

The Board of Trustees of the University of Central Arkansas convened in regular meeting Friday, August 10, 1990, at 10:00 a.m. in East Commons, with the following officers and members present, to-wit:

Chairman: Dr. Harold H. Chakales
Vice Chairman: Mr. Herby Branscum
Mr. Ben F. Burton
Mrs. Elaine Goode
Mr. Joe M. White
Mr. Jerry Malone
Mr. Dalda F. Womack

and with the following absent, to-wit: None

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

Minutes of the last regular meeting, April 25, 1990, and a telephone conference meeting on May 30, 1990, were approved as circulated on motion by Mr. White, seconded by Mrs. Goode, and passed.

Mr. Dalda F. Womack was recognized as a new member of the University of Central Arkansas Board of Trustees, appointed by Governor Clinton on July 16, 1990, to serve through January 14, 1997.

PRESIDENT'S REPORT

President Thompson reported on the following items:

Introductions -

1. Dr. Jim Bowman, Dean of College of Education; and
2. Mr. Brian Bolter, Director of International Programs.

Summary of 1989 Enrollment - Mr. Roger Lewis, Director of Research, made a slide presentation showing the geographic origins of full-time, first-time entering freshmen students at the University of Central Arkansas, and a comparison to the other four-year, state education institutions.

Enrollment for summer 1990 - Figures for enrollment during the summer terms were presented to the Board.

Projected 1990 Fall Enrollment - Based on applications received by July 1, over 2,000 freshmen are expected for the 1990 fall semester. Mr. Lewis presented an analysis of enrollment statistics and projections for 1990-1995, with the conclusion that UCA will most probably grow to a range from 8,932 to 10,537 by Fall 1995.

Housing Report for Fall 1990 - Vice President for Student Affairs, Dr. John Smith, distributed a housing occupancy 1990/91 report. Discussion was held on approaches that have been used to alleviate the shortage, including advertising to local residents for possible space. Trustee Burton commended the Administration on management of the housing situation.

Fraternity Housing - Mr. Curtis Dolan was spokesman for the group of residents from the Westgate area who were present at the meeting to protest the possible location of a fraternity house on the corner of Farris Road and Bruce Street.

Department of Higher Education Recommendation on Budget -

President Thompson reported on the General Revenue Summary for 1991-93 Biennium: Institutional Requests and State Board of Higher Education Recommendations.

ROTC - Announced the phasing out of UCA's ROTC program by the Secretary of the Army, along with 49 other units in the United States, by the end of the academic year 1990-91. A proposal for cross-enrollment is being negotiated with the UALR unit.

National Association of Schools of Music Accreditation - Announced the accreditation of UCA's Department of Music by the National Association of Schools of Music.

Telephone System - Mr. Bennie Horton, Vice President for Administration, reported on the status of the new telephone system which is expected to be in place within the next year.

Long Range Planning - A planning coordinating committee will be appointed, composed of a faculty member as chairman, one dean, one department chair, three senate presidents, one faculty member from any unrepresented college (only appointment(s) not made by the President), with the President and Chairman of the Board of Trustees as ex-officio non-voting members and with the vice presidents acting as liaisons. Report will be made to the Board of Trustees from time to time after the committee is formed.

Melanie Williamson Case - Roy Whitehead, University Counsel, reported on the status of the Melanie Williamson/State Claims Commission case which has an August 16 hearing date.

Academic Complex - Planning money for the academic complex has been approved. The building of the complex will depend on the bond issue that will be on the November ballot; the Presidents and Chancellors have endorsed this proposed bond issue. The Stuck/Mott Joint Venture firm has been chosen to provide architectural services in planning for the complex.

Utility Burial - The President up-dated Board members on University discussions with Conway Corporation.

Scottie Pippen Dinner - A dinner honoring Scottie Pippen will be on September 4 in East Commons.

China Trip - Informed the Board of the President's anticipated participation in the China trip sponsored by American Association of State Colleges and Universities for the period of October 1 - 10.

Introduction of Senate Presidents for 1990-91 - Charles Harvey, Faculty Senate; Carolyn Dombek, Staff Senate; and Corey Welch, Student Senate (absent).

OLD BUSINESS

5 Year Plan for President's Home - The President's Home was constructed in 1937. No major building maintenance has been made on the residence since that time, with the exception of air conditioning, roof, and kitchen work. After consultation with the architect, the following list and approximate cost was submitted to the Board of Trustees:

Five Year Plan for President's Home

Renovation of Electrical Services	\$33,000.00
Renovation of Plumbing	27,500.00
Glass Enclosure of Porches	15,000.00
Rebuild Yard Fence & Arbor	6,000.00
Landscaping	5,000.00
Replace Air Conditioning	5,000.00
Rebuild Pasture Fence	10,000.00
Kitchen Modification	2,000.00
Replace Equipment (kitchen, etc.)	5,000.00
Access Drives	<u>1,500.00</u>
TOTAL	\$110,000.00

The costs are only estimates, but it is thought that they are adequate for today's economy. Further, it should be emphasized that this list represents those items which are necessary to keep the house in good condition. It should be further pointed out that these are projects which will, if approved by the Board of Trustees, be carried out over the next five (5) years. Two of the projects will occasion the vacation of the premises; consequently, must be done at the convenience of the occupants.

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

"BE IT RESOLVED: That the Board of Trustees approves the list of renovations and modifications on the President's Home to be funded over the next five years as funds are available."

NEW BUSINESS

Bachelor of Fine Arts Degree in Studio Art - The Bachelor of Fine Arts degree is a necessary basic degree option for UCA art students who are graduate school bound and who wish to start their careers at the highest possible professional level. It is also recommended by the National Association of Schools of Art and Design, the national accrediting agency for art, as more desirable preparation for teaching in art than the BA or BSE degree.

No BFA degree is available in the central Arkansas region. Existing programs in the state are at Fayetteville, Jonesboro and Arkadelphia. The offering of a basic bachelors degree option in art at UCA is a specific response to the needs of UCA students and is not expected to adversely affect other established programs which serve students at their respective campuses.

The UCA program is unique from other colleges and universities in the state and region in its curriculum structure and attention to a comprehensive exposure to studio art and design and to art history, as well as to a very broad general education and foreign language program. It demonstrates in its requirements strong compliance with National Association of Schools of Art and Design standards.

No additional costs are anticipated in implementing this program. The BFA degree will complement existing degree programs in art by supplementing enrollments in courses which meet minimum enrollment standards but do not always enjoy optimum capacity. Additional tuition revenue may result from students attracted to the UCA art program.

The UCA Art Department was recommended by the Arkansas Department of Higher Education Existing Program Review Team for the implementation of the BFA degree and to seek national accreditation for the art program. See agenda book for further details.

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

"BE IT RESOLVED: That the Board of Trustees approves the proposed BFA degree program in order to provide better opportunities for UCA art students."

Bachelor of Science Degree in Health Sciences - The Bachelor of Science Degree in Health Sciences provides students with the background required for admission to graduate programs, entrance into clinical areas, and careers with health-related institutions and agencies. This 65 credit hour major program will not require the completion of a minor. It is designed to address the needs of students which cannot be met with the undergraduate minor in health sciences currently offered at UCA. The minor program does not contain coursework of sufficient depth or breadth in the biological, physical and health sciences for students entering advanced studies or careers in a health-care field. The proposed major curriculum includes an integration of coursework in the biological, physical, psychological and health sciences. In light of the large number of offerings presently available in the health sciences and related fields at UCA, no new courses will be required, nor will it be necessary to employ additional faculty.

One field that has attracted wide student interest is the masters degree program in physical therapy. As a consequence, physical therapy is an area of emphasis which can be included as part of the health sciences major. Additional emphases in areas such as occupational therapy, gerontology, and administration may be added at a later date. The body of knowledge in health-related fields has grown at an exponential rate. Accordingly, institutions such as UCA with a high proportion of students preparing for careers in a health-related field have found it necessary to offer an undergraduate major in the health sciences. See agenda book for further details.

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

"BE IT RESOLVED: That the Board of Trustees approves the proposal from the College of Health and Applied Sciences for a Bachelor of Science Degree in Health Sciences."

Traffic Charge Collection Policy - For the past several years the University has experienced, at the end of each academic year, a significant number of unpaid traffic/parking ticket administrative charges by employees of the University. In order to maintain reasonable control over traffic and parking conditions on campus, and to fairly treat all employees, it is necessary to establish a procedure to properly and efficiently collect unpaid traffic/parking charges.

A review of the methods utilized to collect unpaid charges at other Arkansas institutions of higher education reveals that the most successful method has been a policy of withholding the amount of unpaid charges from the final paycheck of the academic year after proper notice and opportunity to appeal has been provided to the employee.

The authority to collect unpaid charges flows from the Board's general authority set out in A.C.A. §25-17-307 to promulgate rules and regulations providing for operation and parking of motor vehicles on University grounds. The statute allows collection, under an established system, of administrative charges for violation of institutional regulations concerning operation and parking of motor vehicles.

The President recommended to the Board:

1. That the Administration be authorized to withhold from the paycheck of employees due and payable for the final month of the academic year the amount of unpaid traffic/parking charges;
2. That the authority to withhold the unpaid amounts be contingent upon the employee receiving thirty (30) calendar days actual notice of the amount of unpaid charges and failing to respond to the notice; and
3. That the time for appealing traffic/parking charges has expired and the employee has not appealed or the employee has appealed and the appeal has been denied.

The following resolution was adopted upon motion by Mr. Branscum, seconded by Mr. White, and passed as Board Policy No. ___:

"BE IT RESOLVED: Traffic/Parking Charges. That the Administration is authorized to withhold from the payroll of employees unpaid traffic/parking charges contingent upon the employee having been properly provided thirty (30) calendar days notice in writing of the unpaid traffic/parking charges and having failed to respond. In addition, the authority to withhold payroll deductions is contingent upon the appeal period for the traffic/parking citation having expired or the employee having appealed and the appeal having been denied."

Fringe Benefits Consultant Contract - The 1990-91 budget provides for an expenditure in excess of \$5.25 million on fringe benefits for employees. The University attempts to insure that the total fringe benefit expenditures do not exceed 25% of salary. The constantly changing concepts and proposals for providing health insurance and the increasing cost of health insurance makes it imperative that the University provide coverage at the lowest possible cost while at the same time providing appropriate benefits to our employees.

The University has a Fringe Benefits Advisory Committee that provides advice to the Administration and also involves the various constituencies of the University, for example; the Faculty Senate and the Staff Senate, in the recommendation process.

Acquiring quality and affordable health insurance, and other benefits, has evolved into an area that requires specialized knowledge and expertise.

The Fringe Benefits Committee has recommended to the President, after considering the matter and interviewing potential consultants, that the University retain Mr. Steve Madigan, of Marsh and McLennan Group Associates, as a consultant. Mr. Madigan represents an organization with nationwide experience in providing fringe benefits advice and his organization possesses the technical and research ability to provide information that may not be otherwise available.

Mr. Madigan has agreed to provide consultant services to the University for one year based on an hourly fee of \$100.00 with a contract maximum of \$6,000.00 per year. The negotiated agreement compares quite favorably with contracts Mr. Madigan has with other state entities and private concerns.

The President recommended to the Board that:

1. The Administration be authorized to enter into a professional/consultant services contract with Mr. Madigan for the sum of \$100.00 per hour with a \$6,000.00 per year limitation.

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

"BE IT RESOLVED: 'Fringe Benefits Consultant Contract'. The Administration is authorized to enter into a professional services/consultant contract with Mr. Steve Madigan to provide advice and assistance concerning fringe benefits for the sum of \$100.00 per hour. The total yearly amount shall not exceed \$6,000.00."

Main/Ida Waldran - The Main/Ida Waldran project is to provide for the repair and replacement of a major portion of the heating and cooling system in Main and Ida Waldran Auditorium, and for major repairs, renovation and replacement to various parts of the Auditorium.

More specifically, the project is as follows:

Main Building:

1. Provide additional heating and cooling in classrooms.
2. Replace chiller, cooling tower and pumping system.

Ida Waldran:

1. Renovate auditorium floor, stage floor, repair lighting and rigging.
2. Install materials that will provide better acoustics.
3. Renovate dressing room.
4. Install air handlers for auditorium and for stage.
5. Duct work and ceiling refinishing.
6. Asbestos removal.

The Board approved \$497,000 for a part of this project at the August 11, 1989, March 2, 1990, and April 25, 1990, meetings. It was requested that an additional \$410,900 be authorized to complete this project.

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

"BE IT RESOLVED: That the Administration is authorized to spend up to \$907,900 toward the repairs, renovations, and replacement to the Old Main Building and Ida Waldran Auditorium as outlined above."

McAlister Hall Bid - Since the Board approved the renovation of McAlister Hall at the June 17, 1988 Board Meeting, the architectural firm of Wittenberg, Delony and Davidson has developed detailed plans and specifications for this project. On July 25, 1990, bids were received from eight qualified bidders with base bids ranging from a low of \$2,119,000 to a high of \$2,285,100. The low bidder is Vratsinas Construction Company of Little Rock, Arkansas.

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

	<u>Estimated Cost</u>
Construction	
Base Bid	\$2,119,000
Est. Cost of Elect. SVC to Bldg.	15,000
Architect Fees (8.5%)	181,390
Contingencies (10%)	<u>213,400</u>
TOTAL BASE COST	\$2,528,790
Other Costs	
Asbestos Removal	\$ 48,604
Advertising	400
Landscaping	<u>50,000</u>
TOTAL OTHER COSTS	\$ 99,004
Furniture and Equipment	<u>60,000</u>
ESTIMATED TOTAL PROJECT COST	<u>\$2,687,794</u>

Source of Funds

<u>University Cash Funds</u>	<u>\$2,687,794</u>
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This is an increase of \$487,794 over the preliminary cost estimate for this project. Additional resources needed to fund this project are available from 1989-90 year-end funds.

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

"BE IT RESOLVED: That the Board of Trustees accepts the bid of Vratsinas Construction Company of Little Rock, Arkansas, for the renovation of McAlister Hall and approves the allocation of \$2,687,794 for the completion of the project."

Concession Stand Improvements - The concessions at football and basketball games, and other athletic events, have been operated by the Athletic Department. Generally only a limited number of food and drink items were offered for sale. An audit of the last years income revealed that the concessions actually operated at a slight profit.

The Vice President for Administration and the Director of Athletics have negotiated a proposed contract with ARA Services that provides that the concessions will be operated by ARA Services.

ARA Services proposes to pay the University a 15% commission on all gross sales. ARA estimates gross sales for the 1990-91 school year will be about \$38,000. Those estimates, if correct, will result in about \$5,700 in income for the University. The ARA proposal also has the advantage of offering a greater variety of professionally prepared food and drink items and relieving the Athletic Director of management responsibilities for the concessions.

The proposed contract also is appropriate under the Legislative Joint Audit Committee operating procedures for College and University Athletic Funds. The contract complies with the procedural requirement that Board approve a contract with a group outside the University and that the institution must be reimbursed for the use of the facilities.

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

"BE IT RESOLVED: That the Administration is authorized to enter into a contract with ARA Services to operate the concessions at UCA Athletic Events."

Mr. White asked about a possible move in athletics from the NAIA to the NCAA and after discussion on costs, teams UCA would play and other related aspects, Dr. Chakales asked the President to have the Athletic Committee bring a report to the next Board meeting.

Resolution to Honor Mr. James W. Ahlf - Mr. James W. Ahlf served on the University of Central Arkansas Board of Trustees for twenty-four years. He has served as Chairman of the Board on three (3) separate occasions. Mr. Ahlf's long tenure has been marked by an unprecedented period of growth and academic development of the University. It is appropriate that the Board and the University recognize Mr. Ahlf's long and distinguished service.

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

"WHEREAS, Mr. James W. Ahlf has given twenty-four years of distinguished service to the University of Central Arkansas as a member of the Board of Trustees; and

"WHEREAS, Mr. Ahlf has fulfilled the duties of Trustee, including three terms as Chairman, in a manner that has brought great credit and honor to himself and the University of Central Arkansas; and

"WHEREAS, Mr. Ahlf has worked faithfully and selflessly toward guiding the University of Central Arkansas in a unprecedented era of growth and academic development to new frontiers in service to the State of Arkansas; now

"RESOLVED, that we, the University of Central Arkansas Board of Trustees, do hereby proclaim August 10, 1990, as James W. Ahlf Day and express to Mr. Ahlf our sincere gratitude and appreciation for his service to this University, and wish him the fullest measure of success and happiness in all his future endeavors."

On motion by Mr. Branscum, seconded by Mr. White, and passed, the Board recessed at 11:30 a.m. to tour campus facilities, and reconvene after lunch.

NEW BUSINESS, continued

Old Gym/Physical Therapy Space - Additional space is needed to accommodate the growth in our physical therapy program, both at the undergraduate level and the recently approved master's program. Space in the Health Science Building, which was vacated when the Division of Public Affairs moved to the Commons Building, has been assigned to the physical therapy program, but additional laboratory space is needed.

A number of other options have been examined which would provide laboratory space. The space which could be used most efficiently is in the Old Gym, adjacent to the current Physical Therapy Department. If the bleachers on the east side of the court area in the Old Gym are removed, two floors can be placed in that area, providing approximately 8,000 square feet. The University architect has reviewed this plan and his preliminary estimate suggests that this renovation will cost approximately \$600,000. The total would be brought to approximately \$700,000 when the necessary laboratory equipment is included.

The facility would be converted to accommodate four physical therapy labs, faculty offices, and storage and locker areas.

The following resolution was adopted upon motion by Mr. Burton, seconded by Mr. Branscum, with Dr. Chakales, Mr. Branscum, Mr. Burton, Mrs. Goode, Mr. Malone, and Mr. Womack voting for and Mr. White voting against:

"BE IT RESOLVED: That the UCA Board of Trustees approves the renovation and conversion of a portion of the Old Gym to Physical Therapy laboratories and offices for an estimated cost of \$700,000."

Library Third Floor - When the architectural firm of Wilkins-Sims developed the detailed plans and specifications for the westward expansion of the Torreyson Library, they were instructed to make provisions for a future third story on this facility. The contract awarded on this project did include specifications for sufficient concrete and steel in the piers supporting the two levels of this facility to accommodate an additional story at a later date.

Enrollment projections, which will be discussed at this Board meeting, indicate there is an urgent need for space to accommodate a rapidly expanding student enrollment. Adding the third story to the library addition would provide in excess of 30,000 square feet. Of this amount, approximately 25,000 square feet would be available for classrooms and faculty offices after space is allocated to elevators, public rest rooms, stairways, corridors and mechanical rooms. This classroom space would be helpful in finding temporary solutions to the shortage of classrooms until the new Academic Complex is completed. The space on the third floor of the Library would be converted to library use as originally planned when needed. This could be done by removing the interior partitions and changing the lighting.

Jerry Sanders, State Architect, and other staff members of the State Building Services, agree that it would be acceptable to issue a change order to the current contractor (James Cone Construction Company of Little Rock), for the construction of the third floor addition to the Library. Cost estimates are being developed by the Wilkins-Sims Architectural Firm and Cone Construction Company for this addition. Preliminary cost estimates, including contingencies and architects fees, suggest that this 30,000 square foot addition could be constructed for a cost of approximately \$1.5 million. This estimated cost does not include funds for furniture and equipment.

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

"BE IT RESOLVED: That the Board of Trustees approves construction of the third floor of the library addition, estimated to cost approximately \$1.5 million, if the President, after further review and examination, deems this project to be the most cost effective manner in which to obtain additional space and necessary plans and contracts are approved by State Building Services."

Mansard Apartments - The purchase of the Mansard Apartments has received considerable staff discussion as an option to secure much needed student housing for UCA's rapidly increasing student body. Richard A. Stephens and Associates of Little Rock have been engaged to perform a very preliminary appraisal of the value of the Mansard Apartments.

However, in view of the owner's withdrawal of his offer to sell, President Thompson withdrew the proposed resolution, which was not, therefore, considered by the Board.

"BE IT RESOLVED: That the UCA Board of Trustees authorizes the Administration to conduct an economic feasibility study, appraisal, and structural evaluation of the Mansard Apartments and to prepare a recommendation whether the purchase of the complex would be in the best interest of the University."

FACILITIES - GENERAL OPEN DISCUSSION

1. Evaluation of Buildings -

EDUCATION & GENERAL

AUXILIARY

Excellent Condition (no major modification planned):

Burdick Hall	Bernard Hall
Commons	
Health Science Center	
Farris Center	
Lewis Science Center	
Physical Plant	
Irby Hall	
Chrisler House	
Fisher House	
Center for Teaching & Human Development	

Poor Condition (renovation or demolition needed):

Child Study Center
 Ben T. Laney
 Maintenance Manager House
 Augusta House
 West Annex

State Hall
 Mobile Homes

Under Renovation at Present:

Library
 McAlister Hall

Short/Denny Hall

Renovation/Addition Proposals
 In Planning and Renovation Stage:

Christian Cafeteria
 Old Gym
 PVAA
 Snow Fine Arts
 Library (3rd floor)
 Technical Building
 Meador Hall

Arkansas Hall
 Minton Hall

EDUCATION & GENERALAUXILIARYNew Building Needs and Options:

Academic Complex

New Dormitories
 and/or Apartments

Buildings Not Evaluated:

Ferguson Chapel
 Harrin Hall
 Student Health Service

Conway Hall
 Carmichael Hall
 Hughes Hall
 Wingo Hall

FACILITIES - GENERAL OPEN DISCUSSION**A REVIEW OF UNIVERSITY HOUSING FACILITIES
 (See Agenda Book for Referred Appendices)**

Indications are for fall 1990 that the University will experience another record enrollment of entering freshmen, and it appears the demand for on-campus housing will be the highest ever. The University has already experienced a significant increase in fall 1989 in the number of entering freshmen and students living on campus. From 1980 through 1989, the number of students in on-campus housing fluctuated up and down with the entering freshmen class (see Appendix A). It appears from this data that the number of students desiring to live on campus is significantly affected by the number of entering freshmen. Therefore, if the freshman class continues to grow, the demand for on-campus housing should be high for the foreseeable future.

The University currently has capacity for 2,007 students in the residence hall system. All of the residence halls except Wingo and Bernard Halls were built in the 1960's. Wingo Hall and Bernard Hall were renovated in the 1980's and Short and Denney Halls are currently under partial renovation. The women's residence halls (Bernard, Carmichael, Conway, Denney, Hughes, Short, and Wingo) are in basically good condition. The men's residence halls (Arkansas, Minton, and State) are in need of immediate attention.

Arkansas, Minton, and State residence halls have a total capacity of 720 students in 141,601 square feet. Arkansas and Minton Halls are in the greatest need of renovation. Common area space in these two halls is very limited. Any renovation of these halls must include an addition of common area space and improvement to the exterior of the building.

As we enter the 1990s, the University must address two critical issues related to student housing: How do we house an increasing number of students entering the University and how do we respond to aging and deteriorating facility conditions? In the following pages, we review three options available to the University that address these issues. These three options are: (1) build a new residence hall facility, (2) renovate existing facilities, and/or (3) purchase or lease apartments located close to campus.

CONSTRUCTION OF A NEW RESIDENCE HALL

Construction of a new residence hall complex to house approximately 600 students would allow for the removal of halls in poorest condition (Arkansas and/or Minton), and at the same time provide 130 additional beds to our on-campus capacity. Approximately 120,000 to 130,000 square feet would be needed to provide adequate lobby space and suite arrangements (two bedrooms sharing a bathroom).

In considering the feasibility of constructing a new residence hall, three sources were utilized to determine the estimated cost of new construction: (1) survey of Universities in the South that have recently bid or completed construction; (2) the University architect; and (3) Brooks Jackson Architects, Inc. The following information was obtained:

1. Survey of Universities:

- A. Auburn University recently opened bids on three new residence halls to house 525 students. The arrangement in the halls is four students (two bedrooms) sharing a small living room and private bathroom. The bid for the construction (113,193 square feet) was \$8,500,000, or \$75.09 per square foot. This cost does not include Architect fees or hall furnishings.
- B. University of Louisville has a 220 bed residence hall currently under construction (55,500 square feet). The arrangement in the hall is four students (two bedrooms) sharing a living room and private bath. The construction bid was \$4,600,000 (\$82.88 per square foot). The total cost of the project is \$6,000,000 or \$27,272 per bed.
- C. University of North Carolina at Charlotte is currently constructing a new housing complex for 420 students. The facility will be three-story with a combination of apartments (four bedroom, bath, living area, kitchen) and suites (two bedrooms, bathroom, small living area). The total construction cost of the 121,916 square foot project is \$7,087,460 (\$58.13 per square foot). This cost does not include Architect fees, furnishings, or parking.

D. Southwest Missouri State University is beginning construction of a new residence hall housing 600 students. The building will have 163,000 square feet at a basic construction cost of \$61.35 per square foot, for a total cost of \$10 million. When adding in architect fees and furnishings, the cost comes to \$79.05 per square foot, for a total cost of \$12,885,150. The building will consist of several two person suites with private baths, and four person suites with private baths and small living room area.

E. University of Alabama at Huntsville is beginning construction of a new residence hall housing 416 students. The building will have 120,000 square feet at a basic construction cost of \$54.16 per square foot, for a total cost of \$6,500,000 (not including architect fees and furnishings).

2. University Architect:

The University architect has estimated the total cost (furnishings, construction, architect fees, parking) to be approximately \$8,280,000 to build a 100,000 square foot facility that will house approximately 600 students. The facility would be suite arrangement (two bedrooms sharing a bath). Construction cost for the new hall would be approximately \$65.00 per square foot.

3. Brooks Jackson Architects, Inc.:

Brooks Jackson estimates construction cost for a new residence hall to be approximately \$65.00 per square foot (not including furnishings or Architect fees). He estimates 115,000 to 125,000 square feet would be needed for a 600 bed facility with suites.

ADVANTAGES OF NEW CONSTRUCTION:

1. New construction would allow us to build a residence hall without displacing students who need housing.
2. We can design a facility that meets the future living needs of students (for greater privacy, study space, computer lab space, exercise rooms, and telecommunications).
3. We can conduct construction without disrupting students living on campus, especially in terms of noise.
4. New construction gives us flexibility of adding anywhere from 130 beds (if remove Arkansas and Minton), to 366 beds (if keep Arkansas but remove Minton), to 600 beds (if we keep Arkansas and Minton).
5. Estimated life of new construction would be at least 30 years, hence, we can seek a 30-year loan resulting in a smaller per year debt service payment.
6. New construction promotes a positive image of the University.

DISADVANTAGES OF NEW CONSTRUCTION:

1. Site location can be a problem (although current family housing area may be a suitable location).
2. Funding of project may be prohibitive (although costs appear comparable with total renovation of men's halls).
3. Occupancy may decline in the future.
4. If we build a new facility and do not need the extra space, we would need to come up with funds to (a) remove asbestos in Arkansas and Minton, (b) tear down both buildings, and (c) pay off the bonds for both buildings. At this time, we still owe \$396,000 on Arkansas Hall (to be paid off on April 1, 2003), and \$261,200 on Minton Hall (to be paid off on April 1, 2001).

RENOVATION OF EXISTING FACILITIES

During the 1989-90 school year, Brooks Jackson Architects, Inc. was hired to develop budget estimates for the renovation of Arkansas, Minton, and State Halls. Budget estimates were provided for renovating each building using existing bath arrangements, and for providing suite arrangements, i.e., two rooms connected by a private bathroom. Because of the limited common space and the unattractiveness of the exterior of the buildings, budget estimates were also requested for adding sloped roofs, and additional common space to each building. (See Appendix B for budget estimates). Estimates provided by Mr. Jackson do not include furnishings, Architect fees, asbestos removal, or inflationary costs.

Using information provided by Brooks Jackson, we looked at the following options: (1) to totally renovate Arkansas and Minton Halls, (2) to convert Arkansas and Minton baths to suite arrangements (3) to add lobby space to Arkansas and Minton Halls, and (4) to provide sloped roofs for Arkansas, Minton and State Halls. We decided not to consider State Hall for complete renovation at this time due to the cost of renovation, and because State is in fairly good condition. Furthermore, we decided to look at suite arrangements for Arkansas and Minton Halls because we could add 96 beds to our total capacity, and suite arrangements would provide greater privacy for our students.

We prepared an estimated budget for total renovation of Arkansas and Minton Halls (with roof modification to State Hall). Assuming we begin renovations in summer 1991, the total estimated cost of the project would be \$7,440,453, which includes furnishings, Architect fees, asbestos removal and inflationary costs (see Appendix C). If we remove cost estimates for furnishings and Architect fees, the total cost would be \$6,423,079, or \$65.25 per square foot (at 98,433 total square feet for Arkansas and Minton with added lobby space).

ADVANTAGES OF RENOVATION:

1. The halls are currently located in the center of campus, which is prime location for student housing.
2. Some people may object to tearing down these two facilities, particularly alumni who have lived in these halls.
3. The main structures to both halls appear to be in good condition, hence, we should be able to extend the life of both buildings at least another 20 years with renovation.
4. We should be able to convert to suite arrangements with private baths, and still add 96 beds for increased occupancy.

DISADVANTAGES OF RENOVATION:

1. We would need to displace or find housing for several hundred students, at a time when housing is becoming a critical issue on the UCA campus.
2. Renovation timetable may take longer than 6 to 8 months, which means we would not have the halls available for fall semester, the most crucial period for student housing.
3. We would experience a considerable loss of income due to reduced occupancy (estimated at \$200,000) while halls are under renovation.
4. Total cost of renovation is similar to new construction, at least on a cost per square foot basis.

5. Students may be disturbed by construction noise, if we attempt to perform some renovation while students remain in the halls.
6. If convert to suites, student rooms would reduce in size, providing more cramped living conditions.
7. Would probably want to seek only a 20 year loan due to age of facilities, hence, per year debt payment would be higher than a 30 year loan.
8. Even with renovation, parts of the buildings may continue to pose problems as they age.

PURCHASE OR LEASE OF APARTMENTS

The owners of Mansard Apartments have approached the University expressing an interest in selling the apartments to the University. The complex is 15 years old and has 96 two bedroom apartments, an office building, and swimming pool. The land in front of the apartments is also included.

Instead of purchasing existing apartments, local developers could be encouraged to build new apartments close to the campus for the University to lease.

ADVANTAGES OF MANSARD PURCHASE:

1. The property is a prime location (being adjacent to the University). This may be property the University will want for future needs.
2. If left with private ownership, the property may deteriorate, reflecting a poor image on the University. In addition, future deterioration can result in low income housing, and hence, creating a greater security concern for the University community.
3. Mansard provides apartment style living, which can meet the needs of several student groups, e.g., family residents, international students, graduate students and older adults.
4. If we decide to renovate, Mansard apartments would give us more bed space to assist with occupancy needs.
5. Purchase of Mansard would take out of circulation some of our off campus competition.
6. Some of Mansard property could be converted to provide additional parking.

DISADVANTAGES OF MANSARD PURCHASE:

1. The apartment complex is already 15 years old. There may be little life left in the complex.
2. Many of the furnishings, carpet, appliances, hot water tanks, and heat and air units may need to be replaced in the near future.
3. Assuming a debt service for purchase of Mansard apartments may restrict our ability to renovate existing halls, or construct new halls.

ADVANTAGES OF ENTERING A LEASE AGREEMENT:

1. A lease agreement with an apartment complex would provide additional housing without the University having to assume a long term debt.
2. Depending on the agreement, the University may have less management responsibilities (in terms of staff supervision, facility maintenance, assignments, and safety and security).

DISADVANTAGES OF ENTERING A LEASE AGREEMENT:

1. Cost of the lease agreement may be prohibitive. May be cheaper for the University to build or renovate.
2. Depending on the agreement, the University may have less control of students' living conditions (with respect to policies and enforcement, safety and security concerns, and academic development).
3. It may be unclear what will happen to the property in the future when the lease agreement is up or terminated.
4. The University may have little input in terms of property or facility improvements that might be needed to address the changing needs of students.

FINANCING NEW CONSTRUCTION, AND/OR RENOVATION

When making decisions about new construction or renovation, it is also necessary to consider financial arrangements for these options. The following is a review of:

1. Projecting housing expenditures and revenue for 1990-95 (without construction, or renovation),
2. Projected financing of renovation, and
3. Projected financing of new construction.

PROJECTING HOUSING EXPENDITURES AND REVENUE FOR 1990-95

The Department of Housing prepared a budget of expenditures and revenue for 1990-95 (see Appendix D). The following assumptions were made in the projections:

1. Salaries would increase an average of 6% a year.
2. Maintenance and operating expenses would increase an average of 4% each year.
3. Utilities would increase an average of 4% each year.
4. We would increase room rate at 7% a year (or an average of room and board at 5% a year).
5. Occupancy would remain stable for the next 5 years and beyond.

We believe we can increase room and board an average of 5% a year for the next five years and still remain competitive with other Arkansas universities, and the local off-campus housing market (see Appendix E).

If we did nothing to the residence halls for the next five years, and increased room rates by 7%, we project a savings of:

<u>1990-91</u>	<u>1991-92</u>	<u>1992-93</u>	<u>1993-94</u>	<u>1994-95</u>
\$282,000	\$325,935	\$391,624	\$479,378	\$563,288

This money could be used to finance new loans, or pay direct construction costs.

PROJECTED FINANCING OF MEN'S RENOVATIONS

As indicated in a previous section, the estimated cost to renovate Arkansas and Minton Halls is \$7,440,453. The financing of the renovation can come from several different sources:

1. The selling of new bonds,
2. Savings from the Housing operating budget,
3. Housing reserves, and/or
4. Year end funds from the general revenue budget.

With regards to selling of bonds, it is estimated that beginning 1993-94 (when renovations are complete), we will be able to raise approximately \$600,000 for yearly debt service (see Appendix F). Based on this amount, we should be able to seek a loan of \$5,888,126 at 8% for 20 years. This would still leave a shortfall of \$1,552,327, that would have to be funded from other sources (e.g., other Housing savings, Housing reserves, and/or general revenue funds.)

PROJECTED FINANCING OF NEW CONSTRUCTION

We developed a projected yearly operating budget (of expenditures and income) for a new 600 bed residence hall (see Appendix G). In developing the budget, we made the following assumptions:

1. Construction would be completed and the hall would open in fall 1992.
2. The hall (or halls) would be a 600 bed facility consisting of 130,000 square feet, suite style arrangement.
3. Cost of construction would be \$65.00/square foot, for a total construction cost of \$8,450,000.
4. We would need to add another \$507,000 (at 6%) for architect fees, and \$580,000 for room and public area furnishings.
5. Total loan amount would be \$9,537,000.
6. We would secure a 30 year loan at 8% interest.
7. Average occupancy for the hall for the year would be about 93%.
8. Room rate would be the same as other residence halls (i.e., \$650 per resident for 1992-93).

Based upon our projections, we would incur a deficit of approximately \$353,000 for the 1992-93 academic year, the first year the hall opened. Possible means for reducing or handling the deficit include:

1. Reducing construction costs.
2. Seeking a loan with a smaller interest rate, and/or extend the number of years of the loan from 30 to 40.
3. Increasing the rate residents pay in the new halls.
4. Seek money from other sources (e.g. general revenue money) to reduce the loan amount.
5. Utilize projected savings from other halls.

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

EXECUTIVE SESSION

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

Adjustments:

1. Terrance Kearns, English, change from Professor/Director of Exemplary Studies with tenure, effective August 15, 1990 to May 15, 1991, @ a gross salary of \$34,652.00, to English, Departmental Chair/Professor with tenure, effective July 1, 1990 to July 1, 1991, @ a gross salary of \$56,000.00.

2. Barbara Williams, Nursing, extend contract May 15, 1990 through June 30, 1990, @ a gross salary of \$7,329.00.
3. William Bounds, change from Associate Professor with tenure, Marketing and Management, effective August 15, 1990 to May 15, 1991, @ a gross salary of \$41,409.00, to Acting Chair/Associate Professor with tenure, Marketing and Management, effective July 1, 1990 to July 1, 1991, @ a gross salary of \$56,481.00.
4. William Bounds, Marketing and Management, change from first and second summer terms @ a gross salary of \$4,618.00 each term, to first summer term @ a gross salary of \$4,618.00.
5. Arch Jones, Athletics, change from Assistant Basketball Coach, effective 7-1-90 to 7-1-91, @ a gross salary of \$34,553.00, to Instructor/Assistant to the Director of Athletics, effective 7-1-90 to 7-1-91, @ a gross salary of \$34,553.00.
6. John Erwin, Music, change from Associate Professor/Director of Choral Music, effective July 1, 1990 to July 1, 1991, @ a gross salary of \$43,571.00, to Associate Professor/Director of Choral Activities, effective August 1, 1990 to June 1, 1991, @ a gross salary of \$41,500.00.
7. Robin Robinson, Childhood Education, change from Instructor, non-tenure track, effective August 1, 1990 to May 15, 1991, @ a gross salary of \$18,748.00, to Instructor, non-tenure track, effective August 1, 1990 to May 15, 1991, @ a gross salary of \$20,000.00.
8. Riggs Tucker, Economics and Finance, change from first summer term, @ a gross salary of \$1,833.00, to first summer term, @ a gross salary of \$3,667.00.
9. Roy Whitehead, Accounting, extend current contract through July 1, 1990, @ an additional salary of \$837.90.
10. Ellen Stengel, English, change from first summer term, @ a gross salary of \$2,220.00, to first summer term, @ a gross salary of \$2,400.00.
11. Pat Larsen, Art, second summer term, @ a gross salary of \$3,921.00, to replace Helen Phillips, second summer term, @ a gross salary of \$4,130.00.
12. Jim Mainord, change from Special Education, Second Summer Term, @ a gross salary of \$5,490.00, to Professor/Interim Dean of Education, effective July 1, 1990 through August 14, 1990, @ a gross salary of \$7,027.00.
13. Cindy Shelton, change from Instructor, part-time, Health Education, effective August 15, 1990 to May 15, 1991, @ a gross salary of \$9,385.00, to Instructor, Health Education, term, non-tenure track, effective August 15, 1990 to May 15, 1991, @ a gross salary of \$18,385.00.

Appointments:

1. Robert McLaughlin, Dean of Graduate School/Dir. of Sponsored Programs, with tenure in Speech/Language Pathology, effective July 15, 1990 to July 1, 1991, @ a gross salary of \$67,500.00.
2. Jim Bowman, Dean of College of Education, Professor with tenure, effective August 1, 1990 to July 1, 1991, @ a gross annual salary of \$65,000.00.

3. Marsha Carson, Instructor, Adm. Services, part-time, fall semester, @ a gross salary of \$3,000.00.
4. Rebecca Gatlin, Assistant Professor, Adm. Services/Bus. Ed., tenure track, effective August 15, 1990 to May 15, 1991, @ a gross salary of \$30,000.00.
5. Charles Hollingsworth, Assistant Professor, Art, tenure-track, effective August 15, 1990 to May 15, 1991, @ a gross salary of \$32,000.00.
6. Andrew Cohen, Assistant Professor, Art, tenure track, effective August 15, 1990 to May 15, 1991, @ a gross salary of \$26,500.00.
7. Cathy Caldwell, Assistant Professor, Art, tenure track, effective August 15, 1990 to May 15, 1991, @ a gross salary of \$26,500.00.
8. Tommy Reed, Assistant Basketball Coach, Athletics, non-faculty appointment, effective July 1, 1990 to July 1, 1991, @ a gross salary of \$28,000.
9. Delena Tull, Assistant Professor, Biology, tenure track, effective August 15, 1990 to May 15, 1991, @ a gross salary of \$25,600.00.
10. David Dussourd, Assistant Professor, Biology, tenure track, effective January 1, 1991 to May 15, 1991, @ a gross salary of \$14,000.00.
11. Mary Victoria McDonald, Assistant Professor, Biology, tenure track, effective August 15, 1990 to May 15, 1991, @ a gross salary of \$26,600.00.
12. Susan Peterson, Associate Professor/Assistant Director, Center for Academic Excellence, effective August 13, 1990 to July 1, 1991, @ a gross annual salary of \$34,720.00.
13. William Taylor, Assistant Professor, Chemistry, tenure track, effective August 15, 1990 to May 15, 1991, @ a gross salary of \$28,000.00.
14. David Sumpter, Assistant Professor, Childhood Education, term, non-tenure track, effective August 15, 1990 to May 15, 1991, @ a gross salary of \$27,500.00.
15. William Jenkins, Instructor, English, term, non-tenure track, effective August 15, 1990 to May 15, 1991, @ a gross salary of \$21,500.00.
16. Lou Ann Norman, Instructor, English, term, non-tenure track, effective August 15, 1990 to May 15, 1991, @ a gross salary of \$22,000.00.
17. James Anthony Gifford, Instructor, English, term, non-tenure track, effective August 15, 1990 to May 15, 1991, @ a gross salary of \$19,500.00.
18. William Dix, Instructor, English, term, non-tenure track, effective August 15, 1990 to May 15, 1991, @ a gross salary of \$19,500.00.
19. Jeffrey Allender, Instructor, Geography, term, non-tenure track, effective August 15, 1990 to May 15, 1991, @ a gross salary of \$25,000.00.

20. Vincent Hammond, Assistant Professor, History, tenure track with one year toward tenure and one year toward promotion, effective August 15, 1990 to May 15, 1991, @ a gross salary of \$25,600.00.
21. Susan Wood, Instructor, Home Economics, term - non-tenure track, effective August 15, 1990 to May 15, 1991, @ a gross salary of \$23,348.00.
22. Melissa Shock, Instructor, Home Economics, term - non-tenure track, effective August 15, 1990 to May 15, 1991, @ a gross salary of \$24,454.00.
23. Pam Milburn, Instructor, part-time, Marketing and Management, Fall Semester, @ a gross salary of \$3,000.00.
24. Darrel Coleman, Instructor, part-time, Marketing and Management, Fall Semester, @ a gross salary of \$3,000.00.
25. Joseph Cangelosi, Associate Professor, Marketing and Management, tenure track, effective August 15, 1990 to May 15, 1991, @ a gross salary of \$51,000.00.
26. C. Wayne Brown, Assistant Professor, Mathematics and Computer Science, tenure track, effective August 15, 1990 to May 15, 1991, @ a gross salary of \$40,000.00.
27. Charles Mullins, Assistant Professor, Mathematics and Computer Science, tenure track, with two years toward tenure and two years toward promotion, effective August 15, 1990 to May 15, 1991, @ a gross salary of \$32,000.00.
28. Anthony Biagioli, Assistant Professor, Mathematics and Computer Science, tenure track, with one year credit for promotion and one year credit for tenure, effective August 15, 1990 to May 15, 1991, @ a gross salary of \$32,000.00.
29. Neil Rutman, Assistant Professor, Music, tenure track, effective August 15, 1990 to May 15, 1991, @ a gross salary of \$40,000.00.
30. Wolfgang Oeste, Instructor, Music, tenure track, effective August 15, 1990 to May 15, 1991, @ a gross salary of \$30,000.00.
31. Beverly Gibson, Instructor, Music, term - non-tenure track, effective August 15, 1990 to May 15, 1991, @ a gross salary of \$25,500.00.
32. Kevork Mardirossian, Instructor, Music, tenure track, effective August 15, 1990 to May 15, 1991, @ a gross salary of \$25,500.00.
33. Alice Nahley, Instructor, Nursing, term - non-tenure track, effective August 15, 1990 to May 15, 1991, @ a gross salary of \$27,000.00.
34. Glenda Cunningham, Assistant Professor, Nursing, tenure-track, effective August 15, 1990 to May 15, 1991, @ a gross salary of \$36,000.
35. Ella Brooks, Instructor, Nursing, term, non-tenure track, effective August 15, 1990 to May 15, 1991, @ a gross salary of \$28,000.

36. Becky Williams, Instructor/Assistant, Occupational Therapy, term - non-tenure track, effective July 1, 1990 to July 1, 1991, @ a gross salary of \$38,500.00.
37. Legirtha King, Instructor/Assistant, Occupational Therapy, term - non-tenure track, effective July 1, 1990 to July 1, 1991, @ a gross salary of \$24,500.00.
38. Peter Mehl, Assistant Professor, Philosophy, tenure track, effective August 15, 1990 to May 15, 1991, @ a gross salary of \$25,600.00.
39. Howard Siegel, Instructor, Philosophy, tenure track, effective August 15, 1990 to May 15, 1991, @ a gross salary of \$24,600.00.
40. Rockie Pederson, Instructor, Part-time, Physical Education, effective August 15, 1990 to May 15, 1991, @ a gross salary of \$8,500.00.
41. Kim Dunleavy, Instructor/Assistant, Physical Therapy, term, non-tenure track, effective August 15, 1990 to May 15, 1991, @ a gross salary of \$28,500.00.
42. Alan Phillips, Assistant Professor, Physical Therapy (Hot Springs), term - non-tenure track, effective April 16, 1990 through June 30, 1990, @ a gross salary of \$10,473.71
43. Alan Phillips, Assistant Professor, Physical Therapy (Hot Springs), term - non-tenure track, effective July 1, 1990 to July 1, 1991, @ a gross salary of \$49,800.00.
44. Joyce Baldwin, Instructor/Assistant, Physical Therapy (Hot Springs), term - non-tenure track, effective July 1, 1990 to July 1, 1991, @ a gross salary of \$34,817.00.
45. Robbie Jones, Instructor/Assistant, Physical Therapy (Hot Springs), term - non-tenure track, effective July 1, 1990 to July 1, 1991, @ a gross salary of \$30,334.00.
46. Maude Lynch, Instructor/Assistant, Physical Therapy (Hot Springs), term - non-tenure track, effective July 1, 1990 to July 1, 1991, @ a gross salary of \$37,073.00.
47. Karen Erwin Webb, Instructor/Assistant, Physical Therapy (Hot Springs), term - non-tenure track, effective July 1, 1990 to July 1, 1991, @ a gross salary of \$30,334.00.
48. Carla Major, Instructor/Assistant, Physical Therapy (Benton Services Center), term - non-tenure track, effective July 1, 1990 to July 1, 1991, @ a gross salary of \$26,160.00.
49. Becky Seaton, Instructor/Assistant, Physical Therapy (Benton Services Center), term - non-tenure track, effective July 1, 1990 to July 1, 1991, @ a gross salary of \$37,488.00.
50. Heather Woolverton, Assistant Professor, Physics, tenure track, effective August 15, 1990 to May 15, 1991, @ a gross salary of \$28,000.00.
51. Rahul Mehta, Assistant Professor, Physics, tenure track, with two years toward tenure and two years toward promotion, effective August 15, 1990 to May 15, 1991, @ a gross salary of \$30,000.00.

52. Eric Mackey, Assistant Professor, Political Science, tenure track, effective August 15, 1990 to May 15, 1991, @ a gross salary of \$28,000.00.
53. William Lammers, Assistant Professor, Psychology and Counseling, tenure track, effective August 15, 1990 to May 15, 1991, @ a gross salary of \$27,000.00.
54. Richard Scott, Instructor, Psychology and Counseling, term, non-tenure track, effective August 15, 1990 to May 15, 1991, @ a gross salary of \$22,000.00.
55. Stephen Ayidiya, Assistant Professor, Sociology, term - non-tenure track, effective August 15, 1990 to May 15, 1991, @ a gross salary of \$30,000.00.
56. John Maguire, Assistant Professor, Sociology, term, non-tenure track, effective August 15, 1990 to May 15, 1991, @ a gross salary of \$27,000.00.
57. Lois Lovett, Instructor, Special Education, term, non-tenure track, effective August 15, 1990 to May 15, 1991, @ a gross salary of \$18,000.00.
58. Kathy McDaniel, Instructor, Speech/Language Pathology, term, non-tenure track, effective August 15, 1990 to May 15, 1991, @ a gross salary of \$23,000.00.
59. Jon Bekken, Instructor, Speech, Theatre, Journalism, tenure track, effective August 15, 1990 to May 15, 1991, @ a gross salary of \$25,500.00.
60. Paulette Walter, Instructor, Speech, Theatre, and Journalism, ten-month appointment, non-tenure track, effective August 15, 1990 to June 15, 1991, @ a gross salary of \$28,000.00.
61. Billy Stevens, Assistant Librarian, Torreyson Library, term, non-tenure track, effective August 15, 1990 to May 15, 1991, @ a gross salary of \$18,500.00.
62. Troy Earl Helm, Instructor/Assistant, Coordinator of Library Music Collections, non-tenure track, Torreyson Library, effective July 1, 1990 to July 1, 1991, @ a gross salary of \$12,818.00.
63. Troy Earl Helm, Instructor/Assistant, Coordinator of Library Music Collections, non-tenure track, Torreyson Library, effective May 1, 1990 to July 1, 1990, @ a gross salary of \$1,068.15 per month.
64. Elizabeth Coffman, Instructor, part-time, Home Economics, fall semester, @ a gross salary of \$1,400.00.
65. Ralva Bass, Instructor, part-time, Physics, fall semester, @ a gross salary of \$1,400.00.
66. Estel Hopkins, Instructor/Supervisor of Student Teachers, part-time, fall semester, @ a gross salary of \$1,500.00.
67. Patricia Enderlin, Instructor, part-time, Health Education, fall semester, @ a gross salary of \$2,800.00.
68. Shirley Freeman, Instructor, part-time, Health Education, fall semester, @ a gross salary of \$1,400.00.

69. Robin Cole, Instructor, part-time, Health Education, fall semester, @ a gross salary of \$2,800.00.
70. Nancy Clark, Instructor, part-time, Health Education, fall semester, @ a gross salary of \$2,800.00.
71. William Crow, Instructor/Supervisor of Student Teachers, part-time, fall semester, @ a gross salary of \$1,500.00.
72. Carolyn Jones, Instructor/Supervisor of Student Teachers, part-time, fall semester, @ a gross salary of \$1,500.00.
73. Nancy Shaw, Instructor/Supervisor of Student Teachers, part-time, fall semester, @ a gross salary of \$6,000.00.
74. Hazel Seay, Instructor/Supervisor of Student Teachers, part-time, fall semester, @ a gross salary of \$3,000.00.
75. Carolyn Herrick, Instructor/Supervisor of Student Teachers, part-time, fall semester, @ a gross salary of \$6,000.00.
76. Reta Zabel, Instructor/Assistant, Physical Therapy, term, non-tenure track, effective August 15, 1990 to May 15, 1991, @ a gross salary of \$28,000.00.
77. Kathleen Smith, Instructor, Mathematics/Computer Science, term, non-tenure track, effective August 15, 1990 to May 15, 1991, @ a gross salary of \$22,000.00.
78. Lynnwood Watts, Assistant Dean of Students, Student Affairs, effective September 1, 1990 to July 1, 1991, @ a gross annual salary of \$27,000.00.
79. Norman Hoover, Assistant Professor, Biology, term, non-tenure track, fall semester, @ a gross salary of \$12,500.00.
80. Candice Stoiber, Instructor, part-time, Home Economics, fall semester, @ a gross salary of \$1,400.00.
81. Jack Mobley, Instructor, Biology, term, non-tenure track, fall semester, @ a gross salary of \$12,500.00.
82. Judy Boswell, Instructor/Grants Evaluation Coordinator, part-time, Health Education, fall semester, @ a gross salary of \$7,800.00.
83. Dorothy Webb, Instructor, part-time, English, fall semester, @ a gross salary of \$2,800.00.
84. Virginia Tolliver, Instructor, part-time, English, fall semester, @ a gross salary of \$2,800.00.
85. Henry Smiley, Instructor, part-time, English, fall semester, @ a gross salary of \$2,800.00.
86. Kay Lambert, Instructor, part-time, English, fall semester, @ a gross salary of \$2,800.00.
87. Becky Vinson, Instructor, part-time, English, fall semester, @ a gross salary of \$2,800.00.
88. Patricia Finkbeiner, Instructor, part-time, English, fall semester, @ a gross salary of \$1,400.00.
89. Majorie McMinn, Instructor, part-time, English, fall semester, @ a gross salary of \$2,800.00.

90. Susan Mazzanti, Instructor, part-time, English, fall semester, @ a gross salary of \$2,800.00.
91. Norma Tio, Instructor, part-time, English, fall semester, @ a gross salary of \$1,400.00.
92. Peggy Dunn, Instructor, English, term, non-tenure track, effective August 15, 1990 to May 15, 1991, @ a gross salary of \$19,500.00.
93. Eric Bailey, Instructor, English, term, non-tenure track, effective August 15, 1990 to May 15, 1991, @ a gross salary of \$19,500.00.
94. Gertrude Casciano, Instructor, part-time, Art, fall semester, @ a gross salary of \$3,000.00.
95. Mildred Snipes, Instructor, part-time, Art, fall semester, @ a gross salary of \$1,400.00.
96. Jeff Kessinger, Instructor, part-time, Art, fall semester, @ a gross salary of \$3,000.00.
97. Leslie Mangiameli, Instructor, part-time, Art, fall semester, @ a gross salary of \$1,400.00.
98. John Dieckmann, Instructor, Foreign Language, term, non-tenure track, effective August 15, 1990 to May 15, 1991, @ a gross salary of \$20,000.00.
99. Jene Moore, Instructor, part-time, Chemistry, fall semester, @ a gross salary of \$2,800.00.
100. George Dilbeck, Instructor, part-time, Chemistry, fall semester, @ a gross salary of \$1,500.00.
101. James Herr, Instructor, part-time, Technology, fall semester, @ a gross salary of \$1,400.00.
102. Judy Gabbard, Instructor, part-time, Biology, fall semester, @ a gross salary of \$2,800.00.
103. F. Dunn Jones, Instructor, part-time, Biology, fall semester, @ a gross salary of \$1,500.00.
104. Karl Young, Instructor, part-time, Sociology, fall semester, @ a gross salary of \$3,000.00.
105. Rebecca Tyson, Instructor, part-time, English, fall semester, @ a gross salary of \$2,800.00.
106. James Cox, Instructor, Mathematics/Computer Science, term, non-tenure track, effective August 15, 1990 to May 15, 1991, @ a gross salary of \$20,000.00.
107. Patricia Price, Instructor, Mathematics/Computer Science, term, non-tenure track, effective August 15, 1990 to May 15, 1991, @ a gross salary of \$21,000.00.
108. James Fielder, Instructor, part-time, Mathematics/Computer Science, fall semester, @ a gross salary of \$1,400.00.
109. Doyle Jackson, Instructor, part-time, Mathematics/Computer Science, fall semester, @ a gross salary of \$1,400.00.

110. Silke Allen, Instructor, part-time, Mathematics/Computer Science, fall semester, @ a gross salary of \$1,500.00.
111. Paul Roncevich, Instructor, part-time, Mathematics/Computer Science, fall semester, @ a gross salary of \$1,400.00.
112. Ralph Olsen, Instructor, part-time, Mathematics/Computer Science, fall semester, @ a gross salary of \$2,800.00.
113. Michael Buchan, Instructor, part-time, Mathematics/Computer Science, fall semester, @ a gross salary of \$2,800.00.
114. Dwayne Collins, Instructor, part-time, Mathematics/Computer Science, fall semester, @ a gross salary of \$1,500.00.
115. Bill Hunt, Instructor, part-time, Mathematics/Computer Science, fall semester, @ a gross salary of \$1,400.00.

Summer Appointments:

1. Jack Mobley, Instructor, Biology, first summer term, @ a gross salary of \$1,800.00.
2. Edward Richards, Assistant Professor, Biology, first summer term, @ a gross salary of \$3,000.00.
3. Norman Hoover, Assistant Professor, Biology, first summer term, @ a gross salary of \$3,000.00.
4. Tony Gifford, Instructor, English, first summer term, @ a gross salary of \$1,400.00.
5. Steve Jackson, Instructor, English, first and second summer terms, @ a gross salary of \$2,400.00 each term.
6. Jeff Henderson, English, second summer term, @ a gross salary of \$2,576.00.
7. Cindy Shelton, Instructor/OADAOP Coordinator, Health Education, effective May 15, 1990 to August 15, 1990, @ a gross salary of \$1,800.00.
8. Susan Standridge, Instructor, History, first summer term, @ a gross salary of \$1,200.00.
9. Joseph Cangelosi, Marketing and Management, first and second summer terms, @ a gross salary of \$3,060.00 each term.
10. Carolyn Pinchback, Associate Professor, Mathematics and Computer Science, effective June 11, 1990 to June 29, 1990, @ a gross salary of \$4,000.00.
11. Sue Evans, Instructor, Music, first summer term, @ a gross salary of \$1,200.00.
12. Richard Hobson, Music, second summer term, @ a gross salary of \$2,928.00.
13. Beth McKittrick-Bandy, Instructor/Assistant, Physical Therapy, effective June 11, 1990 to August 10, 1990, @ a gross salary of \$1,200.00.
14. Norman Gaiser, Physics, first summer term, @ a gross salary of \$3,125.00.

15. Stephen Addison, Physics, second summer term, @ a gross salary of \$3,238.00.
16. Hudson Eldridge, Physics, first and second summer terms, @ a gross salary of \$3,622.00 each term.
17. Kathy McDaniel, Speech/Language Pathology, second summer term, @ a gross salary of \$1,500.00.
18. Betty Fusilier, Speech/Language Pathology, second summer term, @ a gross salary of \$1,500.00.
19. Susan Moss, Special Education, first summer term, @ a gross salary of \$1,647.00.

Resignations:

1. Kenneth Oots, Political Science, effective May 15, 1990.
2. Raymond Hogue, Physical Therapy, effective May 11, 1990.
3. Rob Kennedy, Academic Excellence, effective July 31, 1990.

Sabbaticals:

1. Patrick Hasty, Music, Spring 1991
2. William Keinath, Geography, Spring 1991
3. Paul Peterson, Administration & Secondary Education, Spring 1991
4. Wayne Stengel, English, Spring 1991

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

"BE IT RESOLVED: The Board of Trustees elects by acclamation the officers for the 1990-91 year: Chairman, Herby Branscum; Vice Chairman, Ben Burton; Secretary, Elaine Goode."

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

OPEN MEETING

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

The following board officers were elected for the 1990-91 year: Chairman, Herby Branscum; Vice Chairman, Ben Burton; Secretary, Elaine Goode.

President Thompson commended Dr. Chakales on his year as Chairman of the Board of Trustees.

Mrs. Goode proposed a motion that the Board go on record declaring that no alcoholic beverages will be served on any occasion on University premises, seconded by Mr. Burton. Mr. Branscum made a motion to amend Mrs. Goode's motion by excluding the President's home. Mr. Branscum's amendment was adopted and Mrs. Goode's motion, as amended, passed.

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

Harold Chakales MD
Dr. Harold H. Chakales, Chairman

Ben Burton
Mr. Ben Burton, Secretary