

The Board of Trustees of the University of Central Arkansas convened in regular meeting Thursday, May 2, 1991, at 1:30 p.m. in the Mirror Room in McAlister Hall, with the following officers and members present, to-wit:

| | |
|------------|-----------------------------|
| Chairman: | Mr. Ben F. Burton |
| Secretary: | Mrs. Elaine Goode |
| | Dr. Harold H. Chakales |
| | Mr. Jerry Malone |
| | Mr. Dalda F. Womack |
| | Mr. Joe White |
| | Mr. Madison P. Aydelott III |

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, March 22, 1991, were approved as circulated on motion by Mrs. Goode, seconded by Mr. Aydelott, and passed.

PRESIDENT'S REPORT

President Thompson reported on the following items:

Vote to Change Graduate School Policy at March Board Meeting - Mr. Roy Whitehead, University Counsel, after legal research, ascertained the vote taken on the policy that was adopted on Graduate Admissions Standards at the previous Board meeting (based on majority of those voting) stands, with no further action needed. Mr. Malone requested and received a copy of Mr. Whitehead's memorandum to President Thompson regarding the research. - *Amended in 8-9-91 minutes*

College Savings Bond Sale - The first funds (\$1.3 million) received from the College Savings Bond Sale are allocated for library books, maintenance work, and equipment purchases. The construction of the Academic Complex will not begin before January 1992.

Bond Sale - The bond sale from which the Board authorized \$2 million for a new dormitory, and \$6 million for the Academic Complex has been completed. Proceeds have been placed in short term investments. *Amended in 8-9-91 minutes*

Snow Fine Arts Building - Total cost estimate was projected at \$1,350,000; the actual construction cost is \$1,097,441; the contract was signed and approved on April 10, 1991, with construction beginning on April 16, 1991, and anticipated completion by fall.

PVAA - The lowest base bid for construction of PVAA was \$1,265,00, with other estimated costs bringing the total project to \$1,456,450. This makes for an overage of \$606,450 above the Board approved amount of \$850,000. A recommendation is not ready for the Board at this time.

Parking Lots - Tentative estimates have been received but there are no final figures as yet.

Request from Phi Beta Sigma to Lift Disciplinary Suspension - Phi Beta Sigma was suspended in January 1990 for three years; on recommendation of the University Discipline Committee, the suspension has been reduced by one-half.

Service Award Program - On direction from John Hale of the Arkansas Department of Finance and Administration, gifts previously awarded (plaques, watches, etc.) for years of service were disallowed. Instead, years of service were recognized with certificates presented at a dessert social for all employees on April 25, 1991.

Teaching Excellence Award - Dr. Thompson recognized Dr. Betty Hubbard, Associate Professor, Health Education, as the recipient of the annual teaching excellence award.

Resolution for Mary Lites - Chairman Burton appointed Mrs. Goode, Mr. White, and Mr. Jim Schneider to serve on a committee to prepare a resolution for Mary Lites, President's Office, who is retiring July 1, 1991.

Remediation - A report was distributed on data provided to Arkansas Department of Higher Education through March 5, 1991, regarding students who do not meet the Act 1052 Freshmen Assessment and Placement Standards established by State Board of Higher Education in Math, English, and Reading.

Commencement - The date for Commencement is scheduled for May 11, 1991, at 10:30 a.m. in the Farris Center, with Dr. Huel D. Perkins, Executive Assistant to the Chancellor and Professor Emeritus at Louisiana State University as speaker. Board members are requested to be present, if possible.

Legislative Session - Ms. Julie McDonald, Governmental Affairs, gave a brief report on the legislative session.

Financial Report - Mr. Bob McCormack, Vice President for Financial Affairs, reviewed the March 31, 1991, Financial Report.

Other -

- a. President Thompson gave an up-date on the search for the dean's position in the College of Business;
- b. Staff Senate President Carolyn Dombek, Faculty Senate President Charles Harvey, and the newly elected Faculty Senate President Conrad Shumaker were introduced; announced Robert Buchanan as the new Student Senate president;
- c. President Thompson reported on the progress of construction on campus; Commended the Wittenberg, Delong and Davidson architectural firm and the Vratsinas Construction Co. on the renovation of McAlister Hall; the move back into the building will be completed over the summer;
- d. Discussed enrollment prospects; freshman applications are lower but overall enrollment is projected to be above last year.

OLD BUSINESS

Race Relations - A motion by Mr. White, seconded by Mrs. Goode, and passed, authorized Mr. Roy Whitehead, University Counsel, to research steps for an amendment to remove racial language from Acts of 1907 #317 §1 (establishment and mission requirements of the college) and §6-67-101 (revised mission requirements); also, deletion of the section on scholarships in §6-67-110.

Dr. Chakales moved to amend the preceeding motion to research all documents pertaining to the University of Central Arkansas for possible up-dating, seconded by Mr. Aydelott, and passed.

Athletics - A report on NAIA/NCAA Division II Status which was prepared and submitted by the University of Central Arkansas Athletic Committee, along with a statement from President Thompson, was presented to the Board. After review of the report by the Board before its next meeting, Chairman Burton stated that action will be taken on the administrative proposal.

Dr. Chakales requested a comparison on expenditures for athletics and intramurals.

Other - After discussion was held on furnishing publications for members of the Board, previously requested research shows that other state institutions provide subscriptions only to the Association of Governing Boards of Universities and Colleges.

NEW BUSINESS

Health Insurance Contract - Dr. Thompson distributed the results of the survey conducted by the Vice President for Administration on employee satisfaction with the health insurance contract, and reported that 70% of the participants responded favorably.

The present health insurance contract with Blue Cross/Blue Shield for University employees expires June 30, 1991. The University recently requested bids for a standard plan with various deductibles and stop losses of \$5,000 and \$10,000. Also requested were bids on an HMO/PPO Plan and a self-insured plan.

It was recommended that the standard plan proposed by Blue Cross/Blue Shield with a \$300 deductible and a \$5,000 stop loss and the HMO Arkansas (Health Maintenance Organization Plan) with a \$10 per office visit, \$100 per day for 5 days hospital charge, and \$5 per prescription drug be offered to the University employees and dependents for the 1991-92 year.

The two proposed plans are as follows:

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

| | <u>Employer</u> | <u>Employee</u> | <u>Total</u> |
|------------|-----------------|-----------------|--------------|
| Individual | \$110.64 | \$ 12.09 | \$122.73 |
| Two Party | 110.64 | 136.90 | 247.54 |
| Family | 110.64 | 256.50 | 367.14 |

The benefits of the above plan are the same as the Standard Plan currently offered to our employees. The rates are a 25% reduction from present Standard Plan rates.

- (2) HMO Arkansas: This plan allows an employee to choose from a selected group of primary care physicians and recommended sub-specialists. Employees will be required to pay \$10 for each office visit, \$100 per day for the first 5 days of a hospital stay and \$5 for each prescription drug. The plan would provide 100% coverage for services in these categories after these payments are made by the employees. The University anticipates that the Conway Regional Hospital and local specialists will be included in the HMO program for 1991-92. The monthly rates for this plan are as follows:

| | <u>Employer</u> | <u>Employee</u> | <u>Total</u> |
|------------|-----------------|-----------------|--------------|
| Individual | \$110.64 | -0- | \$110.64 |
| Two Party | 110.64 | \$110.64 | 221.29 |
| Family | 110.64 | 210.24 | 320.88 |

The foregoing rates are the same as those presently paid by the University and its employees.

In order to continue the current level of benefits to UCA employees, it was recommended that both the HMO and Standard Plan be provided.

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

"BE IT RESOLVED: That the President is authorized to extend employee health insurance contracts with Blue Cross/Blue Shield of Arkansas and HMO Arkansas for the period July 1, 1991, through June 30, 1992, at the rates indicated above."

Dental Insurance Contract - The dental insurance contract with Jefferson-Pilot Insurance Company expires June 30, 1991. Jefferson-Pilot submitted the following rate proposal containing a 20% increase for the 1991-92 dental insurance plan. The proposed rates are as follows:

| <u>Dental Plan</u> | <u>Current Rates</u> | <u>Renewal Rates</u> | <u>Employer Cost</u> | <u>Employee Cost</u> | <u>Present Employee Cost</u> | <u>Payroll Deduction Increase</u> |
|-----------------------------|----------------------|----------------------|----------------------|----------------------|------------------------------|-----------------------------------|
| Individual | \$10.32 | \$12.38 | \$12.38 | -0- | -0- | -0- |
| 2-Party (Employee & Spouse) | 20.64 | 24.76 | 12.38 | \$12.38 | \$10.32 | \$ 2.06 |
| Employee & Child | 24.11 | 28.93 | 12.38 | 16.55 | 13.79 | 2.76 |
| Family | 34.43 | 41.32 | 12.38 | 28.94 | 24.11 | 4.83 |

The following information reflects the cause for the rate increase:

| | <u>Premiums</u> | <u>Claims Paid</u> | <u>Claims Over Premiums</u> |
|--|-----------------|--------------------|-----------------------------|
| Annual Report: April 1, 1990 - March 31, 1991 | \$136,051 | \$151,069 | <\$15,108> |
| Quarterly Report: January 1, 1991 - March 31, 1991 | \$ 39,979 | \$ 43,922 | <\$ 3,943> |

It was recommended the proposed dental plan with Jefferson-Pilot Insurance Company be continued for the 1991-92 fiscal year.

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

"BE IT RESOLVED: That the President is authorized to enter into a dental health insurance contract with Jefferson-Pilot Insurance Company for the period of July 1, 1991 to June 30, 1992, at the rates indicated above."

Food Service Contract - The University received a food service proposal from ARA Services for the 1991-92 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 \$3.80 per hour to \$4.25 per hour April 1991, it will be necessary to increase ARA rates 4.9% for student board plans. Off campus groups and casual meals rates are increased by 15 cents per meal and 25 cents per meal respectively.

The rates for 1991-92 are as follows:

| | <u>Meal Plan</u> | <u>1990-91 Rates Per Day</u> | <u>1991-92 Rates Per Day</u> | <u>Commission</u> | <u>Increase</u> |
|--------------------------------------|------------------|----------------------------------|----------------------------------|-------------------|-----------------|
| Summer Term 1991 | All 19 Meals | \$4.850 | \$5.088 | 4.90 | |
| | Any 15 Meals | 5.600 | 5.874 | 4.90 | |
| Regular Term 1991-92 | All 19 Meals | 3.593 | 3.769 | 4.90 | |
| | Any 15 Meals | 3.351 | 3.515 | 4.90 | |
| | Any 10 Meals | 3.219 | 3.377 | 4.90 | |
| Off Campus Special Groups 1991-92 | Breakfast | 2.550 | 2.700 | 0.324 | 0.15 |
| | Brunch | 3.150 | 3.300 | 0.400 | 0.15 |
| | Lunch | 3.150 | 3.300 | 0.400 | 0.15 |
| | Dinner | 3.150 | 3.300 | 0.400 | 0.15 |
| Casual Meals 1991-92 | Breakfast | 3.000 | 3.200 | 0.360 | 0.20 |
| | Brunch | 3.500 | 3.700 | 0.420 | 0.20 |
| | Lunch | 3.750 | 3.950 | 0.450 | 0.20 |
| | Dinner | 3.750 | 3.950 | 0.450 | 0.20 |
| | Steak Night | 4.700 | 4.900 | 0.564 | 0.20 |
| | Special Meals | 4.700 | 4.900 | 0.564 | 0.20 |

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

"BE IT RESOLVED: The Administration is authorized to sign a one-year contract with the ARA Food Service Company with rates as follows: Summer Student Rates 1991 - \$5.088 per day for all 19-meal plan and \$5.874 per day for any 15-meal plan. Regular Academic Year (1991-92) Student Rates - \$3.769 per day for all 19-meal plan, \$3.515 per day any 15-meal plan, \$3.377 per day any 10-meal plan. Off campus Special Groups will be charged as follows: Breakfast \$2.70 per day; Brunch \$3.30 per day; Lunch \$3.30 per day; Dinner \$3.30 per day. Casual Meal charges will be: Breakfast \$3.20 per day; Brunch \$3.70 per day; Lunch \$3.95 per day; Dinner \$3.95 per day; and, Steak & Special \$4.90 per day."

Snack Bar, Bake Shop, Pizza Operation and Athletic Concessions:

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. Recommendation was made to continue the contract with ARA for the 1991-92 year with a monetary value of 12% of sales, which is the same as the 1990-91 rates. The University also has granted ARA the exclusive right to operate the concessions in Estes Stadium and the Farris Center for the past year. It was recommended that this contract be extended from July 1, 1991 to June 30, 1992 at a rate of 15% of gross sales which is the same as the 1990-91 rates.

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

"BE IT RESOLVED: The Administration is authorized to sign a one year contract with ARA Food Service Company for the operation of the snack bar, bake shop, and pizza operations in the Student Center for the period beginning June 1, 1991 through May 31, 1992, providing that ARA will pay the University 12% of sales during the period of this contract.

"BE IT FURTHER RESOLVED: That the Administration is authorized to sign a similar contract with ARA Food Service Company for the operation of the athletic concessions at Estes Stadium and the Farris Center for the period beginning July 1, 1991 to June 30, 1992, providing that ARA will pay the University 15% of gross sales during the period of this contract."

Room and Board Charges 1991-92 - Increasing costs in the residence halls and food services and the construction of the new residence hall make advisable a rate increase of approximately 7 percent. These additional funds are needed to meet rising costs in food, minimum wage increases, and maintenance of aging housing facilities, as well as to finance the construction of the new residence hall previously approved by the Board.

The current room and board charge is \$1,078 per semester if the student is in a double occupancy room and on the 19-meals plan. The total proposed for the fall of 1991 is \$1,153 or an overall increase of 7 percent. The board plans offered for 1991-92 are the same as offered for 1990-91. The plans are: summer - all 19-meal plan and any 15-meal plan; fall and spring - all 19, any 15 and any 10-meal plans.

The following resolution as Board Policy Number _____, revised to read as follows was adopted upon motion by Mrs. Goode, seconded by Mr. Aydelott, and passed:

"BE IT RESOLVED: That the Board of Trustees approves the following schedule of room rates for the 1991-92 academic year, effective fall 1991; and summer conferences as set out below for 1991 and 1992, effective summer 1991."

Room Rate Schedule

Fall & Spring 1991-92

| | |
|----------------------------|------------------------------|
| Double Occupancy Room Rate | \$ 608.00 per semester |
| Private Room Rate | 793.00 per semester |
| Family Housing Rate | 173.00 per month |
| Greek Room Rate | 5.50 per member/per semester |

Summer Terms 1992

| | |
|-------------------|---------------------------|
| Double Occupancy | \$ 164.00 per summer term |
| Private Room Rate | 203.00 per summer term |

Summer Conferences 1991

| | |
|---------------------|--------------------------------------|
| Youth Rate | \$ 6.50 per person/night double room |
| Adult Rate (Double) | 8.00 per person/night double room |
| Adult Rate (Single) | 12.00 per person/night single room |

Summer Conferences 1992

| | |
|---------------------|--------------------------------------|
| Youth Rate | \$ 6.50 per person/night double room |
| Adult Rate (Double) | 9.00 per person/night double room |
| Adult Rate (Single) | 13.00 per person/night single room |

The following resolution as Board Policy Number _____, revised to read as follows was adopted upon motion by Mr. Aydelott, seconded by Mr. White, and passed:

"BE IT FURTHER RESOLVED: That the Board of Trustees approves the following schedule of board rates for the 1991-92 academic year, effective fall 1991."

Board Rate Schedule

Fall & Spring 1991-92

| | |
|-----------------------|------------------------|
| All 19 meals per week | \$ 545.00 per semester |
| Any 15 meals per week | 525.00 per semester |
| Any 10 meals per week | 505.00 per semester |

Summer of 1992

| | |
|------------------|-------------------------|
| Any 19 meal plan | \$ 157.00 (5 week term) |
| Any 15 meal plan | 152.00 (5 week term) |

Registration and Fees -

a. Registration - In order to obtain sufficient funding to finance the expenditures contained in the proposed operating budget for fiscal year 1991-92, it will be necessary to increase registration and fees by slightly in excess of 6 percent. These funds will be needed to enable the University to respond to its growing student population, to meet inflationary pressures, to recruit and retain capable faculty and staff and to continue accreditation of our academic programs.

b. Graduate Application Fee - At UCA the cost to process graduate applications is approximately \$15 for U.S. citizens. It is a common practice nationally and in Arkansas to charge an application fee for students applying to graduate school. The proposed application fee does not exceed those of its sister institutions and would generate approximately \$15,000 annually.

c. International Student Activity Fee - The Office of International Programs requests, and the President recommends, that an International Student Activity Fee of \$30.00 per semester be assessed to all international students on campus. This fee would go toward activities that are designed to provide cultural orientation and to provide airport pick-up, dorm check-in, and other special services that need to be provided for students when they arrive in the U.S. prior to registration. Additional services include the processing of all immigration and naturalization forms, foreign student orientation, cross-cultural counseling, and programs to expose the international students to American culture. This fee is a generally-accepted way to cover the unique expenses of international students.

d. International Programs Student Application Fee - The Office of International Programs requests, and the President recommends, that an international student application fee of \$30.00 be assessed. This fee will offset the additional costs of materials, reproduction of documents, evaluation of international credentials, and purchase and issuance of I-20 student visa forms, which are necessary for the admission of international students. It will also compensate for the additional time required to process applications, which require multiple correspondence before international students may be admitted to the University, and the added costs of mailing materials to students overseas, which averages approximately \$3.50 per mailing. An international student application fee is charged at most universities throughout the country as well as throughout Arkansas. This is considered to be the most practical way to offset the proportionately high costs associated with the process. Also, the imposition of an application fee will reduce the number of less serious applications which will be received by UCA.

e. Academic Transcript Fee - The University currently provides an average of 20,000 official academic record transcripts per year. A student's first copy is issued at no charge and the graduate receives 2 copies at no charge with the diploma. A \$1.00 per copy fee is charged for all additional requests. A fee payment receipt and notification of transcript issuance is provided to the requesting individual, whether the request is submitted by mail or in person. Transcript requests are processed through and out of the University not later than the next working day after receipt and same day service is provided, when requested, for the same \$1.00 per copy fee. Unofficial transcripts, which are computer generated printouts, are provided on request at no charge. Official transcripts are provided, at no charge to the student, for purposes of initial Teacher Education Certification, Nursing, Occupational Therapy, and Physical Therapy Licensure. Six Arkansas institutions, including the University of Arkansas at Fayetteville and the University of Arkansas at Little Rock, charge \$3.00 per copy for an official transcript and several charge extra for same day service. All expense associated with receipting, processing, and issuing an official academic transcript has risen since 1963, when the present \$1.00 per copy fee was implemented, with the most dramatic increase found in the cost of postage. All other materials such as envelopes, forms, copy materials, and labor have

and continue to increase in cost. The Registrar's Office requests, and the President recommends, that the academic transcript fee be raised to \$3.00 per copy, or \$5.00 per copy for same day service.

f. Return Check Fee - The current \$5.00 Returned Check Charge which was adopted 15 years ago requires an up-date. With the increase in both postage and labor costs over the past 15 years, the cost of meeting the minimum requirements set forth by law concerning returned checks has gone well beyond the current \$5.00 fee for returned checks. Currently, the \$15.00 charged for returned checks, which is used by local businesses in Conway, is so standard that the Faulkner County court systems automatically collects and sends to the Plaintiff, \$15.00 as the return charge regardless of the Plaintiff's return charge.

The proposed increase in the fee to \$15 would bring the University in line with the local business establishments and court systems.

g. Post Office Fee - The University Post Office rents approximately 2,160 post office boxes to faculty, staff, and students.

The number of boxes and rates charged are as follows, with the rate varying according to the size of the box.

| <u>Number of Boxes</u> | <u>Present Rates</u> | <u>Possible Total Per Year</u> |
|----------------------------|-------------------------|------------------------------------|
| 2,000 | at \$ 3.00 per semester | \$12,000 |
| 136 | at \$12.00 per year | 1,632 |
| 24 | at \$15.00 per year | 360 |
| 1,000 | at \$2.00 per 5 weeks | 4,000 |
| | | <u>\$17,992</u> |

The above rates have been in effect since 1981.

In the 1990-91 fiscal year, the University will subsidize the Post Office operations by approximately \$26,000.

In order to reduce the subsidy from general funds for 1991-92, the following rates are recommended to become effective June 1, 1991:

| <u>Number of Boxes</u> | <u>Present Rates</u> | <u>Possible Total Per Year</u> |
|----------------------------|-------------------------|------------------------------------|
| 2,000 | at \$ 5.00 per semester | \$20,000 |
| 136 | at \$20.00 per year | 2,720 |
| 24 | at \$20.00 per year | 480 |
| 1,000 | at \$ 3.00 per summer | 6,000 |
| | | <u>\$29,200</u> |

h. Parking Decal Fee - As the University continues to build parking lots to accommodate the increasing enrollment, some lots must be located further from the center of the campus than others.

To encourage the use of those lots, it is proposed that the University authorize a discount decal for faculty, staff and students to park in available space south of the street that runs west from Donaghey between AETN and the Army Reserve. The number of spaces on the south of the street off Donaghey is approximately 350.

A special decal will be made available which could not be used in any other lot on the UCA campus between 7:00 A. M. to 4:00 P. M., Monday through Friday. Faculty, staff and students with regular decals would be authorized to park in the special decal lot as well as other lots authorized by their decal.

The following resolution was adopted upon motion by Mr. Womack, seconded by Dr. Chakales, and passed with a negative vote by Mr. Malone. Previous Board Policies dealing with fees are amended by Board Policy Number _____, as stated in the following resolution:

"BE IT RESOLVED: That the UCA Board of Trustees adopts the following schedule of fees which are being changed for the 1991-92 academic year, effective fall 1991."

"BE IT FURTHER RESOLVED: That all fees not modified remain at the same level as for the 1990-91 academic year."

FEE SCHEDULE

| | | <u>In-State</u> | <u>Out-of-State</u> |
|----|---------------------------------------|-----------------------|------------------------|
| a. | Undergraduate Fee | \$ 56 per credit hour | \$ 112 per credit hour |
| | Maximum for 12 or more credit hours | \$ 622 | \$ 1,244 |
| | Graduate Fee | \$ 73 per credit hour | \$ 146 per credit hour |
| b. | Graduate Application Fee | \$ 15 | \$ 15 |
| c. | International Student Activity Fee | \$ 30 per semester | \$ 30 per semester |
| d. | International Student Application Fee | \$ 30 | \$ 30 |
| e. | Academic Transcript Fee | \$ 3 per copy | \$ 3 per copy |
| | Same day service | \$ 5 per copy | \$ 5 per copy |
| f. | Return Check Fee | \$ 15 per check | \$ 15 per check |
| g. | Post Office Box Fee | | |
| | 4x5 Box | \$ 5 per semester | \$ 5 per semester |
| | 5 1/2 x6 Box | \$ 20 per year | \$ 20 per year |
| | 6 1/2x11 Box | \$ 20 per year | \$ 20 per year |
| | 4x5 Box | \$ 3 per summer term | \$ 3 per summer term |
| h. | Parking Decal Fee | | |
| | Alternate decal fee | \$ 5 per year | \$ 5 per year |

Operating Budget - The proposed operating budget for fiscal year 1991-92 totals \$47,328,483 as compared with \$42,361,353 in fiscal year 1990-91, which is an increase of \$4,967,130 or 11.7 percent.

EXPENDITURES

Salaries for faculty and other non-classified personnel are increased by an average of approximately 7.5 percent. Five percent of this increase is dedicated to across-the-board increases to all current employees. The remaining 2.5 percent represents merit increases.

Classified employees will receive the state-mandated 2.5 percent increase on July 1, 1991. A majority of those employees will receive an additional 2 percent on the same date, since most of the classified positions were upgraded in a recent study by the Office of Personnel Management. Furthermore, classified employees will receive an additional 2.5 percent increase on their anniversary dates. This represents a cumulative increase for most classified employees of at least 7.2 percent over the previous fiscal year.

Part-time teaching stipends remain at \$1200 to \$1500 for teaching three hours and Graduate Assistantships remain at approximately \$5400. Student labor budgets are not increased. This will result in fewer hours worked due to the increase in the minimum wage.

Maintenance and operation funds for departments are increased by an average of 4.6 percent over the previous fiscal year. An additional \$159,000 reflects the cost of the new telephone system. The replacement of the grant funds from the Arkansas Hospital Association used in the Physical Therapy Department in fiscal year 1990-91, requires an additional \$104,000.

Approximately \$319,000 (including fringe benefit costs) are added to academic departments to (1) convert eleven persons on one year temporary contracts to seven tenure tract faculty positions, (2) add six faculty members in the College of Education, (3) convert the assistant dean in the College of Health and Applied Sciences from nine to twelve months and (4) increase the salary for the dean's position in the College of Business.

Additional funds are also provided for International Programs (\$14,000), institutional memberships (\$10,000), and athletic injuries (\$24,000). Additional staff positions are provided in the following areas: Computer Services (1), Physical Plant (2), Academic Affairs (1), Torreyson Library (1), and Business Office (2). These additional positions cost approximately \$180,000 (including fringe benefit costs).

The scholarship budget is increased by 16.8 percent to reflect an increased student population, and the increase in student registration.

Significant increases in expenditures are budgeted in Housing, Food Service and the Bookstore. These increases reflect our attempts to accommodate an increasing student population. The Housing and Food Service budgets reflect an occupancy rate consistent with the actual occupancy for this year, as well as a 7 percent increase in housing and food service rates.

Educational and general debt service requirements are increased by \$220,000, which will be used to service the \$2 million in educational and general bonds issued in April.

REVENUES

Comparing the revenue portion of the proposed operating budget for 1991-92 to a current fiscal year requires additional explanation due to the fact that the revenue from the sale of parking decals is proposed to be moved from educational and general funds to auxiliary enterprises, and the designation of the \$48 student athletic fee as athletic income rather than educational and general funds.

Increases in revenues come from increases in student fees, state general revenues, Housing and Food Service receipts and the Bookstore income.

State general revenues represent the largest portion of the increase (\$2,810,506). State revenue growth has continued to be strong in fiscal year 1990-91 and it is expected that this trend will continue in 1991-92. Budgeted revenues are based on the assumption that we will receive Allotments "A," "A1" and the Department of Finance and Administration's estimate of revenues from the Educational Excellence Trust Fund. These estimates are consistent with information which the Department of Finance and Administration presented to the most recent session of the Arkansas General Assembly. They appear reasonable in that the economic growth rate required to fund them is approximately 4 percent. That is slightly less than the rate of growth for the first nine months of the current fiscal year.

The \$515,872 increase in student fees comes from an expected enrollment growth of 350 full time equivalent students, plus the increase of approximately 6 percent in registration, less approximately \$780,000 designated as the student athletic fee.

The increase in Housing and Food Service is based on an average increase in room and board rates of 7 percent (discussed in detail in another agenda item) and an increase in the number of occupants by approximately 175. The \$341,500 increase in the Bookstore income is largely due to student enrollment increases.

Even though the proposed budget will enable the University to move closer to meeting some of its primary goals, there are still numerous items which need to be funded if revenues exceed the estimates contained in the proposed budget. Some of these needs are: additional faculty, additional funding for the Library, increased student help budgets and additional staff for the various service components of the University. These needs result from the increased student enrollment, NCATE Accreditation requirements and the expanded facilities which will require maintenance, custodial service, insurance and utilities.

The following resolution, with the stipulations that any adjustments or changes to be brought to the Board, was adopted upon motion by Mr. White, seconded by Mr. Aydelott, and passed:

"BE IT RESOLVED: That the Board of Trustees approves the 1991-92 operating budget totaling \$47,328,483 as distributed and discussed."

Other -

Section 125 - "Premium Only Plan" - The University has an opportunity to offer its employees a new benefit provided by Act 10 of the 76 General Assembly and Section 125 of the Internal Revenue Code. This benefit is known as a "Premium Only Plan" and enables employees to have certain insurance premiums deducted from gross pay before taxes are withheld.

This legislation provides tax benefits on premiums paid by employees for health insurance, dental insurance, and optional life insurance up to \$50,000 face amount. These deductions will result in an increase in net pay for employees.

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

"BE IT RESOLVED: That the President is authorized to establish a "Premium Only Plan" provided by Act 10 of the 76 General Assembly and Section 125 of the Internal Revenue Code beginning July 1, 1991."

New Residence Hall - On September 20, 1990, the Board of Trustees approved the construction of a new residence hall of approximately 300 beds at a cost not to exceed \$6,000,000. On April 23, 1991, bids were received from six qualified bidders with base bids ranging from a low of \$4,924,771 to a high of \$5,298,000. The low bidder is Vratsinas Construction Company of Little Rock, Arkansas.

The estimated cost is as follows:

| | <u>Estimated Cost</u> |
|-------------------------------------|-----------------------|
| <u>Construction</u> | \$4,924,771 |
| <u>Architect Fees</u> | 304,486 |
| <u>Contingencies</u> | <u>50,000</u> |
| Subtotal | \$5,279,257 |
| | <u>Other Costs</u> |
| <u>Survey & Borings</u> | \$ 6,500 |
| <u>Cost of Sale of Bonds</u> | 39,000 |
| <u>Interest During Construction</u> | <u>360,000</u> |
| Subtotal | \$ 405,500 |
| <u>Furniture</u> | <u>\$ 315,243</u> |
| Grand Total Cost | \$6,000,000 |

The following resolution was adopted upon the motion of Dr. Chakales, seconded by Mr. Aydelott, and passed:

"BE IT RESOLVED: That the Board of Trustees accepts the bid of Vratsinas Construction Company of \$4,924,771, for the construction of a new residence hall."

Executive session for the purpose of considering personnel was declared upon motion made by Ms. Goode, seconded by Dr. Chakales, and passed.

EXECUTIVE SESSION

The following adjustments, appointments, reappointments, summer appointments, resignation, retirement, professor emeriti, and sabbaticals, as recommended by President Thompson, were approved upon motion by Mr. White, seconded by Mrs. Goode, and passed:

Adjustments:

1. John Cagle, change from Assistant Dean of Students, Student Affairs, non-faculty appointment, effective July 1, 1990, to July 1, 1991, @ a gross salary of \$27,148.00, to Assistant Dean of Students/Director of Student Activities, Student Affairs, non-faculty appointment, effective April 1, 1991, through June 30, 1991, @ a gross annual salary of \$30,000.00.
2. Ronnie Williams, change from Assistant Dean of Students, Student Affairs, non-faculty appointment, effective January 28, 1991 through June 30, 1991, @ a gross annual salary of \$32,091.00, to Associate Dean of Students, Student Affairs, non-faculty appointment, effective April 1, 1991, through June 30, 1991, @ a gross annual salary of \$37,000.00.
3. Glenn Smith, change from Professor/Chairperson of Speech, Theatre, Journalism, appointment with tenure, August 15, 1991, to Professor, Speech, Theatre, Journalism, appointment with tenure @ a gross salary of \$48,044.00.

Appointments:

1. Robert Robertson, Instructor, Accounting, non-tenure track, effective August 15, 1991 through December 31, 1991, @ a gross salary of \$12,500.00.
2. Brenda Yelvington, Instructor, Accounting, non-tenure track, effective January 2, 1992 through May 15, 1992, @ a gross salary of \$13,750.00.
3. Terry James, Chairman/Associate Professor, Administration and Secondary Education, with tenure and three years toward promotion, effective July 1, 1991 to July 1, 1992, @ a gross salary of \$52,500.00.
4. Cameron Dorey, Assistant Professor, Chemistry, tenure track, with two years toward tenure and two years toward promotion, effective August 15, 1991 through May 15, 1992, @ a gross salary of \$33,000.00.
5. Mary Mosley, Assistant Professor, Childhood Education, tenure track, effective August 15, 1991 through May 15, 1992, @ a gross salary of \$28,000.00.
6. Carol Pierson, Assistant Professor, Childhood Education, tenure track, two years toward promotion and two years toward tenure, effective August 15, 1991 through May 15, 1992, @ a gross salary of \$28,000.00.
7. Paul Spillenger, Instructor, English, tenure track, with one year toward promotion and one year toward tenure, effective August 15, 1991 through May 15, 1992, @ a gross salary of \$25,000.00.

8. Jay Curlin, Instructor, English, tenure track, effective August 15, 1991 through May 15, 1992, @ a gross salary of \$25,000.00.
9. Jaime Zambrano, Instructor, Foreign Languages, term - non-tenure track, effective August 15, 1991, through May 15, 1992, @ a gross salary of \$26,000.00.
10. George Bratton, Associate Professor, Mathematics and Computer Science, tenure track, with three years toward promotion and three years toward tenure, effective August 16, 1991 through May 15, 1992, @ a gross salary of \$35,000.
11. Ronald Bramlett, Assistant Professor, Psychology/Counseling, tenure track, effective August 15, 1991 through May 15, 1992, @ a gross salary of \$27,000.00.
12. Margie Gilbertson, Assistant Professor, Speech/Language Pathology, tenure track, doctorate must be completed before contract begins on August 15, 1991, effective August 15, 1991 through May 15, 1992, @ a gross salary of \$26,000.00.
13. Gary Roberts, Dean of Students, Student Affairs, non-faculty appointment, effective July 1, 1991, to July 1, 1992, @ a gross salary of \$45,600.00.
14. Felicia Buchanan, Assistant Dean of Students, Coordinator of Programs, Student Affairs, effective June 10, 1991 through June 30, 1991, @ a gross salary of \$1,833.33 per month.
15. Felicia Buchanan, Assistant Dean of Students/Coordinator of Programs, term appointment, effective July 1, 1991 to July 1, 1992, @ a gross salary of \$22,000.00.

Resignation:

1. Charlotte Strickland, Assistant Dean of Students, effective April 10, 1991.

Retirement:

1. Georgia Van Pelt, Housing, effective May 17, 1991.

Professor Emeritus:

1. Dorothy Long
2. O. L. Hughes

Sabbaticals:

1. Margaret Morgan, English, Spring 1992
2. Jeff Henderson, English, Spring 1992
3. Randall Pouwels, History, Spring 1992, Fall 1992
4. Stephen Addison, Physics, Spring 1992
5. Donna Foss, Mathematics, Spring 1992
6. Rebecca Williams, English, Spring 1992

Reappointments:

OFFICE OF THE PRESIDENT

| NAME | TITLE | SALARY |
|----------------------|--|------------------|
| Winfred L. Thompson | President | \$ 97,500.00 #** |
| H. B. Hardy (T) | Professor/Assistant to the President/Dir.Aff.Action | 73,850.00 |
| Julie McDonald | Exec.Asst. to the President/ Governmental Affairs | 58,400.00 |
| Brian Bolter | Project Coord/International Prog. | 38,500.00 |
| Bill Stephens | Director of Athletics | 59,390.00 |
| Mike Isom | Head Football Coach | 47,543.00 |
| Don Dyer | Hd Basketball Coach | 47,522.00 |
| Sallie Dalton | Head Coach & Coor Women's Ath | 46,696.00 |
| Ron Marvel | Head Coach/Women's Basketball | 46,103.00 |
| Richard Martin | Head Track Coach | 39,230.00 |
| Arch Jones | Instru./Assist.to Dir. of Athletics | 38,003.00 |
| Bill Keopple | Assistant Football Coach | 36,333.00 |
| Clifton Ealy | Assistant Football Coach | 35,758.00 |
| Brooks Hollingsworth | Assistant Football Coach | 35,458.00 |
| Jack C. Fulmer | Head Baseball Coach | 34,203.00 |
| Tommy Reed | Assistant Basketball Coach | 30,056.00 |

#**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 6-30-94.

VICE PRESIDENT FOR ACADEMIC AFFAIRS

| NAME | TITLE | SALARY |
|-----------------------|---|--------------|
| James W. Berry (T) | Vice President/Assoc. Professor | \$ 74,000.00 |
| Joan Pritchard (T) | Asst Professor of Accounting & Assistant to Vice President for Academic Affairs | 63,000.00 |
| Robert McLauchlin (T) | Academic Dean/Graduate Office | 71,008.00 |
| W. D. Moon (T) | Prof Math & Undergrad. Dean | 70,042.00 |
| Norbert Schedler (T) | Professor of Philosophy & Dir of Honors College | 64,250.00 |
| Anthony Sitz | Registrar | 46,500.00 |
| David Parker | Director, Audiovisual Services | 29,660.00 |
| Willie Hardin (T) | Academic Dean/Professor | 55,000.00 |
| Tom Dillard | Archivist 37,271.00 | |
| Gay Moore | Assoc.Lib./Dev. Coordinator | 35,639.00 |
| Carol Powers | Asst.Lib./Bibliographer | 34,437.00 |
| Margaret Morrison | Asst.Lib./Public Services | 32,273.00 |
| Kay Talley | Asst.Lib./Technical Services | 31,875.00 |

VICE PRESIDENT FOR ACADEMIC AFFAIRS, CONTINUED

| | | |
|-------------------|---|---------------|
| Kathie B. George | Assistant Librarian | 27,727.00 |
| Vicki Janke | Asst.Lib./Bibliographic Instructor/Reference | 27,254.00 |
| Ellen Johnson | Asst.Lib./Circulation | 26,807.00 |
| Robert J. Dudek | Asst Lib/Acquisitions | 24,652.00 |
| Charlotte Evans | Assistant Librarian | 23,706.00 |
| Clyde Reese (T) | Academic Dean/Professor | 65,465.00 |
| Jimmie McKim (T) | Asst Prof/Coord. of Credit Programs | 49,939.00 |
| Bill Miller | Director of Corp. Relations | 48,400.00 *** |
| Lois Love | Asst. Dir. of Corporate Relations | 23,478.00 *** |
| John M. Lar | Coordinator of Continuing Ed & Director of Channel 6 | 29,417.00 |
| Mary Sue Whitelaw | Cont. Education Coordinator/ Dir. of Community Ed. | 29,305.00 |

*** Contingent on 10/10 Funds

VICE PRESIDENT FOR ADMINISTRATION

| NAME | TITLE | SALARY |
|---------------------|--------------------------------------|--------------|
| B. W. Horton | Vice President | \$ 73,600.00 |
| Earl McGehee (T) | Prof/Dir Computer Center | 70,999.00 |
| Jerrel Fielder | Director of Physical Plant | 53,581.00 |
| Lilly Rogers | Dir of Computer Services | 48,490.00 |
| W. M. Thompson, Jr. | Assis.Prof./Comput Resource Center | 40,259.00 |
| Helen Russell | Assist.Vice Pres.for Human Resources | 33,436.00 |

VICE PRESIDENT FOR FINANCIAL AFFAIRS

| NAME | TITLE | SALARY |
|------------------|-------------------------------|--------------|
| Robert McCormack | Vice President | \$ 73,000.00 |
| Roger Lewis | Dir of Institutional Research | 41,872.00 |
| Carol Everett | Controller | 40,348.00 |
| Harold McDonald | Dir Student Financial Aid | 39,166.00 |
| Paul Totten | Project Coordinator | 37,637.00 |

VICE PRESIDENT FOR PUBLIC AFFAIRS

| NAME | TITLE | SALARY |
|-----------------|---|--------------|
| John Ward | Vice President | \$ 72,300.00 |
| Libby Smith | Dir of Development | 41,467.00 |
| Joe Darling | Director of Admissions | 37,673.00 |
| James Schneider | Director of Information | 32,860.00 |
| Penny Eberhard | Director of Public Appearances | 31,930.00 |
| Ellen Ishee | Director of Publications/ Creative Service | 26,788.00 |

VICE PRESIDENT FOR PUBLIC AFFAIRS, CONTINUED

| | | |
|-----------------|---|-----------|
| Carolyn Dombek | Project Coord./Alumni Activities | 23,907.00 |
| Kim Anderson | Asst Dir of Admissions & Asst Dean of Students | 22,871.00 |
| Kimberly Thomas | Asst Dir of Admissions & Asst Dean of Students | 20,025.00 |

VICE PRESIDENT FOR STUDENT AFFAIRS

| NAME | TITLE | SALARY |
|--------------------|--|--------------|
| John W. Smith | Vice President for Student Affairs | \$ 60,500.00 |
| Ernest Ness | Director of Counseling Center | 47,672.00 |
| Gary A. Roberts | Dean of Students | 45,600.00 |
| Ronnie Williams | Associate Dean of Students | 37,000.00 |
| John Cagle | Asst Dean of Students/Student Center | 32,314.00 |
| K. Rice-Clayborn | Assistant Dean of Students/ Career Planning & Placement | 30,952.00 |
| Mary Mabry | Assistant Dean of Students & Counselor & Coord. of Training | 27,535.00 |
| Joe M. Vinson | Project Coordinator/Dir of Health Resource Center | 27,518.00 |
| Bernice B. Kimball | Dir of Testing & Counselor | 27,535.00 |
| Steve Ellis | Dir Developmental Skills/ Psychoeducational Programs | 24,359.00 |

COLLEGE OF ARTS AND SCIENCES

| NAME | RANK | SALARY |
|--------------------------|----------------------------|----------------|
| James Dombek (T) | Prof of Mathematics & Dean | \$ 71,008.00 * |
| Samual Buchanan (T) | Professor & Asst. Dean | 50,104.00 * |
| <u>Dept. of Art:</u> | | |
| Kenneth Burchett (T) | Professor & Chairman | 62,843.00 * |
| Robert Thompson (T) | Professor | 41,181.00 |
| Helen Phillips (T) | Professor | 41,150.00 |
| Pat Larsen (T) | Professor | 38,485.00 |
| Roger Bowman | Associate Professor | 35,178.00 |
| Charles Hollingsworth | Assistant Professor | 33,600.00 |
| Gayle Seymour | Associate Professor | 31,541.00 |
| Cathy Caldwell | Assistant Professor | 29,325.00 |
| Andrew Cohen | Assistant Professor | 28,625.00 |
| Bryan Massey | Assistant Professor | 28,425.00 |
| <u>Dept. of Biology:</u> | | |
| Edmond Griffin (T) | Professor & Chairman | 63,368.00 * |
| Robert D. Wright (T) | Professor | 52,857.00 |
| Jimmy Throneberry (T) | Professor | 50,888.00 |
| Donald Culwell (T) | Professor | 50,282.00 |
| D. D. Smith (T) | Professor | 46,663.00 |
| Frederick Dalske (T) | Assoc Professor | 45,610.00 |
| Wilbur Owen (T) | Professor | 45,610.00 |

Dept. of Biology, continued:

| | | |
|-------------------|---------------------|-----------|
| John Choinski (T) | Associate Professor | 32,542.00 |
| William Moran | Assistant Professor | 32,332.00 |
| David Zehr (T) | Assoc Professor | 32,191.00 |
| Kenneth Freiley | Assistant Professor | 31,976.00 |
| David Dussourd | Assistant Professor | 30,900.00 |
| Mary McDonald | Assistant Professor | 29,430.00 |
| Delena Tull | Assistant Professor | 28,480.00 |

Dept. of Chemistry:

| | | |
|------------------|----------------------|-------------|
| Jerry Manion (T) | Professor & Chairman | 65,309.00 * |
| Michael Rapp (T) | Professor | 55,452.00 |
| Arthur Hoyt (T) | Professor | 50,183.00 |
| Paul Kranse (T) | Assoc Professor | 45,672.00 |
| G. S. Paul (T) | Professor | 44,559.00 |
| Karen Weaver (T) | Assistant Professor | 30,561.00 |
| William Taylor | Assistant Professor | 30,200.00 |

Dept. of English:

| | | |
|------------------------|---------------------------------|--------------|
| T. B. Kearns (T) | Professor & Chairman | 60,800.00 * |
| Henry Rogers (T) | Professor | 52,531.00 |
| Robert Lowrey (T) | Prof & Dir UCA Press | 51,474.00 * |
| Jeff Henderson (T) | Professor | 51,664.00 |
| Philip B. Anderson (T) | Professor | 50,300.00 |
| Gary Davenport (T) | Professor | 49,492.00 |
| John Lammers (T) | Professor | 42,519.00 |
| Richard Hudson (T) | Assoc Professor | 40,354.00 |
| Patricia McGraw (T) | Professor | 39,764.00 |
| Rebecca Williams (T) | Assoc Prof & Dir of Writing Lab | 39,575.00 |
| Marette Jackson (T) | Assoc Professor | 37,420.00 |
| Bonnie Melchior (T) | Professor | 36,155.00 |
| Conrad Shumaker (T) | Associate Professor | 34,439.00 |
| Margaret Morgan (T) | Associate Professor | 31,758.00 |
| Wayne Stengel (T) | Associate Professor | 30,806.00 |
| Raymond Frontain | Associate Professor | 29,933.00 |
| James Fowler (T) | Associate Professor | 29,400.00 |
| Richard Gaughan (T) | Associate Professor | 29,400.00 |
| Michael Schaefer | Assistant Professor | 28,689.00 |
| Jonathan Glenn | Assistant Professor | 28,100.00 |
| Terry Wright | Assistant Professor | 25,199.00 |
| Linda Arnold | Instructor | 23,204.00 ## |
| Lou Ann Norman | Instructor | 23,100.00 ## |
| Francie Jeffery | Instructor | 22,994.00 ## |
| William Jenkins | Instructor | 22,575.00 ## |
| Theresa Wesley | Instructor | 21,000.00 ## |
| James Gifford | Instructor | 20,975.00 ## |
| Margaret Hankins | Instructor | 20,975.00 ## |
| Susan DeBoard | Instructor | 20,689.00 ## |
| Steve Jackson | Instructor | 20,610.00 ## |
| Ellen Stengel | Instructor | 20,584.00 ## |
| Sara Dawson | Instructor | 20,584.00 ## |
| Anne Marie Black | Instructor | 20,580.00 ## |
| Sara McNeil | Instructor | 20,475.00 ## |

Dept. of Foreign Languages:

| | | |
|---------------------|---------------------|-------------|
| Marian Brodman | Asst Prof & Chair | 54,900.00 * |
| Edward Settgest (T) | Professor | 50,396.00 |
| Nicole Hatfield (T) | Asst Professor | 35,825.00 |
| Dwight Langston (T) | Associate Professor | 32,731.00 |
| Joel B. Pouwels (T) | Associate Professor | 32,461.00 |

Dept. of Geography:

| | | |
|---------------------|---------------------|-------------|
| Brooks Green (T) | Assoc Prof/Chair | 54,072.00 * |
| Carl Jameson (T) | Associate Professor | 46,929.00 |
| William Keinath (T) | Professor | 41,156.00 |
| Paul Butt (T) | Associate Professor | 36,816.00 |
| Gerald Reynolds (T) | Associate Professor | 32,798.00 |
| James Lightfoot | Assistant Professor | 27,640.00 |

Dept. of History:

| | | |
|---------------------|---|--------------|
| Harry Readnour (T) | Professor & Chair | 61,280.00 * |
| Waddy Moore (T) | Professor & Director of Ozark Heritage Institute | 57,037.00 * |
| Foy Lisenby (T) | Professor | 51,086.00 |
| James Brodman (T) | Professor | 46,826.00 |
| Theman Taylor (T) | Professor | 45,644.00 |
| Eugene Corcoran (T) | Professor | 43,895.00 |
| Orville Rook (T) | Professor | 42,760.00 |
| Maurice Webb (T) | Assoc Professor | 42,306.00 |
| Donald Jones (T) | Associate Professor | 39,999.00 |
| William Larsen (T) | Assoc Professor | 39,876.00 |
| Randall Pouwels (T) | Associate Professor | 34,006.00 |
| Gregory Urwin (T) | Associate Professor | 33,505.00 |
| Barbara Knoles | Assistant Professor | 29,130.00 ## |
| Betty Uzman | Assistant Professor | 27,380.00 |
| Vincent Hammond | Assistant Professor | 27,380.00 |
| Sondra Gordy | Instructor | 23,594.00 ## |

Dept. of Math & Computer Science:

| | | |
|-----------------------|---------------------|--------------|
| Charles Seifert (T) | Professor/Chair | 62,735.00 * |
| Darrell Kilman (T) | Professor | 56,993.00 |
| Frank Hudson (T) | Professor | 52,055.00 |
| L. R. Huff (T) | Assoc Professor | 44,434.00 |
| Ming-Fang Wang | Assistant Professor | 44,277.00 |
| David Peterson (T) | Assoc Professor | 43,952.00 |
| Wayne Brown | Asst Professor | 42,800.00 |
| Damber Tomer (T) | Assoc Professor | 40,280.00 |
| Donald Adlong (T) | Asst Professor | 38,631.00 |
| Ralph Butcher (T) | Associate Professor | 36,512.00 |
| Robert Serven (T) | Associate Professor | 35,490.00 |
| Carolyn Pinchback (T) | Associate Professor | 35,187.00 |
| Linda Griffith | Asst Professor | 34,331.00 |
| Donna Foss (T) | Asst Professor | 34,119.00 |
| Anthony Biagioli | Asst Professor | 33,600.00 |
| Charles Mullins | Asst Professor | 33,600.00 |
| Tom McAnally (T) | Asst Professor | 30,489.00 |
| Mary Muse (T) | Instructor | 29,976.00 |
| Kathleen Smith | Instructor | 23,100.00 ## |
| Jerry Moore | Instructor | 22,280.00 ## |
| Sarah Gore | Instructor | 21,009.00 ## |
| Karen Smith | Instructor | 20,967.00 ## |

Dept. of Music:

| | | |
|---------------------|--------------------------------|--------------|
| Sam Driggers (T) | Professor & Chairman | 63,511.00 * |
| Russell Langston | Instructor/Director of Bands | 45,754.00 * |
| John Erwin (T) | Assoc Prof & Dir of Voc Music | 44,075.00 |
| Neil Rutman | Assistant Professor | 42,000.00 |
| Don Collins (T) | Professor | 39,956.00 |
| Pat Hasty (T) | Assoc Prof & Asst Dir of Bands | 39,325.00 |
| Carl Anthony (T) | Professor | 37,047.00 |
| Kay Kraeft (T) | Professor | 36,067.00 |
| Scott Johnson | Asst.Prof./Dir.Orchestral Act. | 33,919.00 |
| Denis Winter (T) | Associate Professor | 33,872.00 |
| Wolfgang Oeste | Instructor | 33,000.00 |
| Gilbert Baker (T) | Assistant Professor | 32,494.00 |
| Jackie Lamar (T) | Associate Professor | 32,052.00 |
| Anne Patterson | Assistant Professor | 31,031.00 |
| Richard Hobson | Assistant Professor | 30,797.00 |
| Kevork Mardirossian | Instructor | 28,775.00 |
| Carolyn Brown | Instructor | 19,500.00 ## |

Dept. of Philosophy:

| | | |
|--------------------|---------------------|-------------|
| J. D. Shelton (T) | Professor/Chairman | 56,333.00 * |
| Charles Harvey (T) | Associate Professor | 33,475.00 |
| Peter Mehl | Assistant Professor | 27,680.00 |
| Howard Siegel | Instructor | 25,830.00 |

Dept. of Physics:

| | | |
|----------------------|----------------------|-------------|
| Denver Prince (T) | Professor & Chairman | 64,403.00 * |
| Harold Pray (T) | Professor | 50,402.00 |
| Stephen Addison (T) | Associate Professor | 35,061.00 |
| Hudson Eldridge (T) | Associate Professor | 34,229.00 |
| Rahul Mehta | Assistant Professor | 32,600.00 |
| Norman (Jack) Gaiser | Assistant Professor | 31,002.00 |
| Heather Woolverton | Assistant Professor | 30,200.00 |
| Dean Hirschi | Assistant Professor | 28,434.00 |

Dept. of Political Science:

| | | |
|---------------------|--|-------------|
| Michael Kelley (T) | Professor/Chair | 61,280.00 * |
| Donald Whistler (T) | Professor | 50,237.00 |
| Lawson Veasey (T) | Professor & Director of Public Administration Program | 39,000.00 |
| Gary Wekkin (T) | Associate Professor | 38,500.00 |
| Eric Mackey | Assistant Professor | 29,400.00 |

Dept. of Sociology:

| | | |
|---------------------|---------------------|-------------|
| Carl Redden (T) | Professor & Chair | 62,079.00 * |
| Kennedy Upham (T) | Professor | 45,991.00 |
| Gordon Shepherd (T) | Professor | 41,002.00 |
| Elaine Fox (T) | Associate Professor | 35,349.00 |
| Richard Scott (T) | Associate Professor | 33,856.00 |
| Kenneth Mackintosh | Assistant Professor | 30,065.00 |

Dept. of Speech, Theatre, Journalism:

| | | |
|--------------------|----------------------------|--------------|
| Glenn Smith (T) | Professor | 48,044.00 |
| Marvin DeBoer (T) | Distinguished Professor | 52,496.00 |
| Sally Roden (T) | Professor | 43,591.00 |
| Robert Willenbrink | Assoc.Prof./Dir.of Theatre | 33,509.00 |
| Gregory Blakey (T) | Assistant Professor | 31,694.00 |
| Paulette Walter | Instructor | 29,900.00 ## |
| Jon Bekken | Instructor | 27,275.00 |
| Roy Spiceland | Instructor | 26,250.00 |
| Ralph Wanamaker | Instructor | 26,250.00 |

*12-month Salary

##Term/Non-tenure Track

COLLEGE OF BUSINESS ADMINISTRATION

| NAME | RANK | SALARY |
|----------------|-----------------------|----------------|
| James Barr (T) | Professor & Asst Dean | \$ 65,361.00 * |

Dept. of Accounting:

| | | |
|-----------------------|----------------------|-------------|
| Billy R. Humphrey (T) | Professor & Chairman | 66,309.00 * |
| Michael Moore (T) | Associate Professor | 61,296.00 |
| Lillian Parrish (T) | Professor | 58,971.00 |
| B. Douglas Carter (T) | Associate Professor | 50,164.00 |
| Paul Jensen (T) | Assistant Professor | 46,480.00 |
| Pam Spikes (T) | Assistant Professor | 43,442.00 |
| Donna Smith (T) | Assistant Professor | 38,498.00 |
| Roy Whitehead (T) | Assistant Professor | 34,911.00 |

Dept. of Adm. Services & Vocational Ed:

| | | |
|--------------------|---------------------|--------------|
| Joe Arn (T) | Professor & Chair | 60,764.00 * |
| Beverly Oswalt (T) | Associate Professor | 44,870.00 |
| Betty Rogers | Assistant Professor | 34,307.00 |
| Rebecca Gatlin | Assistant Professor | 31,500.00 |
| Paula Hunter | Instructor | 23,343.00 ## |

Dept. of Econ & Finance:

| | | |
|-----------------------|----------------------------|-------------|
| Ben B. McNew (T) | Professor/Carmichael Chair | 56,676.00 * |
| James Packer | Associate Professor | 55,545.00 |
| Morris Lamberson (T) | Professor | 55,475.00 |
| W. C. Johnson (T) | Professor | 54,127.00 |
| Loren Guffey (T) | Professor | 53,330.00 |
| Patricia Cantrell (T) | Associate Professor | 47,846.00 |
| William Kordsmeier | Associate Professor | 41,572.00 |
| George Foy, Jr. | Assistant Professor | 37,700.00 |
| William Seyfried | Assistant Professor | 32,000.00 |

Dept. of Marketing & Management:

| | | |
|-----------------------|---------------------|-------------|
| William T. Bounds (T) | Professor & Chair | 61,305.00 * |
| Conrad Carroll (T) | Professor | 56,405.00 |
| Douglas Grider | Associate Professor | 56,045.00 |
| Homer Saunders (T) | Professor | 54,980.00 |
| Herff L. Moore (T) | Associate Professor | 54,804.00 |
| Don Bradley III (T) | Professor | 54,527.00 |
| Joseph Cangelosi | Associate Professor | 54,350.00 |
| J. M. Koonce (T) | Associate Professor | 38,865.00 |
| Scott Markham (T) | Assistant Professor | 37,550.00 |

Dept. of Quantitative Methods & Information System:

| | | |
|-----------------------|---------------------|--------------|
| Kenneth Griffin (T) | Professor and Chair | 66,309.00 * |
| John Malley | Associate Professor | 57,045.00 |
| James A. Bell (T) | Professor | 53,670.00 |
| Therold E. Bailey (T) | Professor | 53,589.00 |
| James C. Weller (T) | Assistant Professor | 40,406.00 |
| Sid Painter | Instructor | 24,172.00 ## |

* 12 month salary

##Term - Non-tenure Track

COLLEGE OF EDUCATION

| NAME | RANK | SALARY |
|--------------------|--|----------------|
| Jim Bowman (T) | Professor/Academic Dean | \$ 70,000.00 * |
| Elaine McNiece (T) | Assoc Prof Speech/Lang.Path. & Assistant Dean | 58,648.00 * |
| Robert Hilliard | Assoc Prof/Dir Prof Field Exper | 49,940.00 * |
| Deborah Avra | Instructor/Coord.Early Field Exper. | 23,876.00 ## |

Dept. of Adm. & Sec. Education:

| | | |
|--------------------|---------------------|--------------|
| Paul Peterson (T) | Associate Professor | 47,036.00 |
| Jesse Rancifer (T) | Associate Professor | 45,057.00 |
| Darrell Gentry (T) | Professor | 45,036.00 |
| Dick Clough | Associate Professor | 44,016.00 |
| Harold Griffin (T) | Associate Professor | 35,687.00 |
| Linda Coyle | Assistant Professor | 32,229.00 |
| Ann Witcher | Instructor | 26,546.00 ## |

Center for Academic Excellence:

| | | |
|----------------|--------------------------------|-------------|
| Joe Hundley | Associate Professor & Dir | 50,273.00 * |
| Susan Peterson | Associate Professor/Asst. Dir. | 36,956.00 * |
| Jerry Poole | Adjunct Prof.(1/4 time) | 4,860.00 ## |

Dept. of Childhood Education:

| | | |
|---------------------|----------------------|--------------|
| Sidney Mitchell (T) | Professor & Chairman | 65,610.00 * |
| Amelia Steelman (T) | Associate Professor | 44,977.00 |
| Arthur Attwell (T) | Associate Professor | 34,035.00 |
| Timothy Wilson | Assistant Professor | 31,376.00 |
| Betty Dickson | Assistant Professor | 29,092.00 |
| David Sumpter | Assistant Professor | 27,000.00 |
| Joyce Fiddler | Instructor | 24,778.00 ## |
| Robin Robinson | Instructor | 21,000.00 ## |

Dept. of Psychology & Counseling:

| | | |
|----------------------|---------------------|-------------|
| David Skotko (T) | Professor and Chair | 65,522.00 * |
| Billy Smith (T) | Professor | 57,177.00 |
| Bobby Williams (T) | Professor | 55,610.00 |
| Robert Morrow (T) | Professor | 53,461.00 |
| Linda Glenn (T) | Professor | 44,747.00 |
| James Rollins (T) | Professor | 43,437.00 |
| Samuel Boyd (T) | Associate Professor | 41,764.00 |
| Michael T. Scoles | Associate Professor | 35,489.00 |
| Terry Smith (T) | Associate Professor | 35,495.00 |
| Sarah McAuley (T) | Assistant Professor | 33,883.00 |
| Lynda Fielstein | Assistant Professor | 31,743.00 |
| Paulette Leonard (T) | Associate Professor | 30,819.00 |
| Robert Feese (T) | Instructor | 30,950.00 |
| Elson Bihm | Assistant Professor | 30,903.00 |
| William Lammers | Assistant Professor | 29,150.00 |

Dept. of Ed. Media/Lib.Science:

| | | |
|--------------------|---------------------|-------------|
| Selvin Royal (T) | Professor & Chair | 66,334.00 * |
| Jody Charter (T) | Associate Professor | 35,725.00 |
| Glenda Thurman (T) | Associate Professor | 35,706.00 |

Dept. of Special Education:

| | | |
|-------------------|---------------------------------|-----------|
| James Mainord (T) | Professor | 54,471.00 |
| David Naylor (T) | Professor | 53,955.00 |
| James Mayhugh (T) | Professor/Certification Officer | 52,620.00 |
| Joe Walthall (T) | Professor | 50,584.00 |
| Harold Love (T) | Professor | 50,400.00 |
| Kathleen Atkins | Assistant Professor | 32,650.00 |
| Ralph Calhoun | Instructor | 21,030.00 |

Speech-Language Pathology:

| | | |
|---------------------|--------------------------------|--------------|
| Martha Anderson (T) | Professor/Chair | 57,743.00 * |
| James Thurman (T) | Associate Professor | 44,216.00 |
| Susan Moss Logan | Associate Professor | 35,144.00 |
| Robert Logan | Associate Professor | 31,860.00 |
| Betty Fusilier (T) | Instructor | 29,507.00 |
| Kathy McDaniel | Instructor/Clinical Supervisor | 24,150.00 ## |

*12-month Appointment ##Term - Non-tenure Track

COLLEGE OF HEALTH AND APPLIED SCIENCES

| NAME | RANK | SALARY |
|---------------------|------------------------------------|----------------|
| Neil Hattlestad (T) | Prof of Phy Ed & Dean | \$ 70,300.00 * |
| Jimmy Ishee (T) | Assistant Dean/Associate Professor | 50,114.00 * |

Dept. of Health Education:

| | | |
|-------------------|----------------------|--------------|
| Arvil Burks (T) | Professor & Chairman | 65,909.00 * |
| Jane Lammers (T) | Professor | 38,620.00 |
| Betty Hubbard (T) | Associate Professor | 35,793.00 |
| Emogene Fox (T) | Associate Professor | 34,788.00 |
| Gary Lewers (T) | Associate Professor | 33,495.00 |
| Cindy Shelton | Instructor | 18,854.00 ## |

Dept. of Home Economics:

| | | |
|------------------|-----------------------------|---------------|
| Mary Harlan (T) | Associate Professor & Chair | 55,764.00 * |
| Susan Ray-Degges | Instructor | 13,602.00 *## |
| Detri L. Brech | Assistant Professor | 27,775.00 |

Dept. of Technology:

| | | |
|--------------------|---------------------|-------------|
| Clemens Gruen (T) | Professor/Chair | 52,376.00 * |
| Kenneth Jordan (T) | Professor | 45,324.00 |
| Charles Powers (T) | Assistant Professor | 36,223.00 |

Dept. of Military Science:

| | | |
|------------------|----------------------|-----------|
| LTC C. D. Morgan | Professor & Chairman | No Salary |
|------------------|----------------------|-----------|

Dept. of Nursing:

| | | |
|------------------------|-------------------------|--------------|
| Barbara Williams (T) | Professor & Chairperson | 60,040.00 * |
| Michele Warren (T) | Professor | 53,367.00 |
| Ruth Rogers (T) | Associate Professor | 52,821.00 |
| Betty Martin (T) | Professor | 52,583.00 |
| Lillian Del Papa (T) | Assoc Professor | 45,920.00 |
| Glenda Cunningham | Assistant Professor | 38,600.00 |
| L. Koenigseder(T) | Assistant Professor | 35,687.00 |
| Sheila Stroman | Assistant Professor | 31,917.00 |
| Rebecca Lancaster (T) | Assistant Professor | 31,441.00 |
| Lynne Williams-Seymour | Instructor | 30,544.00 ## |
| Ann Straughn | Instructor | 29,358.00 ## |
| Alice Nahley | Instructor | 28,850.00 ## |
| Susan Gatto | Instructor | 27,061.00 ## |

Dept. of Occupational Therapy:

| | | |
|----------------|------------|--------------|
| Valaree Hesse | Instructor | 34,850.00 ## |
| Kathryn White | Instructor | 32,800.00 ## |
| Catherine Acre | Instructor | 32,429.00 ## |
| Linda Hathcote | Instructor | 30,032.00 ## |

Dept. of Physical Education:

| | | |
|-----------------------|--------------------------------|-------------|
| Deborah Howell (T) | Associate Professor/Chair | 56,455.00 * |
| J. L. Gates (T) | Assoc Professor | 40,205.00 |
| Larry W. Titlow (T) | Professor | 39,088.00 |
| James Armstrong | Instructor/Intermural Director | 36,426.00 * |
| Ann Machen (T) | Assistant Professor | 36,150.00 |
| Nicholas Pederson (T) | Assoc Professor | 32,199.00 |

Dept. of Physical Therapy:

| | | |
|----------------------|---------------------|----------------|
| V.L.Chandler(T) | Professor/Chair | 65,909.00 * |
| Joe Finnell (T) | Assoc Professor | 48,894.00 * |
| William D. Bandy (T) | Assistant Professor | 39,868.0 |
| John Peck (T) | Assoc Professor | 37,069.00 |
| Jean Irion | Instructor | 36,750.00 ## * |
| Nancy Reese | Assistant Professor | 35,077.00 |
| Glenda Atkinson | Instructor | 32,966.00 ## |
| Kim Dunleavy | Instructor | 31,025.00 ## |
| Reta Zabel | Instructor | 30,500.00 ## |

Dept. of School of Health Sciences:

| | | |
|---------------------|---|-------------|
| Richard Collins (T) | Professor of Biology & Coordinator Sch. of Health Sci. | 60,765.00 * |
| Dwight Pierce | Assistant Professor | 32,200.00 |
| Glenn Irion | Assistant Professor | 29,662.00 |

*12-Month Salary

##Term - Non-tenure Track

* 12-month/term-non-tenure track

*## Fall Semester 1991

SUMMER CONTRACTS

COLLEGE OF ARTS AND SCIENCES

Art:

1. Roger Bowman, Second Term, @ a gross salary of \$3,678.00.
2. Cathy Caldwell, Second Term, @ a gross salary of \$3,180.00.
3. Pat Larsen, First Term, @ a gross salary of \$4,398.00.
4. Bryan Massey, Second Term, @ a gross salary of \$3,034.00.
5. Helen Phillips, Second Term, @ a gross salary of \$4,577.00.
6. Robert Thompson, First Term, @ a gross salary of \$4,581.00.

Biology:

7. Donald Culwell, Second Term, @ a gross salary of \$2,500.00.
8. Frederick Dalske, First Term, @ a gross salary of \$5,121.00.
9. William Moran, First Term, @ a gross salary of \$3,467.00.
10. Wilbur Owen, First Term, @ a gross salary of \$4,917.00.
11. Derald Smith, First Term, @ a gross salary of \$5,276.00.
12. Jimmy Throneberry, First Term, @ a gross salary of \$5,759.00.

Chemistry:

13. Beverly Fithen, First Term, @ a gross salary of \$3,072.00.
14. Paul Krause, Second Term, @ a gross salary of \$5,128.00.
15. George Paul, First Term, @ a gross salary of \$4,074.00.
16. Michael Rapp, First Term, @ a gross salary of \$6,109.00.
17. William Taylor, Second Term, @ a gross salary of \$3,360.00.
18. Karen Weaver, First and Second Terms, @ a gross salary of \$3,401.00 each term.

English:

19. Henry Rogers, First Term, @ a gross salary of \$5,878.00.
20. Margaret Morgan, First Term, @ a gross salary of \$3,504.00.
21. Raymond-Jean Frontain, First Term, @ a gross salary of \$3,249.00.
22. Rebecca Williams, First Term, @ a gross salary of \$4,294.00.
23. Richard Hudson, Second Term, @ a gross salary of \$4,520.00.
24. Jeff Henderson, First Term, @ a gross salary of \$5,596.00.
25. Steve Jackson, First and Second Terms, @ a gross salary of \$2,800.00 each term.
26. Wayne Stengel, First Term, @ a gross salary of \$3,464.00.
27. Gary Davenport, Second Term, @ a gross salary of \$5,485.00.
28. Phillip Anderson, Second Term, @ a gross salary of \$5,520.00.
29. Jonathan Glenn, Second Term, @ a gross salary of \$3,120.00.

Foreign Languages:

30. Dwight Langston, First Term, @ a gross salary of \$1,785.00.
31. Joel Pouwels, First Term, @ a gross salary of \$1,769.00.

Geography:

32. Paul Butt, Second Term, @ a gross salary of \$4,036.00.
33. Gerald Reynolds, First Term, @ a gross salary of \$3,577.00.

History:

34. Eugene Corcoran, First Term, @ a gross salary of \$4,788.00.
35. Foy Lisenby, First Term, @ a gross salary of \$5,747.00.
36. Randall Pouwels, First Term, @ a gross salary of \$3,658.00.
37. Gregory Urwin, First Term, @ a gross salary of \$1,829.00.
38. Orville Rook, Second Term, @ a gross salary of \$4,887.00.
39. Theman Taylor, Second Term, @ a gross salary of \$5,045.00.
40. Maurice Webb, Second Term, @ a gross salary of \$4,709.00.

Mathematics/Computer Science:

41. Donald Adlong, First and Second Terms, @ a gross salary of \$3,216.00 each term.
42. Frank Hudson, First Term, @ a gross salary of \$5,892.00.

Mathematics/Computer Science, continued:

- 43. L. R. Huff, First Term, @ a gross salary of \$4,849.00.
- 44. Damber Tomer, First Term, @ a gross salary of \$4,546.00.
- 45. Anthony Biagioli, Second Term, @ a gross salary of \$3,840.00.
- 46. Carolyn Pinchback, Second Term, @ a gross salary of \$3,849.00.
- 47. Steve Butcher, First Term, @ a gross salary of \$4,047.00.
- 48. Darrell Kilman, First Term, @ a gross salary of \$6,422.00.
- 49. Robert Serven, Second Term, @ a gross salary of \$3,964.00.
- 50. Ming Fang Wang, Second Term, @ a gross salary of \$4,831.00.
- 51. Mary Muse, Second Term, @ a gross salary of \$3,425.00.

Music:

- 52. Carl Anthony, First Term, @ a gross salary \$3,948.00.
- 53. Kay Kraeft, First Term, @ a gross salary of \$4,065.00.
- 54. Jackie Lamar, First Term, @ a gross salary of \$3,423.00.
- 55. Don Collins, First Term, @ a gross salary of \$4,509.00.
- 56. Pat Hasty, Second Term, @ a gross salary of \$4,403.00.
- 57. Richard Hobson, Second Term, @ a gross salary of \$3,428.00.
- 58. Scott Johnson, Second Term, @ a gross salary of \$3,751.00.
- 59. Anne Patterson, Second Term, @ a gross salary of \$3,318.00.

Philosophy:

- 60. Howard Siegel, First Term, @ a gross salary of \$1,476.00.

Physics:

- 61. Stephen Addison, First Term, @ a gross salary \$3,778.00.
- 62. Norman Gaiser, Second Term, @ a gross salary of \$3,372.00.
- 63. Dean Hirschi, First Term, @ a gross salary of \$3,250.00.
- 64. Rahul Mehta, First Term, @ a gross salary of \$3,600.00.
- 65. Harold Pray, First and Second Terms, @ a gross salary of \$5,589.00 each term.
- 66. Heather Woolverton, Second Term, @ a gross salary of \$3,360.00.

Political Science:

- 67. Donald Whistler, First and Second Terms, @ a gross salary of \$2,825.00 each term.
- 68. Lawson Veasey, First Term, @ a gross salary of \$4,266.00.
- 69. Eric Mackey, Second Term, @ a gross salary of \$3,360.00.

Sociology:

- 70. Gordon Shepherd, First Term, @ a gross salary of \$4,515.00.
- 71. John Maguire, First Term, @ a gross salary of \$1,620.00.
- 72. Kenneth Mackintosh, Second Term, @ a gross salary of \$3,310.00.
- 73. Ken Upham, Second Term, @ a gross salary of \$5,256.00.

Speech, Theatre, Journalism:

- 74. Marvin De Boer, First Term, @ a gross salary of \$5,770.00.
- 75. Ralph Wannamaker, First Term, @ a gross salary of \$3,000.00.
- 76. Robert Willenbrink, First Term, @ a gross salary of \$3,704.00.
- 77. David Spiceland, Second Term, @ a gross salary of \$1,500.00.
- 78. Greg Blakey, Second Term, @ a gross salary of \$1,783.00.

COLLEGE OF BUSINESS**Accounting:**

- 79. Michael Moore, First Term, @ a gross salary of \$6,777.00.
- 80. Paul Jensen, First Term, @ a gross salary of \$5,198.00.
- 81. Donna Smith, First Term, @ a gross salary of \$4,342.00.
- 82. Roy Whitehead, First Term, @ a gross salary of \$2,082.00.
- 83. Lillian Parrish, Second Term, @ a gross salary of \$6,568.00.
- 84. Douglas Carter, Second Term, @ a gross salary of \$5,562.00.

Administrative Services & Vocational Education:

- 85. Beverly Oswalt, First Term, @ a gross salary of \$2,564.00.
- 86. Rebecca Gatlin, First Term, @ a gross salary of \$1,800.00.

Economics & Finance:

- 87. William Kordsmeier, May 15 - June 2 @ a gross salary of \$2,312.00 and First Term, @ a gross salary of \$4,625.00.
- 88. James Packer, First Term, @ a gross salary of \$6,348.00.

Economics & Finance, continued:

- 89. William Seyfried, May 15, - June 2 @ a gross salary of \$1,800.00 and First Term, @ a gross salary of \$3,600.00.
- 90. Loren Guffey, First Term @ a gross salary of \$3,019.00, and Second Term @ a gross salary of \$6,037.00.
- 91. Clint Johnson, Second Term, @ a gross salary of \$6,060.00.
- 92. Morris Lamberson, First Term @ a gross salary of \$3,107.00, and Second Term @ a gross salary of \$6,214.00.
- 93. Patricia Cantrell, First Term, @ a gross salary of \$2,620.00.
- 94. George Foy, First Term, @ a gross salary of \$4,080.00.

Marketing & Management:

- 95. Scott Markham, First Term, @ a gross salary of \$4,200.00.
- 96. Homer Saunders, First and Second Terms, @ a gross salary of \$6,034.00 each term.
- 97. Joseph Cangelosi, First Term, @ a gross salary of \$6,120.00.
- 98. J. M. Koonce, First Term, @ a gross salary of \$2,164.00.
- 99. Lauren Maxwell, First Term, @ a gross salary of \$1,400.00.
- 100. Doug Grider, First Term @ a gross salary of \$3,174.00, and Second Term @ \$6,348.00.
- 101. Don Bradley, First Term @ a gross salary of \$1,836.00, and Second Term @ a gross salary of \$6,120.00.
- 102. Conrad Carroll, Second Term, @ a gross salary of \$6,447.00.

Quantitative Methods & Information Systems:

- 103. Ted Bailey, First Term, @ a gross salary \$3,014.00.
- 104. James Weller, Second Term, @ a gross salary of \$4,583.00.
- 105. James Bell, May 15 - June 2 @ a gross salary of \$2,981.00, First Term @ a gross salary of \$5,962.00, and Second Term @ a gross salary of \$2,981.00.
- 106. John Malley, May 15 - June 2 @ a gross salary of \$3,174.00, First Term @ a gross salary of \$6,348.00, and Second Term @ a gross salary of \$3,174.00.

COLLEGE OF EDUCATION**Administration & Secondary Education:**

- 107. Dick Clough, First and Second Terms, @ a gross salary of \$4,802.00 each term.
- 108. Linda Coyle, First Term, @ a gross salary of \$3,558.00.

Administration & Secondary Education, continued:

- 109. Darrell Gentry, First and Second Terms, @ a gross salary of \$4,833.00 each term.
- 110. Harold Griffin, First and Second Terms, @ a gross salary of \$4,033.00 each term.
- 111. Jesse Rancifer, First and Second Terms, @ a gross salary of \$5,092.00.
- 112. Paul Peterson, Second Term, @ a gross salary of \$5,376.00.
- 113. Ann Witcher, First Term, @ a gross salary of \$2,955.00.

Childhood Education:

- 114. Arthur Attwell, First and Second Terms, @ a gross salary of \$3,718.00.
- 115. Betty Dickson, First Term, @ a gross salary of \$3,279.00.
- 116. Mary Mosley, First and Second Terms, @ a gross salary of \$3,360.00 each term.
- 117. Carol Pierson, Second Term, @ a gross salary of \$3,360.00.
- 118. Amelia Steelman, First and Second Terms, @ a gross salary of \$4,895.00 each term.
- 119. David Sumpter, First and Second Terms, @ a gross salary of \$3,300.00 each term.
- 120. Timothy Wilson, First and Second Terms, @ a gross salary of \$3,243.00 each term.

Educational Media/Library Science:

- 121. Jody Charter, First and Second Terms, @ a gross salary of \$3,912.00 each term.
- 122. Glenda Thurman, First and Second Terms, @ a gross salary of \$3,910.00 each term.
- 123. Judy Baca, First and Second Terms, @ a gross salary of \$3,120.00 each term.

Psychology/Counseling:

- 124. Elson Bihm, First and Second Terms, @ a gross salary of \$3,269.00 each term.
- 125. Samuel Boyd, First and Second Terms, @ a gross salary of \$4,773.00 each term.
- 126. Lynda Fielstein, First and Second Terms, @ a gross salary of \$3,456.00 each term.
- 127. Linda Glenn, First Term, @ a gross salary of \$4,828.00.
- 128. William Lammers, First and Second Terms, @ a gross salary of \$3,240.00 each term.
- 129. Paulette Leonard, First and Second Terms, @ a gross salary of \$3,522.00 each term.
- 130. Sarah McAuley, First and Second Terms, @ a gross salary of \$3,815.00 each term.
- 131. Robert Morrow, First Term, @ a gross salary of \$6,053.00.
- 132. James Rollins, First and Second Terms, @ a gross salary of \$4,964.00 each term.

Psychology/Counseling, continued:

- 133. Michael Scoles, First Term @ a gross salary of \$3,816.00, and Second Term @ a gross salary of \$1,908.00.
- 134. Bill Smith, First and Second Terms, @ a gross salary of \$6,409.00 each term.
- 135. Teresa Smith, First and Second Terms, @ a gross salary of \$3,794.00 each term.
- 136. Bobby Williams, First Term, @ a gross salary of \$6,264.00.

Special Education:

- 137. Kathleen Atkins, First and Second Terms, @ a gross salary of \$3,600.00 each term.
- 138. Harold Love, First Term @ a gross salary of \$5,760.00, and Second Term @ a gross salary of \$2,880.00.
- 139. Lois Lovett, First Term, @ a gross salary of \$1,300.00.
- 140. James Mainord, First and Second Terms, @ a gross salary of \$6,053.00 each term.
- 141. James Mayhugh, First and Second Terms, @ a gross salary of \$5,888.00 each term.
- 142. David Naylor, Second Term, @ a gross salary of \$5,962.00.
- 143. Joe Walthall, First Term, @ a gross salary of \$5,690.00.

Speech-Language Pathology:

- 144. Beverly Chesser, First and Second Terms, @ a gross salary of \$600.00 each term.
- 145. LuAnna Bellairs-Salemi, Second Term, @ a gross salary of \$1,400.00.
- 146. Dianna Hawkins, First and Second Terms, @ a gross salary of \$2,400.00.
- 147. Kathy McDaniel, First and Second Terms, @ a gross salary of \$2,897.00.
- 148. Betty Fusilier, First and Second Terms, @ a gross salary of \$3,280.00 each term.
- 149. Sharon Ross, First Term @ a gross salary of \$2,760.00, and Second Term @ a gross salary of \$1,380.00.
- 150. James Thurman, First Term @ a gross salary of \$4,880.00, and Second Term @ a gross salary of \$2,440.00.
- 151. Robert Logan, Second Term, @ a gross salary of \$3,434.00.
- 152. Susan Logan, Second Term, @ a gross salary of \$3,776.00.

Health Education:

- 153. Betty Hubbard, First Term, @ a gross salary of \$3,862.00.
- 154. Gary Lewers, First Term, @ a gross salary of \$3,828.00.
- 155. Emogene Fox, Second Term, @ a gross salary of \$3,850.00.
- 156. Jane Lammers, Second Term, @ a gross salary of \$4,288.00.

Home Economics:

- 157. Susan Ray-Degges, First Term, @ a gross salary of \$3,052.00.
- 158. Detri Brech, Second Term, @ a gross salary of \$1,501.00.
- 159. Deborah Stone, Second Term, @ a gross salary of \$1,500.00.

Kinesiology and Physical Education:

- 160. J. L. Gates, First Term, @ a gross salary of \$4,538.00.
- 161. Jimmy Ishee, First Term, @ a gross salary of \$5,265.00.
- 162. Ann Machen, First Term, @ a gross salary of \$4,074.00.
- 163. Larry Titlow, First Term, @ a gross salary of \$4,296.00.
- 164. Nicholas Pederson, Second Term, @ a gross salary of \$3,680.00.

Nursing:

- 165. Lillian Del Papa, First Term, @ a gross salary of \$2,578.00.
- 166. Michelle Warren, Second Term, @ a gross salary of \$5,928.00.
- 167. Glenda Cunningham, First Term, @ a gross salary of \$4,320.00.

School of Health Sciences:

- 168. Glenn Iriou, First and Second Terms, @ a gross salary of \$3,390.00 each term.

Occupational Therapy:

- 169. Kathryn White, First Term, @ a gross salary of \$3,840.00.

Physical Therapy:

- 170. Glenda Atkinson, First and Second Terms, @ a gross salary of \$3,596.00 each term.
- 171. William Bandy, First and Second Terms, @ a gross salary of \$4,328.00 each term.
- 172. Kim Dunleavy, First and Second Terms, @ a gross salary of \$3,420.00 each term.
- 173. Reta Zabel, First and Second Terms, @ a gross salary of \$3,360.00 each term.

Technology:

- 174. Charles Powers, First Term, @ a gross salary of \$2,070.00.
- 175. Kenneth Jordan, First Term, @ a gross salary of \$2,561.00.

ACADEMIC ADVISING

- 176. Gilbert Baker, Second Term, @ a gross salary of \$3,485.00.
- 177. Tom McAnally, First Term, @ a gross salary of \$3,427.00.
- 178. Donald Jones, First and Second Terms, @ a gross salary of \$4,446.00 each term.
- 179. Sally Roden, First and Second Terms, @ a gross salary of \$4,753.00 each term.

RESEARCH

- 180. Wayne Brown, First Term, @ a gross salary of \$2,400.00.
- 181. Andrew Cohen, First Term, @ a gross salary of \$1,590.00.
- 182. John Choinski, First Term, @ a gross salary of \$1,773.84.
- 183. David Dussourd, First Term, @ a gross salary of \$1,680.00.
- 184. Jonathan Glenn, First Term, @ a gross salary of \$1,560.00.
- 185. Vincent Hammond, First Term, @ a gross salary of \$1,536.00.
- 186. Charles Harvey, First Term, @ a gross salary of \$1,798.56.
- 187. Mary McDonald, First Term, @ a gross salary of \$1,596.00.
- 188. Anne Patterson, First Term, @ a gross salary of \$1,658.94.
- 189. Dwight Pierce, First Term, @ a gross salary of \$1,754.28.
- 190. William Taylor, First Term, @ a gross salary of \$1,680.00.
- 191. Joseph Cangelosi, Second Term, @ a gross salary of \$3,060.00.
- 192. Glenda Cunningham, Second Term, @ a gross salary of \$2,160.00.
- 193. Raymond-Jean Frontain, Second Term, @ a gross salary of \$1,624.74.
- 194. Linda Hathcote, Second Term, @ a gross salary of \$1,664.70.
- 195. Joel Pouwels, Second Term, @ a gross salary of \$1,769.22.
- 196. Michael Scoles, Second Term, @ a gross salary of \$1,907.94.
- 197. William Moran, Second Term, @ a gross salary of \$1,733.28.

President Thompson informed the Board of promotion appeals filed by two employees who were denied promotion this year.

President Thompson alerted the Board of a probable Freedom of Information lawsuit.

On motion by Mr. Aydelott, seconded by Mr. White, President Thompson's contract was extended another year to 1994, @ a gross salary of \$97,500.00, and continue to receive home and vehicle benefits. The motion passed unanimously.

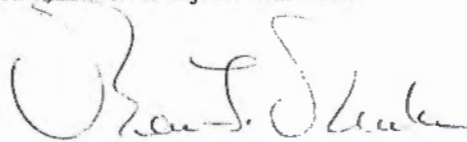
Ms. Goode made a motion to extend the Banister Clinic's contract as University Physician for another two years, seconded by Mr. Malone, and passed.

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

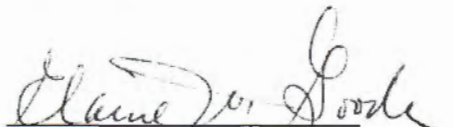
The Board ratified the above adjustments, appointments, reappointments, summer appointments, resignation, retirement, professor emeriti, and sabbaticals, as recommended by President Thompson. The action was taken upon motion by Mr. White, seconded by Mrs. Goode, and passed.

President Thompson announced the Board of Trustee Lecture after the Board meeting featuring Mr. Greg LaMotte as speaker for 8:00 p.m. in Ida Waldran Auditorium, with dinner preceeding in the Fireplace Room.

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



Ben F. Burton, Chairman


Mrs. Elaine Goode, Secretary