

The Board of Trustees of the University of Central Arkansas convened in regular meeting Friday, May 1, 1992 at 3:30 p.m. in the Administration Building Board Room with the following officers and members present, to-wit:

Chairman:	Mrs. Elaine Goode
Vice Chairman:	Mr. Jerry Malone
	Mr. Madison P. Aydelott III
	Mr. Ben F. Burton
	Mr. Joe M. White
	Mr. Rush Harding III

and with the following absent, to-wit: Mr. Dalda F. Womack

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

Minutes of the last regular meeting, April 2, 1992, were approved as circulated on motion by Mr. Malone, seconded by Mr. Aydelott, and passed.

President Thompson introduced Angie Bradley, and Heath Hudspeth, newly elected President and Vice President respectively of the Student Government Association; Conrad Shumaker, outgoing President of the Faculty Senate; Mike Kelley, incoming President of the Faculty Senate; Mary Sue Whitelaw, President of the Staff Senate; and Peter Lorenzi, newly appointed Dean of the College of Business Administration who will begin his employment in June.

PRESIDENT'S REPORT

President Thompson reported on the following items:

Human Relations Council - As mentioned to the Board at its last meeting, this committee will address some of the concerns on campus and throughout the nation about race relations and cultural matters on college campuses. President Thompson has asked Maurice Webb to chair the committee and Theman Taylor to serve as vice chairman. A list of faculty, staff, and students who have been asked to serve on this committee was distributed. The committee will begin its work during the fall semester.

Architect for Laney Hall - Architects have been interviewed for the second phase of the academic complex to be located where Laney Hall now stands. The Stuck/Mott Group, which is the same firm selected for the Irby Hall project, was selected. This will be helpful in moving expeditiously to the next project and having continuity between the two projects.

Remediation Report - The Department of Higher Education prepares annually a list of remediation efforts on college campuses throughout the state. Copies of the relevant portion of the report were distributed to members of the Board. President Thompson reported that UCA has substantially less remediation than other state campuses with the exception of UA Fayetteville.

Analysis of Personal Services - This document has been prepared following guidelines of the Department of Higher Education and has been submitted to the appropriate state agencies. President Thompson will provide copies of the document to members of the Board at a later date.

Commencement will be held at 10:30 a.m. on Saturday, May 9. Board members who can attend should arrive at the Farris Center by 10:00 a.m.

Proposed Dates for 1992-93 Board Meeting - Quarterly Board meetings have tentatively been scheduled for August 3 & 4, 1992 (in conjunction with a Board retreat), October 30, 1992, March 26, 1993, and April 30, 1993. President Thompson requested Board members to check their calendars and notify the President's Office if they foresee problems with any of the dates.

Rental of Space in Industrial Park - If construction of Laney Hall begins in September or October, there may be difficulty in finding space for the shops which are housed in that facility. There is no place on campus where the shop machinery can be located during construction. UCA administrators are looking into the possibility of renting a facility in Industrial Park which would provide UCA with relatively inexpensive temporary space to house the large machines used for metalwork and woodwork. If the lease arrangement requires Board approval President Thompson will present it to the Board at a later date.

Addition to President's Staff - President Thompson announced that Ronnie Williams will join his staff during the summer to coincide approximately with Dr. H. B. Hardy's departure. Mr. Williams is currently employed in the Student Affairs Division.

Mr. Harding and Mrs. Goode commended President Thompson on choosing Mr. Williams as an addition to his staff.

OLD BUSINESS

Athletic Conference Affiliation - The possible change in athletic conference affiliation has been the subject of discussion at the University of Central Arkansas for a number of years. Recently, the administration recommended and Board of Trustees approved a change in membership from the National Association of Intercollegiate Athletics (NAIA) to the National Collegiate Athletic Association (NCAA), where UCA will participate in Division II.

The administration and the athletic department hoped that the Arkansas Intercollegiate Conference (AIC) institutions would all agree to the change in affiliation from NAIA to NCAA, Division II. However, only Henderson State University has, to date, made application. (Hendrix College has affiliated with a non-scholarship, NCAA Division III league).

In view of these developments, the administrations and athletic departments at UCA and Henderson have held extensive discussions with representatives of the Gulf South Conference and the Lone Star Conference. Particularly in view of the willingness of the Gulf South Conference to create divisions which will reduce substantially travel costs and time, the administrations of UCA and Henderson recommend to their respective Boards of Trustees affiliation with the Gulf South Conference.

Information about the colleges and universities in the conference was distributed. Mr. Bill Stephens was present to answer questions.

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

"BE IT RESOLVED: THAT THE PRESIDENT AND HIS DESIGNEES ARE AUTHORIZED TO TAKE ALL ACTIONS APPROPRIATE AND NECESSARY FOR THE UNIVERSITY TO JOIN IN ATHLETIC AFFILIATION WITH THE GULF SOUTH CONFERENCE, IN WHICH ATHLETIC COMPETITION IS EXPECTED TO BEGIN WITH THE 1993-94 ACADEMIC YEAR."

Subscriptions for Board Members - At Mr. Malone's request President Thompson raised the matter of subscriptions to publications for members of the Board. Mr. Malone had previously requested subscriptions to The Chronicle of Higher of Education and Black Issues in Higher Education and the matter was presented to the Board at its next meeting. The Board decided at that time not to obtain the subscriptions. President Thompson stated that it is entirely

at the discretion of the Board whether to subscribe to the publications.

Mr. Harding asked if the subscriptions would be provided upon request. Mrs. Goode stated that it would be at the discretion of the Board - those who would like to receive the publications could do so.

Mr. White stated that he subscribes to the publications at his own expense. He agrees that they would be beneficial.

Mr. Harding stated that Board members should have access to anything that can help them be better Board members whether at the university's expense or at their own expense. Mr. Harding intends to subscribe to the publications at his own expense.

Mr. Aydelott stated that he agreed that the publications aimed at higher education should be made available to members of the Board, and since the subscription rates are rather insignificant, he has no objection to their being funded either by the university or the individual. He feels it is the individual Board member's decision. He stated that he would like to have access to the documents because they are designed for boards of higher education.

Mr. Malone stated that "if we are concerned about expenses I guess I would expand that proposal and probably pay my own subscriptions if we would do likewise as a Board. I've got some expenses I haven't requested back from the San Francisco trip yet (AGB Conference). I guess if Board members were inclined to cover their own expenses - I know I have paid \$800 - \$900 myself in hotel expenses on trips. If we want to make that as a Board policy I would not have a problem with that. I've got a \$1,000.00 in expenses that I would not mind donating to the university."

Mr. Burton stated that he thinks it would be a mistake to "open up Pandora's box" and say that the Board does not limit any expense - "the signal that gives is a little bit suspect."

MR. HARDING MOVED THAT THE PUBLICATIONS BE MADE AVAILABLE TO THE BOARD OF TRUSTEES UPON REQUEST AT THE UNIVERSITY'S EXPENSE. THE MOTION WAS SECONDED BY MR. MALONE, AND PASSED WITH NEGATIVE VOTES FROM MR. WHITE AND MR. BURTON.

President Thompson informed the Board that they are members of the Association of

Governing Boards (AGB) and receive AGB publications by virtue of their memberships on the Board.

NEW BUSINESS

Policy Statement - Role of Athletic Programs - The administration, Faculty Senate, Chairman of the Athletic Committee and representatives of the Athletic program have worked together to produce a statement on the role of athletics at the University of Central Arkansas.

This statement reflects no conflict with current practices at UCA, and sets standards for an athletic program consistent with our academic mission.

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

"BE IT RESOLVED: THAT THE BOARD OF TRUSTEES ADOPTS THE FOLLOWING STATEMENT OF THE ROLE OF ATHLETIC PROGRAMS FOR THE UNIVERSITY OF CENTRAL ARKANSAS:

VARSIY AND INTRAMURAL ATHLETIC PROGRAMS PLAY A SIGNIFICANT ROLE AT THE UNIVERSITY OF CENTRAL ARKANSAS. THEY PROVIDE STUDENTS WITH VALUABLE EXTRA-CURRICULAR ACTIVITIES AND OTHER INDIVIDUALS AND GROUPS WITH AN IMPORTANT SENSE OF COMMUNITY.

INDIVIDUALS WHO PARTICIPATE IN COLLEGIATE ATHLETICS MUST BE, FIRST AND FOREMOST, STUDENTS, SUBJECT TO THE SAME PRIVILEGES AND REQUIREMENTS AS OTHER STUDENTS. AS MEMBERS OF THE UNIVERSITY COMMUNITY, THEY SHOULD NOT BE SEGREGATED BY POLICY OR PRACTICE FROM OTHERS IN THE STUDENT BODY, IN HOUSING ACCOMMODATIONS OR OTHERWISE. ATHLETIC EVENTS AND ACTIVITIES SHOULD, TO THE EXTENT POSSIBLE, BE SCHEDULED TO AVOID CONFLICT WITH ACADEMIC PROGRAMS AND REQUIREMENTS.

ALTHOUGH ATHLETIC PROGRAMS MAY OPEN PROFESSIONAL OPPORTUNITIES FOR SOME STUDENTS, THE RECREATIONAL AND SOCIAL ASPECTS SHOULD PREDOMINATE AT THE VARSITY LEVEL. THE UNIVERSITY AND ITS ATHLETIC PROGRAMS SHOULD AVOID EXCESSIVE EMPHASIS UPON WINNING AND SHOULD GIVE ALL STUDENTS REASONABLE OPPORTUNITIES TO PARTICIPATE IN EITHER VARSITY OR INTRAMURAL EVENTS.

ATHLETIC PROGRAMS ARE SIGNIFICANT ACTIVITIES FOR ALL SEGMENTS OF THE UNIVERSITY COMMUNITY, AND EACH SEGMENT MAY BE APPROPRIATELY INVOLVED IN VARIOUS ASPECTS OF THEIR OPERATIONS. IN ALL INSTANCES, HOWEVER, THE UNIVERSITY SHOULD ENSURE THAT RULES AND REGULATIONS ARE SCRUPULOUSLY FOLLOWED AND THAT THE PROGRAMS AND ACTIVITIES ARE CONSISTENT WITH THE UNIVERSITY'S ACADEMIC MISSION.

THE BOARD OF TRUSTEES RETAINS RESPONSIBILITY FOR THE POLICIES UNDER WHICH ATHLETIC PROGRAMS OPERATE, AND THE PRESIDENT IS PRIMARILY RESPONSIBLE FOR ADMINISTRATION. HOWEVER, THE FACULTY, STAFF AND STUDENTS SHOULD ALSO BE CLOSELY INVOLVED IN THE DEVELOPMENT OF POLICY AND IN THE PERIODIC REVIEW OF PROGRAM OPERATIONS.

ADMINISTRATIVE STRUCTURES WHICH WOULD ALLOW ATHLETIC PROGRAMS TO OPERATE OUTSIDE THE UNIVERSITY'S NORMAL RULES AND PROCEDURES OF GOVERNANCE SHOULD NOT BE ALLOWED TO DEVELOP. THE FOCUS OF THE PROGRAMS SHOULD BE UPON THE UNIVERSITY COMMUNITY RATHER THAN UPON ENTERTAINMENT OF LARGE AUDIENCES UNAFFILIATED WITH THE UNIVERSITY."

Budget for 1992-93 -**SUMMARY**

The proposed operating budget for fiscal year 1992-93 totals \$52,219,354 as compared with \$47,328,483 in fiscal year 1991-92, which is an increase of \$4,890,871 or 10.3 percent.

EXPENDITURES

Salaries for faculty and other non-classified personnel are increased by an average of approximately 5.75 percent. This includes both cost of living and merit increases.

Classified employees will receive the state-allowed 4.5 percent increase on July 1, 1992 and an additional 2.5 percent increase on their anniversary dates. This represents a maximum cumulative increase for classified employees with a July 1 anniversary date of seven percent over the previous fiscal year.

Part-time teaching stipends will remain at \$1,400 or \$1,500 for teaching three hours. Graduate Assistant stipends are increased from \$5,400 to \$5,500 and the total number assigned to academic affairs from 90 to 98. Student labor budgets were increased in the academic departments and other selected departments in an effort to restore hours worked which were previously lost due to increases in the minimum wage.

Maintenance and operation funds for departments are increased by an average of 5 percent over the previous fiscal year. An additional \$225,000 per year reflects the cost of the new mainframe computer system which was acquired on a five-year installment lease-purchase agreement. The addition of 84,000 square feet to our existing facilities will require an increase of \$120,000 in utilities and \$101,700 in the Physical Plant for supplies and personnel.

Approximately \$681,320 (including fringe benefit costs less savings due to retirement) are added to academic departments to (1) convert or upgrade teaching personnel on one-year temporary contracts to eleven tenure-track faculty positions in Arts and Sciences, (2) add two faculty members, three staff positions, and increase part-time faculty and (3) add five faculty members in the College of Education, and 4.35 in Health & Applied Sciences.

Additional funds are provided for International Programs (\$59,000), the Intensive English Program (\$25,000) above expected revenues, NCATE Requirements (\$50,000), Math Computer Lab (\$25,000), Admissions (\$25,000), Assessment of General Education (\$10,000), ArkNet

(\$15,000), and M & O funds for on-line registration and Drug Education (\$15,000).

Staff positions are added in the following areas: Graduate Assistants in Drug Education and Handicapped services (2), Library (2.5), Computer Center (1), Public Safety (2), Physical Plant (4), and Business Office (1).

The scholarship budget is increased by \$272,628. This includes \$25,000 for additional scholarships. The balance is required to fund the increase in general registration fees.

Educational and general debt service requirements are increased by \$350,000. This amount will be used to service the \$3.5 million in bonds to be issued in the near future.

Significant increases in expenditures are budgeted in Housing, Food Service, and the Bookstore. These increases reflect the accommodation of 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 6.7 percent increase in housing and food service rates. The athletic budgeted expenditures are \$24,596 less than last fiscal year due to increased teaching responsibility for persons in the athletic department.

REVENUES

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

State general revenues represent a large portion of the increase (\$1,648,363). State revenue growth, excluding revenues from new taxes, has been less than predicted in fiscal year 1991-92, but it is expected that the economic up-turn will cause revenues to be stronger in 1992-93. Budgeted revenues are based on the assumption that we will receive Allotments "A", "A-1", 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 a recent meeting of the President and Chancellors.

The \$2,752,870 increase in student fees comes from an expected enrollment growth of 310 full-time equivalent students, plus the increase in general registration fees approved at the April 1992 Board meeting and additional income from Continuing Education and the Intensive English Program.

Investment income was reduced by \$187,000 to reflect declines in interest rates already experienced in fiscal year 1991-92 and likely to continue for the next fiscal year.

The increase in Housing and Food Service is based on an average increase in room and board rates of 6.7 percent and an increase in the number of occupants by approximately 50. The \$220,500 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, more instructional equipment, additional increases in the M & O budgets (supplies, phone, travel, etc.), 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 was adopted upon motion by Mr. Harding, seconded by Mr. Aydelott, and passed:

"BE IT RESOLVED: THAT THE BOARD OF TRUSTEES APPROVES THE 1992-93 OPERATING BUDGET TOTALING \$52,219,354 AS DISTRIBUTED AND DISCUSSED."

Refunding of Outstanding Bonded Indebtedness - Recently, interest rates have fallen to the lowest levels in many years. This market condition makes it possible for UCA to reduce the cost of its existing bonded indebtedness which was incurred during periods of relatively high interest rates. The economic feasibility of refunding will depend upon the interest rates at the time the refunding bonds are sold, penalties imposed for early retirement of outstanding bonds, and the legal and other expense associated with selling the bonds. It appears that the bonds outstanding on the addition to the Lewis Science Center would probably result in debt service savings, and there may be other bonds to be favorably refinanced. It is recommended that the President be granted authority to issue bonds to refund existing University of Central Arkansas bonds where the economic feasibility analysis indicates that there would be savings in debt service on those bonds. Counsel will draft the appropriate resolutions and documents for the signature of Board of Trustees officers.

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

"BE IT RESOLVED: THAT THE BOARD OF TRUSTEES AUTHORIZES THE REFUNDING OF OUTSTANDING BONDED INDEBTEDNESS OF THE UNIVERSITY TO SECURE INTEREST RATE SAVINGS RESULTING FROM LOW CURRENT INTEREST RATES AND AUTHORIZES THE ADMINISTRATION TO RETAIN COUNSEL AND TAKE ALL THE NECESSARY ACTIONS TO PREPARE THE APPROPRIATE DOCUMENTATION FOR SIGNATURES OF THE OFFICERS OF THE BOARD OF TRUSTEES."

Health Insurance Renewal Rates - The university currently offers its employees two health insurance options, the Blue Cross Blue Shield plan (the standard plan) and the Health Maintenance Organization Arkansas plan (HMO Arkansas). Employees choose one of the plans for themselves and, at their option, for their families.

The present health insurance contract with Blue Cross Blue Shield and HMO Arkansas will expire June 30, 1992. The University recently received proposed rates for the standard plan with a \$300 deductible and a stop loss of \$5,000, as contained in the current standard plan. We also received rates from HMO Arkansas.

After analysis of the proposed rates and review by the Fringe Benefits Committee, staff recommends (a) the standard plan proposed by Blue Cross Blue Shield with a \$300 deductible and \$5,000 stop loss and (b) the HMO Arkansas plan with a \$10.00 per office visit, \$100 per day hospital for 5 days, \$15.00 per prescription and \$10.00 per generic drugs for the 1992-93 year.

The two proposed plans and benefit rates 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:

Current Rates

	<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

Proposed Rates

	<u>Employer</u>	<u>Employee</u>	<u>Total</u>
Individual	\$122.81	\$ 78.10	\$200.91
Two Party	122.81	282.41	405.22
Family	122.81	478.20	601.01

The benefits of the above plan are the same as the Standard Plan currently offered to our employees. The rates are increased by 63.7% over the present Standard Plan rates because of the small group (119 employees) and claims exceeding premiums by approximately \$145,000.

- (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 for the first 5 days of a hospital stay and \$15.00 for each prescription drug and \$10.00 for generic drugs. The plan provides 100% coverage for services in these categories after the indicated payments are made by the employees. The Conway Regional Hospital, local specialists and most local pharmacies are included in the HMO program for 1992-93. The monthly rates for this plan are increased by 11% largely because of the continued high use of the prescription drug benefit in this plan (excessive usage approximately \$98,000).

The benefits for the 1992-93 plan are the same as the 1991-92 with the exception of the prescriptions, which have been increased from \$5.00 to \$15.00, and the generic drugs, which have increased from \$2.00 to \$10.00. The monthly rates for the HMO plan are as follows:

Current Rates

	<u>Employer</u>	<u>Employee</u>	<u>Total</u>
Individual	\$110.64	-0-	\$110.64
Two Party	110.64	\$110.65	221.29
Family	110.64	210.24	320.88

Proposed Rates

	<u>Employer</u>	<u>Employee</u>	<u>Total</u>
Individual	\$122.81	-0-	\$122.81
Two Party	122.81	\$122.82	245.63
Family	122.81	233.36	356.17

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

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

"BE IT RESOLVED: THAT THE PRESIDENT IS AUTHORIZED TO EXTEND EMPLOYEES HEALTH INSURANCE CONTRACTS WITH BLUE CROSS BLUE SHIELD OF ARKANSAS AND HMO ARKANSAS FOR THE PERIOD JULY 1, 1992, THROUGH JUNE 30, 1993, AT THE RATES INDICATED ABOVE."

Dental Insurance Renewal Rates -

The dental insurance contract with Jefferson- Pilot Insurance Company will expire June 30, 1992. Jefferson-Pilot has submitted the following rate proposal containing a 10% increase for the 1992-93 fiscal year for the university employee 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	\$12.38	\$13.62	\$13.62	-0-	-0-	-0-
2-Party (Employee & Spouse)	24.76	27.24	13.62	\$13.62	\$12.38	\$ 1.24
Employee & Child	28.93	31.82	13.62	18.20	16.55	1.65
Family	41.32	45.44	13.62	31.82	28.94	2.88
Special Family (Both spouses employed)	41.32	45.44	27.24	18.20	16.56	1.64

The data below reflects the cause for the rate increase:

	<u>Premiums</u>	<u>Claims Paid</u>	<u>Claims Over Premiums</u>
Annual Report: April 1, 1991 - March 31, 1992	\$186,545	\$203,430	[\$16,885]

It is recommended the proposed dental plan with Jefferson-Pilot Insurance Company, reviewed and recommended by the Fringe Benefits Committee, be continued for the 1992-93 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 INSURANCE
CONTRACT WITH JEFFERSON-PILOT INSURANCE
COMPANY FOR THE PERIOD JULY 1, 1992 TO JUNE 30,
1993, AT THE RATES INDICATED ABOVE."**

Mr. Malone asked if UCA administrators could look at the pros and cons of self-insurance as opposed to what is offered now. Dr. Thompson stated that the next session of the legislature is likely to result in all state institutions looking at their medical programs very carefully.

TIAA/CREF Additional Investment Option for Participants - TIAA/CREF will offer a new investment account, the CREF Global Equities Account, on July 1, 1992. Like the CREF bond fund and social choice account, the CREF Global Equities Account will be offered as another investment option to UCA employees who are in the TIAA/CREF Retirement Program.

The CREF Global Equities account will be available to employees with TIAA-CREF, and SRAs which are based on their own salary reduction contributions. The CREF Global Equities Account will invest in common stocks issued by both foreign and U. S. companies. The Global Equities Account offers opportunity for growth created by the globalization of financial markets.

Therefore, the President recommends to the Board that the CREF Global Equities Account be offered to university employees participating in TIAA-CREF effective July 1, 1992.

In response to a question from Mr. Harding, President Thompson stated that participants are advised about the risks involved.

Mr. Malone asked if information is available on policies concerning South African investments. President Thompson explained that one fund which is offered, the Social Choice Account, does not include investments in South Africa, tobacco, liquor, etc. Dr. Thompson stated that he has not looked carefully at the Global Equities Account in relation to South African investments but it can certainly be investigated.

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

"BE IT RESOLVED THAT A NEW PARAGRAPH BE ADDED TO BOARD POLICY NO. _____ THAT PROVIDES TIAA-CREF PARTICIPANTS WITH THE OPTION TO TRANSFER ACCUMULATIONS TO THE CREF GLOBAL EQUITIES ACCOUNT."

University Architect - At the December 1, 1989 meeting, the Board approved the hiring of a university architect for miscellaneous projects.

For the past two years, Kenneth R. Ingram, P.A., has been serving as University Architect. His contract will expire June 30, 1992.

Mr. Ingram's work has been satisfactory and the university has a continuing need for miscellaneous architectural services.

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

"BE IT RESOLVED: THAT THE ADMINISTRATION IS AUTHORIZED TO EMPLOY KENNETH R. INGRAM, P.A., 222 INDUSTRIAL BLVD., CONWAY, AR 72032, AS THE ARCHITECT FOR MISCELLANEOUS PROJECTS FROM JULY 1, 1992 TO JUNE 30, 1993."

Boys State Contract - Boys State has met on the UCA campus for the last few years, and it is time to renew the contract for the future. After meeting with officials of Boys State and those departments directly involved with the detail of housing those officials and the thousand or more young men who attend the week-long meeting, staff has negotiated the following agreement. This contract will assure the meeting on the UCA campus for the next five years and be mutually beneficial to Boys State and the university.

Mr. Malone pointed out two typographical errors which have been corrected in the resolution below.

The following Memorandum of Agreement was approved upon motion by Mr. Harding, seconded by Mr. Aydelott, and passed. Appropriate officials of the university and Boys State will sign the agreement:

"BE IT RESOLVED: THAT THE BOARD OF TRUSTEES APPROVES THE CONDITIONS AS SET OUT IN THE FOLLOWING MEMORANDUM OF AGREEMENT:

THIS AGREEMENT ENTERED INTO THIS _____ DAY OF _____, 1992, BY AND BETWEEN THE UNIVERSITY OF CENTRAL ARKANSAS, HEREINAFTER CALLED UCA, AND THE AMERICAN LEGION DEPARTMENT OF ARKANSAS BOYS STATE COMMISSION, HEREINAFTER CALLED BOYS STATE WITNESSETH.

FOR AND IN CONSIDERATION OF THE COVENANTS AND OTHER CONSIDERATIONS STATED HEREIN, THE PARTIES AGREE AS FOLLOWS:

- 1. UCA WILL PROVIDE AND BOYS STATE WILL ACCEPT ROOM, BOARD, FACILITIES, AND RELATED SERVICES TO BOYS STATE FOR THE HOSTING OF THE BOYS STATE EVENT ONE WEEK EACH YEAR FROM MAY 1992 THROUGH JUNE 1996, INCLUSIVE, FOR THE PURPOSES OF CARRYING OUT THE BOYS STATE PROGRAM.**
- 2. BOYS STATE WILL PAY TO UCA FOR THE SERVICES PROVIDED ON A PER CAPITA BASIS AS FOLLOWS:**

**1992 - \$70.00 PER PERSON
1993 - \$61.00 PER PERSON
1994-1996 - SEE BELOW**

BOYS STATE AGREES THAT BEGINNING IN THE 1993 YEAR THE EVENT WILL BE SHORTENED BY ONE DAY AND BOYS STATE ALSO AGREES TO A 5% INCREASE ON CURRENT MEAL CHARGES ONLY FOR THE YEARS 1994, 1995, AND 1996. THE CURRENT ARA MEAL CHARGES ARE:

SUNDAY DINNER	\$ 3.15 PER DELEGATE
MONDAY-FRIDAY MEALS	38.50 PER DELEGATE
SATURDAY BREAKFAST	2.55 PER DELEGATE

THE FOREGOING RATES SHALL BE CALCULATED AND BASED UPON THE TOTAL NUMBER OF BOYS STATE PARTICIPANTS AND STAFF HOUSED AT UCA FACILITIES DURING ANY PART OF THE BOYS STATE EVENT.

BOYS STATE SHALL NOTIFY UCA OF THE DATES OF THE NEXT YEARS EVENT ON OR BEFORE SEPTEMBER 1 OF EACH PRECEDING YEAR.

3. UCA WILL PROVIDE THE BOYS STATE REASONABLE STORAGE SPACE ON THE UCA CAMPUS FOR THE HOUSING AND STORAGE OF EQUIPMENT, RECORDS, OR OTHER ITEMS USED BY BOYS STATE FOR THE EVENT DURING THE TERM OF THIS AGREEMENT.

4. UCA AND BOYS STATE AGREE THAT THE FOLLOWING FACILITIES AND SERVICES WILL BE PROVIDED BY UCA:

1. AIR CONDITIONED DORMITORY ROOMS;
2. CAFETERIA FACILITIES TO SERVE THE DELEGATES IN ONE AND ONE HALF HOURS;
3. TRANSPORTATION TO AND FROM THE STATE CAPITOL FOR DELEGATES AND STAFF;
4. A CAR FOR USE BY STAFF MEMBERS;
5. RECREATIONAL FACILITIES, INCLUDING BUT NOT LIMITED TO SWIMMING, BASKETBALL, TENNIS, SOFTBALL, WEIGHT ROOM, FOOTBALL PLAYING FIELD, AND MEETING ROOMS;
6. AIR CONDITIONED AUDITORIUM, INCLUDING A PUBLIC ADDRESS SYSTEM, TO SEAT UP TO 1,150 DELEGATES;
7. A CONCESSION STAND AND AREA TO SERVE THE DELEGATES;
8. OFFICE SPACE FOR STAFF AND EQUIPMENT. THE OFFICE WILL HAVE FACILITIES TO ALLOW IT TO BE SECURE WHEN NOT IN USE;
9. CONCESSION RIGHTS IN THE DORMITORIES WHERE THE DELEGATES ARE LIVING;

- 10. STORAGE AREA FOR EQUIPMENT, RECORDS AND OTHER ITEMS OF EQUIPMENT THAT ARE USED BY BOYS STATE FOR THE EVENTS DURING THE TERMS OF THE AGREEMENT; AND,
- 11. A UCA EMPLOYEE TO ACT AS LIAISON BETWEEN THE PARTIES TO BE PAID BY BOYS STATE.

5. SHOULD IT BECOME NECESSARY FOR THE AMERICAN LEGION DEPARTMENT OF ARKANSAS TO CANCEL BOYS STATE FOR ANY GIVEN YEAR, THE RIGHTS AND RESPONSIBILITIES OF BOYS STATE PROVIDED FOR IN THIS AGREEMENT SHALL BE NULL AND VOID FOR THAT YEAR, PROVIDED THAT BOYS STATE NOTIFIES THE UNIVERSITY ON OR BEFORE JANUARY 1, OF ANY YEAR THAT THE EVENT IS NOT TO BE HELD.

6. THE WAIVING OF ANY ONE OR MORE OF THE COVENANTS ON THE PART OF EITHER PARTY HEREIN CONTAINED SHALL BE LIMITED TO THE PARTICULAR INSTANCE AND SHALL NOT BE DEEMED A WAIVER OF ANY OTHER BREACHES OF COVENANTS.

7. NEITHER PARTY TO THIS AGREEMENT SHALL ASSIGN THIS AGREEMENT NOR ANY INTEREST THEREIN WITHOUT THE WRITTEN CONSENT OF THE OTHER PARTY.

8. THIS AGREEMENT IS DRAWN TO BE EFFECTIVE IN AND SHALL BE CONSTRUED IN ACCORDANCE WITH THE LAWS OF THE STATE OF ARKANSAS.

IN WITNESS WHEREOF, THE PARTIES, THROUGH THEIR ASSIGNED AGENTS, HAVE HEREUNTO SET THEIR HAND THIS _____ DAY OF _____, 1992."

FOR BOYS STATE

FOR UCA

Retention Policy Revision - The University of Central Arkansas grade point requirements for student retention begin with a requirement of 1.000 when the student has completed 30 hours. A progressively higher grade average is then required when the student has earned 45 hours, 60 hours, 75 hours, and 90 hours credit.

Since current requirements are based on credit earned, a student may spend as many as five semesters between the time he has attempted 30 hours and the time he has earned 45 hours, even though he may be making no progress in raising his grade point to the standard that will be required at 45 hours.

In order to remedy this situation appropriate committees, councils, and administrative officers support a change which will base the retention standard on hours attempted rather than hours earned, as specified in the resolution below.

Mr. Malone asked "have we looked at what affect that is going to have in terms of student population, student category type, in terms of if we had it in place now the number of students who are going to be affected and some demographic data on those students." President Thompson deferred to Dr. Bill Berry, Vice President for Academic Affairs. Dr. Berry stated that the retention policy should not result in additional students being suspended from the university. The question is the point at which they would be suspended. Hopefully, the policy will lead to an improved graduation rate by getting students to recognize early in their career what it is going to take to earn a degree. It is possible that students will be suspended from the university one or two semesters earlier than they would otherwise be. This policy will become effective with students who enter the university beginning in the fall 1992 semester.

Mr. Malone stated that he is trying to get a feel of any disproportionate impact particularly racial impact. Dr. Berry stated that figures indicate that the policy would affect both minority and non-minority students at almost the exact same rate. The percentage increase of students who are currently enrolled and who might be affected by the policy as opposed to the current policy is 54% opposed to 55% - minority versus white.

The following resolution as revised Board Policy No. _____ was adopted upon motion by Mr. Burton, seconded by Mr. White, and passed with a negative vote by Mr. Malone who requested information concerning the retention figures discussed by Dr. Berry:

"BE IT RESOLVED: THAT A STUDENT WHO FAILS TO MEET THE MINIMUM CUMULATIVE AVERAGE LISTED BELOW WILL BE AUTOMATICALLY SUSPENDED FOR ONE SEMESTER PLUS TWO SUMMER TERMS UNLESS THE GRADE POINT AVERAGE FOR THE LAST SEMESTER IS AT LEAST 2.000.

HOURS ATTEMPTED	GRADE POINT
30	1.000
45	1.500
60	1.750
75	1.900
90	2.000
FOR GRADUATION	2.000

THE PROCESS OF CALCULATING HOURS ATTEMPTED ON GRADED CREDIT WILL INCLUDE THE GRADES OF A, B, C, D, F, AND WF IN THE DEFINITION OF 'HOURS ATTEMPTED'."

Academic Clemency - Act 1000 of 1991 (78th General Assembly, State of Arkansas) encourages institutions of higher education to adopt programs of academic clemency. The purpose of academic clemency is to provide a second chance to the student who, having left college after a disappointing experience, grows to appreciate education and seeks admission or readmission to the university. As outlined by Act 1000, a student, after a separation of several years, would petition the university to have previously earned grades and credits not included in the calculation of his/her cumulative grade point average. Extensive discussion by appropriate individuals, committees, and councils has led to support for a policy of academic clemency that would apply to all students meeting the conditions below.

The appropriate administrative officers and councils of the university request, and the president recommends, that an academic clemency policy be adopted at the University of Central Arkansas.

Mr. Malone suggested that the policy be amended to include ways in which to publicize the policy and to notify former students of their eligibility for clemency.

Following a discussion the following resolution was adopted as Board Policy No. _____ upon motion by Mr. Burton, seconded by Mr. Harding, and passed with the understanding that President Thompson will address the issue again at the next Board meeting and recommend ways in which the policy can be publicized and how students can be notified:

"BE IT RESOLVED: THAT THE UNIVERSITY OF CENTRAL ARKANSAS BOARD OF TRUSTEES HEREBY ADOPTS THE FOLLOWING ACADEMIC CLEMENCY POLICY:

PURPOSE

EFFECTIVE JULY 1, 1992 THE UNIVERSITY OF CENTRAL ARKANSAS ADOPTS THE FOLLOWING ACADEMIC CLEMENCY POLICIES AND PROCEDURES FOR STUDENTS WHO MEET THE ELIGIBILITY REQUIREMENTS SET FORTH BELOW:

ELIGIBILITY

1. AN INDIVIDUAL MUST NOT HAVE BEEN ENROLLED IN ANY INSTITUTION OF COLLEGE OR UNIVERSITY RANK FOR A PERIOD OF AT LEAST FIVE YEARS (60 MONTHS) IMMEDIATELY PRECEDING ENROLLMENT OR RE-ENROLLMENT AT THE UNIVERSITY OF CENTRAL ARKANSAS.
2. AN INDIVIDUAL MUST BE AN UNDERGRADUATE STUDENT SEEKING THE INITIAL UNDERGRADUATE DEGREE (ASSOCIATE OR BACCALAUREATE) FROM THE UNIVERSITY OF CENTRAL ARKANSAS IN ORDER TO BE ELIGIBLE FOR ACADEMIC CLEMENCY CONSIDERATION.

PROCESS

1. APPLICATION FOR ACADEMIC CLEMENCY MUST BE MADE AT THE TIME OF CONDITIONAL ADMISSION OR READMISSION TO THE UNIVERSITY. A CONDITIONALLY ADMITTED STUDENT WHO FAILS TO MEET THE REQUIREMENTS FOR THE GRANTING OF ACADEMIC CLEMENCY WILL NOT BE ELIGIBLE TO CONTINUE AT THE UNIVERSITY.
2. APPLICATION FOR ACADEMIC CLEMENCY MUST BE MADE THROUGH THE OFFICE OF THE UNIVERSITY REGISTRAR. THE APPLICATION WILL BE REVIEWED AND THE APPROPRIATE DECISION RENDERED BY THE UNIVERSITY REGISTRAR.
3. IN ORDER FOR ACADEMIC CLEMENCY TO BE GRANTED, A MINIMUM 2.0 GRADE POINT AVERAGE AND A MINIMUM OF TWELVE SEMESTER CREDIT HOURS MUST BE EARNED WITHIN ONE CALENDAR YEAR FROM THE DATE OF ENROLLMENT OR RE-ENROLLMENT.

TERMS AND CONDITIONS

1. UNDER ACADEMIC CLEMENCY AN INDIVIDUAL FORFEITS ALL GRADES AND CREDITS (INCLUDING TRANSFER) EARNED PRIOR TO THE MINIMUM PERIOD OF NON-ENROLLMENT, AND SUCH GRADES AND CREDITS WILL NOT BE CONSIDERED IN ANY ACADEMIC DELIBERATIONS FROM THAT POINT FORWARD AT THE UNIVERSITY OF CENTRAL ARKANSAS.

2. COURSES ON WHICH ACADEMIC CLEMENCY IS GRANTED WILL BE RECORDED ON THE PERMANENT ACADEMIC TRANSCRIPT BUT WILL NOT BE USED IN THE COMPUTATION OF THE CUMULATIVE GRADE POINT AVERAGE. THE NOTATION ACADEMIC CLEMENCY GRANTED (DATE) WILL BE PLACED ON THE PERMANENT ACADEMIC TRANSCRIPT TO IDENTIFY THOSE COURSES EXCLUDED FROM COMPUTATION IN THE CUMULATIVE GRADE POINT AVERAGE.

3. IN REGARD TO FINANCIAL AID HISTORY, STATE AND FEDERAL REGULATIONS CONTROLLING SUCH MATTERS MAY TAKE PRECEDENCE OVER INSTITUTIONAL POLICY SUCH AS THE GRANTING OF ACADEMIC CLEMENCY.

4. IN REGARD TO ATHLETIC ELIGIBILITY, ALL SEMESTERS/TERMS OF ATTENDANCE, INCLUDING ANY OF GRANTED ACADEMIC CLEMENCY, WILL BE CONSIDERED IN THE DETERMINATION OF ATHLETIC ELIGIBILITY CERTIFICATION.

5. A DECLARATION AND GRANTING OF ACADEMIC CLEMENCY MAY BE EXERCISED ONLY ONCE IN AN INDIVIDUAL'S ACADEMIC CAREER, AND SUCH DECLARATION AND GRANTING IS FINAL AND IRREVERSIBLE.

6. POLICIES RELATED TO ACADEMIC CLEMENCY PERTAIN ONLY TO THE UNIVERSITY OF CENTRAL ARKANSAS AND MIGHT NOT BE HONORED BY OTHER INSTITUTIONS FOR ADMISSION TO UNDERGRADUATE PROGRAMS, ADMISSION TO GRADUATE PROGRAMS, OR ADMISSION TO PROFESSIONAL PROGRAMS."

Property Appraisals - It has come to the attention of university staff that "Big Bubba's Pizza Place" and the property located immediately to the south of that property, 240 Donaghey Avenue, are for sale. The University would like to seek appraisals on these two pieces of property as the first step in the University obtaining ownership.

Staff has also learned that the property located just east of "Big Bubba's", on Bruce Street, a small brick building, may be for sale. If this can be confirmed, the University would also like to obtain appraisals of that property. Before any commitments are made to purchase the properties, the University administration will return to the Board for authorization.

President Thompson reported that since the agenda book was prepared, he has learned that a campus fraternity is interested in purchasing the property immediately south of "Big Bubba's." In view of the fraternity's interest in the property, the university will not pursue that particular piece of property until the fraternity has had a chance to complete negotiations.

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

**"BE IT RESOLVED, THAT THE BOARD AUTHORIZES
THE PRESIDENT TO SEEK APPRAISALS OF THE
FOLLOWING PROPERTIES:**

- A. THE LOT LOCATED ON THE SOUTHEAST
CORNER OF DONAGHEY AVENUE AND
BRUCE STREET, CURRENTLY OCCUPIED
BY 'BIG BUBBA'S PIZZA'**
- B. 240 DONAGHEY AVENUE**
- C. 2015 BRUCE STREET"**

Other - Mrs. Goode informed the Board that there is some student opposition to the proposal that the Math/Science High School be located on the UCA campus. Approximately 350 signatures have been obtained on a petition which is circulating. President Thompson stated that he talked to one of the students prior to the Board meeting and has offered to talk with him further at a later time.

Executive session for the purpose of considering personnel was declared upon motion by Mr. White, seconded by Mr. Aydelott, and passed. Mr. Dalda Womack participated in the Executive Session via teleconference.

EXECUTIVE SESSION

The following personnel adjustments, appointments, retirements, reappointments, and summer contracts, as recommended by President Thompson were approved upon motion, which included the opportunity to make technical changes and corrections, by Mr. Burton, seconded by Mr. White, and passed:

Adjustments:

1. Clayton Gable, Physical Therapy, change from Instructor, tenure track, to Assistant Professor, tenure track, effective August 15, 1992 through May 15, 1993, due to completion of doctorate as stated in original contract agreement.

Appointments:

1. Hope Shastri, Assistant Professor, Applied Academic Technology, tenure track with two years credit toward promotion, effective August 15, 1992 through May 15, 1993, @ a gross salary of \$29,000.00.
2. Patrick Desrochers, Instructor, Chemistry, tenure track, effective August 15, 1992 through May 15, 1993, @ a gross salary of \$28,000.00.
3. Paul Tenzing Savarese, Instructor, Mathematics/Computer Science, tenure track, effective August 15, 1992 through May 15, 1993, @ a gross salary of \$36,000.00.
4. Lauren Bush, Assistant Professor, Psychology and Counseling, tenure track, effective August 15, 1992 through May 15, 1993, @ a gross salary of \$30,000.00.

Appointments, part-time:

1. Joan Wright, Instructor, part-time, Educational Media/Library Science, term, non-tenure track, effective first summer term, June 8 through July 10, 1992, @ a gross salary of \$466.66.
2. Martha Alman, Instructor, part-time, Speech-Language Pathology, term, non-tenure track, effective first summer term, June 8 through July 10, 1992, and second summer term, July 13 through August 14, 1992, @ a gross salary of \$700.00 each term.

Retirements:

1. Bill Leach, Public Safety, June 30, 1992.
2. Harold McDonald, Student Financial Aid, June 30, 1992.

Reappointments:

OFFICE OF THE PRESIDENT

NAME	TITLE	SALARY
Winfred Thompson	President	\$105,600.00 #**
Heber Hardy (T)	Professor/Asst. to the Pres./Dir. Aff. Action	12,924.00 **
Julie McDonald	Exec Assist to The President/Governmental Affairs	64,240.00
Brian Bolter	Project Coordinator/Dir. of Int'l Programs	42,350.00
Carol Knipscheer	Instructor/Coord. Intensive English Program	31,500.00
Peggy Smith	Associate for Administration	27,500.00
Dana Sanderson	Project Coordinator of Int'l Student Services	26,250.00
William Stephens	Director of Athletics	61,765.00
Michael Isom	Head Football Coach	50,277.00
Don Dyer	Head Basketball Coach	49,937.00
Sallie Dalton	Head Coach & Coord. Women's Ath	49,064.00
Ronald Marvel	Head Coach/Women's Basketball	48,754.00
Richard Martin	Head Track Coach	41,485.00
Arch Jones	Instructor/Asst. to Dir. Athletics	40,802.00
Clarence Keopple	Assistant Football Coach	38,422.00
Clifton Ealy	Assistant Football Coach	37,814.00
Brooks Hollingsworth	Assistant Football Coach	37,497.00
Jack Fulmer	Head Baseball Coach	36,528.00
Tommy Reed	Assistant Basketball Coach	31,784.00

#** 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 6-30-95.

** Contract expires August 31, 1992.

VICE PRESENT FOR ACADEMIC AFFAIRS

NAME	TITLE	SALARY
J. William Berry (T)	Vice Pres for Academic Affairs	78,440.00
Joan Pritchard (T)	Assistant Professor/Asst. to VP Academic Aff.	66,363.00
Robert McLaughlin (T)	Academic Dean/Graduate Office	75,470.00
W. David Moon (T)	Undergraduate Dean/Professor	73,368.00
Norbert Schedler (T)	Professor/Dir. of Honors College	67,860.00
Richard I. Scott (T)	Associate Professor/Honors College	36,814.00
Anthony Sitz	Registrar	48,944.00
David Parker	Dir of Audiovisual Services	31,571.00
Willie Hardin (T)	Academic Dean/Professor	57,263.00
Tom Dillard	Archivist	39,369.00
Gay Moore	Associate Librarian	37,275.00
Carol Powers	Assistant Librarian	36,028.00
Margaret Morrison	Assistant Librarian	34,883.00
Kaye Talley	Assistant Librarian	33,770.00
Glenda Alvin	Assistant Librarian	30,000.00

Sheila Barham	Assistant Librarian	29,335.00
Art Lichtenstein	Assistant Librarian	28,901.00
Ellen Johnson	Assistant Librarian	28,812.00
Sarah Bryan	Assistant Librarian	27,071.00
Hsiao-Hung Lee	Assistant Librarian	26,238.00
Charlotte Evans	Assistant Librarian	24,595.00
Clyde Reese (T)	Academic Dean	68,220.00
Jimmie McKim (T)	Assistant Professor/Coord. of Credit Programs	52,743.00
Mary Whitelaw	Continuing Education Coord/Dir. Community Educ.	30,825.00
John Lar	Continuing Education Coord/Dir. Channel 6	30,738.00
Bill Miller	Dir. of Corporate Relations	50,215.00 ##*
Lois Love Moody	Asst. Dir. of Corporate Relations	24,358.00 ##*

##* 12-months/Term, Non-tenure Track

VICE PRESIDENT FOR ADMINISTRATION

NAME	TITLE	SALARY
Bennie Horton	Vice Pres for Administration	38,976.00 **
Earl McGehee (T)	Professor/Dir. Computer Center	75,126.00
Jerrel Fielder	Director of Physical Plant	56,662.00
Lilly Harmon	Director of Computer Services	51,279.00
W. M. Thompson, Jr.	Asst. Professor/Computer Resource Center	42,574.00
Helen Russell	Assistant Vice President for Human Resources	35,359.00

** Contract expires January 8, 1993.

VICE PRESIDENT FOR FINANCIAL AFFAIRS

NAME	TITLE	SALARY
Robert McCormack	Vice Pres Financial Affairs	77,380.00
Roger Lewis	Dir Institutional Research	44,070.00
Barbara Goswick	Controller	43,034.00
Paul Totten	Business Manager	40,182.00

VICE PRESIDENT FOR PUBLIC AFFAIRS

NAME	TITLE	SALARY
John Ward	Vice Pres for Public Affairs	75,192.00
Libby Smith	Director of Development	43,801.00
Joe Darling	Director of Admissions	40,242.00
James Schneider	Director of Information	35,459.00
Penny Eberhard	Project Coordinator/Dir. Public Appearances	33,022.00
Ellen Ishee	Dir Pub & Creative Services	28,757.00
Carolyn Dombek	Project Coordinator	26,286.00
Kim Anderson	Asst. Dir. Admissions/Asst. Dean of Students	23,979.00
Richard Hancock	Project Coordinator/UCA Photographer	23,119.00
Kimberly Thomas	Asst. Dir. Admissions/Asst. Dean of Students	21,025.00

VICE PRESIDENT FOR STUDENT AFFAIRS

NAME	TITLE	SALARY
John Smith	Vice Pres for Student Affairs	65,340.00
Maurice Ness	Dir. of Counseling Center	49,937.00
Gary Roberts	Dean of Students	48,222.00
Ronald Williams	Associate Dean/Minority Affairs	39,128.00
John Cagle	Assistant Dean of Students/Dir. Student Activities	34,172.00
Katherine Rice-Clayborn	Assistant Dean of Students/Asst. Dir. Placement	32,732.00
Henry Phelps IV	Assistant Dean of Students/Dir. of Orientation	32,669.00
Joe Vinson	Assistant Dean of Students/Dir. Health Resource Ctr.	30,225.00
Beth Scott	Assistant Dean of Students/Counselor	29,207.00
Mary Mabry	Assistant Dean of Students/Counselor	29,119.00
Steve Ellis	Dir of Developmental Skills	25,516.00
Jeanette Taylor	Asst. Dean of Students/Asst. Dir. Student Activities	25,387.00
Felicia Buchanan	Assistant Dean of Students/Coord. of Special Services	23,579.00

COLLEGE OF ARTS AND SCIENCES

NAME	TITLE	SALARY
James Dombek (T)	Academic Dean	74,570.00 *
Samuel Buchanan (T)	Professor/Asst. Dean	53,976.00 *

Dept. of Art:

Kenneth Burchett (T)	Department Chairperson/Professor	66,499.00 *
Helen Phillips (T)	Professor	43,694.00
Robert Thompson (T)	Professor	43,425.00
Patrick Larsen (T)	Professor	41,429.00
Roger Bowman (T)	Associate Professor	36,697.00
Gayle Seymour (T)	Associate Professor	34,024.00
Bryan Massey	Assistant Professor	31,000.00
Cathy Caldwell	Assistant Professor	30,825.00
Andrew Cohen	Assistant Professor	30,399.00

Dept. of Biology:

Edmond Griffin (T)	Department Chairperson/Professor	67,144.00 *
Donald Culwell (T)	Professor	52,967.00
Jimmy Throneberry (T)	Professor	52,797.00
D.Derald Smith (T)	Professor	48,613.00
Wilbur Owen (T)	Professor	48,002.00
H.Frederic Dalske (T)	Associate Professor	47,720.00
William Moran	Associate Professor	35,844.00
John Choinski (T)	Associate Professor	34,462.00
Kenneth Freiley	Assistant Professor	34,375.00
David Zehr (T)	Associate Professor	33,698.00
David Dussourd	Assistant Professor	33,459.00
Mary McDonald	Assistant Professor	31,534.00
Delena Tull	Assistant Professor	30,548.00

Steven Runge	Assistant Professor	29,224.00
Jack Mobley	Instructor	27,235.00 ##
Norman Hoover	Instructor	27,235.00 ##
<u>Dept of Chemistry:</u>		
Conrad Stanitski	Department Chairperson/Professor	62,000.00 *
Michael Rapp (T)	Professor	58,832.00
Jerald Manion (T)	Professor	56,538.00
Paul Krause (T)	Associate Professor	48,185.00
George Paul (T)	Professor	46,230.00
R. Cameron Dorey	Assistant Professor	35,038.00
William Taylor	Assistant Professor	32,333.00
Karen Weaver (T)	Assistant Professor	32,107.00
<u>Dept of English:</u>		
Terrance Kearns (T)	Department Chairperson/Professor	64,956.00 *
Henry Rogers (T)	Professor	55,701.00
Jeff Henderson (T)	Professor	55,001.00
Robert Lowrey (T)	Professor/Dir. of UCA Press	54,304.00 *
Phillip Anderson (T)	Professor	53,486.00
Gary Davenport (T)	Professor	52,348.00
John Lammers (T)	Professor	44,914.00
Richard Hudson (T)	Associate Professor	42,668.00
Rebecca Williams (T)	Associate Professor/Dir. of Writing Lab	42,559.00
Patricia McGraw (T)	Professor	42,255.00
Marette Jackson (T)	Associate Professor	39,424.00
Bonnie Melchior (T)	Professor	39,271.00
Conrad Shumaker (T)	Professor	38,930.00
Margaret Morgan (T)	Associate Professor	33,249.00
Wayne Stengel (T)	Associate Professor	33,061.00
Raymond-Jean Frontain	Associate Professor	31,655.00
Richard Gaughan (T)	Associate Professor	31,156.00
James Fowler (T)	Associate Professor	31,056.00
Jonathan Glenn	Associate Professor	30,554.00
Michael Schaefer	Assistant Professor	30,165.00
Terry Wright	Assistant Professor	27,089.00
Paul Spillenger	Assistant Professor	26,975.00
Jay Curlin	Instructor	25,938.00
Linda Arnold	Instructor	24,074.00
Lou Ann Norman	Instructor	23,966.00 ##
Francie Jeffery	Instructor	23,856.00 ##
William Jenkins	Instructor	23,421.00 ##
Theresa Wesley	Instructor	21,788.00 ##
James Gifford	Instructor	21,761.00 ##
Margaret Collins	Instructor	21,761.00 ##
Susan Deboard	Instructor	21,465.00 ##
Sara Dawson	Instructor	21,356.00 ##
Ellen Stengel	Instructor	21,356.00 ##
Annemarie Black	Instructor	21,351.00 ##
Cynthia Anderson	Instructor	21,243.00 ##

Dept. of Foreign Languages:

Marian Brodman (T)	Department Chairperson/Associate Professor	59,059.00 *
Nicole Hatfield (T)	Assistant Professor	37,569.00
Joel Pouwels (T)	Associate Professor	34,678.00
Dwight Langston (T)	Associate Professor	34,658.00
Jaime Zambrano	Instructor	26,700.00

Dept. of Geography:

D. Brooks Green (T)	Department Chairperson/Associate Professor	57,200.00 *
William Jameson (T)	Associate Professor	48,689.00
William Keinath (T)	Professor	43,709.00
Paul Butt (T)	Associate Professor	39,396.00
Gerald Reynolds (T)	Associate Professor	35,528.00
Jeffrey Allender	Instructor	28,858.00

Dept. of History:

Harry Readnour (T)	Department Chairperson/Professor	64,960.00 *
Waddy Moore (T)	Professor/Dir. Ozark Heritage Institute	59,476.00 *
Foy Lisenby (T)	Professor	53,402.00
James Brodman (T)	Professor	49,282.00
Theman Taylor (T)	Professor	48,655.00
Eugene Corcoran (T)	Professor	45,941.00
Maurice Webb (T)	Associate Professor	44,892.00
Orville Rook	Professor	44,364.00 #
Donald Jones (T)	Associate Professor	42,499.00
William Larsen (T)	Associate Professor	41,371.00
Gregory Urwin (T)	Associate Professor	36,261.00
Randall Pouwels (T)	Associate Professor	35,681.00
Ralph Gallucci	Assistant Professor	33,263.00
Barbara Knoles	Assistant Professor	30,222.00 ##
Vincent Hammond	Assistant Professor	29,006.00
Sondra Gordy	Instructor	25,779.00 ##

Dept. of Math & Computer Science:

Charles Seifert (T)	Department Chairperson/Professor	65,788.00 *
Darrell Kilman (T)	Professor	59,530.00
Frank Hudson (T)	Professor	54,407.00
Lawrence Huff (T)	Professor	48,400.00
David Peterson (T)	Associate Professor	46,901.00
Ming-Fang Wang	Assistant Professor	46,537.00
C. Wayne Brown	Assistant Professor	45,405.00
Damber Tomer (T)	Associate Professor	41,990.00
Donald Adlong (T)	Assistant Professor	41,180.00
Ralph Butcher (T)	Associate Professor	38,581.00
Linda Griffith	Associate Professor	38,418.00
Carolyn Pinchback (T)	Associate Professor	37,507.00
Robert Serven (T)	Associate Professor	37,121.00
George Bratton	Associate Professor	37,113.00
Donna Foss (T)	Assistant Professor	36,398.00
Charles Mullins	Assistant Professor	34,860.00
Tom McAnally (T)	Assistant Professor	31,633.00
Kathleen Smith	Instructor	23,966.00 ##

Jerry Moore	Instructor	23,515.00 ##
Jo Smith	Instructor	22,053.00 ##
Mary Muse	Instructor/Part-time	15,550.00 #
<u>Dept. of Music:</u>		
Sam Driggers (T)	Department Chairperson/Professor	66,592.00 *
Russell Langston	Director of Bands	47,779.00 *
John Erwin (T)	Associate Professor/Dir. of Choral Activities	46,728.00
Neil Rutman	Assistant Professor	43,575.00
Don Collins (T)	Professor	43,000.00
Patrick Hasty (T)	Associate Professor	41,400.00
Carl Anthony (T)	Professor	39,836.00
Richard Hobson (T)	Assistant Professor	38,588.00
Kay Kraeft (T)	Professor	38,371.00
Denis Winter (T)	Associate Professor	36,442.00
Scott Johnson	Assistant Professor	35,491.00
Gilbert Baker (T)	Assistant Professor	34,513.00
Jacquelyn Lamar (T)	Associate Professor	34,054.00
Anne Patterson	Assistant Professor	33,395.00
Kevork Mardirossian	Assistant Professor	32,354.00
Caroline Hartig	Assistant Professor	28,313.00
Carolyn Brown	Instructor	21,200.00 ##
Wolfgang Oeste	Instructor	17,119.00 X#
<u>Dept. of Philosophy:</u>		
Jim Shelton (T)	Department Chairperson/Professor	58,446.00 *
Charles Harvey (T)	Associate Professor	36,451.00
Peter Mehl	Assistant Professor	29,718.00
<u>Dept. of Physics:</u>		
Denver Prince (T)	Department Chairperson/Professor	66,818.00 *
Harold Pray (T)	Professor	53,392.00
Stephen Addison (T)	Associate Professor	37,876.00
Rahul Mehta	Associate Professor	35,823.00
Hudson Eldridge (T)	Associate Professor	35,713.00
Norman Gaiser (T)	Associate Professor	33,865.00
Heather Woolverton	Assistant Professor	31,733.00
Dean Hirschi	Assistant Professor	29,500.00 #
<u>Dept. of Political Science:</u>		
Michael Kelley (T)	Department Chairperson/Professor	63,878.00 *
Donald Whistler (T)	Professor	52,921.00
Gary Weekin (T)	Professor	42,244.00
R. Lawson Veasey (T)	Professor	41,293.00
Tom McInnis	Assistant Professor	30,918.00
<u>Dept. of Sociology:</u>		
Carl Redden (T)	Department Chairperson/Professor	64,707.00 *
William Upham (T)	Professor	47,716.00
Robert Shepherd (T)	Professor	43,840.00
Jamia Fox (T)	Professor	38,774.00

Kenneth Mackintosh (T)	Assistant Professor	32,025.00
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Dept. of Speech, Theatre, Journalism:

Robert Willenbrink (T)	Department Chairperson/Associate Professor/ Director of Theatre	56,000.00 *
Marvin Deboer (T)	Distinguished Professor	54,765.00
Gleun Smith (T)	Professor	50,545.00
Sally Roden (T)	Professor	46,726.00
Gregory Blakey (T)	Assistant Professor	33,283.00
Ralph Wanamaker	Instructor/Echo Advisor	27,635.00
Paulette Walter	Instructor/Scroll Advisor	31,022.00 *** ##
Jo Smith	Instructor	22,053.00 ##

* 12-month salary

*** ## 10-months/Term, Non-tenure Track

Terminal (terminal contract for Dr. Orville Rook is a one-time appointment as Board-approved exception to mandatory retirement age of 70; Mary Muse will retire effective May 15, 1993.)

Term/Non-tenure Track

X# On Faculty Development Leave

COLLEGE OF BUSINESS ADMINISTRATION

Peter Lorenzi (T)	Academic Dean/Professor	75,000.00 *
James Barr (T)	Professor/Asst. Dean	69,512.00 *

Dept. of Accounting:

Billy Humphrey (T)	Department Chairperson/Professor	69,795.00 *
P. Michael Moore (T)	Associate Professor	64,895.00
Lillian Parrish (T)	Professor	62,482.00
Ben Carter (T)	Associate Professor	52,845.00
Paul Jensen (T)	Assistant Professor	48,223.00
Pamela Spikes (T)	Assistant Professor	45,671.00
Donna Smith (T)	Assistant Professor	40,742.00
Roy Whitehead, Jr. (T)	Assistant Professor	36,920.00

Dept. of Adm. Services & Vocational Ed:

Betty Rogers	Assistant Professor	36,693.00
Rebecca Loftis	Assistant Professor	33,181.00
Marsha Carson	Instructor	23,025.00 ##

Dept. of Econ & Finance:

Edward Guffey (T)	Interim Department Chairperson/Professor	69,542.00 *
William Johnson (T)	Professor	59,884.00
Morris Lamberson (T)	Professor	58,955.00
Ben McNew (T)	Professor/Carmichael Chair	58,801.00
James Packer	Associate Professor	58,028.00
Patricia Cantrell (T)	Associate Professor	50,640.00
William Kordsmeier (T)	Associate Professor	44,531.00
William Seyfried	Assistant Professor	33,700.00
John Hill	Assistant Professor	31,125.00 ##

Dept. of Marketing & Management:

William Bounds (T)	Department Chairperson/Associate Professor	64,904.00 *
Douglas Grider	Associate Professor	58,946.00
Conrad Carroll (T)	Professor	58,920.00
Homer Saunders (T)	Professor	58,041.00
Don Bradley (T)	Professor	57,772.00
Herff Moore (T)	Associate Professor	57,659.00
Joseph Cangelosi	Associate Professor	56,789.00
Scott Markham (T)	Associate Professor	42,059.00
Joseph Koonce (T)	Associate Professor	40,322.00

Dept. of Quantitative Methods & Information Systems:

Kenneth Griffin (T)	Department Chairperson/Professor	69,095.00 *
John Malley	Associate Professor	61,084.00
James Bell (T)	Professor	56,583.00
Therold Bailey (T)	Professor	55,599.00
James Weller (T)	Assistant Professor	43,021.00
Sidney Painter	Instructor	26,479.00 ##

* 12-month salary

Term/Non-tenure Track

COLLEGE OF EDUCATION

Jim Bowman (T)	Academic Dean	73,825.00 *
David Naylor (T)	Professor/Interim Asst. Dean	68,495.00 *

Center for Academic Excellence:

Joe Hundley	Associate Professor/Dir. Ctr. for Aca. Excellence	53,258.00 *
Susan Peterson	Associate Professor/Asst. Dir. Ctr. Aca. Exc.	38,942.00 *

Dept. of Applied Academic Technologies:

Selvin Royal (T)	Department Chairperson/Professor	70,222.00 *
Joseph Arn (T)	Professor	51,980.00
Beverly Oswald (T)	Professor	48,753.00
Kenneth Jordan (T)	Professor	47,324.00
Clemens Gruen (T)	Professor	43,873.00
Jody Charter (T)	Associate Professor	38,165.00
Glenda Thurman (T)	Associate Professor	37,745.00
Charles Powers (T)	Assistant Professor	37,582.00
Hope Shastri	Assistant Professor/Dir. Learning Resource Center	29,000.00
Steven Cox	Assistant Professor	27,825.00

Dept. of Adm. & Sec. Education:

Terry James (T)	Department Chairperson/Assistant Professor	55,169.00 *
Paul Peterson (T)	Associate Professor	48,800.00
Dick Clough (T)	Associate Professor	47,066.00
Jesse Rancifer (T)	Associate Professor	47,047.00
Darrell Gentry (T)	Professor	47,025.00
Robert Hilliard	Associate Professor	41,800.00 #

Harold Griffin (T)	Associate Professor	37,826.00
Linda Coyle	Associate Professor	34,838.00
Ann Witcher	Instructor	28,241.00 ##

Dept. of Childhood Education:

Sidney Mitchell (T)	Department Chairperson/Professor	69,170.00 *
Amelia Steelman (T)	Associate Professor	46,963.00
Arthur Attwell (T)	Associate Professor	35,311.00
Timothy Wilson	Assistant Professor	32,852.00
Betty Dickson	Assistant Professor	31,283.00
Carol Pierson	Assistant Professor	30,450.00
David Sumpter	Assistant Professor	29,413.00
Mary Mosley	Assistant Professor	29,350.00
Tammy Benson	Instructor	23,125.00 ##
Robin Robinson	Instructor	21,788.00 ##

Professional Field Services:

Joyce Fiddler	Instructor/Interim Dir. Prof. Field Services	34,000.00 ## *
Deborah Avra	Instructor	26,171.00 ##
Susan Boone	Instructor	24,225.00 ##

Dept. of Psychology & Counseling:

David Skotko (T)	Department Chairperson/Professor	69,379.00 *
Billy Smith (T)	Professor	60,421.00
Bobby Williams (T)	Professor	57,895.00
Robert Morrow (T)	Professor	55,766.00
Linda Glenn (T)	Professor	47,725.00
Teresa Smith (T)	Associate Professor	37,626.00
Michael Scoles (T)	Associate Professor	37,420.00
Sarah McAuley (T)	Assistant Professor	35,153.00
Lynda Fielstein	Associate Professor	35,033.00
Elson Bihm	Associate Professor	34,562.00
Paulette Leonard (T)	Associate Professor	32,675.00
Robert Feese (T)	Instructor	32,110.00
William Lammers	Assistant Professor	31,643.00
Ronald Bramlett	Assistant Professor	28,913.00

Dept. of Special Education:

Freddie Litton (T)	Department Chairperson/Professor	59,500.00 *
James Mainord (T)	Professor	57,914.00
James Mayhugh (T)	Professor	55,294.00
Joe Walthall (T)	Professor	53,180.00
Harold Love (T)	Professor	52,590.00
Kathleen Atkins	Associate Professor	35,974.00
Ralph Calhoun	Assistant Professor	23,919.00

* 12-month salary

Terminal

Term/Non-tenure Track

* 12-months/Term, Non-tenure Track

COLLEGE OF HEALTH AND APPLIED SCIENCES

Neil Hattlestad (T)	Academic Dean	74,136.00 *
Jimmy Ishee (T)	Associate Professor/Asst. Dean	54,538.00 *
<u>Dept. of Health Education:</u>		
Arvil Burks (T)	Department Chairperson/Professor	69,080.00 *
Jane Lammers (T)	Professor	41,069.00
Betty Hubbard (T)	Associate Professor	38,535.00
Emogene Fox (T)	Associate Professor	37,093.00
Gary Lewers (T)	Associate Professor	34,951.00
Cindy Shelton	Instructor	19,724.00 ##
<u>Dept of Health Sciences:</u>		
Richard Collins (T)	Professor/Coord. Sch. of Health Sciences	63,291.00 *
Dwight Pierce	Associate Professor	35,708.00
Glenn Irion	Assistant Professor	30,974.00
<u>Dept. of Home Economics:</u>		
Mary Harlan (T)	Department Chairperson/Associate Professor	59,054.00 *
Melissa Shock	Assistant Professor	31,188.00
Teresa Buchanan	Instructor	30,169.00
Detri Brech	Assistant Professor	29,816.00
Susan Ray-Degges	Instructor	28,224.00 #
<u>Dept. of Kinesiology and Physical Education:</u>		
Deborah Howell (T)	Department Chairperson/Associate Professor	59,972.00 *
John Gates (T)	Associate Professor	41,713.00
Larry Titlow (T)	Professor	41,654.00
James Armstrong	Instructor	38,092.00 *
Ann Machen (T)	Assistant Professor	37,706.00
Nicholas Pederson (T)	Associate Professor	33,406.00
Lydia Woods	Instructor	32,206.00
Robert Lowe	Instructor	30,888.00
<u>Dept. of Nursing:</u>		
Barbara Williams (T)	Department Chairperson/Professor	63,791.00 *
Lillian Del Papa (T)	Associate Professor	48,442.00
Glenda Cunningham	Assistant Professor	40,648.00
Lauretta Koenigseder (T)	Assistant Professor	39,526.00
Sheila Stroman	Assistant Professor	34,414.00
Rebecca Lancaster (T)	Assistant Professor	33,920.00
Lynne Seymour	Instructor	32,389.00 ##
Karen Jenkins	Instructor	31,644.00 ##
Alice Nahley	Instructor	30,932.00 ##
Patricia Crane	Instructor	30,388.00 ##
Carol Enderlin	Instructor	29,569.00 ##
Patricia Lucy	Instructor	29,350.00 ##
Susan Gatto	Instructor	29,276.00 ##
Sarah Daugherty	Instructor	28,312.00 ##

Dept. of Occupational Therapy:

Linda Shalik	Department Chairperson/Associate Professor	61,675.00 *
Valaree Hesse	Instructor	36,157.00 ##
Kathryn White	Instructor	35,130.00 ##
Catherine Acre	Instructor	35,045.00
Linda Hathcote	Instructor	31,858.00 ##

Dept. of Physical Therapy:

Venita Lovelace-Chandler (T)	Department Chairperson/Professor	69,080.00 *
Joe Finnell (T)	Associate Professor	50,928.00 *
William Bandy (T)	Associate Professor	44,299.00
Clayton Gable	Assistant Professor	42,500.00
Jean Irion	Instructor	40,629.00 ## *
John Peck (T)	Associate Professor	40,278.00
Nancy Reese	Assistant Professor	37,692.00
Glenda Winborn	Instructor	34,802.00 ##
Kim Dunleavy	Instructor	32,989.00 ##
Reta Zabel	Instructor	32,044.00 ##

Dept. of Speech-Language Pathology:

Martha Anderson (T)	Department Chairperson/Professor	61,007.00 *
Elaine McNiece (T)	Professor	50,905.00
James Thurman (T)	Associate Professor	46,574.00
Susan Moss-Logan (T)	Associate Professor	37,862.00
Robert Logan	Associate Professor	34,155.00
Betty Fusilier (T)	Instructor	30,613.00
Margie Gilbertson	Assistant Professor	27,275.00

* 12-month salary

Terminal

Term/Non-tenure Track

* 12-months/Term, Non-tenure Track

SUMMER CONTRACTS

COLLEGE OF ARTS AND SCIENCES

Art:

1. Roger Bowman, Second Term, @ a gross salary of \$4,221.00.
2. Cathy Caldwell, Second Term, @ a gross salary of \$3,519.00.
3. Pat Larsen, First Term, @ a gross salary of \$4,618.00.
4. Bryan Massey, Second Term, @ a gross salary of \$3,411.00.
5. Bob Thompson, First Term, @ a gross salary of \$4,942.00.

Biology:

6. John Choinski, First Term, @ a gross salary of \$3,905.00.
7. Fredrick Dalske, First Term, @ a gross salary of \$5,473.00.
8. Kenneth Freiley, First Term, @ a gross salary of \$3,837.00.
9. William Moran, Second Term, @ a gross salary of \$3,880.00.
10. Wilbur Owen, Second Term, @ a gross salary of \$5,473.00.
11. Steven Runge, Second Term, @ a gross salary of \$3,300.00.
12. Derald Smith, First Term, @ a gross salary of \$5,600.00.
13. Jimmy Throneberry, Second Term, @ a gross salary of \$6,107.00.
14. Delena Tull, First Term, @ a gross salary of \$3,418.00.
15. David Zehr, First Term, @ a gross salary of \$3,863.00.

Chemistry:

16. Pat Desrochers, Second Term, @ a gross salary of \$3,360.00.
17. Paul Krause, First and Second Terms, @ a gross salary of \$5,480.00 each term.
18. Jerry Manion, Second Term, @ a gross salary of \$6,412.00.
19. George Paul, First Term, @ a gross salary of \$5,347.00.
20. Michael Rapp, First Term, @ a gross salary of \$6,654.00.

English:

21. Phillip Anderson, First Term, @ a gross salary of \$6,036.00.
22. Gary Davenport, First Term, @ a gross salary of \$5,939.00.
23. Raymond Frontain, Second Term, @ a gross salary of \$1,796.00.
24. Margaret Morgan, First Term, @ a gross salary of \$1,905.00.

25. Jeff Henderson, Second Term, @ a gross salary of \$6,200.00.
26. Richard Hudson, Second Term, @ a gross salary of \$4,842.00.
27. Patricia McGraw, First Term, @ a gross salary of \$4,772.00.
28. Henry Rogers, Second Term, @ a gross salary of \$6,304.00.
29. Wayne Stengel, First and Second Terms, @ a gross salary of \$3,697.00 each term.
30. Rebecca Williams, First Term, @ a gross salary of \$4,749.00.

Foreign Languages:

31. Joel Pouwels, First Term, @ a gross salary of \$3,895.32.
32. Dwight Langston, First Term, @ a gross salary of \$1,963.86

Geography:

33. Gerald Reynolds, First Term, @ a gross salary of \$1,968.00, and Second Term, @ a gross salary of \$3,936.00.

History:

34. Eugene Corcoran, First Term, @ a gross salary of \$5,267.00.
35. Foy Lisenby, First Term, @ a gross salary of \$6,130.00.
36. Randall Pouwels, First Term, @ a gross salary of \$2,040.00.
37. Theman Taylor, First Term, @ a gross salary of \$5,477.00.
38. Maurice Webb, First Term, @ a gross salary of \$2,538.00.
39. Orville Rook, Second Term, @ a gross salary of \$5,131.00.
40. Gregory Urwin, Second Term, @ a gross salary of \$2,010.00.

Mathematics and Computer Science:

41. Lawrence Huff, First Term, @ a gross salary of \$5,332.00.
42. David Peterson, First Term, @ a gross salary of \$5,274.00.
43. Darrell Kilman, First Term, @ a gross salary of \$6,839.00 and Second Term, @ a gross salary of \$3,419.00.
44. Frances M. Hudson, First Term, @ a gross salary of \$6,246.00.
45. Donald Adlong, First Term, @ a gross salary of \$4,635.00.
46. Singh Tomer, First Term, @ a gross salary of \$4,833.00.
47. Ming-fang Wang, Second Term, @ a gross salary of \$5,313.00.
48. Mary Muse, Second Term, @ a gross salary of \$3,597.00.
49. Robert Serven, Second Term, @ a gross salary of \$4,258.00.
50. R. Stevens Butcher, Second Term, @ a gross salary of \$4,381.00.
51. Carolyn Pinchback, Second Term, @ a gross salary of \$4,222.00.
52. Jo Karen Smith, First and Second Terms, @ a gross salary of \$1,400.00 each term.
53. Kathleen Smith, First and Second Terms, @ a gross salary of \$1,400.00 each term.

Music:

54. Carl Anthony, First Term, @ a gross salary of \$4,446.00.
55. Don Collins, First Term, @ a gross salary of \$4,795.00.
56. Kay Kraeft, First Term, @ a gross salary of \$4,329.00.
57. Jackie Lamar, First Term, @ a gross salary of \$3,847.00.
58. Wolfgang Oeste, First Term, @ a gross salary of \$3,960.00.
59. Pat Hasty, Second Term, @ a gross salary of \$4,719.00.
60. Richard Hobson, Second Term, @ a gross salary of \$4,440.00.

61. Scott Johnson, Second Term, @ a gross salary of \$4,070.00.
62. Anne Patterson, Second Term, @ a gross salary of \$3,723.00.
63. Denis Winter, Second Term, @ a gross salary of \$4,065.00.

Philosophy:

64. Charles Harvey, First Term, @ a gross salary of \$2,008.50

Physics:

65. Stephen Addison, First Term, @ a gross salary of \$4,207.00.
66. Hudson Eldridge, First Term, @ a gross salary of \$4,107.00.
67. Norman Gaiser, Second Term, @ a gross salary of \$3,720.00.
68. Rahul Mehta, First Term, @ a gross salary of \$3,912.00.
69. Harold Pray, First and Second Terms, @ a gross salary of \$6,048.00 each term.
70. Heather Woolverton, Second Term, @ a gross salary of \$3,624.00.

Political Science:

71. Lawson Veasey, First Term, @ a gross salary of \$4,680.00.
72. Donald Whistler, Second Term, @ a gross salary of \$6,028.44
73. Gary Weekin, First Term, @ a gross salary of \$4,620.00.

Sociology:

74. Elaine Fox, First Term, @ a gross salary of \$4,242.00.
75. Kenneth Mackintosh, First Term, @ a gross salary of \$1,804.00.
76. Gordon Shepherd, Second Term, @ a gross salary of \$4,920.00.
77. Kennedy Upham, Second Term, @ a gross salary of \$5,519.00.

Speech, Theatre and Journalism:

78. Marvin DeBoer, First Term, @ a gross salary of \$6,539.52.
79. Glenn Smith, First Term, @ a gross salary of \$5,765.28.
80. Robert Willenbrink, First Term, June 8 through June 30, @ a gross salary of \$2,734.00.
81. Gregory Blakey, Second Term, @ a gross salary of \$1,901.50.
82. Ralph Wanamaker, First Term, @ a gross salary of \$3,150.00.
83. David Spiceland, First Term, @ a gross salary of \$3,150.00.

COLLEGE OF BUSINESS**Accounting:**

84. P. Michael Moore, First Term, @ a gross salary of \$7,356.00.
85. B. Douglas Carter, First Term, @ a gross salary of \$6,020.00.
86. Paul Jensen, First Term, @ a gross salary of \$5,578.00.
87. Roy Whitehead, First Term, @ a gross salary of \$2,095.00.
88. Lillian Parrish, Second Term, @ a gross salary of \$7,077.00.
89. Donna Smith, Second Term, @ a gross salary of \$4,620.00.

Administrative Services and Vocational Education:

90. Rebecca Loftis, First Term, @ a gross salary of \$3,780.00.
91. Marsha Carson, First Term, @ a gross salary of \$1,400.00.

Economics and Finance:

92. William Seyfried, First Term, @ a gross salary of \$3,840.00.
93. James Packer, First Term, @ a gross salary of \$6,665.00.
94. Homer Saunders, First Term, @ a gross salary of \$3,299.00.

95. Morris Lamberson, Second Term, @ a gross salary of \$6,657.00.
96. Clint Johnson, Second Term, @ a gross salary of \$6,799.00.
97. William Kordsmeier, Second Term, @ a gross salary of \$4,989.00.

Marketing and Management:

98. Pamela Milburn, First Term, @ a gross salary of \$1,400.00.
99. Herff Moore, First Term, @ a gross salary of \$3,288.00.
100. Conrad Carroll, First Term, @ a gross salary of \$3,384.00.
101. Joseph Koonce, First Term, @ a gross salary of \$2,332.00.
102. Don Bradley, First Term, @ a gross salary of \$3,272.00.
103. Scott Markham, Second Term, @ a gross salary of \$2,253.00.
104. Douglas Grider, Second Term, @ a gross salary of \$3,363.00.
105. Joseph Cangelosi, Second Term, @ a gross salary of \$3,261.00.

Quantitative Methods and Information Systems:

106. James Bell, First Term, @ a gross salary of \$6,440.40.
107. John Malley, First Term, @ a gross salary of \$6,845.40.
108. James Weller, Second Term, @ a gross salary of \$4,848.72.
109. Therold Bailey, Second Term, @ a gross salary of \$3,215.34.

COLLEGE OF EDUCATION

Administration and Secondary Education:

110. Dick Clough, First and Second Terms, @ a gross salary of \$5,282.00 each term.
111. Linda Coyle, First Term, @ a gross salary of \$3,867.00, and Second Term, @ a gross salary of \$1,934.00.
112. Darrell Gentry, First Term, @ a gross salary of \$5,404.00.

113. Harold Griffin, First and Second Terms, @ a gross salary of \$4,282.00 each term.
114. Bob Hilliard, First Term, @ a gross salary of \$768.00, and Second Term, @ a gross salary of \$4,800.00.
115. Paul Peterson, First and Second Terms, @ a gross salary of \$5,644.00 each term.
116. Jesse Rancifer, First and Second Terms, @ a gross salary of \$5,407.00 each term.
117. Ray Simon, Second Term, @ a gross salary of \$1,400.00.
118. Ann Witcher, First Term, @ a gross salary of \$3,186.00.
119. Debra Avra, First Term, @ a gross salary of \$955.00.

Childhood Education:

120. Arthur Attwell, First and Second Terms, @ a gross salary of \$4,084.00 each term.
121. Betty Dickson, First Term, @ a gross salary of \$3,491.00.
122. Mary Mosley, First and Second Terms, @ a gross salary of \$3,360.00 each term.
123. Carol Pierson, First and Second Terms, @ a gross salary of \$3,360.00 each term.
124. Amelia Rose Steelman, First and Second Terms, @ a gross salary of \$5,397.00 each term.
125. David Sumpter, First and Second Terms, @ a gross salary of \$3,240.00 each term.
126. Timothy Wilson, First and Second Terms, @ a gross salary of \$3,765.00 each term.

Educational Media/Library Science/Applied Academic Technologies:

127. Jody Charter, First and Second Terms, @ a gross salary of \$4,287.00 each term.
128. Steven Cox, First and Second Terms, @ a gross salary of \$3,210.00 each term.
129. Glenda Thurman, First and Second Terms, @ a gross salary of \$4,285.00 each term.
130. Margie Lewis, First and Second Terms, @ a gross salary of \$2,640.00 each term.
131. Joe Arn, Second Term, @ a gross salary of \$6,238.00.

132. Beverly Oswalt, Second Term, @ a gross salary of \$5,385.00.
133. Clem Gruen, Second Term, @ a gross salary of \$2,634.00.
134. Ken Jordan, First Term, @ a gross salary of \$5,439.00.
135. Charles Powers, First Term, @ a gross salary of \$2,174.00, and Second Term, @ a gross salary of \$4,347.00.

Professional Field Services:

136. Deborah Avra, Second Term, @ a gross salary of \$2,865.12.
137. Susan Boone, First Term, @ a gross salary of \$2,640.00.

Psychology and Counseling:

138. Elson Bihm, First Term, @ a gross salary of \$1,854.00, and Second Term, @ a gross salary of \$3,708.00.
139. Ronald Bramlett, First and Second Terms, @ a gross salary of \$3,240.00 each term.
140. Lynda Fielstein, First and Second Terms, @ a gross salary of \$3,809.00 each term.
141. Linda Glenn, First Term, @ a gross salary of \$5,369.00.
142. William Lammers, First and Second Terms, @ a gross salary of \$3,498.00 each term.
143. Paulette Leonard, First and Second Terms, @ a gross salary of \$3,699.00 each term.
144. Sarah McAuley, First and Second Terms, @ a gross salary of \$4,066.00 each term.
145. Robert Morrow, First Term, @ a gross salary of \$6,415.00.
146. Michael Scoles, First and Second Terms, @ a gross salary of \$4,259.00 each term.
147. Richard Scott, First Term, @ a gross salary of \$1,386.00.
148. Billy Smith, First and Second Terms, @ a gross salary of \$6,861.00 each term.
149. Terry Smith, First and Second Terms, @ a gross salary of \$4,259.00 each term.
150. Robert Williams, First Term, @ a gross salary of \$6,673.00.

Special Education:

151. Kathleen Atkins, First and Second Terms, @ a gross salary of \$3,918.00 each term.
152. Ralph Calhoun, First Term, @ a gross salary of \$2,524.00, and Second Term, @ a gross salary of \$1,262.00.
153. Harold Love, First Term, @ a gross salary of \$6,048.00, and Second Term, @ a gross salary of \$3,024.00.
154. James Mainord, First and Second Terms, @ a gross salary of \$6,537.00 each term.
155. James Mayhugh, First and Second Terms, @ a gross salary of \$6,314.00 each term.
156. David Naylor, First Term, @ a gross salary of \$6,475.00.
157. Joe Walthall, First Term, @ a gross salary of \$6,070.00.

Speech-Language Pathology:

158. Betty Fusilier, First Term, @ a gross salary of \$3,540.00.
159. Robert Logan, First Term, @ a gross salary of \$3,823.00, and Second Term, @ a gross salary of \$1,911.00.
160. Susan Moss-Logan, First Term, @ a gross salary of \$4,217.00.
161. James Thurman, First Term, @ a gross salary of \$5,305.00, and Second Term, @ a gross salary of \$2,652.00.
162. Margie Gilbertson, First Term, @ a gross salary of \$3,120.00, and Second Term, @ a gross salary of \$1,560.00.
163. Kathy McDaniel, First Term, @ a gross salary of \$2,880.00.
164. Martha Alman, First Term, @ a gross salary of \$1,400.00.

COLLEGE OF HEALTH AND APPLIED SCIENCES

Health Education:

- 165. Emogene Fox, First Term, @ a gross salary of \$4,175.00.
- 166. Jane Lammers, First Term, @ a gross salary of \$4,634.00.
- 167. Gary Lewers, Second Term, @ a gross salary of \$4,019.00.
- 168. Betty Hubbard, Second Term, @ a gross salary of \$4,295.00.

Home Economics:

- 169. Detri Brech, First Term, @ a gross salary of \$3,333.00.
- 170. Melissa Shock, First and Second Terms, @ a gross salary of \$3,081.00 each term.
- 171. Deborah Stone, Second Term, @ a gross salary of \$1,500.00.

Kinesiology:

- 172. Bob Lowe, First Term, @ a gross salary of \$3,480.00.
- 173. Ann Machen, First Term, @ a gross salary of \$4,338.00.
- 174. Larry Titlow, First Term, @ a gross salary of \$4,691.00.
- 175. John Gates, Second Term, @ a gross salary of \$4,825.00.
- 176. Nicholas Pederson, Second Term, @ a gross salary of \$3,864.00.
- 177. Lydia Woods, First Term, @ a gross salary of \$1,770.00, and Second Term, @ a gross salary of \$3,540.00.

Nursing:

- 178. Glenda Cunningham, First Term, @ a gross salary of \$4,632.00.
- 179. Lillian Del Papa, First Term, @ a gross salary of \$2,755.00.
- 180. Michele Warren, Second Term, @ a gross salary of \$6,404.00.

Physical Therapy:

- 181. Nancy Reese, First and Second Terms, May 16 to August 14, 1992, @ a gross salary of \$6,905.00 for first term and \$4,800.00 for second term.
- 182. John Peck, First Term, @ a gross salary of \$4,448.00.
- 183. William Bandy, First and Second Terms, @ a gross salary of \$4,784.00. each term.
- 184. Clayton Gable, First and Second Terms, @ a gross salary of \$4,800.00 each term.
- 185. Kim Dunleavy, First and Second Terms, @ a gross salary of \$3,723.00 each term.
- 186. Reta Zabel, First and Second Terms, @ a gross salary of \$3,660.00 each term.
- 187. Glenda Winborn, First Term, @ a gross salary of \$3,956.00.

School of Health Sciences:

- 188. Dwight Pierce, First and Second Terms, @ a gross salary of \$3,864.00 each term.
- 189. Glenn Irion, First and Second Terms, @ a gross salary of \$3,559.00 each term.

Technology:

- 190. Kenneth Jordan, First Term, @ a gross salary of \$5,439.00.
- 191. Charles Powers, First Term, @ a gross salary of \$2,173.00, and Second Term, @ a gross salary of \$4,347.00.
- 192. Clem Gruen, Second Term, @ a gross salary of \$2,514.00.

ACADEMIC ADVISING

- 193. Sally Roden, First and Second Terms, @ a gross salary of \$5,231.00 each term.
- 194. Donald Jones, First Term, @ a gross salary of \$4,800.00.
- 195. Tom McAnally, First Term, @ a gross salary of \$3,659.00.
- 196. Gilbert Baker, Second Term, @ a gross salary of \$3,899.00.
- 197. Maurice Webb, Second Term, @ a gross salary of \$5,077.00.

RESEARCH

198. James Packer, First Term, May 11 through June 5, 1992, @ a gross salary of \$2,700.00.
199. Morris Lamberson, First Term, May 11 through June 5, 1992, @ a gross salary of \$1,800.00.
200. Don Bradley, First Term, May 11 through June 5, 1992, @ a gross salary of \$2,700.00.
201. Joseph Cangelosi, First Term, May 11 through June 5, 1992, @ a gross salary of \$2,700.00.
202. Scott Markham, First Term, May 11 through June 5, 1992, @ a gross salary of \$7,206.00.
203. Homer Saunders, Second Term, @ a gross salary of \$6,598.00.
204. John Malley, First Term, May 11 through June 5, 1992, @ a gross salary of \$2,700.00.
205. James Bell, First Term, May 11 through June 5, 1992, @ a gross salary of \$1,800.00.
206. Elson Bihm, First Term, May 15 through June 30, 1992, @ a gross salary of \$1,854.00.
207. David Dussourd, First Term, May 15 through June 30, 1992, @ a gross salary of \$1,854.00.
208. Dean Hirschi, First Term, May 15 through June 30, 1992, @ a gross salary of \$1,706.00.
209. Mary Victoria McDonald, First Term, May 15 through June 30, 1992, @ a gross salary of \$1,756.00.
210. Peter Mehl, First Term, May 15 through June 30, 1992, @ a gross salary of \$1,661.00.
211. Mike Moran, First Term, May 15 through June 30, 1992, @ a gross salary of \$1,940.00.
212. Helen Phillips, First Term, May 15 through June 30, 1992, @ a gross salary of \$2,469.00.
213. William Taylor, First Term, May 15 through June 30, 1992, @ a gross salary of \$1,812.00.

214. R. Cameron Dorey, Second Term, July 1 through August 15, 1992, @ a gross salary of \$1,980.00.
215. Raymond-Jean Frontain, Second Term, July 1 through August 15, 1992, @ a gross salary of \$1,796.00.
216. Jonathan Glenn, Second Term, July 1 through August 15, 1992, @ a gross salary of \$1,686.00.
217. Paul Spillenger, Second Term, July 1 through August 15, 1992, @ a gross salary of \$1,560.00.
218. Lydia Woods, Second Term, July 1 through August 15, 1992, @ a gross salary of \$1,770.00.

On motion by Mr. Burton, seconded by Mr. White, President Thompson's contract was extended another year to 1995 continuing it as a three-year contract under the conditions listed in the previous contract, @ a gross salary of \$105,600.00. The motion passed unanimously.

Renewal of Jon Bekken's Contract - Mr. White stated that after considering the written record which includes the Faculty Handbook he moves that the Board uphold the decision of Dr. Bill Berry for non-renewal of Jon Bekken's contract. Motion was seconded by Mr. Burton, and passed with a negative vote by Mr. Malone who stated: "My basis for doing so is that upon a thorough review of the record including the report of the Academic Freedom Committee I am satisfied that the committee made a very thorough, complete, and exhaustive review of the facts and circumstances as well as applicable regulations and policies, considered the relevant issues, and arrived at a decision which is supportable by their findings. For that reason I will accept the recommendation of the Academic Freedom Committee and offer my commendations to them for their efforts, their energies, and performance in this process".

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

OPEN SESSION

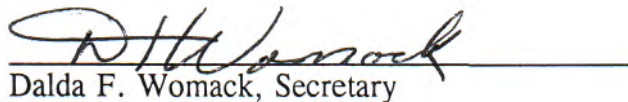
The preceding adjustments, appointments, retirements, reappointments, and summer contracts as recommended by President Thompson were approved upon motion, which included the opportunity to make technical changes and corrections, by Mr. Burton, seconded by Mr. White, and passed.

On motion by Mr. Burton, seconded by Mr. White, President Thompson's contract was extended another year to 1995 continuing it as a three-year contract under the conditions listed in the previous contract, @ a gross salary of \$105,600.00. The motion passed unanimously.

Renewal of Jon Bekken's Contract - Mr. White stated that after considering the written record which includes the Faculty Handbook he moves that the Board uphold the decision of Dr. Bill Berry for non-renewal of Jon Bekken's contract. Motion was seconded by Mr. Burton, and passed with a negative vote by Mr. Malone who stated: "My basis for doing so is that upon a thorough review of the record including the report of the Academic Freedom Committee I am satisfied that the committee made a very thorough, complete, and exhaustive review of the facts and circumstances as well as applicable regulations and policies, considered the relevant issues, and arrived at a decision which is supportable by their findings. For that reason I will accept the recommendation of the Academic Freedom Committee and offer my commendations to them for their efforts, their energies, and performance in this process".

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


Elaine Goode, Chairman


Dalda F. Womack, Secretary