

The Board of Trustees of the University of Central Arkansas convened in regular meeting Friday, August 9, 1991, at 2:30 p.m. in the Physical Therapy Center in the Old Gym 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, May 2, 1991, were approved with the following changes on motion by Mr. Aydelott, seconded by Mr. White, and passed:

Statement concerning **Bond Sale** under **PRESIDENT'S REPORT** was amended to read: The bond sale from which the Board authorized \$6 million for a new dormitory, and \$2 million for other academic facilities has been completed. Proceeds have been placed in short-term investments.

Mr. Malone requested that the last sentence be stricken from the paragraph concerning **Vote to Change Graduate School Policy at March Board Meeting** under **PRESIDENT'S REPORT** which states "Mr. Malone requested and received a copy of Mr. Whitehead's memorandum to President Thompson regarding the research." Mr. Malone stated that the memorandum he received, in his opinion, was not in response to his request. There were two votes taken during the March Board meeting to change graduate school policy. The first vote was three yes and two no; the second vote was 4 yes and two no. Mr. Malone asked if the first vote was valid and acceptable without a recount. President Thompson replied that Roy Whitehead, after legal research, ascertained that a quorum is required for a vote to be valid (two Board members were out of the room when first vote was taken.) The first vote of three yes and two no is the effective vote. Dr. Thompson stated that the statement in the May 2, 1991 minutes appears to be correct, however, he will provide Mr. Malone with additional explanation if needed.

PRESIDENT'S REPORT

Dr. Thompson introduced Peggy Smith who is replacing Mary Lites.

CONSTRUCTION UPDATE:

Arkansas Hall - The renovation of this building is scheduled to be completed before the beginning of Fall semester. This project includes asbestos abatement; new room furniture; replacement of floor tile, interior fire doors, and carpet; installation of emergency lighting; bathroom renovation; new ceiling tile and grid; and painting of all rooms and hallways. Board members were invited to visit the facility following the meeting.

New Residence Hall - The construction of this building is underway and is scheduled to be completed for Fall semester of 1992. This hall will house approximately 300 students. The bid for this project was awarded to Vratsinas Construction Company.

Snow Fine Arts - Renovation of this building is planned to be completed Fall, 1991. The project is progressing according to schedule and hopefully it will be available for occupancy in August, 1991, soon after the beginning of the fall semester. This is a very tight schedule and the completion date will not be met if any of the sub contractors encounter difficulties. The next Board meeting may be held in this facility.

Old Gym Renovation/Physical Therapy Labs - This project includes removing the bleachers on the east side of the old Gym and replacing them with four laboratories to be used by the Physical Therapy Department. The inclusion of an elevator in this project will make these labs and other areas of the building accessible to the handicapped. The project is substantially complete and it has created a very good learning environment for the Physical Therapy Department. In addition, the weight room has been air conditioned. Dr. Neil Hattlestad and Mr. Bill Bandy were present to answer any questions and Board members were invited to tour the facility following the meeting.

Library - This project is also on schedule and the third floor should easily be available for the spring term of 1992. As soon as the first two floors of the west addition are completed, the library staff will move into that area, out of the current library, to permit the construction of the southern addition and the renovation of the existing library. The entire facility should be completed by the Fall term of 1992. If the next Board meeting cannot be held in Snow Fine Arts, the Library is a possibility.

Bridge and Parking Lots -

Bridge - On June 11, 1991 five bids were received on the construction of a bridge to span Stone Dam Creek, which is the drainage facility that runs through the southern portion of the campus. The bids ranged from a high of \$140,440, to a low bid of \$99,645, which was submitted by Dennis Bradley and Sons of Little Rock, Arkansas. The contract has been approved and construction has begun. Completion is expected in early Fall, 1991.

Parking Lots - Three bids were received on June 25, 1991 for the construction of two parking lots containing a total of 431 parking spaces. The bids ranged from a high of \$513,227, to a low of \$464,715.44, submitted by Hogan Construction Company of Little Rock. The contract has been awarded and construction has begun. Completion of the parking lots is expected in early Fall, 1991.

These two construction activities are financed by a portion of the \$2,000,000 bond issue.

Academic Complex - At the March 22, 1991 Board Meeting, approval was granted for the site and design of the Academic Complex. Its design will be almost identical to McAlister Hall and after Irby Hall has been removed in January 1992, the new complex will be constructed on that site. University personnel have been working with the architect for several months and the detail plans for the facility are almost completed. Bids should be received in late November, 1991 with construction documents being signed in December. Demolition of Irby Hall and construction of the new complex is expected to begin January 1, 1992 and should be completed in approximately 18 months or, June, 1993, assuming we receive proceeds from state bond sale. This facility is expected to house several departments in the College of Arts and Sciences.

Naming streets and buildings on campus - President Thompson explained that he had appointed an ad hoc committee to consider names for campus streets and buildings submitted by the Student Government Association. Dr. Thompson has talked to the president of the Student Government Association and has decided to give further consideration to the matter before presenting it to the Board.

Legislative Report - proposed amendments to UCA's governing statutes - President Thompson requested Julie McDonald to give this report. Ms. McDonald reported that she has talked with State Senator Stanley Russ and Representative Bill Stephens and they have agreed to introduce legislation to delete racial language originally contained in Act 317 of 1907 which established the Arkansas State Normal School.

Litigation Reports:

1. **Hetnal v. UCA** - Dr. Adam Hetnal applied for two positions in the Department of History. The Department advertised for professors in Russian History and European/Social/Cultural/Intellectual History. The History Department received approximately 120 applications for the positions. Dr. Hetnal was not recommended by the Search and Screen Committee or chosen for the position because even though he had some background in Russian History his primary interest appeared to be Polish and Eastern European History. Dr. Hetnal filed a national origin/age discrimination claim against the University with the EEOC charging that he was discriminated against because of his national origin and age. The EEOC determined that the persons hired did have their primary interest in Russian and European/Social/Cultural/Intellectual History. The EEOC also found that the last four (4) professors hired were aged 43, 34, 49, and 52. The EEOC dismissed the complaint, however, Dr. Hetnal may, if he wishes, pursue his claim in Federal Court until May 30, 1992.

2. **Ayidiya v. Thompson** - Stephen Ayidiya was sponsored in the United States by the University of Akron and possessed a J-1 (student/exchange) visa. His J-1 visa expired in October, 1991. However, the student exchange program provides that upon completion of studies the student exchange visitor may remain in the United States and work for a period of 18 months. Ayidiya's period of practical training authority expired during February, 1991. During August, 1990, Ayidiya signed a one-year contract with the University to teach as an assistant professor of Sociology. Upon his arrival in September, 1990, it was discovered that his period of practical training expired in February, 1991. The University Counsel, and others, attempted to assist Ayidiya in obtaining a waiver or an extension of his period of practical training so that he could complete his contract. In early January, 1991, the University was advised that USIA would not extend the period of practical training authority and, under applicable USIA and INS regulations, Ayidiya was not eligible for further employment. Prior to employment Ayidiya advised his superiors that he would be able to complete the full one-year term. The employment offer to Ayidiya also provided that it was contingent upon his being able to teach the complete term. Ayidiya filed an action in Federal court asking that the University be enjoined from rescinding his contract and alleging that the University was incorrectly interpreting the USIA regulations. After three (3) hearings and a somewhat lengthy delay the United States District Court for the Eastern District of Arkansas ruled that being able to teach

the full contract was a term and condition of Ayidiya's contract and that the University had not breached the contract nor violated any property or liberty interest of Dr. Ayidiya by rescinding the contract. The Court specifically found that the University had acted in good faith in attempting to assist Ayidiya.

3. Pepper Rogers A/K/A Lloyd Phipps v. Schwenk, Smith, Cagle, Hurley, Whitehead, Skotko, Roberts and Thompson - On January 25, 1991, Mr. Rogers, also known as Lloyd R. Phipps, filed a complaint against Dr. John Smith, John Cagle, John Hurley, Dr. David Skotko, Roy Whitehead, Jack Pike, Dr. Gary Roberts and the President, alleging that the University had violated 32 U.S.C. §1983 (the Civil Rights Act) by depriving him of liberty, education, freedom of movement, and equal opportunity rights, by restricting him from attending class with a female student he allegedly had harassed and later suspending him from the University for continued harassment and violation of the terms of a disciplinary proceeding. At the time that Mr. Rogers filed the complaint he was confined in the federal correctional facility in Texarkana, Texas. (Mr. Rogers was released yesterday, August 8, 1991.) On June 6, 1991, the United States District Court for the Eastern District of Arkansas dismissed the plaintiff's complaint finding that the plaintiff was not denied procedural due process of law in his suspension from the University because he had at least two (2) disciplinary hearings prior to suspension. The Court found that the plaintiff was unable to allege facts showing arbitrary and capricious action by any of the defendants.

4. Pinter Trial - The trial concerning the Pinter property is scheduled at 9:00 a.m. Wednesday, August 14. The only remaining issue is the value of the land. President Thompson will accompany Bill Brazil and Roy Whitehead to the trial and give a report to Board members as soon as possible.

Dean of College of Business Search - The Business Dean Search Committee has met and advertisements will appear in suitable journals in the next few weeks. The committee will move as quickly as possible with the search. Dr. Clint Johnson is serving as interim dean of the college.

Summer Enrollment - Total summer enrollments (1991) are up 293 from last summer's total on-campus enrollment of 5509. This represents a 5% increase. The total of 5802 represents a record high summer enrollment, as did the total for the previous year.

Pre-registration for Fall - Based on present figures fall enrollment will increase 5 to 10 percent. President Thompson will keep Board members informed as figures become more definite.

Registration Procedures - Registration is now fully computerized and more accessible for everyone. President Thompson warned Board members that they may receive complaints about new registration procedures.

Definition of Reasonable Progress Toward a Baccalaureate Degree by Recipients of Scholarships at UCA - Students enter the University of Central Arkansas with the purpose of achieving an education and earning a degree in a reasonable period. When awarding scholarships, the university assumes special responsibilities to facilitate progress toward graduation. The recommendations defining progress toward a degree are intended to help students achieve their goals.

Minimal requirements to assure reasonable progress toward a baccalaureate degree for recipients of scholarships at the University of Central Arkansas are:

1. Scholarships should be awarded only to those who show sufficient academic promise to be likely candidates for graduation with a baccalaureate degree. Therefore, to be eligible for, or to continue receiving scholarship benefits, a student's enrollment status must be unconditional (i.e., there must be successful completion of all remedial classes) by the time the student has completed thirty credit hours in the University.
2. To retain their scholarships, and be eligible for participation in non-academic and extracurricular activities, recipients of scholarships shall maintain their academic good standing, as defined by minimal grade point criteria currently in force throughout the University.
3. Recipients of scholarships shall be enrolled in a minimum of twelve credit hours per semester to retain their scholarships and to be eligible for participation in non-academic and extracurricular activities. More than twelve credit hours per semester are required to retain some scholarships.
4. Recipients of scholarships shall complete a minimum of nine credit hours per semester selected from among the required and elective university and general education courses (as defined in the Bulletin in effect at the time of initial enrollment), required and elective courses in their chosen major, or required and elective courses in their minor fields (where a minor is required), until all university, general education, and major and minor requirements are met. Once these requirements are met these stipulations are not relevant to continued receipt of scholarship funds.

5. Scholarship recipients shall declare a major and a minor (where a minor is required) by the start of their fifth semester.

State Board of Higher Education Meeting on Campus - The State Board of Higher Education has accepted an invitation to meet on the UCA campus on Friday, October 13, 1992. The Torreyson Library Renovation and Addition is scheduled for completion in the summer of 1992 and plans are to hold the meeting in that facility if appropriate space is available.

AASCU Honor for Dr. Mary Lowe Good - Dr. Good was nominated by UCA and has been selected to receive the American Association of State Colleges and Universities (AASCU) Distinguished Alumnus Award. President Thompson will present the award to her at the AASCU 31st Annual Meeting to be held in San Antonio, Texas in November.

Award won by Dr. Neil Rutman - Dr. Rutman won first place in the Johann Sebastian Bach piano competition in Washington D. C.

Russian Trip - Office of International Programs is arranging a tour of the Soviet Union at a cost of \$1,995.00 per person. Those who are interested should contact Dr. Brian Bolter, Office of International Programs.

Other - Copies of Financial and Faculty Salary Data were distributed. Progress has been made in improving faculty salaries. Financial Report for 1991 will be available in the next few weeks.

President Thompson asked if there were any questions concerning the President's Report. Mr. White asked what the net gain in parking spaces will be for the fall semester. Dr. Thompson reported that the gain will be approximately 300 spaces, much of which will be located on the south side of Stone Dam Creek. Traffic congestion is expected until the bridge is completed. At that time there will be two or three accesses into the new lots. Presently, new lots can be accessed only from Donaghey.

OLD BUSINESS

Revised Food Service Contract - After the Board adopted the food service contract fees in the May 2, 1991 meeting, the internal auditor pointed out that an inconsistent commission rate would make the accounting/auditing phases of the Food Service Agreement more complex for both the University and ARA. Rounding the figures to exactly 12% in all cases simplifies the calculations and provides consistency of rates from prior years. The amounts of the changes are insignificant. The table below reflects the May 1991 proposal and the corrected rates that are to be charged for the 1991-92 food service contract:

<u>Off Campus Special Groups</u>		<u>1991-92</u>	<u>12%</u>
Breakfast	2.70	.3240	.3240
Brunch	3.30	.4000	.3960
Lunch	3.30	.4000	.3960
Dinner	3.30	.4000	.3960
<u>Casual Meals</u>			
Breakfast	3.20	.3600	.3840
Brunch	3.70	.4200	.4440
Lunch	3.95	.4500	.4740
Dinner	3.95	.4500	.4740
Steak Night	4.90	.5640	.5880
Special Meals	4.90	.5640	.5880

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

"BE IT RESOLVED: THE ADMINISTRATION IS AUTHORIZED TO AMEND THE FOOD SERVICE CONTRACT RESOLUTION ADOPTED MAY 1991 IN ACCORDANCE WITH THE TABLE ABOVE THAT REFLECTS A 12% COMMISSION ON THE FOOD SERVED TO OFF CAMPUS SPECIAL GROUPS AND CASUAL MEALS."

Resolution Honoring Mary Lites - Mary Lites, secretary to President Thompson for his first three years at UCA, retired June 30, 1991. During that time Mary performed tasks that ranged from taking minutes of the Board of Trustees meeting to making life more enjoyable for a new president. To list all her contributions to the President's Office as well as the entire university community would take a great amount of time. Suffice it to say that what she did was done with a smile and in the demeanor of a real lady.

Mary came to UCA May 26, 1981 and worked in the Personnel and Payroll offices for three years. When a vacancy occurred in the President's Office Mary filled that vacancy in the Office of Affirmative Action.

When the secretary to the President retired, Mary was asked to fill that position in August of 1987.

Mary's presence will be missed for years to come.

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

WHEREAS, MARY LITES HAS RETIRED AFTER 10 YEARS OF SERVICE TO THE UNIVERSITY OF CENTRAL ARKANSAS, SERVING, AMONG OTHER THINGS, AS ADMINISTRATIVE ASSISTANT TO THE PRESIDENT OF THE UNIVERSITY AND RECORDING SECRETARY TO THE BOARD OF TRUSTEES; AND

WHEREAS, MRS. LITES' DUTIES REQUIRED SPECIAL SKILL AND A THOROUGH KNOWLEDGE AND UNDERSTANDING OF THE OPERATION AND MISSION OF THE UNIVERSITY, AND

WHEREAS, MRS. LITES FULFILLED THOSE DUTIES FAITHFULLY, COMPETENTLY, AND WITH A QUIET AND CONFIDENT MANNER THAT WAS REASSURING TO THOSE WHO WORKED WITH HER AND BENEFITED FROM HER LABORS; NOW, THEREFORE BE IT

RESOLVED, THAT WE, THE BOARD OF TRUSTEES OF THE UNIVERSITY OF CENTRAL ARKANSAS DO HEREBY EXPRESS TO MRS. LITES OUR SINCERE APPRECIATION AND GRATITUDE FOR HER EXEMPLARY SERVICE TO THIS UNIVERSITY, AND WISH HER THE GREATEST MEASURE OF HAPPINESS IN THE FUTURE; AND BE IT FURTHER

RESOLVED, THAT A COPY OF THESE RESOLUTIONS BE MADE A PART OF THE MINUTES OF THE UNIVERSITY OF CENTRAL ARKANSAS BOARD OF TRUSTEES MEETING.

**Adopted this ninth
day of August, 1991
in Conway, Arkansas**

Chairman of the Board

Secretary of the Board

NCAA Membership - At its May meeting, the President recommended that UCA change its athletic affiliation from the National Association of Intercollegiate Athletics to the National Collegiate Athletic Association (Division II).

In the May meeting, the Board indicated that it would vote on the recommendation at its next meeting.

Mr. Malone asked if plans are in progress to maintain academic integrity if UCA changes its athletic affiliation to the NCAA. President Thompson explained that NCAA academic requirements are more stringent than those of the NAIA and that UCA will be subject to all NCAA requirements even though full membership in the NCAA will not be in force for two years. UCA will continue to participate in the NAIA during that time.

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

"BE IT RESOLVED: THE ADMINISTRATION IS AUTHORIZED TO TAKE APPROPRIATE STEPS TO AFFILIATE WITH THE NATIONAL COLLEGIATE ATHLETIC ASSOCIATION (NCAA), DIVISION II.

BE IT FURTHER RESOLVED: THE ADMINISTRATION IS AUTHORIZED TO SEEK NCAA AFFILIATION AS AN INDEPENDENT INSTITUTION, OR AS A MEMBER OF ANY APPROPRIATE DIVISION II LEAGUE, INCLUDING THE ARKANSAS INTERCOLLEGIATE CONFERENCE IF THAT CONFERENCE CHOOSES TO AFFILIATE WITH THE NCAA."

Mr. Aydelott thanked Mr. Bill Stephens for his report and stated that it was very informative.

Performing and Visual Arts Annex - On April 25, 1991 bids were received on the Performing and Visual Arts Annex (PVAA) from five construction companies. Bids ranged from a high of \$1,343,983 to a low of \$1,265,000. The low bid was not accepted because it exceeded the amount approved by the Board of Trustees at the March 22, 1991 meeting (\$850,000).

This project is a well designed and much needed academic structure. The existing building will be completely renovated and an addition will be constructed which would double the size of the current facility. Although the cost is substantially more than the architect estimated, the Administration feels that even at prices in the range of those received in the April bids, the project is needed, justified, and reasonable. (The high bid in April represented a construction cost of \$63.25 per square foot).

It is estimated that the bids which will result from re-advertising the project coupled with other costs such as architects fees, contingencies, furnishings, etc., will bring the total project cost to approximately \$1,600,000. This will require approval of an additional \$750,000 which can be financed from prior year cash funds.

Mr. Womack asked how the architect calculated his bid so poorly. President Thompson explained that he simply under estimated the cost. Dr. Thompson stated that UCA is relatively cautious when presenting financial matters to the Board and in this instance the request was much too conservative.

Mr. White asked if the architect was local. President Thompson stated that he is and that UCA is pleased with his services. Mr. White asked if the \$63.25 per square foot is reasonable. President Thompson answered affirmatively.

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

"BE IT RESOLVED: THE BOARD OF TRUSTEES APPROVES THE RENOVATION AND ADDITION TO THE PERFORMING AND VISUAL ARTS ANNEX AND AUTHORIZES A TOTAL PROJECT COST NOT TO EXCEED \$1,600,000 TO BE FINANCED FROM PRIOR YEAR CASH FUNDS."

Fee Remission Policy - The University Fringe Benefits Committee has recommended several changes to the University's fee remission policy. Generally speaking fee remission has been available to employees, to unmarried children (by birth or legal adoption) of employees providing they enter the University within 30 months of the date of their high school graduation, and to spouses, who may enroll at any time. Fee remission has been only available for undergraduate courses.

Under the present policy employees are required to forfeit one week of accumulated vacation or seven percent (7%) of their salary when they take a course for credit during working hours. In addition, employees must receive approval of their supervisor and the appropriate vice president for each course taken during working hours.

Although the President has not endorsed several of the committee recommendations, he does recommend that the requirement for forfeiture of one week's pay or 7% of salary be eliminated in certain cases. Under his recommendation, this change will be effective only during the spring term each year and only for one course per employee per spring term. This change will bring UCA's practice nearer to conformity with the practice at other public institutions in Arkansas. The specification of the spring term recognizes that academic loads are generally lower in the spring than in the fall.

It is also recommended that the fee of \$5.00 per hour, which has been unchanged for many years, be increased to \$10.00 per credit hour.

Mr. Malone asked if the term "children by birth" includes those born in and out of wedlock. President Thompson stated that the question has never arisen but that he assumed such children would be included if they were dependents of the employee.

The following resolution as Board Policy No. _____, revised to read as follows was adopted upon motion by Mr. White, seconded by Dr. Chakales, and passed with Mr. Aydelott abstaining because his brother is a student at UCA and may be participating in the plan:

"BE IT RESOLVED: BEGINNING WITH THE FIRST SEMESTER OR SUMMER TERM COMMENCING AFTER THE STARTING DATE OF EMPLOYMENT, A FULL-TIME FACULTY/STAFF MEMBER, A SPOUSE AND/OR CHILD OF A FULL-TIME FACULTY/STAFF MEMBER MAY RECEIVE FEE REMISSION BENEFITS FOR UNDERGRADUATE RESIDENT COURSES. A FEE OF \$10.00 PER HOUR REGISTERED WILL BE CHARGED, ALONG WITH THE ACTIVITY FEES ASSESSED OTHER STUDENTS. THE FEE REMISSION FOR CHILDREN REMAINS IN EFFECT FOR SIX CONSECUTIVE YEARS FOLLOWING INITIAL ENROLLMENT.

ONLY UNMARRIED CHILDREN BY BIRTH, LEGAL ADOPTION, AND STEPCHILDREN LIVING WITH THE EMPLOYEE WILL BE ELIGIBLE FOR FEE REMISSION. TO QUALIFY, THEY MUST

ENTER THE UNIVERSITY WITHIN THIRTY MONTHS OF THEIR DATE OF HIGH SCHOOL GRADUATION. A SPOUSE MAY ENROLL AT ANY TIME.

IF AN EMPLOYEE RESIGNS DURING THE SEMESTER IN WHICH HE/SHE, OR SPOUSE OR CHILDREN ARE RECEIVING THIS BENEFIT, THE EMPLOYEE WILL BE REQUIRED TO PAY A PRORATA PORTION OF THE FEE REPRESENTED BY THE PART OF THE SEMESTER REMAINING AFTER THE RESIGNATION. IF AN EMPLOYEE DIES OR BECOMES DISABLED DURING THE YEARS IN WHICH ANY DEPENDENTS ARE RECEIVING FEE REMISSION, THE DEPENDENTS SHALL RETAIN THEIR ELIGIBILITY AS IF THAT EMPLOYEE WERE STILL EMPLOYED BY THE UNIVERSITY. THE FEE REMISSION WILL BE AVAILABLE FOR ELIGIBLE CHILDREN OF DECEASED OR DISABLED EMPLOYEES PROVIDING THEY ENTER THE UNIVERSITY WITHIN THIRTY MONTHS OF THEIR DATE OF HIGH SCHOOL GRADUATION. THE FEE REMISSION PLAN WILL REMAIN IN EFFECT FOR SIX CONSECUTIVE YEARS FOLLOWING INITIAL ENROLLMENT. FOR DEPENDENTS OF A DECEASED OR DISABLED EMPLOYEE TO BE ELIGIBLE FOR THIS BENEFIT THE EMPLOYEE MUST HAVE BEEN AN EMPLOYEE OF UCA FOR FIVE CONSECUTIVE YEARS PRIOR TO DEATH OR DISABILITY.

THERE ARE NO RESTRICTIONS FOR ENROLLING IN COURSES SCHEDULED AFTER WORKING HOURS. AN EMPLOYEE MAY ENROLL FOR A COURSE SCHEDULED DURING THE WORKING HOURS UNDER THE FOLLOWING CIRCUMSTANCES:

- 1. THE EMPLOYEE MUST HAVE APPROVAL BY HIS/HER SUPERVISOR AND THE APPROPRIATE VICE PRESIDENT BEFORE ENROLLING FOR A COURSE SCHEDULED DURING THE EMPLOYEE'S WORKING HOURS.**

2. DURING THE FALL SEMESTER AND SUMMER TERM THE EMPLOYEE SHALL FORFEIT ONE WEEK OF ACCUMULATED VACATION TO COMPENSATE FOR THE TIME LOST OR THE EMPLOYEE'S SALARY WILL BE REDUCED BY 7% DURING THE PERIOD IN WHICH THE COURSE IS ATTENDED.
3. DURING THE SPRING SEMESTER THE EMPLOYEE WILL NOT BE REQUIRED TO FORFEIT ONE WEEK OF ACCUMULATED VACATION NOR WILL THE EMPLOYEE'S SALARY BE REDUCED BY 7% DURING THE TERM IN WHICH THE COURSE IS ATTENDED.
4. NO EMPLOYEE MAY ENROLL FOR MORE THAN ONE THREE-HOUR COURSE DURING WORKING HOURS IN ANY ONE SEMESTER OR ONE SUMMER TERM."

Staff Handbook - The current Staff Handbook was adopted July 1, 1987. It contains policies and procedures for classified and non-classified administrative staff. During the past four years, legislation has been enacted by the federal and state government that requires additions to and, in some cases, deletions from the handbook. Other changes are proposed to provide a clearer interpretation for employees.

President Thompson explained that copies of the handbook mailed to Board members prior to the meeting included a section entitled "Catastrophic Leave Bank Program." This section has been deleted from the copies distributed at the meeting.

Mr. Malone stated that he had a question concerning the Staff Handbook but then realized that the question pertained to Traffic and Parking Regulations. He then stated that he did not receive a copy of the Staff Handbook prior to the meeting.

Dr. Chakales asked if revisions to Staff Handbook must be in effect prior to the beginning of the fall semester. President Thompson stated that revisions were not required to be in effect prior to fall.

Dr. Chakales moved that the Staff Handbook be set aside and voted on at the next Board meeting; Mr. White seconded; motion passed with a negative vote by Mrs. Goode.

Traffic & Parking Regulations - In accordance with the Arkansas Code Annotated 25-17-307, the Board of Trustees is required to promulgate regulations for the operation and parking of motor vehicles on campus.

Following are the regulations under which the University has operated for the past several years with proposed modifications underlined. The additions made are needed to strengthen parking and traffic control on campus.

Dr. Chakales requested that Board members and students be kept informed about traffic and parking.

President Thompson stated that an updated campus map will be distributed to students at registration and officers will be stationed in strategic positions on campus to direct traffic.

In reply to a question from Mr. White, President Thompson explained that traffic and parking regulations are recommended by a committee comprised of three faculty, three staff, and three students and is chaired by Bennie Horton.

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

BE IT RESOLVED: THAT THE BOARD OF TRUSTEES ADOPTS THE FOLLOWING REGULATIONS FOR THE OPERATION AND PARKING OF MOTOR VEHICLES ON CAMPUS AS BOARD POLICY NO ____.

I. Department of Public Safety

Public Safety is a service unit within the Division of Administration. The department is charged with a threefold mission:

1. Assistance to the University community in achieving its educational goals;
2. Protection of public and private property and individuals while they are on the campus of the University; and
3. Enforcement of federal, state, local, and University regulations as they pertain to the University campus.

In meeting the demands of this threefold mission, it is sometimes necessary to utilize authority beyond that of a normal University employee. For this reason, all members of Public Safety are vested with full police authority pursuant to A.C.A. 25-17-305. In accordance with A.C.A. 25-17-307, the Board of Trustees of the University of Central Arkansas has established regulations for the operation and parking of motor vehicles on the UCA campus. These regulations apply to all faculty, staff, students and others utilizing the land and streets owned or controlled by the University of Central Arkansas.

While these officers have the training and authority to fulfill the enforcement role, they are also ready to fulfill a service role to the university community. The officers will help stranded motorists, provide information to visitors, and help to recover lost or stolen property. Persons needing assistance at any time may call Public Safety at 450-3111.

Public Safety is also charged with the enforcement of campus traffic and parking regulations. The parking patrollers are charged with the enforcement of parking regulations. These persons, while not certified public safety officers, have full authority in the enforcement of parking regulations. Any citation or notice written by them should be considered fully valid.

II. Administrative Policy

1. Each driver choosing to operate an automobile on campus may do so, provided a parking permit is obtained and provided the driver understands that the permit neither obligates the university to set aside a space for every vehicle nor permits the driver to violate stated parking regulations.

2. The university reserves the right to restrict the use of an automobile on university property if the owner has abused the privilege of operating an automobile on campus.
3. The university assumes no responsibility for a vehicle or its contents.
4. Motorcycles, mopeds, and motorbikes are not permitted on campus except in designated parking areas. These areas are located on the perimeter of the campus. Users of these areas must enter and depart the campus at the location nearest this parking area. No through campus travel is permitted.
5. Any motor vehicle that is parked on property owned or controlled by the University of Central Arkansas and that is under the control of a student, faculty member or staff member must display a permanently affixed, current UCA parking permit.
6. Failure to pay fines will result in the blockage of pre-registration and withholding of transcripts, diplomas, or pay checks.
7. A ticketed vehicle that continues in violation may be ticketed again as long as the violation continues. Overtime parking will be ticketed every two hours.
8. An illegally parked but unticketed vehicle is not an indication that the regulation being violated is no longer in effect.
9. Physically disabled persons will be issued a disabled decal after furnishing Public Safety with a certificate/ letter from a medical doctor requesting parking privileges or proof of issuance of a disabled permit by the Arkansas Department of Finance and Administration.
10. Any person who is stopped for a violation of a traffic regulation and is unable to produce a valid student or faculty/staff identification card may be issued a citation to appear in Municipal Court.

11. Occupants of residence halls are requested not to drive to class, cafeterias, or other campus areas between the hours of 7:30 a.m. and 4:30 p.m. Monday through Friday.
12. A traffic ticket or any other communication from a Public Safety officer is an official university notice. Recipients who do not respond to such a communication are subjecting themselves to either disciplinary or legal action.

III. Public Safety Office

Public Safety is located at 115 Farris Road on the west side of campus. The office is open 24 hours a day, 365 days a year as a service to the university community. Business hours for payment of traffic fines and purchase of parking decals are 8:00 a.m. to 4:15 p.m., Monday through Friday. Temporary parking permits will be issued between 6:30 a.m. and 4:15 p.m., Monday through Friday.

IV. Automobile Registration

1. All students, faculty/staff members, and employees who park vehicles on campus between the hours of 7:30 a.m. and 4:30 p.m., Monday through Friday, are required to register and display the appropriate registration decal on the driver's side of the rear bumper or the lower left corner of the rear window.
2. It is illegal for a decal to be taped or displayed from the vehicle interior. Prior to application, make sure the area is clean and dry.
3. Registration of vehicles shall normally be completed at Public Safety or such place that may be designated on registration days. Vehicle license number, make, model, year, and color are required for registration.
4. A vehicle brought to the campus during the year must be registered immediately if that vehicle is to be parked on campus during restricted hours (7:30 a.m. to 4:30 p.m., Monday through Friday).

5. A "Visitors and/or Temporary Permit" may be obtained without cost from Public Safety for any vehicle brought to the campus for a period of one to seven days. The permit is to be affixed to the lower corner of the driver's side rear window. If a second permit is requested during the semester, a charge of 50 cents will be made.
6. The Arkansas Crime Information Center furnishes Public Safety a monthly listing of the owners and addresses of vehicles having no decal which received tickets the previous month. These tickets are then assigned to the faculty/staff member, employee or student whose last name and home address matches those on the listing.
7. Visitors are welcome! A visitor who has received a ticket for a violation of the UCA parking rules, should bring or mail the ticket to Public Safety and it will be voided.

V. Types and Costs of Permits

1. Fees for vehicle registration are as stated below. Fees are subject to change without notice.

	<u>Whole Year</u>	<u>Summer Only</u>
Faculty/Staff		
Yellow	\$15.00	\$7.00
Student		
Purple	\$10.00	\$5.00
Employee		
Brown	\$15.00	\$7.00
Special		
Silver	\$15.00	\$7.00
<u>Disabled</u>		
Blue	\$10.00	\$5.00
<u>Green Area</u>		
<u>Green</u>	<u>\$5.00</u>	<u>\$3.00</u>

2. Additional vehicles may be registered by paying the same fee as for the initial decal.

3. Replacement permits may be purchased at a cost of 50 cents, provided proof of destruction of the original permit is furnished to Public Safety.
4. Permits are the responsibility of the purchaser and must be removed prior to sale or transfer of the vehicle or termination of employment. Permits are not transferable to any other vehicle. Only one current permit shall be displayed on a vehicle. A permit must not be altered or defaced.
5. A current permit expires the last day of summer school, or upon the date of termination of the faculty/staff member, or withdrawal by the student, whichever comes first.
6. Relatives of faculty or staff members are not eligible for a faculty/staff decal and may not park in faculty/staff parking areas unless they themselves are regular employees of the UCA. Each parking permit is only valid for use by the person to whom it is issued. Misuse of a faculty/staff parking decal may result in loss of parking privileges for both the faculty/staff member and the violator.
7. Any employee may purchase a brown decal; however, these permits are only valid for areas designated "Employee Parking" or "UCA Permit Parking" areas.

VI. Parking Area Assignments

Faculty/Staff Parking - Areas marked "Yellow Area" with yellow signs and yellow lines are reserved for faculty and staff members who display current yellow UCA decals.

Student Parking - Areas marked "Student Parking" with white lines are for students who display current purple UCA decals.

UCA Permit Parking - Areas marked "UCA Permit Parking" are for any student, faculty/staff member, or employee of UCA displaying a current UCA decal. Does not apply to holders of Green Area parking decals.

Green Area Parking - Areas marked "Green Area Parking" are located west of the AETN building and may be accessed off Donaghey Avenue on the north or south sides of AETN. These lots will be identified by "Green Area Parking" signs and spaces will be marked with parking blocks. Faculty/staff, students or employees may purchase the Green decal but this is the only area where the holder of this decal may park. Areas designated "Green Area Parking" are also available for use in the same manner as "UCA Permit Parking" described above.

Employee Parking - These parking areas are reserved for employees with a brown decal.

Between 4:30 p.m. and 7:30 a.m., Monday through Friday, "Yellow" areas and "Student Parking" areas are interchangeable. (Summer Hours are from 2:30 p.m. to 7:30 a.m.) They are interchangeable all day Saturdays and Sundays. The reserved spaces for residence hall directors, nurses, and the disabled are not included.

VII. Driving Regulations

1. The campus speed limit is fifteen (15) miles per hour, except where conditions indicate a slower speed is necessary.
2. One-way street driving regulations are to be observed at all times by all vehicles.
3. All STOP signs, YIELD-RIGHT-OF-WAY signs, and all other regulatory or directional signs are to be observed.
4. Pedestrians in crosswalks shall have the right-of-way.

VIII. Parking Regulations

1. Vehicles must be within the boundaries of the parking space. Other improperly parked vehicles in the area shall

not constitute an excuse for parking with any part of the vehicle over a line.

2. Where parallel parking is required, vehicles must be parked with the right wheels to the curb.
3. Where diagonal and head-on parking are required, vehicles must be parked with the front toward the curb and the rear bumper toward the traffic lane (no backing in).
4. No parking is allowed in areas painted red, red curbs or any area candy striped.
5. No parking is allowed on the grass or in driveways or loading zones.
6. Double parking is a violation at all times.
7. If a vehicle is parked in violation, attended or unattended, the driver may be issued a citation.
8. All parking spaces are defined by painted lines or parking blocks. Vehicles parked must be within the painted lines or parked in front of a parking block properly spaced for parking.

IX. Personal Responsibility

1. You are responsible for all violations by a vehicle displaying a decal issued to you. If you loan your vehicle, its proper operation is your responsibility.
2. If you transfer ownership of your vehicle, scrape off the decal. A replacement decal may be obtained for 50 cents, if you present identifiable portions of the old one.
3. If you drive a vehicle without a decal while yours is being repaired, etc., you must obtain a "Visitors and/or Temporary Permit" from Public Safety.

4. Affix your decal as soon as you receive it. Do not use parking facilities until you have done so.

X. Towing and Impoundment of Vehicles

1. UCA reserves the right to tow from its property any parked vehicle that does not display a current parking permit, is parked in a space reserved for the disabled, is parked in a restricted zone, or has unpaid parking tickets. Vehicles will be towed if parked in such a way as to constitute a traffic or pedestrian hazard or which could impede the access of service or emergency vehicles. Violations which could also result in towing and possible impoundment include, but are not limited to, parking in reserved parking spaces, parking in painted candy striped areas, parking in driveways or double parking on the street or parking lots.
2. UCA reserves the right to tow from its property and impound any vehicle in violation of its traffic and parking regulations until all towing fees and UCA traffic / parking violation charges have been paid.

XI. Appeals Process

A traffic citation may be appealed within 72 hours of its issuance. Forms may be obtained from Public Safety. Citations may be appealed if the recipient believes it was "issued contrary to campus traffic regulations" or in error.

Once an appeal is made, the 50% discount will not be allowed. An appeal may not be made after a ticket has been paid.

XII. Penalties for Violations

The following are the violations and penalties of the University of Central Arkansas:

- | | | |
|----|--|-------|
| 1. | No permit | 20.00 |
| 2. | Defacing, reproducing, altering or illegal use of permit | 20.00 |

1576

3.	Falsifying registration information	20.00
4.	Exceeding speed limit	20.00
5.	Reckless/unsafe driving	20.00
6.	Failure to stop or yield right-of-way	20.00
7.	Parking in handicapped space	20.00
8.	Parking at a red curb	10.00
9.	Improper equipment	10.00
10.	Double parking/blocking	10.00
11.	Parking in the wrong area	10.00
12.	Parking in a "No Parking" area	10.00
13.	Parking in a reserved area	10.00
14.	Driving and/or parking on grass	8.00
15.	Driving/parking wrong direction on a one-way street	8.00
16.	Parking on the wrong side of street	8.00
17.	Over-line parking	8.00
18.	Backed in parking	4.00
19.	Overtime parking	4.00
20.	Improper display of permit	4.00

ALL FINES WILL BE HALF PRICE IF PAID WITHIN 24 HOURS
EXCEPT VIOLATIONS 4,5,6 AND 7. All fines are payable at Public
Safety from 8:00 a.m. until 4:15 p.m., Monday through Friday.

Emergency phones are now located in seven areas around campus:

1. South of Commons.
2. North of the Student Center.
3. North of the Physical Plant.
4. West of the THD Building.
5. West of Estes Stadium.

6. West of the Farris Center.

7. North of the BBA Building.

Underground Utilities - For several months, the university has been working on the underground utilities system. Work has been performed by the Conway Corporation and has been carried out in two phases.

Phase I consists of an area south of Wingo Hall westward to the Christian Cafeteria and south to the Maintenance Building.

Phase II starts at the northeast corner of the Physical Education Building and runs south and southwest to the Laney Building, Minton Hall, State Hall, Estes Stadium, Hughes Hall and the Center for Teaching and Human Development.

Now that these phases have been completed, it is necessary to connect the underground system with the individual buildings and facilities. Conway Corporation does not provide this kind of service; therefore, it will be necessary for the university to secure contractors for this installation of the secondary service.

Costs for the secondary service are estimated at \$175,000 for each phase and can be met with available funding.

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

"BE IT RESOLVED: THAT THE BOARD OF TRUSTEES AUTHORIZES THE EXPENDITURE NOT TO EXCEED \$370,000 FOR THE INSTALLATION OF SECONDARY SERVICE TO PHASE I AND PHASE II."

Other:

Non-Discrimination Policy - Copies of a proposed non-discrimination policy with resolution were distributed. President Thompson stated that he had discussed the proposed

resolution with individual Board members. Also distributed were copies of non-discrimination policies from other institutions including Arkansas public universities.

For some time staff has been studying whether it is advisable to revise the university's non-discrimination statement. The present policy generally referenced in University publications reads as follows:

The University of Central Arkansas, in making decisions regarding employment, student admission, and other functions and operations adheres to a policy of non-discrimination and complies with federal regulations and requirements as set forth in Title VI and Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, and Section 504 of the Rehabilitation Act of 1973.

One compelling reason to revise the statement is to insure that it clearly reflects adherence to recent legislation; for example, the Americans with Disabilities Act.

After examination of comparable statements of other universities, staff has reached the conclusion that UCA's policy statement should more clearly enunciate that the University considers employees and students on the basis of individual merit without regard to factors irrelevant to participation in programs of the University.

The language proposed specifies areas mandated by federal and state constitutions and legislation. However, staff has concluded that it is not advisable to enumerate groups, circumstances, or conditions except those mandated by law.

The following resolution as Board Policy No. _____ and for inclusion in university publications was adopted upon motion by Mrs. Goode, seconded by Mr. White, and passed:

"BE IT RESOLVED: THE UNIVERSITY OF CENTRAL ARKANSAS IS AN AFFIRMATIVE ACTION/EQUAL OPPORTUNITY INSTITUTION. IN KEEPING WITH ITS NON-DISCRIMINATION POLICY IN EMPLOYMENT, ADMISSIONS AND OTHER FUNCTIONS AND PROGRAMS, THE UNIVERSITY CONSIDERS EMPLOYEES AND STUDENTS ON THE BASIS OF INDIVIDUAL MERIT WITHOUT REGARD TO SEX, RACE OR COLOR, RELIGION, NATIONAL ORIGIN, AGE, CONDITION OF HANDICAP, OR OTHER FACTORS IRRELEVANT TO PARTICIPATION IN ITS PROGRAMS."

Distinguished Alumnus Award - President Thompson stated that media representatives have raised questions about the Distinguished Alumnus Award being dealt with in executive session. Dr. Thompson explained that it could be embarrassing to those who are considered but not selected and that UCA would like to notify recipients before publication of their names. Dr. Thompson stated that he has no objection to having the award discussed in open session if media representatives agree to withhold publication of the name. Those present agreed. Following a discussion it was decided to move the Distinguished Alumnus Award to open session.

President Thompson recommended that the Distinguished Alumnus Award be awarded to Dr. Justin Williams, BA-26. A native of Wooster (Faulkner County), he graduated from Conway High School and served as president of the student body his senior year at UCA. After receiving a master's degree at the University of Iowa, he went to the University of Wisconsin-River Falls in 1928 to teach and stayed there until 1942. During this time he received his Ph.D. from the University of Iowa. He went into the Army Air Corps in 1942, completed a course in military government at the University of Virginia and a six-month study of Japan at Yale University. He was airlifted to the Far East after Japan's surrender in 1945 and was retained by General Douglas McArthur's Tokyo headquarters to carry out the terms of the Potsdam Declaration. He was chief of the General's Headquarter's Legislative Division until the end of the occupation in 1952. He is identified in history as one of the men who worked closest with McArthur in the rebuilding of Japan's government. He was chief of the International Cooperation Administration's Korea Division from 1953-62, assistant to the president of the University of Maryland from 1962-67, and after retiring at Maryland, he worked from 1968-71 as international affairs consultant to the Army's Institute of Land Combat, a "think tank." He has written extensively and been engaged for numerous speaking and television appearances.

Upon motion by Dr. Chakales, seconded by Mrs. Goode, and passed, it was decided that the Distinguished Alumnus Award be given to Dr. Justin Williams.

President Thompson requested media representatives to withhold publication of his name until UCA contacts Dr. Williams.

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

EXECUTIVE SESSION

The following adjustments, appointments, leave without pay, and resignations as recommended by President Thompson were approved upon motion by Mr. White, seconded by Mrs. Goode, and passed:

Adjustments

1. Darrell Gentry, Interim Chairperson, Administration/Secondary Education, effective May 16, 1991 through May 31, 1992, @ an additional gross amount of \$2,320.00.
2. Richard Reavis, change from Adjunct Professor, Administration/Secondary Education, effective spring semester 1991, @ a gross salary of \$1,400.00, to Adjunct Professor, Administration/Secondary Education, effective spring semester 1991, @ a gross salary of \$1,500.00.
3. Roger Bowman, Assistant Professor, tenure track, Art, change from second summer term, July 8 through August 9, 1991, @ a gross salary of \$3,678.00 to second summer term, July 8 through August 9, 1991, @ a gross salary of \$1,839.00.
4. Bryan Massey, Assistant Professor, tenure track, Art, change from second summer term, July 8 through August 9, 1991, @ a gross salary of \$3,034.00 to second summer term, July 8 through August 9, 1991, @ a gross salary of \$1,517.00.
5. Clint Johnson, change from Professor with tenure, Economics and Finance, effective August 15, 1991 through May 15, 1992, @ a gross salary of \$54,127.00, to Professor/Interim Dean of College of Business with tenure, effective July 1, 1991 to July 1, 1992 or until a new dean is appointed, @ a gross salary of \$69,250.00.
6. Loren Guffey, change from Professor with tenure, Economics and Finance, effective August 15, 1991 through May 15, 1992, @ a gross salary of 53,330.00, to Professor/Interim Chair with tenure, Economics and Finance, effective July 1, 1991 to July 1, 1992 or until a new chair is appointed, @ a gross salary of \$66,353.00.
7. Ben McNew, change from Professor, Economics and Finance with tenure, effective August 15, 1991 through May 15, 1992, @ a gross salary of \$56,676.00, to Professor/Carmichael Chair with tenure, effective August 15, 1991 through May 15, 1992, @ a gross salary of \$59,176.00.

8. Anthony Biagioli, Assistant Professor, Mathematics & Computer Science, contract effective for second summer term, July 8 through August 9, 1991, @ a gross salary of \$3,840.00 has been voided.
9. Richard Hobson, change from Assistant Professor, tenure track, Music, effective August 15, 1991 through May 15, 1992, @ a gross salary of \$30,797.00, to Assistant Professor, tenure track, Music, effective August 15, 1991 through May 15, 1992, @ a gross salary of \$37,000.00.
10. James Rollins, Professor, appointment with tenure, Psychology/Counseling, change from first and second summer terms, @ a gross salary of \$4,964.00 each term, to first summer term @ a gross salary of \$4,964.00 and second summer term @ a gross salary of \$2,482.00.
11. LuAnna Bellairs-Salemi, change from Speech Language Pathology (Henderson State University campus) Instructor/Clinic Coordinator, effective May 15 through June 30, 1991, @ a gross salary of \$1,400.00, to Speech Language Pathology (Henderson State University campus) Instructor/Clinic Coordinator, effective May 15, 1991 through June 30, 1991, @ a gross salary of \$1,900.00.
12. Marvin DeBoer, change from Distinguished Professor with tenure, Speech, Theatre, Journalism, effective August 15, 1991 through May 15, 1992, @ a gross salary of \$52,496.00, to Distinguished Professor/Interim Chair with tenure, Speech, Theatre, Journalism, effective August 15, 1991 through December 31, 1991, @ a gross salary of \$27,248.00 and Distinguished Professor with tenure, Speech, Theatre, Journalism, effective January 1, 1992 through May 15, 1992, @ a gross salary of \$26,248.00.

Appointments:

1. Joel Hawkins, Instructor, Accounting, term - non-tenure track, effective August 15, 1991 through December 15, 1991, @ a gross salary of \$15,000.00.
2. Ron Reed, Associate Professor, Administration and Secondary Education, tenure track with three years toward tenure and three years toward promotion, effective August 15, 1991 through May 15, 1992, @ a gross salary of \$36,000.00.
3. Steven Runge, Instructor, Biology, tenure track, effective August 15, 1991 through May 15, 1992, @ a gross salary of \$26,500.00.

4. Tammy R. Benson, Instructor, Childhood Education, term, non-tenure track, effective August 15, 1991 through May 15, 1992, @ a gross salary of \$22,000.00.
5. John J. Hill, Assistant Professor, Economics and Finance, term, non-tenure track, effective August 15, 1991 through May 15, 1992, @ a gross salary of \$30,000.00.
6. Steven M. Cox, Assistant Professor, Educational Media/Library Science, tenure track, effective August 15, 1991 through May 15, 1992, @ a gross salary of \$26,000.00.
7. Cynthia Anderson, Instructor, English, term, non-tenure track, effective August 15, 1991 through May 15, 1992, @ a gross salary of \$20,475.00.
8. Eric Bailey, Instructor, English, term, non-tenure track, effective August 15, 1991 through May 15, 1992, @ a gross salary of \$20,475.00.
9. Barbara Goswick, Controller, Financial Affairs, non-faculty appointment, effective July 29, 1991 to July 1, 1992, @ a gross annual salary of \$40,300.00.
10. Jeffrey Allender, Instructor, Geography, tenure track with one year toward tenure and one year toward promotion, effective August 15, 1991 through May 15, 1992, @ a gross salary of \$27,140.00.
11. David Wall, Assistant Professor, Geography, term, non-tenure track, effective August 15, 1991 through May 15, 1992, @ a gross salary of \$27,250.00.
12. Ralph Gallucci, Assistant Professor, History, tenure track with two years toward promotion and two years toward tenure, effective August 15, 1991 through May 15, 1992, @ a gross salary of \$31,000.00.
13. Teresa Buchanan, Instructor, Home Economics, tenure track, effective August 15, 1991 through May 15, 1992, @ a gross salary of \$28,500.00.
14. Melissa Shock, Instructor, Home Economics, term, non-tenure track, effective August 15, 1991 through May 15, 1992, @ a gross salary of \$25,677.00
15. Carol Knipscheer, Instructor/Coordinator ESL Program, International Programs, effective July 15, 1991 through May 15, 1992, @ a gross salary of \$25,000.00.

16. Dana Sanderson, International Student Services/Project Coordinator, International Programs, effective July 1, 1991 to July 1, 1992, @ a gross salary of \$25,000.00.
17. Patricia Price, Instructor, Mathematics/Computer Science, term, non-tenure track, effective August 15, 1991 through May 15, 1992, @ a gross salary of \$22,050.00.
18. Caroline Hartig, Assistant Professor, Music, tenure track, effective August 15, 1991 through May 15, 1992, @ a gross salary of \$27,000.00.
19. Patricia Crane, Instructor, Nursing, term, non-tenure track, effective August 15, 1991 through May 15, 1992, @ a gross salary of \$29,000.00.
20. Sarah Daugherty, Instructor, Nursing, term, non-tenure track, effective August 15, 1991 through December 30, 1991, @ a gross salary of \$13,500.00.
21. Carol Enderlin, Instructor, Nursing, term, non-tenure track, effective August 15, 1991 through May 15, 1992, @ a gross salary of \$28,500.00.
22. Karen Jenkins, Instructor, Nursing, term, non-tenure track, effective August 15, 1991 through May 15, 1992, @ a gross salary of \$30,500.00.
23. Patricia Lucy, Instructor, Nursing, term, non-tenure track, effective August 15, 1991 through May 15, 1992, @ a gross salary of \$28,000.00.
24. Linda Shalik, Department Chairperson/Associate Professor, Occupational Therapy, tenure track with 3 years toward tenure, effective July 1, 1991 to July 1, 1992, @ a gross salary of \$58,000.00.
25. Tom McInnis, Assistant Professor, Political Science, tenure track with one year toward promotion and one year toward tenure, effective August 15, 1991 through May 15, 1992, @ a gross salary of \$29,000.00.
26. Ronnie Tucker, Instructor, Political Science, term, non-tenure track, effective August 15, 1991 through May 15, 1992, @ a gross salary of \$20,200.00.
27. Susan Boone, Coordinator of Elementary Field Experiences/ Advisor/Instructor, Professional Field Services, term, non-tenure track, effective August 15, 1991 through May 15, 1992, @ a gross salary of \$22,000.00.

28. Richard Scott, Instructor, Psychology/Counseling, term, non-tenure track, effective August 15, 1991 through May 15, 1992, @ a gross salary of \$23,100.00.
29. Lisa Bates, Project Coordinator, Small Business Institute Directors Association, term, non-faculty appointment, effective May 13, 1991 through May 12, 1992, @ a gross salary of \$23,000.00.
30. Michael Turner, Assistant Project Coordinator, Small Business Institute Directors Association, term, non-faculty appointment, effective May 6, 1991 through May 5, 1992, @ a gross salary of \$21,000.00.
31. Jeffrey Kamakahi, Assistant Professor, Sociology, term, non-tenure track, effective August 15, 1991 through May 15, 1992, @ a gross salary of \$31,000.00.
32. Freddie Litton, Department Chairperson/Professor, Special Education, appointment with tenure, effective August 1, 1991 to July 1, 1992, @ a gross annual salary of \$56,000.00.
33. Sheila Barham, Assistant Librarian (Head Reference), Torreyson Library, non-faculty appointment, effective July 1, 1991 to July 1, 1992, @ a gross salary of \$27,600.00.

Appointments, part-time:

1. Frank Shaw, Instructor, part-time, Accounting, term, non-tenure track, effective August 15, 1991 through December 15, 1991, @ a gross salary of \$1,500.00.
2. Michael Sutterfield, Instructor, part-time, Accounting, term, non-tenure track, effective August 15, 1991 through December 15, 1991, @ a gross salary of \$1,500.00.
3. Jesse Thompson, Instructor, part-time, Accounting, term, non-tenure track, effective August 15, 1991 through December 15, 1991, @ a gross salary of \$1,500.00.
4. Jene Moore, Instructor, part-time, Chemistry, term, non-tenure track, effective August 15, 1991 through December 15, 1991, @ a gross salary of \$2,800.00.
5. Nancy Clark, Instructor, part-time, Health Education, term, non-tenure track, effective August 15, 1991 through December 15, 1991, @ a gross salary of \$2,800.00.

6. Robin Cole, Instructor, part-time, Health Education, term, non-tenure track, effective August 15, 1991 through December 15, 1991, @ a gross salary of \$2,800.00.
7. Patricia Enderlin, Instructor, part-time, Health Education, term, non-tenure track, effective August 15, 1991 through December 15, 1991, @ a gross salary of \$2,800.00.
8. Virginia Wilson, Instructor, part-time, Health Education, term, non-tenure track, effective August 15, 1991 through December 15, 1991, @ a gross salary of \$2,800.00.
9. Shawn Akins, Instructor, part-time, Kinesiology and Physical Education, term, non-tenure track, effective August 15, 1991 through December 15, 1991, @ a gross salary of \$935.00.
10. Rockie Pederson, Instructor, part-time, Kinesiology and Physical Education, term, non-tenure track, effective August 15, 1991 through May 15, 1992, @ a gross salary of \$9,200.00.
11. Jann Bryant, Director, Music Prep School, effective July 1 to September 30, 1991, @ a gross salary of \$3,000.00.
12. Jann Bryant, Instructor, part-time, Music Prep School, effective July 1, 1991 to June 30, 1992, @ an estimated gross salary of \$2,000.00.
13. Sam Driggers, Instructor, part-time, Music Prep School, effective July 1, 1991 to June 30, 1992, @ an estimated gross salary of \$2,000.00.
14. John Graham, Instructor, part-time, Music Prep School, effective July 1, 1991 to June 30, 1992, @ an estimated gross salary of \$2,000.00.
15. Patrick Hasty, Instructor, part-time, Music Prep School, effective July 1, 1991 to June 30, 1992, @ an estimated gross salary of \$2,000.00.
16. Richard Hobson, Assistant Professor, part-time, Music Prep School, effective July 1, 1991 to June 30, 1992, @ an estimated gross salary of \$2,000.00.
17. Lee Phillips, Instructor, part-time, Music Prep School, effective July 1, 1991 to June 30, 1992, @ an estimated gross salary of \$4,000.00.

18. Christina Powell, Instructor, part-time, Music Prep School, effective July 1, 1991 to June 30, 1992, @ an estimated gross salary of \$2,000.00.
19. Sharon Thompson, Instructor, part-time, Music Prep School, effective July 1, 1991 to June 30, 1992, @ an estimated gross salary of \$4,000.00.
20. Gale Wilson, Instructor, part-time, Music Prep School, effective July 1 to August 9, 1991, @ an estimated gross salary of \$75.00.
21. Karen M. Dobbs, Instructor, part-time, Psychology/Counseling, term, non-tenure track, effective August 15, 1991 through December 15, 1991, @ a gross salary of \$2,800.00.
22. Janice Engelkes, Instructor, part-time, Psychology/Counseling, term, non-tenure track, effective August 15, 1991 through December 15, 1991, @ a gross salary of \$1,400.00.
23. Susan Johns, Instructor, part-time, Psychology/Counseling, term, non-tenure track, effective August 15, 1991 through December 15, 1991, @ a gross salary of \$1,400.00.
24. Karl Young, Instructor, part-time, Sociology, term, non-tenure track, effective August 15, 1991 through December 15, 1991, @ a gross salary of \$3,000.00.

Summer Appointments:

1. Michael Sutterfield, Instructor, part-time, Accounting, effective first summer term, June 3 through July 5, 1991, @ a gross salary of \$1,500.00.
2. Robert Kennedy, Adjunct, Administration/Secondary Education, effective first summer term, June 3 through July 5, 1991, @ a gross salary of \$1,500.00.
3. Richard Paul, Adjunct Professor, Administration/Secondary Education, effective first summer term, June 3 through July 5, 1991, @ a gross salary of \$1,500.00.
4. Gwen Barber, Instructor, Biology, effective first summer term, June 3 through July 5, 1991, and second summer term, July 8 through August 9, 1991, @ a gross salary of \$2,800.00 each term.
5. Paula Johnson, Instructor, Biology, effective first summer term, June 3 through July 5, 1991, @ a gross salary of \$1,400.00.

6. Cindy Diane King, Instructor, Biology, effective second summer term, July 8 through August 9, 1991, @ a gross salary of \$2,800.00.
7. Jack E. Mobley, Instructor, Biology, effective second summer term, July 8 through August 9, 1991, @ a gross salary of \$3,000.00.
8. Derald Smith, Professor, Biology, effective second summer term, July 8 through August 9, 1991, @ a gross salary of \$2,638.00.
9. Scott Markham, Director of Center for Management Development, College of Business, effective second summer term, July 8 through August 9, 1991, @ a gross salary of \$4,200.00.
10. Deborah Avra, Instructor, College of Education, effective July 15 through August 14, 1991, @ a gross salary of \$1,400.00.
11. Susan Boone, Instructor, College of Education, effective July 15 through August 14, 1991, @ a gross salary of \$1,400.00.
12. Steven Cox, Assistant Professor, Educational Media/Library Science, effective June 3 through August 9, 1991, @ a gross salary of \$6,240.00.
13. James A. Gifford, Instructor, English, effective first summer term, June 3 through July 5, 1991, @ a gross salary of \$1,400.00.
14. Carole Carter, Instructor, part-time, History, effective first summer term, June 3 through July 5, 1991, @ a gross salary of \$1,400.00.
15. Susan Standridge, Instructor, part-time, History, effective first summer term, June 3 through July 5, 1991, @ a gross salary of \$1,400.00.
16. Melissa Shock, Instructor, Home Economics, effective first summer term, June 3 through July 5, 1991, @ a gross salary of \$1,467.00, and second summer term, July 8 through August 9, 1991, @ a gross salary of \$2,934.00.
17. Paul Butt, Associate Professor, International Programs, effective first summer term, June 3 through July 5, 1991, @ a gross salary of \$2,018.00.

18. Linda Velvin-Narisi, Instructor, Kinesiology and Physical Education, effective July 8 - August 9, 1991, @ a gross salary of \$2,910.00.
19. Herff Moore, Associate Professor, Marketing & Management, effective first summer term, June 3 through July 5, 1991, @ a gross salary of \$3,018.00.
20. Darrell Kilman, Professor, Mathematics & Computer Science, effective second summer term, July 8 through August 9, 1991, @ a gross salary of \$3,211.00.
21. Patricia Price, Instructor, Mathematics & Computer Science, effective first summer term, June 3 through July 5, 1991, @ a gross salary of \$1,400.00, and second summer term, July 8 through August 9, 1991, @ a gross salary of \$2,800.00.
22. Scott Johnson, Assistant Professor, Music, effective first summer term, June 3 through July 5, 1991, @ a gross salary of \$1,500.00.
23. Wolfgang Oeste, Instructor, Music, effective first summer term, June 3 through July 5, 1991, @ a gross salary of \$3,600.00.
24. Lee Phillips, Visiting Instructor, Music, effective July 10 through August 9, 1991, @ a gross salary of \$750.00.
25. Clayton Gable, Assistant Professor, Physical Therapy, term, non-tenure track, effective July 8 - August 9, 1991, @ a gross salary of \$4,800.00.
26. John Peck, Associate Professor, Physical Therapy,, effective first summer term, June 3, 1991 - July 5, 1991, @ a gross salary of \$4,008.00.
27. Nancy Reese, Instructor, Physical Therapy, effective May 16, 1991 through August 14, 1991, @ a gross salary of \$12,000.00.
28. Nancy Barlow, Instructor, Physical Therapy - Texarkana, effective June 1 through July 31, 1991, @ a gross salary of \$2,892.00.
29. Gary Wekkin, Associate Professor, Political Science, effective second summer term, July 8 through August 9, 1991, @ a gross salary of \$4,200.00.
30. Theresa Wesley, Instructor, Public Service, College Prep Writing Program, effective June 1 through July 31, 1991, @ a gross salary of \$2,400.00.

31. Roy Whitehead, University Counsel, President's Office, effective July 1, 1991 through August 14, 1991, @ a gross salary of \$3,491.10.
32. Paula Bell, Instructor, part-time/Clinical Supervisor, Speech-Language Pathology, effective first summer term, June 3 through July 5, 1991, @ a gross salary of \$2,400.00.
33. Dana Wilcox, Clinical Supervisor, Speech-Language Pathology, effective first summer term, June 3 through July 5, 1991, and second summer term, July 8 through August 9, 1991, @ a gross salary of \$1,200.00 each term.
34. Margaret Dawson, Clinical Supervisor, Speech-Language Pathology, Henderson State University, effective first summer term, June 3 through July 5, 1991, and second summer term, July 8 through August 9, 1991, @ a gross salary of \$2,400.00 each term.
35. Diana Hawkins, Clinical Supervisor, Speech-Language Pathology, Henderson State University, effective first summer term, June 3 through July 5, 1991, and second summer term, July 8 through August 9, 1991, @ a gross salary of \$2,400.00 each term.
36. Don Bradley, Professor, Sponsored Programs, effective June 1 -30, 1991, @ a gross salary of \$3,030.00.
37. Billy Wayne Stevens, Assistant Librarian, Torreyson Library, effective June 1 - July 31, 1991, @ a gross salary of \$3,916.66.

Distinguished Alumnus: (handled in Open Session)

1. Justin Williams

Leave Without Pay:

1. Susan Ray-Degges, Home Economics, Spring Semester 1992.

Resignations:

1. James Lightfoot, Geography.
2. Beth Gore, Mathematics, end of Spring Semester.

3. Ann Straughn, Nursing, end of Spring Semester.
4. Eric Mackey, Political Science, end of second summer term.

Open session was declared upon motion by Mr. White, seconded by Mr. Aydelott, and passed.

OPEN SESSION

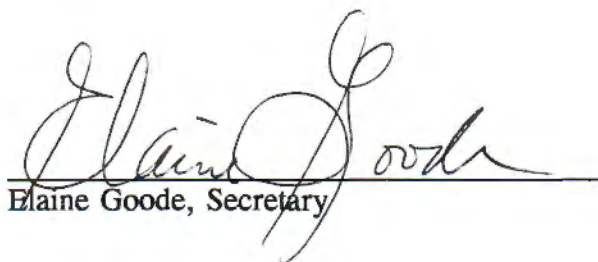
The preceding adjustments, appointments, leave without pay, and resignations as recommended by President Thompson were approved upon motion by Mr. White, seconded by Mrs. Goode, and passed.

Election of Officers (moved to open session) - Upon motion by Mr. White, seconded by Dr. Chakales, and passed, the following board officers were elected for the 1991-92 year: Chairman, Elaine Goode; Vice Chairman, Jerry Malone; Secretary, Dalda Womack.

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



Ben F. Burton, Chairman



Elaine Goode, Secretary