

The Board of Trustees of the University of Central Arkansas convened in regular meeting Friday, March 26, 1993 at 2:00 p.m. in the Administration Building with the following officers and members present, to-wit:

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| Chairman: | Mr. Jerry Malone |
| Vice Chairman: | Mr. Dalda Womack |
| Secretary: | Mr. Joe White |
| | Mr. Madison P. Aydelott III |
| | Mr. Ben Burton |
| | Mrs. Elaine Goode |
| | Mr. Rush Harding III |

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

Minutes of the last regular meeting, December 18, 1992, were approved as circulated on motion by Mr. White, seconded by Mr. Harding, and passed.

PRESIDENT'S REPORT

President Thompson introduced Dr. James Dombek in his new capacity as Vice President for Administration, Dr. Mike Scoles, incoming President of the Faculty Senate, and Mr. Logan Hampton, Director of Minority Affairs.

President Thompson reported on the following items:

Music Accomplishments - Aroussiak Baltaian, violin student, recently won first place in the National Music Teachers Association competition in Seattle. With Tony Baker's first place award in the brass competition last year, UCA students have won first prizes in the National Music Teachers Association competition for two consecutive years.

Next Board Meeting - The next meeting of the Board of Trustees will be May 7.

Legislative Update - President Thompson briefly discussed bills concerning a rising junior examination, a requirement to freeze expenditures for remediation at four-year colleges and universities, and the AETN/UCA Joint Facility.

President Thompson reported that he and others met with Governor Tucker on March 25 to outline some of the needs of higher education in the state. Governor Tucker is sympathetic

to those needs, however, the revenue forecast remains such that it does not appear that institutions of higher education will receive any additional state funds during this biennium.

Litigation Update - Mary Stallcup, General Counsel, gave a brief report on the status of the following pending litigation:

- (1) Bekken v. UCA Board of Trustees, et al;
- (2) Veasey v. Ming-fang Wang, et al;
- (3) Denton v. John Smith, Winfred Thompson, and the individual members of the UCA Board of Trustees;
- (4) Dennis Charles EEOC Charge;
- (5) Julie Douglas EEOC Charge;
- (6) Wilton Hill EEOC Charge.

Building Status Report:

(1) **New Tennis Courts** - Brooks Jackson Architects have completed the plans for the new tennis courts to be constructed south and east of the Stone Dam Creek bridge. An 18 inch sewer line owned by the Conway Corporation is on the eastern edge of the proposed site and west of the street that is adjacent to the location of the tennis courts. The Conway Corporation plans to replace the 18 inch sewer line with a 24 inch line in that vicinity. After discussion with university personnel, they plan to place the line along the eastern portion of Stone Dam Creek which will require the tennis courts to be located further east and onto the street that runs north and south and parallel to Stone Dam Creek. Persons using the tennis courts will approach them from a parking lot east of the tennis courts since the existing street will be eliminated to accommodate the courts. Any increase/decrease in cost should not be significant. Conway Corporation will pay the entire cost of the sewer upgrade.

(2) **Baldrige Complex Parking Lot** - This project should be under construction very shortly.

(3) Art Gallery - The Cromwell Architectural Firm has completed preliminary plans and the design work for this facility. This addition will extend north from the West Commons Building and will contain a gabled roof, bringing the architectural design of West Commons in harmony with East Commons. The main gallery, reception gallery and gallery storage will contain approximately 4,500 square feet. An existing dining room will be converted to gallery storage and a dining/meeting room replacement will be constructed as a part of the new addition.

(4) Snow Fine Arts/Fly Loft/Elevator - This project will be bid as soon as plans are approved by State Building Services.

(5) Laney Replacement - Demolition bids were substantially less than anticipated. Demolition is scheduled for completion by May 28. The contract for construction of the new building will be issued as soon as approval is received from State Building Services. Construction is scheduled to begin by July 1, 1993 and be completed in approximately 12 months. Plans are being developed for the new facility to house the Chemistry Department and provide offices for the Physical Therapy Department. At some point the Board will need to take action on naming the new facility.

(6) University of Church of Christ - The real estate closing for this property took place March 25. UCA obtains possession of the property within one week, which is sooner than anticipated. The Building should be ready for occupancy by the Speech-Language Pathology Department by Fall 1993.

(7) State Hall Renovation - Renovation should be completed by the end of the second summer term at a cost of \$400,000 instead of the anticipated \$500,000.

Non-lethal Defensive Weapons for Public Safety Officers - President Thompson stated that he has tentatively approved a request from Public Safety officers to carry a non-lethal defensive weapon known as oleoresin capsicum which is the ingredient in cayenne peppers. This material can possibly prevent a situation from escalating into something more serious.

In response to a question from Mr. Malone President Thompson explained that Public Safety officers must receive training before the non-lethal weapons are issued to them. Also, guidelines will be established.

Applications for Fall 1993 - Freshman applications for Fall 1993 are down slightly while applications for transfer students continue to rise significantly.

Physical Therapy Accreditation - The Commission on Accreditation in Physical Therapy Education awarded accreditation for an eight-year period to both the master's degree and assistant programs. The baccalaureate degree program received a two-year probationary accreditation with a requirement that UCA submit reports to the Commission indicating its plan for the baccalaureate degree. Most physical therapy students entering UCA with the option of going into either the master's or bachelor's program have chosen the master's degree program. Therefore, very few students are taking the bachelor's degree program at the present time. UCA's proposal to develop weekend and evening programs in physical therapy will hopefully revitalize the baccalaureate program. President Thompson thinks that with the needs of the state being what they are, UCA has an obligation to continue the baccalaureate program. He hopes to strengthen the program to overcome the concerns of the accreditation team.

Recommendation of Reorganization Committee - The Committee has made its report concerning the reorganization of the College of Arts and Sciences to Dr. Bill Berry, Vice President for Academic Affairs. President Thompson stated that he has discussed the matter briefly, though not conclusively, with Dr. Berry. More extensive discussions will take place over the next few weeks. The President will then make his decision which he will announce in a speech to the faculty. He will present a recommendation to the Board at its next meeting. President Thompson stated that he will probably include in that recommendation an organization summary for the College of Business Administration which has been recommended by the dean of that college.

Admissions Policy - This item was placed on the agenda at Mr. Malone's request. Mr. Malone requested President Thompson to give an update on the current process for changing the admissions policy. Copies of UCA's admissions policy were distributed. President Thompson explained that the Board adopted a policy in 1989 which sets the admission requirements for unconditional admission. These requirements are largely, though not entirely, based upon the state standards for remediation, i.e. if the student does not require remediation under the state standards, that student could be unconditionally admitted to UCA. A 2.5 high school GPA is an additional requirement for unconditional admission. Essentially, the Board delegated the responsibility for determining the conditional admission requirements to the President with the advice of the faculty and staff. This process begins with the Admissions Committee whose recommendations are considered by the Deans' Council, Faculty Senate, any other appropriate campus committee, the vice president for academic affairs, and ultimately the President. Since that process was initiated, two changes have been made in the admissions policy. First, the following criteria for conditional admission were established: the student was required to have

a 16 ACT score, or a 2.5 GPA, or require only one remediation. A student meeting any one of those three standards could be conditionally admitted. The second change raised the minimum ACT score from 16 to 17; the other two minimum standards remained the same. President Thompson stated that further modifications to the conditional admissions requirements are being considered. He hopes to make recommendations to the Admissions Committee for their consideration before the end of this year.

Mr. Malone expressed his concerns that if UCA continues to increase the standards for conditional admission it will drastically impact the number of students who can be admitted. Mr. Malone stated that it is his understanding that the university is considering increasing the minimum ACT requirement from 17 to 18. According to Mr. Malone, if UCA increases the minimum ACT requirement to 18 it will foreclose that avenue of admission for a significant number of black students and carries the risk of cutting out an educational opportunity for a number of young people who could benefit, not only themselves, but society as well. Mr. Malone also stated that this is what he wanted to key in on last year when the Board discussed the language in UCA's admission standards. He stated "it wasn't so much that the 1907 language was still there, but the intent was to make us conscious of it to say let us not do by policy and changes in 1992 and 1993 the same thing that language in 1907 did. And that is why I bring that back to the Board for at least for us to be aware of that and determine whether or not there are some guidelines that we want to look at placing on those things or maybe that is something we take up when we get together at one of our work sessions."

President Thompson stated that it is a legitimate concern and it certainly is true that the experience in the State of Arkansas and, for the most part, nationally is that the average ACT score for black and hispanic students is significantly lower than the average ACT score for white or native oriental students. The President stated that unless UCA has some increase in funding from the state it has three basic choices: (1) limit the number of students; (2) reduce the level of service, or (3) increase the tuition. He stated that UCA has about reached the limits of what it can do in terms of an increase in student body without additional resources. UCA has worked to secure those resources through the state but it has not been successful to this point. Also, it is becoming increasingly clear that the policy of the state is going to be that remedial work should be done at the two-year institutions and that four-year institutions should concentrate upon students who are already prepared for college-level work. He thinks that the same concerns could legitimately be raised about that issue. But that does appear to be at the present time the direction the policy of the state is taking. There is, of course, a certain kind of enforcement mechanisms in the funding the state provides to the institutions. Those particularly disparate scores on ACT tests are one of the reasons UCA has not used that as an exclusive standard, but has combined that with GPA's and one other factor.

Mr. Harding asked Mr. Joe Darling, Director of Admissions, if UCA has an aggressive recruitment program for outstanding minority students in Arkansas high schools. Mr. Darling explained that through the scholarship program there is a 24 or top 10% of the graduating class requirement. Mr. Harding asked if UCA has much success in recruiting the top minority students. President Thompson stated that generally UCA has had success in recruiting those students.

Academic Clemency - This item was placed on the agenda at Mr. Malone's request to provide cost information on sending out material concerning the academic clemency policy. Copies of the requested information were distributed.

OLD BUSINESS

Firearms Possession by Faculty or Staff - The Board of Trustees, at its December 18, 1992 meeting, adopted a policy which provides for the automatic suspension of students possessing, storing, or using a firearm on university controlled property or at university sponsored or supervised functions. This action was taken in response to a number of incidents on campus involving firearms.

One Board member suggested that a similar policy should be developed for faculty and staff. The following proposal is similar to the policy for students, modified, however, to take into consideration the tenure provisions of the current Faculty Handbook. When the faculty handbook revision is brought forward, consideration may be given to making the same provisions apply to tenured faculty as apply to others. A concern was expressed by the Staff Senate that the penalties were not the same. However, the General Counsel opines that this is not possible under the current handbook provisions.

The following resolution was adopted upon motion by Mr. Harding, seconded by Mr. Aydelott, and passed with a negative vote from Mr. Malone on "the same basis as he did on the prior policy regarding students."

"BE IT RESOLVED: THE EMPLOYMENT OF A STAFF MEMBER OR NON-TENURED FACULTY POSSESSING, STORING OR USING A FIREARM ON UNIVERSITY CONTROLLED PROPERTY OR AT UNIVERSITY SPONSORED OR SUPERVISED FUNCTIONS, UNLESS AUTHORIZED BY THE UNIVERSITY, WILL BE TERMINATED UPON DISCOVERY OF SUCH ACTIVITY UNLESS A WAIVER OF THE

TERMINATION IS GRANTED BY THE PRESIDENT UPON THE RECOMMENDATION OF THE VICE PRESIDENT FOR THE DIVISION IN WHICH THE NON-TENURED FACULTY OR STAFF MEMBER IS EMPLOYED. ANY TENURED FACULTY MEMBER POSSESSING, STORING OR USING A FIREARM ON UNIVERSITY CONTROLLED PROPERTY OR AT UNIVERSITY SPONSORED FUNCTIONS, UNLESS AUTHORIZED BY THE UNIVERSITY, WILL BE NOTIFIED IN WRITING THAT A SECOND OFFENSE WILL BE CONSIDERED REPEATED FAILURE TO COMPLY WITH OFFICIAL DIRECTIVES AND ESTABLISHED UNIVERSITY POLICIES WITHIN THE MEANING OF THE FACULTY HANDBOOK AND WILL RESULT IN TERMINATION OF THE TENURED FACULTY MEMBER, UNLESS A WAIVER IS GRANTED BY THE PRESIDENT UPON RECOMMENDATION OF THE VICE PRESIDENT FOR ACADEMIC AFFAIRS."

NEW BUSINESS

Occupational Therapy Degree Proposal - The College of Health and Applied Sciences seeks approval to offer a Master of Science degree in Occupational Therapy. The proposed curriculum is designed to respond to numerous requests for advanced study opportunities from licensed occupational therapists throughout Arkansas and the region. The program will assist in the retention of therapists within Arkansas and will strengthen efforts to recruit professionals from beyond our borders. By learning the newest clinical skills and technologies, practitioners will improve the quality and cost-effectiveness of patient care.

The 36-credit hour curriculum includes both thesis and non-thesis options. In its most recent evaluation of the existing undergraduate program, the on-site accreditation team of the American Occupational Therapy Association described UCA's baccalaureate program as being "of national stature." The report urged UCA officials to move forward with plans to meet the graduate education needs of occupational therapists in Arkansas. The undergraduate program began in 1972 and has maintained continuous accreditation since that time. It is the only occupational therapy education program in Arkansas. Given the already excellent facilities, library holdings, and highly qualified faculty, the program can be implemented with one more faculty position and minimal additional expenses.

President Thompson stated that the resolution as drafted suggests an effective date of August 15, 1993 which is the beginning of the Fall term. Apparently, the State Board of Higher Education will not consider degree proposals before that time. Therefore, there is some question whether UCA will have the State Board's approval in time to initiate the program by the

suggested date. This does not necessitate a change in the resolution's language; President Thompson wanted the Board to be aware that approval may not be obtained by August 15, 1993.

Mrs. Goode asked what job opportunities are available for those who are awarded this degree. Dr. Linda Shalik, Chairman of the Occupational Therapy Department, explained that positions are available in nursing homes, public schools, general hospitals, and in work settings in terms of accommodating employees in connection with the Americans with Disabilities Act.

Mr. Malone expressed his concerns about funding. He asked what the impact will be if grants are not awarded as anticipated. President Thompson explained that some of the costs will not be incurred if grants are not obtained. On the other hand, UCA should face the fact that it will have an increase in cost over the years. However, the Occupational Therapy field is one in which we can anticipate grant opportunities. Dr. Bill Berry stated that UCA is confident of extensive grant opportunities.

Mr. Malone stated his opinion that UCA needs to make specific contact with Howard University and Florida A & M to get input on the ground level in making a realistic effort to design a program that is more attractive to Howard and Florida A & M undergraduates. President Thompson indicated that the expected demand for the occupational therapy program would probably limit its availability to out-of-state students; however, he stated that UCA would continue its effort to attract minority students.

Mr. Burton called for the question.

The following resolution was adopted upon motion by Mr. White, seconded by Mr. Womack, and passed with a negative vote from Mr. Malone based upon the desegregation concerns voiced previously.

"BE IT RESOLVED: THAT THE BOARD OF TRUSTEES AUTHORIZES ADOPTION OF THE MASTER OF SCIENCE DEGREE PROGRAM IN OCCUPATIONAL THERAPY, EFFECTIVE AUGUST 15, 1993."

Mr. Burton called for a parliamentary inquiry. He asked if he is not correct in that the Chair only votes in a tie. After consulting Robert's Rules of Order Revised, Mr. Aydelott explained that the Chair, when he/she is a member of the assembly, has a right to vote. He stated that Mr. Malone is, as are all UCA Trustees, a member of the assembly. However, the Chair cannot make a motion without relinquishing the chair. In that case, the Vice Chair would conduct the meeting and the Chair would make his motion.

Conway Soccer Club Proposal - The Conway Soccer Club has presented the University administration with a proposal for the joint development of soccer fields on university property near the intersection of Donaghey Avenue and Highway 286. Following is the Club's proposal:

"Introduction

The Conway Soccer Club is a non-profit organization organized under the provisions of the Internal Revenue Code section 501(a). The Soccer Club is a member in good standing of the Central Arkansas Soccer Association (CASA) and the Arkansas State Soccer Association (ASSA), thus benefiting from such programs as medical and liability insurance coverage for registered players and referees while participating in sanctioned events. A Statement of Liability is being requested from the insurer, American Insurance Brokers, of Seattle, Washington.

Officers and members of the Soccer Club are residents of Conway who have an interest in promoting and participating in competitive soccer. This competition will occur with teams from similar organizations having membership in CASA and the ASSA. The preponderance of competition will occur with teams from Little Rock, North Little Rock, Russellville and Cabot. Periodic competition will occur with teams from elsewhere in the state, most frequently from Fort Smith, Fayetteville, and Springdale.

The Soccer Club attempts to field teams in each age division: under 10, under 12, under 14, under 16, and under 19, with each team having a roster limit of 18 participants. There are currently four registered teams, two at under 10 and two at under 12, each with rosters less than the limit of 18.

Problem

Since the Conway Soccer Club is not associated with the Conway Parks and Recreation Department's programs or other entities having access to suitable property, field availability and maintenance has been a perpetual problem. The Soccer Club has utilized fields throughout the community in such areas as Laurel Park, Toad Suck Park, Hendrix College, and YBMA. Although the Soccer Club has been successful in maintaining its status and in providing suitable playing fields, its field use has always been secondary to the scheduling and priorities of the respective organizations providing the field location. Problems have ranged from finding gates locked on game day to fields being destroyed by the county

fair, to the Club being evicted when the benefactor required the property for its own use. These circumstances are both frustrating and embarrassing, as the Conway Soccer Club has attempted to present first class accommodations to its guests just as it is provided when visiting other teams.

Opportunity

After discussions with officials from the University of Central Arkansas, there appear to be areas of mutual interest and benefit to UCA and the Conway Soccer Club. This opportunity lies in the availability of property on the corner of Donaghey Avenue and Highway 286, which is intended for long range use by UCA for various sports fields, including those to be used for soccer. Mutual long term interest would dictate that UCA and the Soccer Club share their resources and gain immediate utility from this property, which might otherwise not occur if dependent upon the singular resources of either party.

Proposal

The Conway Soccer Club proposes to enter a joint venture with UCA to develop multiple soccer fields on the Donaghey/Highway 286 property for use by both Soccer Club teams and UCA intramural and club teams. The extent of formal and legal agreements would be at the discretion of UCA. The agreement would assume a term of at least 10 years and include certain other features such as the following, if deemed necessary and appropriate.

Construction and preparation to be the primary responsibility of the Soccer Club, including watering systems where required. Outside contractors and/or volunteer labor and equipment will be utilized.

Parking suitable to use to meet the requirements of UCA and any applicable city ordinance.

Security to come under the purview of UCA.

General maintenance (mowing and trimming) to come under the purview of UCA with game day preparation to be the responsibility of the entity whose teams are participating.

Soccer goals and nets to be provided jointly by the Soccer Club and UCA.

Any appropriate food concessions will be negotiated with the university's Food Service.

Consideration to be given to share the expense of watering and fertilizing the fields.

Field scheduling to be coordinated between a designated Soccer Club representative and a UCA designate, presumed to come from the Athletic Department.

If appropriate, at least one field will be designated for games only, with practice and frequent intramural activities confined to the remaining fields (assumed to be 2 to 3).

Actual construction/preparation to begin early summer of 1993, with field availability required by September, 1993.

Summary

Soccer is the fastest growing youth sport in America today and continuing to gain momentum. UCA's student and Conway's general population growth necessitates the establishment of a soccer facility that can be the focal point for organized and competitive soccer programs in the community. This proposal is intended to establish a framework for a UCA/Conway Soccer Club relationship that is mutually beneficial and establishes greater synergistic value for the community at large.

It is requested that UCA accept this proposal and subsequently enter the appropriate level of detailed discussion to ultimately allow the soccer complex to be constructed."

(Submitted by Arlene Komerofsky from the Conway Soccer Club)

Various university officials have reviewed the Club's proposal and agree that there may be a mutual interest in the development of a portion of the "Pinter" property as proposed by the Conway Soccer Club, especially since UCA lacks funds to develop the property in the near future.

Mr. Malone asked if soccer is a high-priority activity for intramural students. Dr. Jim Dombek, Vice President for Administration, stated that UCA does have a soccer club which presently uses the lawn of Irby Hall, the practice field, and in some cases, the football field.

Mr. Womack suggested that UCA check into possible liability before entering into an agreement.

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

"BE IT RESOLVED: THE BOARD OF TRUSTEES AUTHORIZES THE PRESIDENT TO ENTER INTO DISCUSSION WITH MEMBERS OF THE CONWAY SOCCER CLUB CONCERNING THE POSSIBLE DEVELOPMENT OF SOCCER FIELDS ON THE SOUTHEAST CORNER OF UNIVERSITY PROPERTY."

"BE IT FURTHER RESOLVED: ANY PROPOSAL FOR THE JOINT DEVELOPMENT OF SOCCER FIELDS BY UCA AND THE CONWAY SOCCER CLUB WILL BE PRESENTED TO THE BOARD OF TRUSTEES FOR FINAL APPROVAL."

Naming of Academic Building - Dr. Nolen M. Irby was the fourth president of the University of Central Arkansas, serving from 1941 to 1953 when the institution was known as Arkansas State Teachers College.

After the ASTC Training School building burned in November, 1947, Dr. Irby immediately undertook the task of building a replacement. The new building, considered a model elementary school at the time, was begun in 1948 and occupied in 1949. The Board of Trustees named the new building the Nolen M. Irby School.

When the building ceased to be used as an elementary training school in 1962, it was converted to collegiate classrooms and became known as Irby Hall.

Irby Hall was torn down in 1992 to make way for a new \$6,000,000, 76,000-square-foot academic building, a major campus addition scheduled for occupancy in the Fall 1993 semester.

When Dr. Irby announced his resignation as President in 1953, the Board of Trustees issued the following statement:

Perhaps no one has appreciated the magnitude of the job you have done at Teachers College as well as those who have had access to the whole of the record.

As Trustees we know the financial limitations under which the college had to operate during the critical war years and after, and we know something of the internal report of the North Central Association that is in itself a monument to the wisdom and devotion of your administration.

We know, too, the complete loyalty to students, faculty, and staff you have displayed in all your dealings with the Board, and we have admired you for it.

The esteem in which the present Board members hold you was demonstrated when each one of us tried to dissuade you from offering your resignation and the reluctance with which the Board finally accepted it at your urging.

We count it a great privilege to have served with you during a period in which you earned the gratitude of all the people of Arkansas for your distinguished service to the cause of education.

Pursuant to discussion which occurred at the Board meeting when the decision was made to demolish the old building and build the new academic complex in its place, the following resolution was adopted upon motion by Mr. Burton, seconded by Mr. Aydelott, and passed:

"BE IT RESOLVED: THAT THE NEW ACADEMIC BUILDING BE NAMED 'IRBY HALL' IN HONOR OF DR. NOLEN M. IRBY."

KPAL Radio Station - Due to his concern about the lack of progress in negotiations with the radio station, President Thompson withdrew this item from the agenda. If the issues are resolved this item will be brought back to the Board.

Student Center/Recreation Facility - For some time, students and others on campus have expressed a desire for a larger Student Center and additional recreation facilities.

In the Fall of 1991, the Vice President for Student Affairs established a Student Center Task Force (Task Force composed of: Student Government Association President and President Elect, 4 additional SGA members, Kinesiology Department Chair, Directors of the Student Center, Student Activities, Orientation, Career Planning and Placement, and a faculty member from Speech, Theatre and Journalism), to research the need for an expansion/renovation of the

Student Center. The Task Force surveyed the campus to determine the current usage level for the Student Center and the additional services and facilities needed. In May, 1992, the Student Center Task Force recommended the university expand/renovate the Student Center and assess a \$3.00 per credit hour fee to fund this project.

In December of 1992, the President appointed a committee to consider several questions related to the planning for the Student Center and recreation facilities. Members of this committee were the Vice President for Student Affairs, Student Government President and 3 additional students, Kinesiology Department Chair; Director of the Student Center, Director of Orientation, President and President elect of the Faculty Senate, and President of Staff Senate. This committee recommended that the Student Center be renovated and enlarged and additional recreation facilities be constructed. Furthermore, the committee recommended the establishment of a special fee of \$4.00 per credit hour, capped at 12 hours per semester, to fund these projects. Of this fee, \$3.00 per credit hour would be allocated for the Student Center and \$1.00 per credit hour for recreation facilities.

The Student Government Association has also expressed strong support for an expansion of the Student Center and construction of additional recreation facilities. After conducting one public forum and discussing the issue at two meetings, on February 15, 1993, the Student Government Association by a vote of 29 for, 2 against, and one abstention, passed the following resolution:

"The Student Government Association recommends to the Board of Trustees the establishment of a special fee to provide for a renovation/addition to the Student Center and the construction of additional recreation facilities. This fee would be used for the construction, renovation, maintenance, and operation of the Student Center and the construction, maintenance, and operation of recreation facilities. The fee would be \$4.00 per credit hour, capped at 12 hours per semester. Of this fee, at least \$3.00 would be used for the Student Center and no more than \$1.00 for recreation facilities. Furthermore, the Student Government Association recommends that this fee not be implemented until Fall semester 1994, and last until such time as the bonds are retired."

At a previous meeting, the Board of Trustees authorized the administration to hire architects to develop plans for the expansion of the Student Center and possibly the Farris Center. These architects have been selected and will begin work soon. Since a special fee for these projects would not be implemented until fall 1994, planning costs will be funded from

other sources. Specific plans on the Student Center and recreation facilities will be presented to the Board of Trustees at a later meeting.

This authorization will allow the administration to proceed with planning. More detailed resolutions will be required by bond counsel when bonds are authorized.

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

"BE IT RESOLVED: THAT, THE BOARD OF TRUSTEES ESTABLISHES A SPECIAL FEE OF \$4.00 PER CREDIT HOUR, NOT TO EXCEED \$48.00 FOR 12 CREDIT SEMESTER HOURS, FOR THE RENOVATION AND EXPANSION, MAINTENANCE, AND OPERATION OF THE STUDENT CENTER AND CONSTRUCTION, MAINTENANCE, AND OPERATION OF RECREATION FACILITIES. OF THIS FEE, AT LEAST \$3.00 PER CREDIT HOUR WILL BE USED FOR THE STUDENT CENTER AND NO MORE THAN \$1.00 PER CREDIT HOUR FOR RECREATION FACILITIES. THIS FEE WILL BE EFFECTIVE WITH FALL SEMESTER OF 1994, AND WILL CONTINUE UNTIL SUCH TIME AS ANY BONDS FINANCED FROM THE FEES HEREIN AUTHORIZED ARE RETIRED."

Food Service Contract - The University recently bid its food service contract for 1993-94 and received proposals from four companies. These proposals were reviewed and evaluated by the Food Service Committee. It is the unanimous recommendation of the committee that ARASERVE, Inc. (ARA) be awarded UCA's food services contract for 1993-94.

The new contract will expand the food service program and include a \$500,000 addition and renovation to Christian Cafeteria, previously proposed to the Board of Trustees. The contractor will be allowed to amortize the addition and renovation cost over a five year period. The cost of the basic board plan will decrease by approximately 4% during the fall and spring semesters and remain the same for summer terms. The cost for off-campus special groups will decrease by 10 cents per meal and the commission paid to the university will increase by 3%.

ARA has proposed to increase the commission on sales in the snack bar and bake shop located in the Student Center from 12% to 13% and in the Pizza Hut from 5% to 7% of gross sales. No change is recommended for the Estes Stadium and Farris Center concessions contract. The university currently grants ARA the exclusive right (except for the UCA High School Basketball Tournament) to operate the concessions in these facilities. It is recommended

that this contract be extended from June 1, 1993 through May 31, 1994 with payment to the university of 15% of gross sales which is the same as the 1992-93 rate.

The rates for 1993-1994 are as follows:

| | <u>Meal Plan</u> | <u>1992-93 Rates Per Day</u> | <u>1993-94 Rates Per Day</u> | <u>Commission</u> | <u>Increase (Decrease)</u> |
|---------------------------------|------------------|--------------------------------------|--------------------------------------|-------------------|--------------------------------|
| 1993 Summer Terms | All 19 Meals | \$5.317* | \$6.138 | | 15.44% |
| | Any 15 Meals | \$6.138* | \$5.317 | | (13.37%) |
| Regular Term | All 19 Meals | \$3.939 | \$3.770 | | (4.29%) |
| | Any 15 Meals | \$3.673 | \$3.515 | | (4.30%) |
| | Any 10 Meals | \$3.529 | \$3.378 | | (4.28%) |
| Off Campus Special Groups | Breakfast | \$2.870 | \$2.770 | 15% | 3.00%** |
| | Brunch | \$3.470 | \$3.370 | 15% | 3.00%** |
| | Lunch | \$3.470 | \$3.370 | 15% | 3.00%** |
| | Dinner | \$3.470 | \$3.370 | 15% | 3.00%** |
| | Premium | _____ | \$3.470 | 15% | _____ |
| Casual Meals | Breakfast | \$3.250 | \$3.250 | 12% | 0.00% |
| | Brunch | \$3.750 | \$3.750 | 12% | 0.00% |
| | Lunch | \$4.000 | \$4.000 | 12% | 0.00% |
| | Dinner | \$4.000 | \$4.000 | 12% | 0.00% |
| | Steak Night | \$4.950 | \$4.950 | 12% | 0.00% |
| | Special Meals | \$4.950 | \$4.950 | 12% | 0.00% |

* Rates were inadvertently reversed on 1992-93 contract.

** Increase in commission paid.

Mr. White stated that in a previous Board meeting he expressed his concerns about ARA's not using local suppliers and businesses. He asked how ARA addressed his concerns and if they are going to modify their purchasing policies. President Thompson stated that ARA has agreed to look at the situation. However, the complicating issue is that ARA is a large national organization whose contracts are bid nationally. Because of the volume, they are able to get very good prices. Dr. John

Smith, Vice President for Student Affairs, stated that he has written ARA's regional manager who has agreed to review current contracts and has expressed his willingness to work with UCA on this matter.

The following resolution was adopted upon motion by Mr. Womack, seconded by Mr. Aydelott, and passed with a negative vote from Mr. White:

"BE IT RESOLVED: THE ADMINISTRATION IS AUTHORIZED TO SIGN A ONE-YEAR CONTRACT WITH ARASERVE, INC. WITH RATES AS SHOWN IN THE CHART ABOVE, INCLUDING THE \$500,000 ADDITION AND RENOVATION OF CHRISTIAN CAFETERIA TO BE AMORTIZED OVER FIVE YEARS."

"BE IT FURTHER RESOLVED: THE ADMINISTRATION IS AUTHORIZED TO SIGN A ONE-YEAR CONTRACT WITH ARASERVE, INC. FOR THE OPERATION OF THE SNACK BAR, BAKE SHOP, AND PIZZA HUT IN THE STUDENT CENTER PROVIDING THAT ARASERVE, INC. WILL PAY THE UNIVERSITY 13% OF GROSS SALES FOR THE SNACK BAR AND BAKE SHOP AND 7% OF GROSS SALES FOR THE PIZZA HUT FOR THE PERIOD JUNE 1, 1993 THROUGH MAY 31, 1994, AND SIGN A SIMILAR CONTRACT WITH ARASERVE, INC. FOR THE OPERATION OF THE ATHLETIC CONCESSIONS AT ESTES STADIUM AND THE FARRIS CENTER FOR THE PERIOD BEGINNING JUNE 1, 1993 THROUGH MAY 31, 1994, PROVIDING ARASERVE, INC. WILL PAY THE UNIVERSITY 15% OF GROSS SALES DURING THE PERIOD OF THIS CONTRACT."

General Registration and Other Fees -

1. **General Registration Fees**

BUDGET PROPOSAL FISCAL YEAR 1993-94 - CONSIDERATIONS AND SUMMARY PROPOSAL

The university's unrestricted educational and general revenues come primarily from two sources, state appropriations and student fees. State appropriations constitute approximately 66% of total income; tuition accounts for approximately 32%. The remainder of "E and G" income is made up of (1) miscellaneous fees and charges and (2) income from investments, sales and services, and gifts.

The amount of money which the university will receive in appropriated funds for fiscal year 1994 will not be determined until the Revenue Stabilization Act has been drafted and adopted near the close of the legislative session, and it appears that this will not occur until some time in early April. However, a review of the Governor's budget recommendations and the recommendations of various legislative committees indicates that it is unlikely colleges and universities will receive a significant funding increase from the state for either year of the next biennium. In fact, we have been advised to assume that we will receive no more in appropriated funds during either year of the new biennium than we received in 1992-93.

It is apparent, therefore, that if enhanced revenues are necessary for the operation of the university, the increase must be generated by student fees.

This is unfortunate since we have had significant tuition increases for the past several years. However, increased revenues are essential for the university adequately to fulfill its obligations to its students and to its faculty and staff. The only feasible alternatives, basically, would be to reduce the levels of service or to reduce the number of students fairly significantly. And though we do not relish tuition increases, we can be pleased to note that our tuition has remained lower than other Arkansas Masters I institutions--the University of Arkansas at Little Rock and Arkansas State University. With the increase recommended we still will be very competitive with those institutions.

In reviewing the 1993-94 budget proposal it will quickly become apparent that, with the exceptions summarized below, no substantial reductions in expenditures are proposed for university operations. With the tremendous growth of the past five years, each division of the university has necessarily--to phrase the matter as positively as possible--increased its operating efficiency. Although we do not have current national data, it would appear from the data we have that we have improved upon an already good record in keeping our administrative expenses quite low. An additional indication of this same trend, looked at from a different perspective, is that our state revenues per student have actually declined over the past few years. Moreover, total revenue per student has increased only modestly since 1988-89.

In other words, the workload of each division has increased more rapidly than have the funds available to support the increased expectations and responsibilities. As Board Members know from information previously provided, UCA now receives fewer dollars per student than any other four-year institution in the state.

While we may, in a certain sense, take wry pride in this efficiency of operation, this economy makes further reductions difficult. The budget proposal includes the following reductions:

- (1) a net decrease of \$150,000 is budgeted for debt service next year. This decrease is possible because of the reduction in cost that resulted from refunding outstanding bonded indebtedness and lower rates on new indebtedness than we anticipated when we prepared the budget last year;
- (2) a 25% reduction in out-of-state travel allowances for administrative offices. This reduction should produce net savings of approximately \$45,000 during the fiscal year;
- (3) the elimination of one position in the Athletic Department. This will result in savings of approximately \$40,000.

This budget proposal does not meet many worthy requests from each division. Nor does it include a number of the improvements upon which the administration places a high priority. For example, we had hoped to add 15 new faculty positions; only 11.5 are included.

The proposal does, however, include several additions necessary to respond to the growth in the student body and to continue to build upon the improvements we have seen in the university over the past decade. Those recommended increases are listed here in priority order and the justifications summarized below:

- approximately twelve new academic positions;
- a weekend and evening program for associate and baccalaureate degrees in physical therapy;
- maintenance and operation expenses for 75,000 additional square feet of building space;
- an additional admissions officer;
- an additional staff member in the intramural program;
- a modest increase in scholarship funds;
- five additional graduate assistants;
- a very modest increase in the number of student workers;
- modest salary increases for current employees.

ACADEMIC POSITIONS

The goal of the university has been to maintain a student/faculty ratio of 20/1 or less. With the tremendous growth in student enrollment over the past five years, our current ratio is approximately 21.6 to 1 even though we have hired large numbers of new faculty members. Although the positions we hope to add will not reduce the ratio below 20 to 1, they should, along with a slower rate of growth, reverse the trend of the past few years.

COST: APPROXIMATELY \$574,000.

PHYSICAL THERAPY

Board members are aware of the great student interest in our physical therapy program and the pressing need for physical therapists in the state. For the time being, we have reached the limit of our resources for our regular physical therapy and physical therapy assistant programs. However, the Department of Physical Therapy has developed a proposal for offering the associate and baccalaureate program during the evenings and weekends which should accommodate approximately 32 students, many of whom, we hope, may be non-traditional students.

COST: APPROXIMATELY \$120,000.

MAINTENANCE AND OPERATION OF THE PHYSICAL PLANT

The completion of the new academic complex and other renovations on campus include over 75,000 square feet of space. Additions must be made in the Physical Plant budget to cover the operations of these facilities. These additions include both personnel costs and maintenance and utility expense.

COST: APPROXIMATELY \$160,000.

ADMISSIONS OFFICER

Over the past decade our Office of Admissions has established a reputation as one of the best in the state. Its success is reflected in the increase in the number of our students and the improvement in their ACT scores. This has been accomplished with a staff that is one of the smallest at any institution--two admissions officers and the Director.

Two factors make it necessary to add one staff member. First, UCA has the largest service area of any university in the state, and this necessitates a great deal of travel. Two admissions officers cannot adequately serve the entire state. Secondly, through administrative reassignment, we have asked the Admissions Office to take on responsibilities in connection with the award of scholarships which were previously handled by the Office of the Undergraduate Dean.

COST: APPROXIMATELY \$25,000.

INTRAMURALS

The proportion of UCA students who are full-time, traditional college age men and women is one of the two highest in the state (among public institutions). Moreover, the number of students we house on campus is among the largest in the state. Both these factors argue in favor of a vigorous intramural program. Responsibility for the intramural program will be reassigned from the Department of Kinesiology and Physical Education to the Division of Student Affairs and one position added in an effort to enhance the operation of this very important part of student life.

COST: APPROXIMATELY \$30,000

SCHOLARSHIPS

Because the cost of student scholarship awards depends so greatly upon the choices which students make, it is difficult for us to predict scholarship costs from year to year. Moreover, a number of special scholarship needs invariably arise during the course of the academic year. This budget proposal adds funds to cover scholarships we have been awarding in previous years but have not been recognized in the budget, as well as increases in scholarship costs resulting from the proposed increase in tuition.

COST: APPROXIMATELY \$288,000

GRADUATE ASSISTANTS

Graduate assistants not only provide important services to the university; they are often essential to the viability of our graduate programs. Our role in graduate education is growing, and increases to fund five additional graduate assistantships are recommended.

COST: APPROXIMATELY \$27,500

STUDENT WORKERS

Changes in federal regulations have severely limited our opportunities for employing student workers. This budget proposes a modest increase to hire additional student workers. This increase will meet a significant need for various offices on campus and, of course, provide employment opportunities for deserving students.

COST: APPROXIMATELY \$30,000

SALARY INCREASES

One of the major goals of the university over the past decade has been to improve faculty and non-classified staff salaries at least to regional averages. (Classified salary levels are dictated by the state, and we have very little leeway insofar as they are concerned).

National and Southern Regional Education Board (SREB) figures reporting average faculty salaries for the 1992-93 academic year are not yet available. However, we know that during the 1991-92 academic year, our faculty salaries exceeded the regional averages for professors, approached it for associate professors, and trailed significantly only at the assistant professor and instructor level. We are reasonably certain, moreover, that the increases we provided in 1992-93 exceeded the average increases across the nation.

Therefore, we can have the reasonable expectation that our faculty salary levels now approach SREB averages for similar institutions.

Moreover, by comparing our non-classified staff salaries with information recently published in the CHRONICLE OF HIGHER EDUCATION we know that non-classified salaries are reasonably competitive (Caution in administrative salary comparisons is necessary. Administrative positions often involve only one individual; therefore the comparison does not take into account such variables as assigned responsibilities, length of service, and required qualifications.)

With this recent history of significant improvement, the budget proposal for the next year places a lower priority on salary improvements than did budgets for the past few years.

As was the case last year, the administration proposes to distribute increases in dollar rather than percentage increments. That is done in recognition that UCA's faculty salaries are, generally speaking, more competitive at the higher than at the lower ranks. Using dollar rather than percentage increments should, over time, rectify this anomaly.

Excluding recognition for exceptional merit and increments for promotion in rank, the budget proposal includes increases averaging approximately \$270 per year per person for nine-month faculty and \$360 for 12-month non-classified staff. However, allocation of these funds will reflect merit evaluations as well as, possibly, a base increase.

COST: APPROXIMATELY \$150,000

For classified employees, the budget includes the 2 1/2 percent increase which it appears the state will mandate. (State regulations require percentage increases rather than dollar increments for the classified ranks).

COST: APPROXIMATELY \$125,000

REVENUES

To fund these program additions, staff increases, and salary increments, approximately \$1,527,000 in additional revenue will be required.

In preparing this budget proposal, staff has assumed, as we are told, that available state revenues will not increase. Therefore, to meet the needs outlined above the administration proposes an increase in the general registration fee from \$710 per semester to \$787 for full-time undergraduate students and from \$996 to \$1104 for full-time graduate students. Part-time rates would be increased proportionally.

The proposed increase applies only to the general registration fee; no increase is recommended for the student activity fee (\$15 per semester) or the athletic fee (\$48 per semester).

When the general registration fee only is considered, the increase from \$710 to \$787 (and from \$996 to \$1104) amounts to a 10.84% increase for an individual full-time student. When the increase in general registration fees is considered as part of the total mandatory fee structure (general registration plus student activity fee plus athletic fee) the increase is from \$773 to \$850, or 9.96%.

However, these increases should be considered in conjunction with the recommendations for room and board rates. In a separate agenda item, the administration recommends that room charges for the next year be increased by 3% and that the charges for board remain the same as for this year. Therefore, the net increase in room and board will be approximately 1.6%. If the Board accepts these recommendations, the net increase in cost for a student living in a residence hall, utilizing the 19 meal plan, and paying tuition and fees as a full-time student will be 4.8%.

A chart summarizing the educational and general revenues and expenditures which the administration proposes for fiscal year 1994 was included in the Board agenda.

If the Board of Trustees approves this budget summary and the fee increases outlined above, the administration will apply salary increases to individuals, make final commitments to fill newly created faculty and staff positions, and prepare the detailed budget for presentation to the Board at its next meeting, scheduled for May 7. At that time the Board will authorize contracts for the next academic and fiscal year.

2. Applied Fee for Physical Therapist Assistant Program

The Department of Physical Therapy proposes to increase the applied fee for the physical therapist assistant (PTA) program so that it is equal to the amount charged in the physical therapy (PT) program. Presently, PTA students are charged an applied fee of \$50 per semester, while PT students must pay \$100 per semester. Operating cost requirements are the same for both programs. PTA students were charged less when the program was initiated in 1986 because there were few applicants and entry-level salaries were substantially less than in recent years. Entry-level salaries for graduates of this associate degree program today are \$21,000-\$28,000.

Several charts were included in the Board agenda.

Mr. White expressed his concerns about the possibility of preventing some students from attending UCA due to this proposed tuition increase. He stated that, as he understands it, a restructuring of federal financial assistance programs is adversely impacting a number of UCA students. President Thompson stated that he does not know what direction the Clinton administration will take on that matter. It is UCA's hope that more money will be available for student financial assistance than has been in the past few years. Dr. Thompson stated that it is correct that in the past few years there has been a lessening of federal aid.

Mr. White pointed out that figures indicate that, among state institutions, UCA is at the lowest level of funding for full-time students. He asked if this will change in the future. President Thompson stated that it is a very complicated issue which is difficult to change. Dr. Thompson has discussed the issue with Governor Tucker, Senator Russ, Representative Stephens, members of the Joint Budget Committee, and others. He explained that the state funding formula from the Department

of Higher Education recognizes UCA's growth. If that formula was fully funded UCA would receive the largest increase of any four-year institution in the state. However, there is never enough money to actually fund the growth institutions because no one is willing to make the decision to reduce the level of funding for institutions that have not grown. Also, with a substantial number of new technical colleges coming into view President Thompson is not optimistic about significant changes in a short period of time for UCA.

Mr. Womack asked if UCA has a significant amount of categorical funding with the Revenue Stabilization Act. President Thompson explained that most of UCA's money this year is in Category A and A1. Governor Tucker stated in a recent conversation that he expects the current level of funding to be in Category A. Dr. Thompson stated that if that occurs it will mean that UCA has a relatively small risk of receiving less money next year but there is little possibility of receiving more.

Mrs. Goode asked if UCA has a way of assisting students who are facing reductions in federal assistance. President Thompson stated that UCA makes every effort to help students find jobs.

Mrs. Goode asked about grade requirements for grants. President Thompson stated that generally the requirement is satisfactory progress toward a degree as defined by the institution. Mrs. Goode stated that she is concerned about students who are not applying themselves but qualify for assistance whereas others are working 20 to 30 hours a week but cannot qualify. President Thompson stated that he is considering proposing the tightening of standards on progress toward a degree to the campus community and the admissions committee. This could indirectly have an effect on the situation mentioned by Mrs. Goode.

The following resolution was adopted upon motion by Mr. Womack, seconded by Mr. Burton, and passed with negative votes from Mr. White and Mr. Malone. Mr. Malone's basis for his negative vote was a lack of information concerning impact on students with low and moderate incomes, as well as middle-class students.

"BE IT RESOLVED: THAT THE UCA BOARD OF TRUSTEES ADOPTS THE FOLLOWING SCHEDULE OF GENERAL REGISTRATION FEES FOR THE 1993-94 ACADEMIC YEAR, EFFECTIVE FALL 1993 AND THE APPLIED FEE FOR THE PHYSICAL THERAPIST ASSISTANT PROGRAM TO BE EFFECTIVE JUNE 1, 1994."

"BE IT FURTHER RESOLVED: THAT FOR THE 1993-94 ACADEMIC YEAR AND FUTURE YEARS, UNLESS OTHERWISE SPECIFIED, FEES FOR THE DIVISION OF CONTINUING EDUCATION BE THE SAME AS GENERAL REGISTRATION FEES CHARGED OTHER STUDENTS."

"BE IT FURTHER RESOLVED: THAT ALL FEES NOT MODIFIED REMAIN AT THE SAME LEVEL AS FOR THE 1992-93 ACADEMIC YEAR."

GENERAL REGISTRATION FEES

| | <u>In-State</u> | <u>Out-of-State</u> |
|--|-----------------|---------------------|
| Undergraduate: | | |
| Per Credit Hour | \$ 71 | \$ 142 |
| | | |
| Maximum for 12 or More Credit Hours | 787 | 1,574 |
| | | |
| Graduate: | | |
| Per Credit Hour | 92 | 184 |

APPLIED FEE FOR PHYSICAL THERAPIST ASSISTANT PROGRAM

| | | |
|--------------------|--------------|---------------|
| Applied Fee | \$100 | \$ 100 |
|--------------------|--------------|---------------|

Room and Board Charges for 1993-94 - Over the last few years, substantial improvements have been made to the residence halls. However, because of the age of these facilities and cost for operation, a modest increase in room rate for 1993-94 is advisable. Because of the excellent bid received for the board contract, the total increase for room and board will be only approximately 1.6%.

The current room and board charge is \$1230.00 per semester if the student is in a double occupancy room and on the 19-meal plan. The total proposed for 1993-94 is \$1250, or an overall increase of 1.6%. The board plans offered for 1993-94 are the same as offered for 1992-93. The plans are: summer - all 19-meal plan and any 15-meal plan; fall and spring - all 19-meal plan, any 15-meal plan, and any 10-meal plan.

A chart summarizing rates at other Arkansas and regional institutions was included in the Board agenda.

Historically, the summer board rates have not been adjusted as needed to keep pace with the cost of this service. Therefore, a substantial increase in rate is needed in 1994 to cover the cost of the summer board plan.

Following discussion the following resolution, as revised Board Policy _____, was adopted upon motion by Mr. Aydelott, seconded by Mr. White, and passed with a negative vote from Mr. Malone on the same basis as stated in the general registration and other fees item:

"BE IT RESOLVED: THAT THE BOARD OF TRUSTEES APPROVES THE FOLLOWING SCHEDULE OF ROOM AND BOARD RATES FOR THE ACADEMIC YEAR, EFFECTIVE FALL 1993; AND SUMMER CONFERENCES AND SUMMER TERMS AS SET OUT BELOW FOR 1994, EFFECTIVE SUMMER 1994."

Room Rate Schedule

Fall & Spring 1993-94

| | | |
|---------------------------------|----------------------------------|------------|
| Double Occupancy Room Rate | \$670.00 per semester | [\$650.00] |
| Private Room Rate | \$875.00 per semester | [\$848.00] |
| Greek Room Rate | \$ 5.50* per member/per semester | [\$5.50] |
| Minton Hall (Twelve-month Hall) | \$185.00 per month | [\$180.00] |

Summer Terms 1994

| | | |
|-------------------|--------------------------|------------|
| Double Occupancy | \$180.00 per summer term | [\$175.00] |
| Private Room Rate | \$225.00 per summer term | [\$217.00] |

Summer Conferences 1994

| | | |
|---------------------|----------------------------|-----------|
| Youth Rate (Double) | \$ 7.00 per person/night | [\$6.50] |
| Adult Rate (Double) | \$ 9.00* per person/night | [\$9.00] |
| Adult Rate (Single) | \$ 13.00* per person/night | [\$13.00] |

Board Rate Schedule

Fall & Spring 1992-93

| | | |
|-----------------------|------------------------|------------|
| Any 19-meals per week | \$580.00* per semester | [\$580.00] |
| Any 15-meals per week | \$560.00* per semester | [\$560.00] |
| Any 10-meals per week | \$540.00* per semester | [\$540.00] |

Summer of 1994

| | | |
|-----------------------|------------------------|------------|
| Any 19-meals per week | \$215.00 (5 week term) | [\$168.00] |
| Any 15-meals per week | \$190.00 (5 week term) | [\$163.00] |

*** = NO CHANGE IN RATES**

Music Prep School Fees - Faculty and students in the Department of Music have been offering private instruction to persons in the community for more than twenty years. This activity, which occurs after normal working hours, has been beneficial as a feeder program for UCA. In 1990, the department proposed and the Board of Trustees approved the establishment of the UCA Preparatory School of Music. The school has met with good results and has achieved its purposes of controlling

the quality of instruction and encouraging community participation. The appropriate faculty and administrators now request that the name of the school be changed to the "UCA Community School of Music." The proposed name better reflects the clientele served, which includes persons varying widely in age and previous training, not just high school age students that might be inferred from the label, "prep school."

The appropriate faculty and administration also request approval of a new schedule of fees. The proposed schedule is more in keeping with what similar prep schools charge and will allow the university to employ a director to coordinate the extensive operations of the school.

The fees apply to a 15-week semester and include a \$5.00 registration fee and range from \$110 to \$440 per term, depending on whether the lessons are to be 1/2, 3/4, or 1-hour in length and whether the instructor is an undergraduate, graduate student, or a member of the faculty.

| | | <u>1992-1993</u> | <u>1993-1994</u> |
|-----------------|---------------|------------------|------------------|
| | | 15-Wk Semester | 15-Wk Semester |
| 1/2 Hour Lesson | Undergraduate | \$ 95 | \$110 |
| | Graduate | 133 | 148 |
| | Faculty | 208 | 225 |
| 3/4 Hour Lesson | Undergraduate | 140 | 163 |
| | Graduate | 196 | 219 |
| | Faculty | 309 | 331 |
| 1 Hour Lesson | Graduate | 260 | 290 |
| | Faculty | 410 | 440 |
| Suzuki Lessons | Faculty | 133 | 185 |

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

"BE IT RESOLVED: THAT THE BOARD OF TRUSTEES APPROVES THE CHANGE OF NAME FOR THE PREPARATORY SCHOOL OF MUSIC TO THE UCA COMMUNITY SCHOOL OF MUSIC."

"BE IT FURTHER RESOLVED: THAT THE BOARD OF TRUSTEES APPROVES THE FEE SCHEDULE PRESENTED ABOVE."

Parking and Traffic Regulations and Costs of Permits - Shown below are proposed changes in the current traffic and parking regulations. Text to be deleted is lined through and text to be added is in bold type.

Traffic & Parking Regulations

I. Administrative Policy

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.

1. Any **appropriately licensed** 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 allows the driver to violate 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 a vehicle 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 located on the perimeter of the campus. Users must enter and depart the campus at the location nearest these parking areas. No travel through campus is permitted.
5. Any motor vehicle parked on property owned or controlled by the university and under the control of a student, faculty member, or staff member must display a permanently affixed, current UCA parking permit **or temporary permit**.
6. Failure to pay fines will result in the blocking of pre-registration or the withholding of transcripts, diplomas, or pay and refund checks.
7. A ticketed vehicle continuing 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 **or license plate** 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, the cafeteria, or other campus areas between the hours of ~~7:30~~ **6:30** 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 face disciplinary or legal action.

II. Public Safety Office

Public Safety is located at 115 Farris Road on the west side of campus. As a service to the university community, the office is never closed. Business hours for payment of traffic fines and purchase of parking decals are 8:00 a.m. to ~~4:15~~ **4:00** p.m., Monday through Friday. Temporary parking permits will be issued ~~between 6:30 a.m. and 4:15 p.m., Monday through Friday~~ **24 hours a day.**

III. Automobile Registration

1. All students, faculty, and staff who park vehicles on campus ~~between the hours of 7:30 a.m. and 4:30 p.m., Monday through Friday,~~ are required to immediately 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. The small front decal must be displayed on the driver's side, upper corner, of the front windshield. Decals should be applied to a clean, dry surface.

2. It is ~~illegal~~ **a violation** for a decal to be taped or displayed from the vehicle interior.

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).~~

4. 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~~ **\$1.00** will be made.

5. Temporary disabled permits will be issued only to persons who have purchased and displayed a regular UCA decal. Upon obvious, visible disability a temporary disabled permit will be issued for a period of 3 - 5 days. Temporary disabled permits for a longer period of time, not to exceed 30 working days, will be issued only with a letter from a physician stating a need for a disabled permit and the length of time it is needed.

6. The Arkansas Crime Information Center furnishes the Department of Public Safety a monthly listing of the owners of unregistered vehicles that received tickets the previous month. These tickets are then issued to the faculty/staff member or student whose last name and home address match those on the listing.

7. Visitors are welcome. However, visitors may not park in a no parking or disabled parking area. Violation will result in a municipal court citation with fines set by the Conway Municipal Court. A visitor who receives a ticket for a violation of the UCA parking rules, other than parking in a no parking area or disabled space, may bring or mail the ticket to Public Safety and it will be voided.

IV. Types and Costs of Permits

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

| <u>Faculty/Staff:</u> | <u>Year</u> | <u>Summer</u> |
|--------------------------------|--------------------|--------------------|
| Yellow | \$15.00 | \$ 7.00 |
| Yellow | \$20.00 | \$10.00 |
| <u>Student:</u> | | |
| Purple | \$10.00 | \$ 5.00 |
| Purple | \$15.00 | \$ 7.00 |
| <u>Special: Institutional:</u> | | |
| Silver | \$15.00 | \$ 7.00 |
| Silver - Faculty/Staff | \$20.00 | \$10.00 |
| Silver - Student | \$15.00 | \$ 7.00 |
| <u>Disabled:</u> | | |
| Blue | \$10.00 | \$ 5.00 |
| Blue - Faculty/Staff | \$20.00 | \$10.00 |
| Blue - Student | \$15.00 | \$ 7.00 |

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~~ **\$1.00**, 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 UCA. Each parking permit is valid only 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.

V. Parking Area Assignments and Hours

Faculty/Staff Parking - Areas marked "Yellow Area" with yellow signs and yellow lines are reserved for faculty and staff vehicles displaying current yellow decals.

Student Parking - Areas marked "Student Parking" with white lines are reserved for student vehicles displaying current purple UCA decals.

UCA Permit Parking - Areas marked "UCA Permit Parking" are reserved for student or faculty/staff vehicles displaying current UCA decals.

Disabled Parking - Areas marked for disabled access are reserved for vehicles displaying current blue decals.

Area assignments listed above apply to parking between the hours of 6:30 a.m. and 4:30 p.m., Monday through Friday.

Between 4:30 p.m. and ~~7:30 a.m.~~ **6:30 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.~~ **6:30 a.m.**) They are interchangeable all day Saturday and Sunday. ~~The reserved spaces for residence hall directors, nurses, and the disabled are not included.~~

The reserved spaces for residence hall directors, nurses, and the disabled are not included.

VI. 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.
5. **It is a violation of traffic regulations to avoid a speed bump.**

VII. 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 the 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 should be parked with the front toward the curb and the rear bumper toward the traffic lane.
4. No parking is allowed next to red curbs or in red or candy-striped areas.
5. No parking is allowed on the grass, sidewalks, 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 must be parked within the painted lines or parked in front of a parking block properly spaced for parking.
9. **Excluding those exempted by state law, holders of all types of UCA decals are required to pay when parking at parking meters.**

VIII. Personal Responsibility for Vehicles

1. The person registering a vehicle is responsible for all violations by that vehicle. If a registered vehicle is loaned to another driver, its proper operation remains the registrant's responsibility.

2. If ownership of a registered vehicle is transferred, the decal should be removed. A replacement decal may be obtained for ~~50-cents~~ **\$1.00**, if identifiable portions of the old one are presented to Public Safety.
3. If a vehicle without a decal is driven on campus while a registered vehicle is being repaired, a "Visitors and/or Temporary Permit" must be obtained from Public Safety.
4. Parking facilities may not be used until a decal is affixed to the registered vehicle.

IX. 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 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-stripped or red areas, parking in driveways, or double parking on the street or in 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.

X. Appeals Process

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

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

These regulations take effect August 15, 1993.

XI. Penalties for Violations

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

- | | |
|---|---------|
| 1. No permit | \$25.00 |
| 2. Defacing, reproducing, altering or illegal use of permit | 25.00 |
| 3. Falsifying registration information | 50.00 |
| 4. Exceeding speed limit | 25.00 |
| 5. Reckless/unsafe driving | 25.00 |

| | | | |
|-----|--|-----------------|--------------|
| 6. | Failure to stop or yield right-of-way | 25.00 | |
| 7. | Parking in a disabled space | 50.00 | |
| 8. | Parking at a red curb | 15.00 | |
| 9. | Improper equipment | 15.00 | |
| 10. | Double parking/blocking | 15.00 | |
| 11. | Parking in the wrong area | 15.00 | |
| 12. | Parking in a "No Parking" area | 15.00 | |
| 13. | Parking in a reserved area | 15.00 | |
| 14. | Driving and/or parking on grass | 10.00 | |
| 15. | Driving/parking wrong direction on a one-way street | 10.00 | |
| 16. | Parking on the wrong side of street | 10.00 | |
| 17. | Overline parking | 10.00 | |
| 18. | Improper display of permit | 5.00 | 10.00 |
| 19. | Overtime parking | 5.00 | 10.00 |
| 20. | Avoiding a speed bump | | 10.00 |

ALL FINES WILL BE HALF PRICE IF PAID WITHIN 24 HOURS EXCEPT VIOLATIONS 2,3,4,5,6 AND 7. All fines are payable at Public Safety from 8:00 a.m. until ~~4:45~~ 4:00 p.m., Monday through Friday.

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.

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. 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 is fully valid.

End of Text

Following discussion the following resolution was adopted upon motion by Mr. Harding, seconded by Mr. Aydelott, and passed with a negative vote by Mr. Malone for the same reason shown in the item concerning general registration and other fees (lack of charts or graphs giving a total impact analysis):

"BE IT RESOLVED: THAT THE BOARD OF TRUSTEES ADOPTS THE ABOVE REVISIONS FOR THE TRAFFIC AND PARKING REGULATIONS AS BOARD POLICY # _____ EFFECTIVE AUGUST 15, 1993."

Underground Utilities - The final component of the main campus underground utility system is the installation of secondary service to Phase III. This project will connect service to the Farris Center, the Lewis Science Center, Burdick, Irby and the Administration Building. The cost to complete the project is estimated to be no more than \$60,000 and can be met with available funding.

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

"BE IT RESOLVED: THE BOARD OF TRUSTEES AUTHORIZES AN EXPENDITURE, NOT TO EXCEED \$60,000, FOR THE INSTALLATION OF SECONDARY SERVICE TO PHASE III OF THE UNDERGROUND UTILITY SYSTEM."

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

EXECUTIVE SESSION

The following personnel adjustments, appointments, appointments (part-time), educational leaves, leaves without pay, resignations, and retirements as recommended by President Thompson were approved upon motion by Mr. Harding, seconded by Mr. White, and passed:

Adjustments:

1. Edmond E. Griffin, change from Department Chairman/Professor, Biology, appointment with tenure to Interim Dean/Professor, College of Arts and Sciences, effective January 11, 1993 to July 1, 1993, @ a gross salary of \$34,034.60 (based on a gross annual salary of \$71,750.00).
2. Kenneth J. Freiley, Biology, tenure track, from Assistant Professor to Interim Department Chair/Assistant Professor, effective January 14 through May 15, 1993, @ an additional salary of \$1,750.00 for acting as interim chair making a total gross salary of \$36,125.00 for the period August 15, 1992 through May 15, 1993.

Appointments:

1. Scott Schwartz, Assistant Coach, Athletics - Football, non-faculty appointment, effective January 25, 1993 through June 30, 1993, @ a gross salary of \$12,222.20 (based on a gross annual salary of \$28,000.00).
2. Marc C. Hirrel, Instructor, Biology, term, non-tenure track, effective January 11, 1993 through May 15, 1993, @ a gross salary of \$10,000.00.
3. Patricia Draves, Assistant Professor, Chemistry, tenure track, effective second summer term 1993, @ a gross salary of \$3,500.00.
4. Patricia Draves, Assistant Professor, Chemistry, tenure track, effective August 15, 1993 through May 15, 1994, @ a gross salary of \$31,000.00.
5. Lois Love Moody, Project Coordinator, Continuing Education/Corporate Relations, non-faculty appointment, effective January 1, 1993 through June 30, 1993, @ a gross salary of \$12,179.00.
6. Donald M. Epperson, Instructor, Mathematics/Computer Science, term, non-tenure track, effective January 14, 1993 through May 15, 1993, @ a gross salary of \$10,500.00.
7. Jo Ann B. Henry, Instructor, Mathematics/Computer Science, term, non-tenure track, effective January 1, 1993 through May 15, 1993, @ a gross salary of \$10,375.00.
8. Ronnie Bernard Tucker, Sr., Instructor, Political Science, term, non-tenure track, effective January 14, 1993 through May 15, 1993, @ a gross salary of \$10,480.00.
9. Dena Hilliard, Student Teaching Supervisor/Instructor, Professional Field Services, term, non-tenure track, effective January 4, 1993 through May 15, 1993, @ a gross salary of \$10,000.00.

10. Ernest Dumas, Instructor & Journalist-in-Residence, Speech, Theatre, & Journalism, term, non-tenure track, effective January 1, 1993 through May 15, 1993, @ a gross salary of \$20,000.00.

Appointments, part-time:

1. Jim Stone, Instructor, part-time, Academic Excellence, term, non-tenure track, effective February 4 and 11, 1993 (two days), @ a gross salary of \$500.00.
2. Frank Shaw, Instructor, part-time, Accounting, term, non-tenure track, effective January 1, 1993 through May 15, 1993, @ a gross salary of \$1,500.00.
3. Michael U. Sutterfield, Instructor, part-time, Accounting, term, non-tenure track, effective January 1, 1993 through May 15, 1993, @ a gross salary of \$1,500.00.
4. Jeff Holland, Instructor, part-time, Administration/Secondary Education, term, non-tenure track, effective January 11, 1993 through May 15, 1993, @ a gross salary of \$1,000.00.
5. Carolyn Kelley, Instructor, part-time, Administration/Secondary Education, term, non-tenure track, effective January 11, 1993 through May 15, 1993, @ a gross salary of \$2,800.00.
6. Ray Simon, Instructor, part-time, Administration/Secondary Education, term, non-tenure track, effective January 11, 1993 through May 15, 1993, @ a gross salary of \$1,400.00.
7. Diana Arn, Instructor, part-time, Administrative Services, term, non-tenure track, effective January 1, 1993 through May 15, 1993, @ a gross salary of \$1,400.00.
8. Cecily C. Bullard, Instructor, part-time, Applied Academic Technologies, term, non-tenure track, effective January 11, 1993 through May 15, 1993, @ a gross salary of \$1,400.00.
9. Mary Ann Halsey, Instructor, part-time, Applied Academic Technologies, term, non-tenure track, effective January 14, 1993 through May 15, 1993, @ a gross salary of \$700.00.
10. David L. Lickteig, Instructor, part-time, Applied Academic Technologies, term, non-tenure track, effective January 14, 1993 through May 15, 1993, @ a gross salary of \$1,500.00.
11. Joan Wright, Instructor, part-time, Applied Academic Technologies, term, non-tenure track, effective January 1, 1993 through May 15, 1993, @ a gross salary of \$1,600.00.
12. Gertrude Casciano, Instructor, part-time, Art, term, non-tenure track, effective January 14, 1993 through May 15, 1993, @ a gross salary of \$3,000.00.
13. Susan Chambers, Instructor, part-time, Art, term, non-tenure track, effective January 14, 1993 through May 15, 1993, @ a gross salary of \$3,000.00.

14. Nancy Dunaway Fowlkes, Instructor, part-time, Art, term, non-tenure track, effective January 14, 1993 through May 15, 1993, @ a gross salary of \$3,000.00.
15. Leslie Mangiamele, Instructor, part-time, Art, term, non-tenure track, effective January 14, 1993 through May 15, 1993, @ a gross salary of \$2,800.00.
16. Bonni Mogstad, Instructor, part-time, Art, term, non-tenure track, effective January 14, 1993 through May 15, 1993, @ a gross salary of \$1,400.00.
17. Mildred Snipes, Instructor, part-time, Art, term, non-tenure track, effective January 14, 1993 through May 15, 1993, @ a gross salary of \$2,800.00.
18. Richard A. Carpenter, Instructor, part-time, Biology, term, non-tenure track, effective January 14, 1993 through May 15, 1993, @ a gross salary of \$3,000.00.
19. Robert L. Clark, Instructor, part-time, Biology, term, non-tenure track, effective January 11, 1993 through May 15, 1993, @ a gross salary of \$3,000.00.
20. Joanne Ballarino Dussourd, Instructor, part-time, Biology, term, non-tenure track, effective January 11, 1993 through May 15, 1993, @ a gross salary of \$1,500.00.
21. Judy Gabbard, Instructor, part-time, Biology, term, non-tenure track, effective January 28, 1993 through May 15, 1993, @ a gross salary of \$3,528.00.
22. Donald D. Gettinger, Instructor, part-time, Biology, term, non-tenure track, effective January 11, 1993 through May 15, 1993, @ a gross salary of \$3,000.00.
23. Cindy King Robinette, Instructor, part-time, Biology, term, non-tenure track, effective January 14, 1993 through May 15, 1993, @ a gross salary of \$2,800.00.
24. Harold L. Sayger, Instructor, part-time, Biology, term, non-tenure track, effective January 14, 1993 through January 26, 1993, @ a gross salary of \$392.00.
25. Jonathan D. White, Instructor, part-time, Biology, term, non-tenure track, effective January 11, 1993 through May 15, 1993, @ a gross salary of \$2,800.00.
26. Jene Moore, Instructor, part-time, Chemistry, term, non-tenure track, effective January 1, 1993 through May 15, 1993, @ a gross salary of \$2,100.00.
27. Marck L. Beggs, Instructor, part-time, English, term, non-tenure track, effective January 14, 1993 through May 15, 1993, @ a gross salary of \$1,500.00
28. Susan Burks, Instructor, part-time, English, term, non-tenure track, effective January 14, 1993 through May 15, 1993, @ a gross salary of \$1,400.00.

29. Margot K. Lambert, Instructor, part-time, English, term, non-tenure track, effective January 14, 1993 through May 15, 1993, @ a gross salary of \$2,800.00.
30. Arthur Clyde Olds, Instructor, part-time, English, term, non-tenure track, effective January 14, 1993 through May 15, 1993, @ a gross salary of \$1,400.00.
31. Barbara Ann Rogers, Instructor, part-time, English, term, non-tenure track, effective January 14, 1993 through May 15, 1993, @ a gross salary of \$2,800.00.
32. Don Spittler, Instructor, part-time, English, term, non-tenure track, effective January 14, 1993 through May 15, 1993, @ a gross salary of \$2,800.00.
33. Norma Tio, Instructor, part-time, English, term, non-tenure track, effective January 14, 1993 through May 15, 1993, @ a gross salary of \$2,800.00.
34. Emma B. Carrington, Instructor, part-time, Foreign Languages, term, non-tenure track, effective January 14, 1993 through May 14, 1993, @ a gross salary of \$2,800.00.
35. Janet Gingerich, Instructor, part-time, Foreign Languages, term, non-tenure track, effective January 14, 1993 through May 14, 1993, @ a gross salary of \$2,800.00.
36. Cathryn O'Brien, Instructor, part-time, Foreign Languages, term, non-tenure track, effective January 14, 1993 through May 14, 1993, @ a gross salary of \$1,400.00.
37. James Allen Brent, Instructor, part-time, History, term, non-tenure track, effective January 14, 1993 through May 14, 1993, @ a gross salary of \$1,400.00.
38. Denise Siemens Brewer, Instructor, part-time, History, term, non-tenure track, effective January 14, 1993 through May 14, 1993, @ a gross salary of \$2,800.00.
39. Carole Carter, Instructor, part-time, History, term, non-tenure track, effective January 14, 1993 through May 14, 1993, @ a gross salary of \$2,800.00.
40. Chris Knife, Instructor, part-time, History, term, non-tenure track, effective January 14, 1993 through May 14, 1993, @ a gross salary of \$2,800.00.
41. Mary Landreth, Instructor, part-time, History, term, non-tenure track, effective January 14, 1993 through May 14, 1993, @ a gross salary of \$2,800.00.
42. Susan H. Standridge, Instructor, part-time, History, term, non-tenure track, effective January 14, 1993 through May 14, 1993, @ a gross salary of \$1,400.00.
43. Dan A. Such, Instructor, part-time, History, term, non-tenure track, effective January 14, 1993 through May 14, 1993, @ a gross salary of \$2,800.00.

44. John Sweeney, Instructor, part-time, History, term, non-tenure track, effective January 14, 1993 through May 14, 1993, @ a gross salary of \$1,400.00.
45. Cathy K. Urwin, Instructor, part-time, History, term, non-tenure track, effective January 14, 1993 through May 14, 1993, @ a gross salary of \$3,000.00.
46. Celia Sue Harkey, Instructor, part-time, Home Economics, term, non-tenure track, effective January 14, 1993 through May 15, 1993, @ a gross salary of \$1,400.00.
47. Lisa Daerr, Instructor, part-time, International Programs - Intensive English Program, term, non-tenure track, effective January 11, 1993 through May 13, 1993, @ a gross salary of \$1,600.00.
48. Jennifer Damgaard, Instructor, part-time, International Programs - Intensive English Program, term, non-tenure track, effective January 11, 1993 through May 13, 1993, @ a gross salary of \$3,200.00.
49. Michelle Fitzgerald, Instructor, part-time, International Programs - Intensive English Program, term, non-tenure track, effective January 11, 1993 through May 13, 1993, @ a gross salary of \$4,800.00.
50. Virginia Steele, Instructor, part-time, International Programs - Intensive English Program, term, non-tenure track, effective January 11, 1993 through May 13, 1993, @ a gross salary of \$3,200.00.
51. Raisa Tikhonova, Instructor of Russian, part-time, International Programs, term, non-tenure track, effective January 14, 1993 through May 15, 1993, @ a gross salary of \$7,369.00.
52. Shawn M. Akins, Instructor, part-time, Kinesiology & Physical Education, term, non-tenure track, effective January 11, 1993 through May 15, 1993, @ a gross salary of \$936.00.
53. Toby Hart, Instructor, part-time, Kinesiology & Physical Education, term, non-tenure track, effective January 11, 1993 through May 15, 1993, @ a gross salary of \$2,800.00.
54. James H. Fielder, Instructor, part-time, Mathematics/Computer Science, term, non-tenure track, effective January 13, 1993 through May 15, 1993, @ a gross salary of \$1,400.00.
55. Rita Fielder, Instructor, part-time, Mathematics/Computer Science, term, non-tenure track, effective January 13, 1993 through May 15, 1993, @ a gross salary of \$1,400.00.
56. Bill Hunt, Instructor, part-time, Mathematics/Computer Science, term, non-tenure track, effective January 13, 1993 through May 15, 1993, @ a gross salary of \$1,400.00.

57. Doyle Jackson, Instructor, part-time, Mathematics/Computer Science, term, non-tenure track, effective January 13, 1993 through May 15, 1993, @ a gross salary of \$1,400.00.
58. Ralph G. Olsen, Instructor, part-time, Mathematics/Computer Science, term, non-tenure track, effective January 13, 1993 through May 15, 1993, @ a gross salary of \$2,800.00.
59. Ed Alexander, Instructor/Director of Concert Band, part-time, Music, term, non-tenure track, effective February 15, 1993 through May 15, 1993, @ a gross salary of \$1,400.00.
60. Martha Antolik, Instructor, part-time, Music, term, non-tenure track, effective January 8, 1993 through May 15, 1993, @ a gross salary of \$8,000.00.
61. Martha Antolik, Prep School Instructor, part-time, Music, term, non-tenure track, effective January 4, 1993 through June 30, 1993, @ an estimated gross salary of \$750.00.
62. Jann Bryant, Prep School Director/Instructor, part-time, Music, term, non-tenure track, effective January 8, 1993 through April 30, 1993, @ a gross salary of \$4,000.00.
63. Alan Burdick, Director of the UCA Orchestra, part-time, Music, term, non-tenure track, effective February 15, 1993 to March 1, 1993, @ a gross salary of \$1,500.00.
64. Brian Conatser, Staff Accompanist, part-time, Music, term, non-tenure track, effective January 8, 1993 through May 15, 1993, @ a gross salary of \$4,500.00.
65. Rickey L. Douglas, Prep School Instructor, part-time, Music, term, non-tenure track, effective January 24, 1993 through June 30, 1993, @ an estimated gross salary of 400.00.
66. Felice Farrell, Instructor, part-time, Music, term, non-tenure track, effective January 8, 1993 through May 15, 1993, @ a gross salary of \$2,800.00.
67. Robert S. Fuller, Music Choral Conductor, part-time, Music, term, non-tenure track, effective January 11, 1993 through May 15, 1993, @ a gross salary of \$6,000.00.
68. Gerry Gibson, Instructor, part-time, Music, term, non-tenure track, effective January 8, 1993 through May 15, 1993, @ a gross salary of \$2,338.00.
69. Meg Gray, Instructor, part-time, Music, term, non-tenure track, effective January 8, 1993 through May 15, 1993, @ a gross salary of \$2,250.00.
70. Jim Hatch, Instructor, part-time, Music, term, non-tenure track, effective February 15, 1993 through May 15, 1993, @ a gross salary of \$1,500.00.
71. Neil Jones, Prep School Instructor, part-time, Music, term, non-tenure track, effective January 4, 1993 through June 30, 1993, @ an estimated gross salary of \$350.00.

72. Gay Pappin, Instructor, part-time, Music, term, non-tenure track, effective January 8, 1993 through May 15, 1993, @ a gross salary of \$2,063.00.
73. Gay Pappin, Prep School Instructor, part-time, Music, term, non-tenure track, effective January 4, 1993 through June 30, 1993, @ an estimated gross salary of \$250.00.
74. Lee Phillips, Staff Accompanist, Instructor, part-time, Music, term, non-tenure track, effective January 8, 1993 through May 15, 1993, @ a gross salary of \$6,500.00.
75. Charlotte Pitcairn, Instructor, part-time, Music, term, non-tenure track, effective January 8, 1993 through May 15, 1993, @ a gross salary of \$2,250.00.
76. William Randall, Visiting Instructor, part-time, Music, term, non-tenure track, effective January 8, 1993 through May 15, 1993, @ a gross salary of \$4,200.00.
77. Lisa Ronis, Prep School Instructor, part-time, Music, term, non-tenure track, effective August 31, 1992 through June 30, 1993, @ a gross salary of \$2,500.00.
78. Jessica Shaver, Visiting Instructor, part-time, Music, term, non-tenure track, effective January 8, 1993 through May 15, 1993, @ a gross salary of \$2,675.00.
79. Frances Thomas, Visiting Instructor, part-time, Music, term, non-tenure track, effective January 8, 1993 through May 15, 1993, @ a gross salary of \$2,800.00.
80. Whitney Vaden, Prep School Instructor, part-time, Music, term, non-tenure track, effective January 4, 1993 through June 30, 1993, @ an estimated gross salary of \$500.00.
81. Fred Williams, Prep School Instructor, part-time, Music, term, non-tenure track, effective February 15, 1993 through June 30, 1993, @ an estimated gross salary of \$500.00.
82. Susan L. Mahoney, Instructor, part-time, Nursing, term, non-tenure track, effective January 14, 1993 through May 6, 1993, @ a gross salary of \$4,092.00.
83. Micheal Pelt, Instructor, part-time, Philosophy, term, non-tenure track, effective January 14, 1993 through May 15, 1993, @ a gross salary of \$1,500.00.
84. Amy Adams, Instructor - Texarkana, part-time, Physical Therapy, term, non-tenure track, effective January 14, 1993 through May 15, 1993, @ a gross salary of \$1,800.00.
85. C. Michael DuPriest, Instructor, part-time, Physical Therapy, term, non-tenure track, effective February 1, 1993 through May 15, 1993, @ a gross salary of \$320.00.
86. John Flint, Instructor - Texarkana, part-time, Physical Therapy, term, non-tenure track, effective January 14, 1993 through May 15, 1993, @ a gross salary of \$2,410.00.

87. Stephen Hearn, Instructor, part-time, Physical Therapy, term, non-tenure track, effective February 1, 1993 through May 15, 1993, @ a gross salary of \$6,500.00
88. Patrick Skinner, Instructor, part-time, Physical Therapy, term, non-tenure track, effective February 1, 1993 through May 15, 1993, @ a gross salary of \$3,600.00.
89. Glenda Winborn, Instructor, part-time, Physical Therapy, term, non-tenure track, effective January 18, 1993 through March 31, 1993, @ a gross salary of \$2,000.00.
90. Ralva Bass, Instructor, part-time, Physics, term, non-tenure track, effective January 11, 1993 through May 15, 1993, @ a gross salary of \$2,800.00.
91. Michael L. Murphy, Instructor, part-time, Political Science, term, non-tenure track, effective January 14, 1993 through May 14, 1993, @ a gross salary of \$1,500.00.
92. William Crow, Student Teacher Supervisor, part-time, Professional Field Services, term, non-tenure track, effective January 15, 1993 through May 14, 1993, @ a gross salary of \$4,200.00.
93. Jeff Holland, Student Teacher Supervisor, part-time, Professional Field Services, term, non-tenure track, effective January 15, 1993 through May 14, 1993, @ a gross salary of \$1,888.00.
94. Dorothy Mattison, Student Teacher Supervisor, part-time, Professional Field Services, term, non-tenure track, effective January 14, 1993 through May 14, 1993, @ a gross salary of \$2,800.00.
95. Hazel Seay, Student Teacher Supervisor, part-time, Professional Field Services, term, non-tenure track, effective January 15, 1993 through May 14, 1993, @ a gross salary of \$4,200.00.
96. Norma Tio, Instructor/Student Teacher Supervisor, part-time, Professional Field Services, term, non-tenure track, @ a gross salary of \$400.00.
97. John W. Smith, Instructor, part-time, Psychology and Counseling, effective January 11, 1993 through May 15, 1993, @ a gross salary of \$1,500.00.
98. Perry Brown, Instructor, part-time, Sociology, term, non-tenure track, effective January 15, 1993 through May 15, 1993, @ a gross salary of \$3,000.00.
99. Donna Peterson, Instructor, part-time, Sociology, term, non-tenure track, effective January 15, 1993 through May 14, 1993, @ a gross salary of \$1,400.00.
100. W. Travis Plumlee, Instructor, part-time, Sociology, term, non-tenure track, effective January 14, 1993 through May 15, 1993, @ a gross salary of \$1,400.00.

101. Deborah Reese Barnes, Instructor, part-time, Special Education/Administrative and Secondary Education, term, non-tenure track, effective January 14, 1993 through May 14, 1993, @ a gross salary of \$4,200.00.
102. Kristi Lynn Davis, Instructor, part-time, Special Education, term, non-tenure track, effective January 14, 1993 through May 14, 1993, @ a gross salary of \$1,400.00.
103. Shawn Fulper-Smith, Instructor, part-time, Speech, Theatre, & Journalism, term, non-tenure track, effective, January 14, 1993 through May 15, 1993, @ a gross salary of \$1,400.00.
104. Rose Hamilton, Instructor, part-time, Speech, Theatre, & Journalism, term, non-tenure track, effective, January 14, 1993 through May 15, 1993, @ a gross salary of \$2,800.00.
105. Mike McCullars, Instructor, part-time, Speech, Theatre, & Journalism, term, non-tenure track, effective, January 14, 1993 through May 15, 1993, @ a gross salary of \$1,400.00.
106. Jimmie Lee Williams, Instructor, part-time, Speech, Theatre, & Journalism, term, non-tenure track, effective, January 14, 1993 through May 15, 1993, @ a gross salary of \$2,800.00.
107. Sandra F. Williams, Instructor, part-time, Speech, Theatre, & Journalism, term, non-tenure track, effective, January 14, 1993 through May 15, 1993, @ a gross salary of \$2,800.00.

Educational Leaves:

1. Paul Jensen, Accounting, Fall semester, 1993.
2. Reta Zabel, Physical Therapy, Spring and Fall semesters, 1993.

Leaves Without Pay:

1. Martha Anderson, Speech-Language Pathology, June 18, 1993 through July 31, 1993.
2. Charles Mullins, Mathematics/Computer Science, 1993-94 academic year.

Resignations:

1. Scott Johnson, Music, effective February 9, 1993.
2. Harold Sayger, Biology, part-time, effective January 26, 1993.

Retirements:

1. Nicole Hatfield, Foreign Languages, effective May 15, 1993.

2. Richard Hudson, English, effective May 15, 1993.
3. William Larsen, History, effective May 15, 1993.
4. Gay Moore, Library, effective August 31, 1993.
5. Waddy Moore, History/Ozark Heritage Institute, effective June 30, 1993.
6. Mary Muse, Mathematics/Computer Science, effective May 15, 1993.
7. Charles Powers, Applied Academic Technologies, effective at the end of first summer term 1993.

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

OPEN SESSION

The preceding personnel adjustments, appointments, appointments (part-time), educational leaves, leaves without pay, resignations, and retirements as recommended by President Thompson, were approved upon motion by Mr. Harding, seconded by Mr. White, and passed.

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

Jerry Malone, Chairman

Joe White, Secretary