operation of the snack bar, bake shop, and pizza operations in the Student Center be continued with ARA Food Services Company for the period beginning June 1, 1990, through May 31, 1991. ARA will pay the University 12% of sales during the period of this contract."

Operation Budget for 1990-91. The proposed operating budget for fiscal year 1990-91 totals \$41,729,153, as compared with \$36,430,617 in fiscal year 1989-90 which is an increase of \$5,298,536 or 14.5 percent. This level of funding will enable us to move toward several of our goals.

EXPENDITURES

Salaries for faculty and academic support personnel are increased by an average of approximately 8.5 percent. This should make us more competitive with peer institutions in our region.

Non-classified, non-faculty receive pay increases that average approximately 5 percent.

Classified salaries received a mandated 3 percent increase on April 15, 1990, and will receive a 2 percent July 1, 1990, and 2.5 percent on the employee's anniversary date. This represents an increase in excess of 7.5 percent over fiscal year 1989-90 budgeted salaries for these employees.

Part-time teaching salaries increase approximately 25 percent. This increases the average compensation for a part-time person teaching three hours from \$1200 to \$1500. Graduate Assistantships, on the average, increase from \$4,800 to \$5,600 at a cost of \$54,000.

In an effort to keep our student/teacher ratio at a reasonable level as student enrollment increases, 29 additional full-time faculty members are authorized in the fall of 1990. Other positions being filled include the Director of International Programs; an Assistant Dean of Students for minority affairs; two academic advisors; additional secretaries for the departments of Admissions, Physical Therapy, and International Programs; a half-time secretary in the Department of Technology; an additional security officer; and two grounds maintenance workers.

Maintenance and operation funds for departments outside the Division of Academic Affairs are increased by 5 percent while an increase of 7 percent is budgeted to the Division of Academic Affairs and an extra \$30,000 in M & O funds is targeted to the teaching departments experiencing large increases in student enrollment.

An additional \$25,000 is allocated to the College of Education to help meet NCATE accreditation requirements, \$124,000 to upgrade the telephone system, and approximately \$90,000 to expand the capabilities of the Computer Center. Faculty Development funds are increased by \$80,000, much of which will be available to help faculty members complete terminal degrees. Research funds are increased by over \$125,000.

The scholarship budget is increased by 56 percent to finance more multi-year scholarships, an increased student population, and the 5 percent increase in student tuition.

Additional resources are allocated to the Library to keep it at its current portion of operating budget. This should be sufficient to maintain a good library service for an expanding faculty and student body.

Other significant increases in expenditures are budgeted in Housing, Food Services, and the Bookstore. These increases reflect our attempts to accommodate an increasing student population.

Debt service requirements are reduced by \$195,000, since year-end funds were allocated to the McAlister Hall renovation rather than issuing bonds for the project.

REVENUES

The large increases in revenues comes from student fees, State general revenues, housing and food service, and the bookstore.

State general revenues represent the largest portion of the increase (\$2,042,971). State revenues have continued to be strong in fiscal year 1989-90 and it is expected that this trend will continue in 1990-91. Allotments "A," "A-1" and 40 percent of Allotment "B" are budgeted in fiscal year 1990-91. This is slightly above the estimate of the Department of Finance and Administration, which assumes that 24.07 percent of "B" will be available in 1990-91. The DFA estimate appears to be very conservative. The Department's 1989-90 projection requires a growth of only 2 percent while the current rate exceeds 6 percent, and its projected rate of growth in fiscal year 1990-91 is only 4.8 percent.

The second largest revenue increase (\$1,715,192) is from student fees. Approximately \$1.24 million of this total comes from additional students over the enrollment contained in the 1989-90 budget; an additional \$476,000 results from a 5 percent increase in tuition which is outlined in detail in another agenda item.

The 23 percent increase in athletic income comes from an expected increase of 10 percent in revenues generated by the Athletic Department and the balance from an increase in the transfer for student activities. However, the increase in budgeted expenditures in Athletics is only 2.2 percent for fiscal year 1990-91.

The increases in Housing and Food Service are based on an average increase in room and board rates of 5 percent (discussed in detail in another agenda item) and an increase in occupancy of 175. The \$657,500 increase in Bookstore income results from two years of increases in student enrollment.

Even though this proposed budget will enable the University to move closer to meeting some of its primary goals, there are still a number of items to be funded if revenues exceed the estimates contained in the proposed budget. Some of these needs are the direct support staff for academic departments, including teaching assistants and secretarial/clerical support.

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

"BE IT RESOLVED, that the Board of Trustees approves the 1990-91 operating budget totaling \$41,671,455 as distributed and discussed."

1991-1992 Calendar. It is necessary for us to have an official calendar of critical University dates identified in advance. The appropriate University councils and officials have reviewed the following proposed calendars.

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

"BE IT RESOLVED: That the following calendar is adopted as the official University calendar for 1991-92 school year."

CALENDAR 1991-92

Fall Semester 1991

August 19,20, Monday, Tuesday	Orientation and Payment of Fees
August 21, Wednesday	Registration
August 22, Thursday	Instruction Begins
August 30, Friday	Last Date to Register and Add Classes
September 2, Monday	Labor Day Recess
October 16, Wednesday, 12:00 Noon	Mid-semester Grades Due in Registrar's Office
	Final Date to Apply for Degree for Students completing work in December
October 25, Friday	Final Date to Drop a Course with WP if Passing Course
November 20, Wednesday, 12:00 Noon	Thanksgiving Recess Begins
November 25, Monday, 8:00 a.m.	Instruction Resumes
November 29, Friday	Final Date to Drop Courses with "W" (24 hours or fewer attempted). Final date to withdraw from the university
**December 9-13, Monday-Friday	Semester Examinations

Spring Semester 1992

January 6,7, Monday, Tuesday	Orientation and Payment of fees
January 8, Wednesday	Registration
January 9, Thursday	Instruction Begins
January 17, Friday	Last Date to Register and Add Classes
January 31, Friday	Final Date to Apply for Degree for Students Completing Work in May
March 4, Wednesday, 12:00 Noon	Mid-semester Grades Due in Registrar's Office
March 13, Friday	Final Date to Drop Course with WP if Passing Course
March 23, Saturday	Spring Recess Begins After Classes Saturday
March 30, Monday, 8:00 a.m.	Instruction Resumes

April 24, Friday	Final Date to Drop Courses with "W" (24 hours or fewer attempted). Final date to withdraw from the university
May 4-8, Monday-Friday	Semester Examinations
May 9, Saturday	Commencement
Summer 1992	
June 8, Monday	Registration for First Term
June 9, Tuesday	Instruction Begins
June 12, Friday	Final Date to Apply for August Graduation
June 12, Friday	Last Day to Register and Add Classes
July 3, Friday	Final Date to Drop Courses with "W" (24 hours or fewer attempted). Final date to withdraw from the university
July 3, Friday	Independence Day Recess
July 10, Friday	First Term Examinations
July 13, Monday	Registration for Second Term
July 14, Tuesday	Instruction Begins
July 17, Friday	Last Day to Register and Add Add Classes
August 7, Friday	Final Date to Drop Courses with "W" (24 hours or fewer attempted). Final date to withdraw from the university
August 14, Friday	Second Term Examinations and Graduation

*Students are urged to consult the Semester Schedule of Classes for additional critical dates and deadlines.

**Students enrolled in Directed Teaching and assigned to an elementary or high school for this activity will observe the holidays of the school to which they are assigned.

Recording of Degrees. Degrees are presently recorded in August and May when commencement ceremonies are held. There are, however, students who complete all requirements for graduation in the fall. In the past, UCA officials have been able to write a letter on behalf of the student which validates the degree for the student until the spring commencement occurs and the degree is officially awarded. Increasingly, certifying agencies, graduate schools and others are refusing to accept such a letter as validation, but instead insist on having a transcript with the degree recorded.

This revision in policy has been discussed by all the appropriate councils on campus and they recommend its approval. The last day of the fall semester shall be the date of the degree since a commencement ceremony in December is not proposed.

The following resolution as Board Policy Number _____ was adopted upon motion made by Mr. Branscum, seconded by Mr. Malone, and passed:

"BE IT RESOLVED: That the Board of Trustees authorizes the administration to award academic degrees to degree candidates at the end of the semester in which the candidates' degree requirements have been completed, be it the fall semester, the spring semester, or the summer session."

Ida Waldran Improvements. Ida Waldran Auditorium is increasingly used for assemblies of various kinds - pageants, concerts, lectures, and other programs to serve the community, the state and the campus. As the primary resource for building and maintaining a healthy interaction with the community and public at large, the Auditorium is vital to the University's meeting its obligation to serve the public, its students, faculty and staff.

Repairs and renovations are badly needed to equip the auditorium to serve these needs. The Board has already approved the expenditure of mineral lease funds for some deferred maintenance projects in Main which include climate control, electrical systems and replacement of ceiling tiles and other ceiling work.

Other needs as outlined in phase I of a study by Boner & Associates include the following:

1. Remove existing carpeting in the auditorium and pit, replacing the wood floor and reapplying carpeting in the aisles.
2. Provide fabric-covered acoustical panels on the lower rear wall, vertical face of the balcony and the upper rear wall, to eliminate echoes from vertical surfaces in the back of the auditorium.
3. Construct a temporary stage shell.
4. Refit strip-lights with flood lamps, and install 1000-watt 20-degree fixtures for frontal lighting of the performers.
5. Remove all existing arbors and cables, rehang curtains, temporary orchestra shell and stage lighting from battens.
6. Provide a dressing room with appropriate furnishings for performing artists.
7. Repair and repaint stage floor.

The cost estimates for all the work except that already provided for from the mineral lease funds will be \$110,000. Because the floor work - at \$63,000, the largest increment - cannot be done soon because of auditorium usage, authority to expend \$120,000 is sought to provide a safe margin of authorized expenditures, with the hope that actual costs may be somewhat less.

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

"BE IT RESOLVED: That the Administration is authorized to spend up to \$120,000 for repair and renovation to Ida Waldran Auditorium, including removal of carpeting and installation of a new floor, installation of acoustical panels, construction of a stage enclosure, modification and installation of new lighting, removal of existing arbors and cables and rehangng of curtains, orchestra shell and stage lighting, provision of a furnished dressing room for visiting artists, and repair and repainting of the stage floor."

Capital Project. The annex (PVAA) used by the Performing and Visual Arts components of the curriculum is in need of expansion and improvement. This project will provide additional room for the Art and Theatre, Speech and Journalism Departments. Additionally, these improvements will allow the University to address some serious problems concerning safety of students and faculty who use the facility. These hazards were pointed out by teams from the Department of Higher Education evaluation project in Art as well as the recent North Central Association accreditation visit. Finally, this work provides the opportunities to improve the general appearance of a building that for years was used as a maintenance building.

This project was approved by the Board of Trustees for \$200,000 (an amount assigned for the purpose of University architect selection) in the March 2, 1990, Board meeting with the stipulation "that specific Board approval be obtained for the excess on each project."

After careful study by the architect, it appears that an additional \$400,000 will be needed to complete the project. Completion of the project will provide space specifically designed for the programs housed within the building and beautify the section of the campus in which it is located. This additional amount will bring the total cost of the project to \$600,000.

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

"BE IT RESOLVED: That the Board of Trustees authorizes the expenditure of an additional \$400,000 bringing the total amount to \$600,000 for the renovation and expansion of PVAA."

QUEST FOR QUALITY. 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.

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

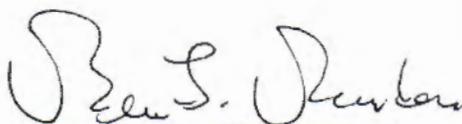
"WHEREAS, the University of Central Arkansas created on February 24, 1984, a Quest for Quality document designed to aid in planning for the future; and

WHEREAS, the University has continued to grow, and change, in fulfillment of its mission to provide educational services to the people of Arkansas; and

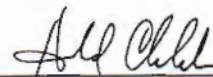
WHEREAS, the Quest for Quality has been revised and updated to take fullest advantage of the experiences and changed circumstances since its original drafting;

NOW THEREFORE BE IT RESOLVED: That the revisions in and update of the Quest for Quality document presented to the Board of Trustees on December 1, 1989, be adopted as the initial planning document for the University of Central Arkansas for the 1990's, and be entitled UCA 2000: The Challenge."

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



Mr. Ben F. Burton
Secretary



Dr. Harold H. Chakales
Chairman