

The Board of Trustees of the University of Central Arkansas convened in regular meeting Friday, May 7, 1993 at 1:00 p.m. in the Administration Building with the following officers and members present, to-wit:

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, March 26, 1993, were approved as circulated on motion by Mr. Harding, seconded by Mr. White, and passed. Mr. Malone requested a copy of the audio tape of the March 26 meeting and reserved the right to revise the minutes at the next Board meeting.

### **PRESIDENT'S REPORT**

President Thompson reported on the following items:

**Future Board Meetings** - Meetings have tentatively been set for Friday, August 13, and Friday, November 5.

**Legislative Update** - Copies of the update were distributed which included information on: Board of Trustees instruction and training; admission requirements; remediation reduction, testing/rising junior exam; uniform reporting standards; minority scholarships; promotional items; handgun possession; and AETN/UCA joint communications and broadcast facility.

**Financial Report** - Mr. Bob McCormack, Vice President for Financial Affairs, gave a brief summary of the financial report ending March 31, 1993. Copies of the report were distributed.

**Application and Advance Registration Rates** - Freshman applications are approximately 4% below last year; transfer applications are up slightly.

**Fly Loft - Snow Fine Arts Center** - Bids received were higher than the \$500,000 previously allocated for this project (low bid was over \$900,000). The administration has asked the architects to analyze the bid and will meet with them next week to discuss what course UCA might pursue. The Board will be provided additional information at a later date.

**Introductions** - President Thompson introduced the following people: Dr. Gayle Seymour, this year's winner of the Teaching Excellence Award; Mr. Paul Totten, Employee of the Year; Dr. Sally Roden, new Dean of Undergraduate Studies; Dr. David Moon, former Dean of Undergraduate Studies who is returning to full-time teaching; Ms. Sandy Breeding, President-elect of the Staff Senate; Mr. Brad Lacy, incoming President of the Student Government Association; and Dr. Mike Scoles, President of the Faculty Senate.

**New Faculty Appointments for 1993-94** - Copies of a list of new faculty appointments were distributed.

**Tuition and Room & Board Information for State Institutions** - Charts indicating tuition and room & board rates for state institutions were distributed.

**UCA Foundation Report** - UCA Foundation funds exceed \$3 million for the first time. Since July 1, 1992, the foundation has collected over \$700,000 which includes a recent anonymous gift of approximately \$265,000.

**Litigation Update** - Ms. Mary Stallcup, General Counsel, reported on the following:

**Bekken v Board of Trustees et al** - this case has been set for jury trial on October 25, 1993. The parties are currently in the discovery stage.

**Denton v John Smith et al** - the Chancery Court entered an order finding that UCA's weapons policy for students is unconstitutional, due to the fact that it is interpreted to apply without regard to the student's intent to possess the weapon. Judge Villines ruled that UCA could not enforce the policy without showing that a student was at least negligent in allowing a weapon on his or her property. As long as the ruling remains in effect, UCA will comply by interpreting the weapons policy to require a negligent or greater mental state. This morning UCA has filed a motion for amendment of the ruling. UCA has asked the court to reconsider its ruling, as well as to address several issues not mentioned in the court's ruling from the bench. Once the court's official judgment is entered, UCA can then make a final decision concerning whether to appeal. Discussion followed.



Dennis Charles EEOC Charge - Mr. Charles contended that he was fired from the Physical Plant because he is a male. EEOC has denied Mr. Charles' claim. He has 90 days within which to file an appeal.

Bailey v ARCO Construction and the Board of Trustees of the University of Central Arkansas - Robert Bailey has filed a complaint in Pulaski County Circuit Court against his employer, ARCO Construction and against the UCA Board of Trustees. Mr. Bailey claims he was injured while working on a renovation project in East Commons. Mr. Bailey has not yet served the complaint on the Board. Ms. Stallcup requested members of the Board to contact her immediately if they receive a summons on this matter. UCA has numerous defenses against the complaint, if it is ever served. Also, UCA is an additional insured on ARCO Construction's builder's risk policy. UCA will work with counsel for the insurance company on this matter.

Commencement - President Thompson reminded Board members that the commencement ceremony for the Spring term will be Saturday, May 15, at 10:30 a.m. in the Farris Center. Congressman Ray Thornton will be the speaker. There will be a luncheon for Congressman and Mrs. Thornton at the President's House following commencement.

Mr. White requested President Thompson to include in his report to the Board at its August meeting information concerning policies, practices, and funding of the Echo. Mr. White stated that he is requesting the information to enable him to discuss the issue with a number of citizens who have contacted him about it. Mr. White further stated that by raising this issue he is not implying that the Board should act as a censoring board, but feels that the Board of Trustees has some obligation as to the quality and integrity of the publication. Mrs. Goode and Mr. Burton agreed with Mr. White's comments and request.

### NEW BUSINESS

Operating Budget for 1993-94 - The proposed operating budget for fiscal year 1993-94 totals \$54,225,698 as compared with \$52,236,354 in fiscal year 1992-93, an increase of \$1,989,344 or 3.8 percent.

## Revenues

Growth in revenues comes from increases in student fees and Bookstore income.

State general revenues are budgeted at the 1992-93 level. Budgeted revenues are based on the assumption that we will receive Allotment "A" and revenues from the Educational Excellence Trust Fund. UCA has \$201,243 in Allotment "B-1" of the Revenue Stabilization Act in fiscal year 1993-94, but the Department of Finance and Administration's estimate of revenues presented April 5, 1993, indicates that there will not be sufficient general revenues to fund this category. The \$1,798,382 increase in student fees results from an expected growth of 150 full-time equivalent students plus the increase in general registration fees approved at the March 1993 Board meeting and additional income from the Community School of Music and Continuing Education. Housing and Food Service revenues show a slight reduction resulting from a decrease in the estimated occupancy rates during 1993-94. The \$144,500 increase in Bookstore income is a result of increased book prices and student enrollment.

## Expenditures

The proposed budgeted expenditures will provide a 2.5 percent increase to classified salaries, continue the maintenance and operating budgets of each of the departments at their current levels (except for reductions in administrative travel), provide 11.5 additional faculty members, fund academic promotions in rank, and allocate funds for the physical therapy and physical therapy assisting weekend programs and other items described in detail at the March 26, 1993 UCA Board of Trustees meeting.

Mr. Malone requested additional information concerning expenditures in the Honors College and Remediation categories. [Attached to these minutes.]

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

**"BE IT RESOLVED: THAT THE BOARD OF TRUSTEES APPROVES THE 1993-94 OPERATING BUDGET TOTALING \$54,225,698 AS DISTRIBUTED AND DISCUSSED."**



**Campus Improvement Projects** - A great deal of progress has been made toward the university's goal of developing a safe, functional, and attractive campus. While several projects are in their final stages, a significant amount of work remains to be done. The following parking, lighting, and landscaping projects will, if possible, be completed by the fall 1993 semester.

**Install Lighting in Paved Parking Lots:**

Baridon, State, THD, and Schichtl Studio Arts Building

Cost: \$ 84,000

**Develop Gravel Parking Lot on Augusta Street (Gain 62 parking spaces).**

Cost: \$ 23,000

**Develop 260 Parking Space Parking Lot on North End of Intramural Field with Curb, Gutter and Planting Islands**

Cost: \$226,000

**Improve Existing Gravel Parking Lots North of Army Reserve, North of Administration Building**

Cost: \$ 11,500

**Install Sprinkler Systems/Landscaping:**

Parking Lots: West of Stadium, Baridon, THD, and State Hall

Academic Buildings: Snow Fine Arts Center, Health Science Center, Schichtl Studio Arts Building

Residence Halls: Conway, Short-Denny, Baridon and State Hall

Other: Old Main Circle, Farris Road

Cost: \$ 61,500

**Total: \$406,000**

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

**"BE IT RESOLVED: THE PRESIDENT IS HEREBY AUTHORIZED TO FUND THE CAPITAL IMPROVEMENT PROJECTS LISTED ABOVE, TOTALLING \$406,000, FROM YEAR-END AND OTHER AVAILABLE FUNDS."**

Acquisition of Promotional Items - Act 823 of 1993 requires that expenses from maintenance and operation funds expended for "promotional" items be approved by the Board of Trustees and then submitted to the Chief Fiscal Officer of the State for processing. The Act further requires the establishment of a special appropriation line item to be used only for the acquisition of those promotional items.

A definition of promotional items has been received from the Director of State Purchasing. Based on this definition and a review of similar UCA purchases in the past, we estimate that approximately \$25,000 will be expended in fiscal year 1993-94 for promotional items. Purchases include items such as t-shirts for intramural activities, shirts and other materials for the student orientation staff, fraternity and sorority rush, and other orientation activities, sweaters and ties for the Ambassador Program, and ink pens used in recruiting students.

It also includes t-shirts, plaques, trophies and other promotional items for the various educational programs conducted by Continuing Education, such as Band Camp, Girls and Boys Basketball Camps, Foster Grandparents, Science Leadership, etc. A substantial portion of these items will be paid from fees which are collected by Continuing Education on the programs they sponsor.

After discussion, the following resolution was adopted by Mr. Burton, seconded by Mr. Aydelott, and passed:

**"BE IT RESOLVED: THAT THE BOARD OF TRUSTEES APPROVES A MAXIMUM EXPENDITURE OF \$25,000 FOR PROMOTIONAL ITEMS IN FISCAL YEAR 1993-94."**

**Student Aid Satisfactory Progress Policy Changes** - On July 23, 1992, President Bush signed the Higher Education Amendments of 1992, which eliminated the limits on the number of years that a student may receive Federal Pell Grants. The statute now permits eligible students to receive Federal Pell Grants during the time necessary to complete the student's first baccalaureate degree.

The University of Central Arkansas' current Student Aid Satisfactory Progress Policy is not consistent with the requirements of the new amendment. The proposed policy (copy attached) contains revisions required to comply with the new law and other suggested changes as follows:

Students may receive federal financial aid during the time that is allowed for a student to complete the first baccalaureate degree at UCA. Students would be allowed to attend less than half-time and retain Pell Grant eligibility. If a student fails to complete the required number of courses, he or she must pay for six (6) hours at UCA from other sources before regaining financial aid eligibility.

The time in which full-time graduate students must complete their degree has been reduced from five to three years. Less than full-time enrollment will be considered proportionately.

Students who have completed their first baccalaureate degree and are seeking teacher certification or a second baccalaureate degree, must complete their degree program or teacher certification in three years if enrolled full-time, and may be eligible to receive federal aid for two of those three years. The previous policy had limited financial aid to five years overall.

These Student Aid Satisfactory Progress Policy changes have been approved by the Student Financial Aid Committee and the appropriate academic committees and councils.



**UNIVERSITY OF CENTRAL ARKANSAS**  
**PROPOSED STUDENT AID SATISFACTORY PROGRESS POLICY**

1. Students must be enrolled and seeking a degree or certificate to receive financial aid. Students who owe a repayment or are in default in any of the Title IV programs will not be eligible for financial aid.
2. Full-time undergraduate students enrolled in a four year degree program must complete their degree in five years. Full-time undergraduate students enrolled in degree programs of more than four years must complete their degree in six years. Any semester in which enrollment is less than full-time will be considered proportionately.
3. Students awarded aid on a full-time basis must enroll in and attend at least 12 credit hours. Of those 12 hours, 9 must be completed. Students awarded aid on at least a half-time basis must complete 6 hours. Students awarded aid on less than a half-time basis must complete the hours in which they enroll. Students who do not complete the minimum required credit hours each semester are not eligible for Title IV aid their next semester of attendance, and must pay from other sources the cost of 6 hours at UCA before regaining Title IV aid eligibility. Students who have been administratively withdrawn are not eligible for aid for the next semester of attendance at UCA.
4. Students may use hours earned during the summer to fulfill the satisfactory progress policy requirements. The student must notify the Financial Aid Office after the progress requirements have been met through summer attendance. Students may repeat up to 12 hours during their degree program and receive aid, but must complete their degree in the specified time. All courses attempted for credit will be used to determine the student's progress, including those courses where grades of "X," "WP," "W," or "NC," are received.
5. To be eligible for Title IV aid during the first four semesters of enrollment, students must maintain the academic requirements as stated in the current catalogue. Academic progress will be monitored at the end of the Spring semester. Undergraduate students entering the fifth semester of attendance must earn and maintain thereafter at least a cumulative 2.0 GPA. Students not meeting the required cumulative 2.0 GPA may regain federal aid eligibility when a cumulative 2.0 GPA is earned.
6. Full-time graduate students must complete their degree program in three years, and must maintain the required cumulative GPA according to the University's Graduate Department Policy. Any semester in which enrollment is less than full-time will be considered proportionately. To be eligible for federal aid, students must be enrolled at least half-time in graduate level courses.
7. Students who have completed their first baccalaureate degree and are seeking teacher certification or a second baccalaureate degree must complete their degree program or teacher certification in three years if enrolled full-time and may be eligible to receive federal aid for two of those three years. A minimum of 6 hours must be completed each semester to maintain eligibility for aid.
8. Transfer credit hours accepted will be used to determine the student's progress for financial aid purposes. For example, a sophomore who transfers 31 hours from another institution will be allowed four more years to earn a degree at UCA and receive federal financial aid.
9. Students with extenuating circumstances such as an illness of the student, the death of a relative of the student, or a change in degree objective, should contact the Financial Aid Office. To appeal the award decision, the student must write to the Director of Financial Aid and explain the reasons for appealing. The Financial Aid Director's decision may be appealed to the Financial Aid Committee. Decisions of the Committee are final.



President Thompson deferred to Mr. Bob McCormack, Vice President for Financial Affairs, and Ms. Sherry Byrd, Director of Student Aid, to answer questions from the Board.

Mr. Malone requested that items which are "other suggested changes" and not required to comply with the new law be identified. Ms. Byrd explained that two revisions were made which were not required by law: (1) the time in which full-time graduate students must complete their degree has been reduced from five to three years; and (2) students seeking teacher certification or a second baccalaureate degree must complete their degree program or teacher certification in three years if enrolled full-time, and may be eligible to receive federal aid for two of those three years (previous policy had limited financial aid to five years overall). Mr. McCormack stated that the five-year limit is not needed and the three-year limit is more realistic.

Mr. Malone asked if statistics are available which indicate the number of students who might be affected, either negatively or positively, by these changes. Mr. McCormack stated that he does not have that data but will be happy to forward information to Mr. Malone in terms of how long the programs require, the number of hours, etc.

In response to a question from Mr. White, Mr. McCormack explained that the proposed changes have been approved by the Student Financial Aid Committee and the appropriate academic committees and councils. He further stated that the proposed changes are in compliance with the new Federal law.

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

**"BE IT RESOLVED: THAT THE BOARD OF TRUSTEES OF THE UNIVERSITY OF CENTRAL ARKANSAS APPROVES THE PROPOSED STUDENT AID SATISFACTORY PROGRESS POLICY AS PRESENTED, AS A REVISION TO BOARD POLICY NO. \_\_\_\_."**

Mr. Aydelott stated that he places a lot of confidence in the councils and committees that review these materials before they reach the Board of Trustees. He expressed his appreciation to them. Mr. Burton agreed.

Soccer Club Lease -

**Conway Soccer Club Proposal-** The Board of Trustees at its March 26, 1993 meeting adopted resolutions which authorized the administration 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, with the understanding that any proposal for the joint development of soccer fields by UCA and the Conway Soccer Club would be presented to the Board of Trustees for final approval.

Discussion between the UCA administration and members of the Conway Soccer Club have led to the development of a proposed lease of a portion of the southeastern part of the campus. The lease provides for the development of soccer fields by the Conway Soccer Club which would be used by the Conway Soccer Club teams, UCA students, staff and faculty.

Documents which authorize the lease of state property are prepared by the Office of Leasing of State Building Services. That office could incorporate the provisions of the following lease draft into an official document:

**L E A S E**  
**(Draft)**

**KNOW ALL MEN BY THESE PRESENTS:**

That University of Central Arkansas, hereinafter referred to as Lessor, does hereby lease, let and rent unto Conway Soccer Club, Inc., hereinafter referred to as Lessee, for the consideration and upon the terms and conditions hereinafter set forth, the following described property situated in Faulkner County, Arkansas:

Part of the SE 1/4, NE 1/4 of Section 14, Township 5 North, Range 14 West, described as beginning at the southeast corner of said SE 1/4, NE 1/4, which point is located near the northwest corner of the intersection of Highway 286 and Donaghey Avenue, and run thence north along the west line of Donaghey Avenue approximately 300 feet to a ditch running in an east-west direction, which point is the point of beginning of the tract herein described; thence continue north 400 feet to a point immediately south of an existing residence; thence west 1050 feet; thence south 400 feet; thence east 1050 feet, to the point of beginning.



1. This lease shall begin May \_\_\_\_\_, 1993, and shall endure for a period of five (5) years, ending on May \_\_\_\_\_, 1998.
2. The rental of \$1.00 is paid by Lessee, the receipt of which is hereby acknowledged by Lessor.
3. Said leased premises shall, during the life of this lease, be used for the construction and maintenance of soccer fields and associated activities, to be used by Lessee and by UCA students, staff and faculty. Lessee will, as funds allow, cause to be constructed two or more fields to be in compliance with standards of the United States Soccer Federation. Location and construction of the fields will be subject to approval by Lessor. Lessee shall maintain the premises in a neat and orderly fashion.
4. The parties acknowledge that Lessee will have priority for use of the premises for its games, tournaments and practices. The premises shall be available at all other times for use by persons associated with and authorized by Lessor for soccer practices or games, or other activities not detrimental to the fields.
5. Lessee will provide serviceable goals, nets, and lime boundaries for the fields. Lessor will provide any and all mowing to keep the fields in proper condition for soccer usage, especially during Lessee's spring and fall soccer seasons.
6. Parking for participants and spectators will be allowed on the eastern boundary of the premises along the west side of Donaghey Avenue.
7. Lessee will provide liability insurance to insure Lessor against any loss or damage caused by it, its players, participants or spectators. Lessee hereby covenants that it will keep and hold Lessor harmless and blameless by reason of inconvenience, injury or death of any person or persons or damage to property, or from other cause resulting from the use or occupancy of the leased premises by the Lessee, or by reason of any activities conducted thereon by the Lessee. Lessee shall not be responsible for any loss or injuries arising from the use of said premises by persons other than its players, participants and spectators at club sanctioned events.
8. Lessor covenants that it is the lawful owner of said land and that it has the right and authority to execute this lease and that Lessee shall have the quiet and peaceful possession of said lands during the terms of this lease.

9. Lessors shall have the right to enter upon the leased premises at reasonable times and under reasonable conditions for the purpose of inspecting the same.

10. Lessee will not sell, assign, or otherwise transfer or attempt to transfer the rights hereunder granted without the written consent of the Lessor.

11. It is agreed by and between the parties that the relationship between them shall be that of landlord and tenant and that Lessee is not an agent of Lessor and shall not, under any circumstances, be deemed as an agent, servant, employee, or partner of Lessor. Lessee further agrees that it will not conduct itself in such manner as to induce any third person to believe that Lessee is an agent, servant, employee, or partner of Lessor.

12. Lessee shall not erect or install any signs or advertising of any kind without first obtaining the written consent of Lessor. Lessee agrees not to use any form of advertising that may or shall be deemed objectionable to the Lessor or to the general public, including but not limited to loudspeakers, phonograph or related electronic equipment, radios, or similar devices which will be operated in such a manner as to project sound outside of the leased premises.

13. Lessee agrees not to violate any federal, state, city or university law, ordinance, rule or regulation concerning the leased premises.

14. Should either party deem the other to be in default for failure to comply with any covenant hereunder, it shall notify the other party of such default by registered mail. After receipt of such notice, the receiving party shall have thirty (30) days within which to rectify such default. Upon the failure to rectify such default within that period, the moving party shall have the option to terminate this lease forthwith. Notice to Lessee shall be to Arlene Komerofsky, as the current president of the Conway Soccer Club, Inc., at 9 Kingspark Lane, Conway, Arkansas 72032, or to her successor in office. Notice to Lessor shall be to Dr. James Dombek, or his successor, at University of Central Arkansas, 201 Donaghey Avenue, Conway, Arkansas 72035-0001.

EXECUTED this \_\_\_\_\_ day of April, 1993.

UNIVERSITY OF CENTRAL ARKANSAS

By \_\_\_\_\_  
LESSOR

CONWAY SOCCER CLUB, INC.

By \_\_\_\_\_  
LESSEE



Mr. Malone asked for clarification of Item 7 which concerns liability insurance. He asked if this item is also an indemnification of the university by the Soccer Club. Ms. Stallcup explained that while the Conway Soccer Club did agree to hold UCA harmless from claims by the club or its members, the Soccer Club did not agree to indemnify UCA for any and all claims in excess of the Club's liability insurance policy limits. Ms. Stallcup stated that with the insurance policy and the hold harmless agreement any remaining risk to UCA would be minimized.

Following further discussion the following resolution was adopted upon motion by Mr. Aydelott, seconded by Mrs. Goode, and passed with a negative vote from Mr. Malone:

**"BE IT RESOLVED: THE BOARD OF TRUSTEES AUTHORIZES THE PRESIDENT TO ENTER INTO A LEASE AGREEMENT WITH THE CONWAY SOCCER CLUB FOR THE PURPOSE OF DEVELOPING SOCCER FIELDS ON THE SOUTHEAST CORNER OF UNIVERSITY PROPERTY."**

**Reorganization of the College of Business Administration** - During the past 18 months, appropriate faculty and administrators in the College of Business Administration have held extensive discussions about a possible reorganization of the academic departments in the college. Those discussions stemmed from accreditation considerations, the interest of the faculty and administrators in finding the best possible organizational units for fulfilling the mission and goals of the programs involved, and cost concerns. As a result of those discussions, the college recommends reducing to three the number of departments within the college. Members of the faculty from the Department of Quantitative Methods/Information Systems and Administrative Services will be reassigned. The three departments comprising the college will be: Economics and Finance; Accounting; and Marketing and Management.

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

**"BE IT RESOLVED: THAT THE BOARD OF TRUSTEES APPROVES THE REORGANIZATION OF THE COLLEGE OF BUSINESS ADMINISTRATION BY REDUCING THE NUMBER OF DEPARTMENTS WITHIN THE COLLEGE TO THREE: ECONOMICS AND FINANCE; ACCOUNTING; AND MARKETING AND MANAGEMENT."**

**Reorganization of the College of Arts and Sciences** - The reorganization of the College of Arts and Sciences is recommended for several reasons, one of which is that the College is more than twice the size of any other college on campus. Other factors to be taken into account are the efficient organization of departments; definition of the dean's time and responsibilities; and the area of academic interest of the dean who serves over the College.

Dr. Bill Berry, Vice President of Academic Affairs appointed a committee of faculty members to review the question of reorganization of not only the College of Arts and Sciences but also departments outside that college, i.e. psychology, and economics. However, most of the consideration was given to a reconfiguration of the departments within the present College of Arts and Sciences.

The committee voted 7 to 6 in favor of a division of the college. The issue has been widely discussed on campus, reviewed by the Deans' Council, and discussed extensively by President Thompson and Vice President Berry.

President Thompson recommended that the College of Arts and Sciences be divided into two colleges: one to include natural sciences and mathematics; the other to include social sciences, humanities, and fine arts. President Thompson stated that after further consideration during the following year it is likely that he will recommend further division to create a college of fine arts.

Mr. Malone asked how Board members, if called upon to do so, can justify the division of the college, i.e. what can be accomplished under the new configuration that is not currently being accomplished with the present one.

President Thompson stated that it is a question of how UCA views the best organizational structure of the institution and what opportunities for improvement there are. Problems are created because the College of Arts and Sciences is, by an overwhelming margin, larger than the other colleges. Also, the kinds of disciplines and the needs of the departments are quite different. By dividing the college, the deans will have better identification with the professional disciplines of the colleges and, therefore, be more effective leaders.

Mr. Harding stated that because the decision to divide the college affects a large number of faculty, he carefully read all documents including both majority and minority reports concerning the proposed reorganization. He stated that the proposed division of the college will not only make deans more accessible but will more effectively group the diverse departments within the college. He further stated that although the minority report has some very valid



concerns, and the 7 to 6 vote of the committee indicates that there are valid arguments against the division, he will support the proposed reorganization.

Mr. Womack concurred with Mr. Harding's analysis. He stated that the Board should not become involved in the individual decision-making process and must rely upon the expertise and recommendations of those who have worked day-in and day-out on this issue.

Mr. Aydelott asked why there is a reluctance to create a fine arts college at this time. President Thompson stated that there is no reluctance but he thinks it is best to avoid the immediate increase in cost and the problems of having too much change at one time.

Mrs. Goode stated that the proposed reorganization will enable the university to be more sensitive to the particular needs of students in their fields of study.

Mr. Malone expressed his concerns about the proposed reorganization. He stated that "the college as currently configured has been producing well in terms of the number of credit hours produced and the cost per credit hour with the same or no increase in faculty". He further stated that "if we don't have concrete reasons that we can point to and say a, b, and c, here's why the college should be broken up, if we do it with a lot of discontent are we going to now have a faculty - I realize that we can't accept the faculty's position on all things; we have to make decisions independent of how the faculty might view it, but if we do it with a lot of discontent, do we then build a base from which those successful track records don't continue."

Mr. Harding stated that the College of Arts and Sciences is the most efficient college when you consider all the factors in terms of degrees per cost. However, since it is the largest college it will absorb a lot of those costs.

President Thompson stated that most of the disciplines within the College of Arts and Sciences are relatively low-cost disciplines. The cost of equipment and supplies, and the faculty/student ratio is not as great as in Nursing, Physical Therapy, or Music.

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

**"BE IT RESOLVED: THAT THE BOARD OF TRUSTEES HEREBY APPROVES THE REORGANIZATION OF THE COLLEGE OF ARTS AND SCIENCES AS TWO COLLEGES. ONE COLLEGE SHALL CONSIST OF THE DEPARTMENTS OF MATHEMATICS AND COMPUTER SCIENCE; BIOLOGY; CHEMISTRY; AND PHYSICS. THE OTHER COLLEGE SHALL CONSIST OF THE DEPARTMENTS OF ENGLISH; FOREIGN LANGUAGES; HISTORY; POLITICAL SCIENCE; GEOGRAPHY; SOCIOLOGY; PHILOSOPHY; ART; MUSIC; AND SPEECH/THEATRE/JOURNALISM.**

**BE IT FURTHER RESOLVED: THAT THE PRESIDENT IS AUTHORIZED TO DESIGNATE THE OFFICIAL NAMES OF THE NEW COLLEGES AFTER CONSULTATION WITH THE FACULTY, STAFF, AND VICE PRESIDENT FOR ACADEMIC AFFAIRS, AND TO SUBMIT THE APPROPRIATE NOTIFICATION OF THESE CHANGES TO THE STATE BOARD OF HIGHER EDUCATION."**

Revision of Traffic and Parking Regulations - During the fall 1992 semester, a significant number of employees of the university purchased parking decals for vehicles which were registered in states other than Arkansas. The UCA Parking & Traffic Committee recently adopted a proposed policy which would permit faculty and staff parking decals to be sold only for vehicles which display a current Arkansas license plate. The committee recommended that temporary permits be issued for a maximum period of thirty days to allow time for an Arkansas license plate to be obtained.

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

**"BE IT RESOLVED: THAT THE BOARD OF TRUSTEES ADOPTS THE ABOVE REVISION FOR THE TRAFFIC AND PARKING REGULATIONS AS BOARD POLICY # \_\_\_\_\_ TO INCLUDE A PROVISION WHICH PERMITS ANNUAL PARKING DECALS TO BE ISSUED ONLY FOR VEHICLES WHICH DISPLAY A CURRENT ARKANSAS LICENSE PLATE."**



**Health Insurance Contract** - The present health insurance contract with Blue Cross Blue Shield and HMO Arkansas for University employees will expire June 30, 1993. The University recently received proposed rates for the standard plan with a \$300 deductible and a stop loss of \$5,000 which is the same as the current standard plan. We also requested HMO Arkansas to furnish us rates for the HMO plan.

After analyzing the proposed rates and requesting their approval by the Fringe Benefits Committee, it is recommended that (1) the standard plan proposed by Blue Cross Blue Shield with a \$300 deductible and \$5,000 stop loss and (2) the HMO (Health Maintenance Organization) with a co-pay of \$10.00 per office visit, \$200 per day hospital for 5 days, \$15.00 per prescription and \$10.00 per generic drug be offered to University employees and dependents for the periods stated below.

The two proposed plans and benefit rates are as follows:

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

Current Rates

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

Proposed Rates

	<u>Employer</u>	<u>Employee</u>	<u>Total</u>
Individual	\$122.81	\$150.03	\$272.84
Two Party	122.81	427.48	550.29
Family	122.81	693.36	816.17

The benefits of the above plan are the same as the Standard Plan currently offered to our employees. The rates are increased by 35.8% over the present Standard Plan rates because of the small group (69 employees) and claims exceeding premiums by approximately \$38,583. The plan would cover the period July 1, 1993 through June 30, 1994.

- (2) HMO Arkansas: This plan allows an employee to choose from a selected group of primary care physicians and recommended sub-specialists. Employees will be required to pay \$10 for each office visit, \$200 for the first 5 days of a hospital stay, \$15.00 for each prescription drug and \$10.00 for each generic drug. The plan would provide 100% coverage for services in these categories after payments are made by the employees. The Conway Regional Hospital, local specialists and most local pharmacies are included in the HMO program.

The plan benefits for the period July 1, 1993 through December 31, 1993 are the same as 1992-93 with the exception of an increase in the per day co-payment for in-patient hospital services from \$100 to \$200 a day or \$1000 admission. Annual maximums are 10 days for single coverage and 20 days for family coverage. The proposed rates have no increase for this period of time. The monthly rates for the HMO plan are as follows:

	<u>Current Rates</u>		
	<u>Employer</u>	<u>Employee</u>	<u>Total</u>
Individual	\$122.81	-0-	\$122.81
Two Party	122.81	\$122.82	245.63
Family	122.81	233.36	356.17
	<u>Proposed Rates (7/01/93 - 12/31/93)</u>		
	<u>Employer</u>	<u>Employee</u>	<u>Total</u>
Individual	\$122.81	-0-	\$122.81
Two Party	122.81	\$122.82	245.63
Family	122.81	233.36	356.17



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

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

**"BE IT RESOLVED: THAT THE PRESIDENT IS AUTHORIZED TO EXTEND EMPLOYEES HEALTH INSURANCE CONTRACTS WITH BLUE CROSS BLUE SHIELD OF ARKANSAS FOR THE PERIOD JULY 1, 1993, THROUGH JUNE 30, 1994, AND HMO ARKANSAS FOR THE PERIOD JULY 1, 1993 THROUGH DECEMBER 31, 1993 AT THE PROPOSED RATES INDICATED ABOVE."**

**Dental Insurance Contract** - The dental insurance contract with Jefferson-Pilot Insurance Company will expire June 30, 1993. Jefferson-Pilot has submitted the following rate proposal containing a 13% increase for the 1993-94 fiscal year for the university employee dental insurance plan with only one change in the group plan. The renewal provides for zero deductible and 80% coverage for preventive care. (The current plans provides for zero deductible and 100% coverage for preventive.) All other coverage remains the same.

<u>Dental Plan</u>	<u>Current Rates</u>	<u>Renewal Rates</u>	<u>Employer Cost</u>	<u>Employee Cost</u>	<u>Present Employee Cost</u>	<u>Payroll Deduction Increase</u>
Individual	\$13.62	\$15.39	\$15.39	-0-	-0-	-0-
2-Party (Employee & Spouse)	27.24	30.78	15.39	\$15.39	\$13.62	\$1.77
Employee & Child	31.82	35.95	15.39	20.56	18.20	2.36
Family	45.44	51.34	15.39	35.95	31.82	4.13
Special Family (Both spouses employed)	45.44	51.34	30.78	20.56	18.20	2.36

The data below reflects the cause for the rate increase:

	<u>Premiums</u>	<u>Claims Paid</u>	<u>Premiums over Claims</u>
Annual Report:			
April 1, 1992 - March 31, 1993	\$213,968	\$184,949 *	\$29,019 *

\* Includes no incurred claims, administrative charge or inflation.

It is recommended the proposed dental plan with Jefferson-Pilot Insurance Company, reviewed and recommended by the Fringe Benefits Committee, be continued for the 1993-94 fiscal year.

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

**"BE IT RESOLVED: THAT THE PRESIDENT IS AUTHORIZED TO ENTER INTO A DENTAL INSURANCE CONTRACT WITH JEFFERSON-PILOT INSURANCE COMPANY FOR THE PERIOD JULY 1, 1993 THROUGH JUNE 30, 1994, AT THE RATES AND TERMS INDICATED ABOVE."**

**Section 125 - Internal Revenue Code, Cafeteria Plan** - The University has an opportunity to offer its employees additional benefits allowed by Act 810 of 1987 and Act 389 of 1989 (A.C.A. Section 21-5-901 and 21-5-904) and Section 125 of the Internal Revenue Code. One of the benefits known as a "Premium Only Plan" was approved by the Board of Trustees July 1, 1991 and enabled employees to have certain insurance premiums deducted from gross pay before taxes were withheld. These deductions have resulted in an increase in net pay for the 496 employees who are currently participating. The University realized a savings on Social Security matching of approximately \$40,000 during the calendar year 1992.

Other benefits are requested to be offered beginning July 1, 1993 as covered in the same legislation. All covered flexible benefits, as well as the continuation of medical, dental, and optional life insurance payments known as "Premium Only", will be offered to all full time University employees.

The Flexible Benefits Plan (known as a Cafeteria Plan) enables participating employees to instruct the University to redirect a portion of their compensation into "Spending Accounts" which will be used to pay the "Covered Expenses" of the employee during a specified "Covered Period". The redirected compensation will not be subject to federal or state income tax nor will it be subject to social security tax. Benefits paid from the plan will be income tax free.



There are two types of non-taxable plans available under the Flexible Benefits Plan. Plans covered are medical reimbursement and dependent care expense. The participating employee will pay the cost of administration (\$1.50 per month) to the insurance company providing payment for the reimbursement.

There will be no cost to the University for providing the plan; in fact, there will continue to be a savings for social security matching on all salary redirected to the "Spending Account".

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

**"BE IT RESOLVED: THAT THE PRESIDENT IS AUTHORIZED TO ESTABLISH A CAFETERIA PLAN ALLOWED BY ACT 810 OF 1987 AND ACT 389 OF 1989 (A.C.A. SECTION 21-5-901 AND 21-5-904) AND SECTION 125 OF THE INTERNAL REVENUE CODE BEGINNING JULY 1, 1993."**

**Baldrige Apartments** - At the August 14, 1992, Board of Trustees meeting, the Board authorized the President to accept the Doyle Baldrige Apartments in accordance with the terms of a Charitable Remainder Annuity Trust Agreement. In accepting the apartments, the university honored all existing rental leases for 1992-1993.

In a few cases, the current rental fee for identical apartments in the complex is not the same. These rates need to be made consistent for 1993-1994. Except for these adjustments, no increase in rent will be required for the Baldrige Apartments.

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

**"BE IT RESOLVED: THAT THE BOARD OF TRUSTEES APPROVES THE FOLLOWING SCHEDULE OF BALDRIDGE APARTMENT RATES FOR THE 1993-1994 BUDGET YEAR, EFFECTIVE JULY 1, 1993."**

Rent  
Baldrige Apartments

<u>Apartment</u>	<u>1992-93 Rent</u>	<u>1993-94 Rent</u>
2003 Bruce #1	\$350.00	\$350.00
2003 Bruce #2	200.00	350.00
2003 Bruce #3	230.00	300.00
2003 Bruce #4	300.00	350.00
2003 Bruce #5	300.00	350.00
2003 Bruce #6	160.00	160.00
2003 Bruce #7	160.00	160.00
2005 Bruce A	300.00	350.00
2005 Bruce B	350.00	350.00
2005 Bruce C	350.00	350.00
2005 Bruce D	350.00	350.00
229 Elizabeth #1	350.00	350.00
229 Elizabeth #2	350.00	350.00
229 Elizabeth #3	350.00	350.00
229 Elizabeth #4	350.00	350.00
229 Elizabeth #5	350.00	350.00
229 Elizabeth #6	350.00	350.00
229 Elizabeth #7	300.00	350.00
229 Elizabeth #8	-0-	350.00
232 Elizabeth #1	300.00	350.00
232 Elizabeth #2	-0-	-0- (Manager)
232 Elizabeth #3	300.00	300.00
232 Elizabeth #4	350.00	350.00

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



### EXECUTIVE SESSION

The following personnel adjustments, appointments, appointments (part-time), sabbaticals, resignations, recommendations for promotion, recommendations for tenure, reappointments, and summer appointments as recommended by President Thompson, were approved upon motion by Mrs. Goode, seconded by Mr. Aydelott, and passed:

#### Adjustments:

1. Patricia Enderlin, Instructor, part-time, Health Education, term, non-tenure track, effective January 1, 1993 through May 15, 1993, change gross salary from \$2,800.00 to \$3,733.00.
2. Gay Pappin, Instructor, part-time, Music, term, non-tenure track, effective January 8, 1993 through May 15, 1993, change gross salary from \$2,063.00 to \$2,250.50.

#### Appointments:

1. Eric Clay, Assistant Dean of Students/Assistant Director of Admissions, Admissions Office, non-faculty appointment, effective April 1, 1993 to July 1, 1993, @ a gross salary of \$4,749.99 (based on a gross annual salary of \$19,000.00).
2. Miriam Meijer, Assistant Professor, History, tenure track with one year toward tenure and one year toward promotion, effective August 19, 1993 through May 19, 1994, @ a gross salary of \$30,500.00.
3. Fred Hickling, Assistant Professor, Mathematics/Computer Science, tenure track with two years toward promotion and tenure, effective August 19, 1993 through May 19, 1994, @ a gross salary of \$34,500.00.
4. Kathleen Bondy, Professor, Nursing, tenure track with two years toward tenure, effective August 19, 1993 through May 19, 1994, @ a gross salary of \$49,000.00.
5. Gaylon Ross, Instructor, Physics, tenure track, effective August 19, 1993 through May 19, 1994, @ a gross salary of \$28,000.00.
6. Richard Odell Grows, Assistant Project Coordinator, Small Business Advancement National Center, non-faculty appointment, effective March 10, 1993 to April 30, 1994, @ a gross salary of \$25,758.68 (based on a gross annual salary of \$22,500.00).

7. Claudia Beach, Assistant Professor/Director of Theatre, Speech/Theatre/Journalism, tenure track, effective August 19, 1993 through May 19, 1994, @ a gross salary of \$31,000.00.
8. Lorraine Fuller, Instructor, Speech/Theatre/Journalism, tenure track, effective August 19, 1993 through May 19, 1994, @ a gross salary of \$31,000.00.

**Appointments, part-time:**

1. Deborah Reese Barnes, Instructor, part-time, Special Education, term, non-tenure track, effective March 8, 1993 through May 14, 1993, @ a gross salary of \$1,010.00.

**Sabbaticals:**

1. Doug Carter, Accounting, Spring 1994.
2. Glenda Thurman, Applied Academic Technologies, Spring 1994.
3. Gary Lewers, Health Education, Spring 1994.
4. Paulette Leonard, Psychology, Spring 1994.
5. Gordon Shepherd, Sociology, Spring 1994.

**Resignations:**

1. Beverly Oswalt, Applied Academic Technologies, May 15, 1993.
2. Glenda Alvin, Torreyson Library, June 30, 1993.
3. Julia Van Deusen, Occupational Therapy, May 15, 1993.

**Recommendations for Promotion:**

<b>College of Arts and Sciences</b>		<b><u>Recommended Rank</u></b>
1. Jeffrey Allender	Geography	Assistant Professor
2. Linda Arnold	English	Assistant Professor



3.	Kenneth Barnes	History	Associate Professor
4.	John Choinski	Biology	Professor
5.	Cameron Dorey	Chemistry	Associate Professor
6.	Kenneth Frieley	Biology	Associate Professor
7.	Vincent Hammond	History	Associate Professor
8.	Bryan Massey	Art	Associate Professor
9.	Anne Patterson	Music	Associate Professor
10.	Richard Ira Scott	Sociology	Professor
11.	Heather Woolverton	Physics	Associate Professor
12.	Terry Wright	English	Associate Professor

#### **College of Business Administration**

#### Recommended Rank

1.	Doug Grider	Marketing/Management	Professor
2.	Mike Moore	Accounting	Professor

#### **College of Education**

#### Recommended Rank

1.	Paul Peterson	Admin./Secondary Educ.	Professor
2.	Carol Pierson	Childhood Education	Associate Professor
3.	Kevin Rowell	Psychology	Assistant Professor

**College of Health and Applied Sciences**

		<u>Recommended Rank</u>
1. Jimmy Ishee	Kinesiology/Phys.Educ.	Professor
2. Lydia Woods	Kinesiology/Phys.Educ.	Assistant Professor

**Recommendations for Tenure:****College of Arts and Sciences**

1. Raymond Frontain	English
2. Anne Patterson	Music
3. Terry Wright	English

**College of Business Administration**

1. Joe Cangelosi	Marketing and Management
2. Doug Grider	Marketing and Management
3. John Malley	Quantitative Methods and Information Systems
4. Jim Packer	Marketing and Management

**College of Health and Applied Sciences**

1. Robert Logan	Speech-Language Pathology
2. Sheila Stroman	Nursing



**Reappointments:**

## OFFICE OF THE PRESIDENT

NAME	TITLE	SALARY
Winfred L. Thompson	President/Professor of History	105,600.00 #**
Julie W. McDonald	Exec Assist to The President/Gov Aff	64,240.00
Mary B. Stallcup	Dir of Governmental Relations/General Counsel	59,500.00
Ronald D. Williams	Dir Univ Relations/Asst to Pres/ Dir of Deseg & Affirm Action	48,200.00
Peggy S. Smith	Associate for Administration	27,500.00
Pamela D. Jolly	Director of Internal Audits	27,475.00
Brian V. Bolter	Director of International Programs	42,350.00
Carol S. Knipscheer	Instructor/Coord Intensive English Programs	31,500.00
Dana Sanderson	Instructor/Coord International Student Serv	26,250.00
Lynn R. Ramage	Instructor	18,900.00
William E. Stephens	Director of Athletics	61,756.00
Michael B. Isom	Head Coach/Football	50,277.00
Don G. Dyer	Head Coach/Basketball	49,937.00
Sallie V. Dalton	Instr/Women's Ath Admin/Compliance Officer	47,064.00
Ronald J. Marvel	Head Coach/Women's Basketball	48,754.00
Richard J. Martin Jr.	Head Coach/Track	41,485.00
Arch M. Jones	Assistant Coach/Instructor/Asst to Dir Athletics	40,802.00
Clarence W. Keopple III	Assistant Coach/Football	38,422.00
Clifton J. Ealy	Assistant Coach/Football	37,814.00
Jack C. Fulmer	Head Coach/Baseball	36,528.00
Tommy W. Reed	Assistant Coach/Basketball	31,784.00
Scott D. Schwartz	Assistant Coach/Football	28,000.00

## VICE PRESIDENT FOR ACADEMIC AFFAIRS

NAME	TITLE	SALARY
J. William Berry (T)	Vice Pres for Academic Affairs	78,440.00
Joan E. Pritchard (T)	Assistant Professor/Asst to VP Academic Aff	66,363.00
Robert M. McLaughlin (T)	Academic Dean/Graduate Office	75,470.00
Norbert O. Schedler (T)	Professor/Dir of Honors College	67,860.00
Billy F. Miller	Acting Academic Dean	50,215.00
Anthony D. Sitz	Registrar	48,944.00
David L. Parker	Director of Audiovisual Services	31,571.00
Willie Hardin (T)	Academic Dean/Professor	57,263.00
Tom W. Dillard	Archivist	39,369.00

Gay G. Moore	Associate Librarian	6,212.50 **
Carol L. Powers	Assistant Librarian	36,028.00
Margaret L. Morrison	Assistant Librarian	34,883.00
Kaye M. Talley	Assistant Librarian	33,770.00
Sheila M. Barham	Assistant Librarian	29,335.00
Art A. Lichtenstein	Assistant Librarian	28,901.00
Ellen S. Johnson	Assistant Librarian	28,812.00
Sarah J. Bryan	Assistant Librarian	27,071.00
Hsiao-Hung H. Lee	Assistant Librarian	26,238.00
Charlotte Evans	Assistant Librarian	24,595.00
Mary S. Whitelaw	Continuing Ed Coordinator/Dir Community Educ	30,825.00
John M. Lar	Continuing Ed Coordinator/Dir Channel 6	30,738.00

Transitional Instruction (Undergraduate Studies):

C. Denise Johnson	Instructor	24,500.00
Veda P. McClain	Instructor	24,500.00
Lou Ann Norman	Instructor	23,966.00
Kathleen A. Smith	Instructor	23,966.00
Jerry L. Moore	Instructor	23,515.00
Patricia R. Price	Instructor	22,877.00
Jo K. Smith	Instructor	22,053.00
Deborah E. Beeman	Instructor	21,788.00
Theresa G. Wesley	Instructor	21,788.00
Ellen P. Stengel	Instructor	21,356.00
Cynthia K. Anderson	Instructor	21,243.00
Michael A. Seger	Instructor	20,750.00

VICE PRESIDENT FOR ADMINISTRATION

NAME	TITLE	SALARY
James S. Dombek (T)	Vice Pres for Administration	78,000.00
Earl E. McGehee Jr. (T)	Professor/Dir Computer Services	75,126.00
Jerrel N. Fielder	Director of Physical Plant	56,662.00
Lilly A. Harmon	Associate Dir Computer Services	51,279.00
Helen L. Russell	Assistant Vice President for Human Resources	35,359.00



## VICE PRESIDENT FOR FINANCIAL AFFAIRS

NAME	TITLE	SALARY
Robert E. McCormack	Vice Pres Financial Affairs	77,380.00
Roger D. Lewis	Dir of Institutional Research	44,070.00
Barbara A. Goswick	Controller	43,034.00
Sherry L. Byrd	Director of Student Aid	40,830.00
Paul T. Totten	Business Manager	40,182.00
Valerie N. Nicholson	Project Coordinator/Grant Accountant	24,000.00

## VICE PRESIDENT FOR PUBLIC AFFAIRS

NAME	TITLE	SALARY
John L. Ward	Vice Pres for Public Affairs	75,192.00
Libby H. Smith	Director of Development	43,801.00
Joe F. Darling	Director of Admissions	40,242.00
James W. Schneider	Director of Information	35,459.00
Ellen F. Ishee	Dir Publications & Creative Services	28,757.00
Carolyn R. Dombek	Project Coordinator	26,286.00
Kimberly J. Thomas	Asst Dean of Students/Asst Dir of Admissions	21,025.00
Eric S. Clay	Asst Dean of Students/Asst Dir of Admissions	19,000.00

## VICE PRESIDENT FOR STUDENT AFFAIRS

NAME	TITLE	SALARY
John W. Smith	Vice Pres for Student Affairs	65,340.00
Maurice E. Ness	Director of Counseling Center	49,937.00
Gary A. Roberts	Dean of Students	48,222.00
Logan C. Hampton	Associate Dean/Dir Minority Affairs	39,128.00
James Armstrong	Coord of Intramural Activities	38,092.00
John G. Cagle	Asst Dean of Students/Dir Student Activities	34,172.00
Katherine Rice-Clayborn	Asst Dean of Students/Asst Dir of Placement	32,732.00
Henry K. Phelps IV	Asst Dean of Students/Dir of Orientation	32,669.00
Joe M. Vinson	Asst Dean of Students/Dir of Health Resource Ctr	30,225.00
Beth Scott	Asst Dean of Students/Counselor	29,207.00
Mary M. Mabry	Asst Dean of Students/Counselor	29,119.00
Steve M. Ellis	Director of Developmental Skills/Counselor	25,516.00
Jeanette A. Taylor	Asst Dean of Students/Asst Dir Student Activities	25,387.00

## COLLEGE OF ARTS AND SCIENCES

NAME	TITLE	SALARY
Edmond E. Griffin (T)	Interim Academic Dean/Professor	71,750.00 *
Samuel P. Buchanan (T)	Professor/Assistant Dean	53,976.00 *
<u>Dept. of Art:</u>		
Kenneth E. Burchett (T)	Department Chairperson/Professor	66,499.00 *
Helen E. Phillips (T)	Professor	43,694.00
Robert C. Thompson (T)	Professor	43,425.00
Patrick H. Larsen (T)	Professor	41,429.00
Roger D. Bowman (T)	Associate Professor	36,697.00
Gayle M. Seymour (T)	Associate Professor	34,024.00
Bryan W. Massey	Associate Professor	32,000.00
Cathy R. Caldwell	Assistant Professor	30,825.00
Lyn M. Brands	Assistant Professor	30,500.00
Andrew L. Cohen	Assistant Professor	30,399.00
<u>Dept. of Biology:</u>		
Kenneth J. Freiley	Acting Department Chairperson/Assoc Prof	37,125.00
Donald E. Culwell (T)	Professor	52,967.00
Jimmy B. Throneberry (T)	Professor	52,797.00
Richard A. Collins (T)	Professor	52,354.00
D. Derald Smith (T)	Professor	48,613.00
Wilbur B. Owen (T)	Professor	48,002.00
H.Frederick Dalske (T)	Associate Professor	47,720.00
William M. Moran	Associate Professor	35,844.00
John S. Choinski Jr. (T)	Professor	35,462.00
David R. Zehr (T)	Associate Professor	33,698.00
David E. Dussourd	Assistant Professor	33,459.00
Mary V. McDonald	Assistant Professor	31,534.00
Delena I. Tull	Assistant Professor	30,548.00
Katherine C. Larson	Assistant Professor	30,000.00
Steven W. Runge	Assistant Professor	29,224.00
Michael L. Mathis	Assistant Professor	28,000.00
Norman L. Hoover	Instructor	27,235.00
Jack E. Mobley	Instructor	27,235.00



Dept. of Chemistry:

Conrad L. Stanitski	Department Chairperson/Professor	62,000.00 *
Michael W. Rapp (T)	Professor	58,832.00
Jerald M. Manion (T)	Professor	56,538.00
Paul F. Krause (T)	Associate Professor	48,185.00
George S. Paul (T)	Professor	46,230.00
R. C. Dorey III	Associate Professor	36,038.00
William S. Taylor	Assistant Professor	32,333.00
Karen C. Weaver (T)	Assistant Professor	32,107.00
Patrick J. Desrochers	Assistant Professor	29,000.00

Dept. of English:

Terrance B. Kearns (T)	Department Chairperson/Professor	64,956.00 *
Henry N. Rogers III (T)	Professor	55,701.00
Jeff D. Henderson III (T)	Professor	55,001.00
Robert E. Lowrey (T)	Professor/Dir UCA Press	54,304.00 *
Phillip B. Anderson (T)	Professor	53,486.00
Gary T. Davenport (T)	Professor	52,348.00
John H. Lammers (T)	Professor	44,914.00
Rebecca J. Williams (T)	Associate Professor/Dir of Writing Lab	42,559.00
Patricia W. McGraw (T)	Professor	42,255.00
Marette J. Stiritz (T)	Assistant Professor	39,424.00
Bonnie L. Melchior (T)	Professor	39,271.00
Conrad C. Shumaker (T)	Professor	38,930.00
Margaret M. Morgan (T)	Associate Professor	33,249.00
Wayne B. Stengel (T)	Associate Professor	33,061.00
Raymond-Jean Frontain (T)	Associate Professor	31,655.00
James E. Fowler (T)	Associate Professor	31,056.00
Jonathan A. Glenn	Associate Professor	30,554.00
Michael W. Schaefer	Assistant Professor	30,165.00
Robert A. Koch	Assistant Professor	28,500.00
Terry A. Wright (T)	Associate Professor	28,089.00
Paul W. Spillenger	Assistant Professor	26,975.00
Jay R. Curlin	Instructor	25,938.00
Linda D. Arnold	Assistant Professor	25,074.00
Eric J. Sterling	Instructor	24,500.00
Francie F. Jeffery	Instructor	23,856.00
William T. Jenkins	Instructor	23,421.00
James A. Gifford	Instructor	21,761.00
Margaret C. Collins	Instructor	21,761.00
Annemarie A. Black	Instructor	21,351.00
Richard T. Gaughan (T)	Associate Professor	15,578.00 #

Dept. of Foreign Languages:

Marian M. Brodman (T)	Department Chairperson/Associate Professor	59,059.00 *
Joel B. Pouwels (T)	Associate Professor	34,678.00
Dwight E. Langston (T)	Associate Professor	34,658.00
Jose L. Martinez	Instructor	26,700.00
Jaime M. Zambrano	Instructor	26,700.00

Dept. of Geography:

D. Brooks Green (T)	Department Chairperson/Associate Professor	57,200.00 *
William C. Jameson (T)	Associate Professor	48,689.00
William F. Keinath (T)	Professor	43,709.00
Paul L. Butt (T)	Associate Professor	39,396.00
Gerald L. Reynolds (T)	Associate Professor	35,528.00
Jeffrey D. Allender	Assistant Professor	29,858.00

Dept. of History:

Harry W. Readnour (T)	Department Chairperson/Professor	64,960.00 *
Foy F. Lisenby (T)	Professor	53,402.00
James W. Brodman (T)	Professor	49,282.00
Theman R. Taylor (T)	Professor	48,655.00
Eugene J. Corcoran (T)	Professor	45,941.00
Maurice C. Webb (T)	Associate Professor	44,892.00
Donald G. Jones (T)	Associate Professor	42,499.00
Gregory Urwin (T)	Associate Professor	36,261.00
Randall L. Pouwels (T)	Associate Professor	35,681.00
Kenneth C. Barnes	Associate Professor	35,500.00
Ralph F. Gallucci	Assistant Professor	33,263.00
Vincent E. Hammond	Associate Professor	30,006.00
Sondra H. Gordy	Instructor	27,500.00

Dept. of Math & Computer Science:

Charles J. Seifert (T)	Department Chairperson/Professor	65,788.00 *
W. David Moon (T)	Professor	59,730.00
Darrell C. Kilman (T)	Professor	59,530.00
Frank M. Hudson (T)	Professor	54,407.00
Lawrence R. Huff (T)	Professor	48,400.00
David R. Peterson (T)	Associate Professor	46,901.00
Ming-fang Wang	Assistant Professor	46,537.00
C. Wayne Brown	Assistant Professor	45,405.00
Jimmie J. McKim (T)	Assistant Professor	42,200.00
Damber S. Tomer (T)	Associate Professor	41,990.00
Donald W. Adlong (T)	Assistant Professor	41,180.00



Ralph S. Butcher (T)	Associate Professor	38,581.00
Linda K. Griffith	Associate Professor	38,418.00
Carolyn L. Pinchback (T)	Associate Professor	37,507.00
Robyn E. Serven (T)	Associate Professor	37,121.00
George N. Bratton	Associate Professor	37,113.00
Paul T. Savarese	Assistant Professor	37,000.00
Donna H. Foss (T)	Assistant Professor	36,398.00
Xiaoshen Wang	Assistant Professor	33,000.00
Tom B. McAnally (T)	Assistant Professor	31,633.00
<u>Dept. of Music:</u>		
Sam Driggers (T)	Department Chairperson/Professor	66,592.00 *
Russell Langston	Director of Bands	47,779.00 *
John M. Erwin (T)	Associate Professor/Dir of Choral Activities	46,728.00 ***
Neil C. Rutman	Assistant Professor	43,575.00
Don L. Collins (T)	Professor	43,000.00
Patrick R. Hasty (T)	Associate Professor	41,400.00
Carl R. Anthony (T)	Professor	39,836.00
Richard L. Hobson (T)	Assistant Professor	38,588.00
Kay K. Kraeft (T)	Professor	38,371.00
Kevork M. Mardirossian	Assistant Professor	38,000.00
Denis W. Winter (T)	Associate Professor	36,442.00
Gilbert R. Baker (T)	Assistant Professor	34,513.00
Anne L. Patterson (T)	Associate Professor	34,395.00
Wolfgang Oeste	Instructor	34,238.00
Jacquelyn B. Lamar (T)	Associate Professor	34,054.00
Kristina M. Belisle	Instructor	28,000.00
Carolyn K. Brown	Instructor	21,200.00
<u>Dept. of Philosophy:</u>		
Jim D. Shelton (T)	Department Chairperson/Professor	58,446.00 *
Charles W. Harvey (T)	Associate Professor	36,451.00
Peter J. Mehl	Assistant Professor	29,718.00
Mark C. Hulbert	Assistant Professor	28,000.00
<u>Dept. of Physics:</u>		
Denver L. Prince (T)	Professor	53,454.00
Harold L. Pray (T)	Professor	53,392.00
Stephen R. Addison (T)	Associate Professor	37,876.00
Rahul Mehta	Associate Professor	35,823.00
Hudson B. Eldridge (T)	Associate Professor	35,713.00
Norman O. Gaiser (T)	Associate Professor	33,865.00

Heather L. Woolverton	Associate Professor	32,733.00
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Dept. of Political Science:

Michael A. Kelley (T)	Department Chairperson/Professor	63,878.00 *
Donald E. Whistler (T)	Professor	52,921.00
Gary D. Weekin (T)	Professor	42,244.00
R. Lawson Veasey Jr. (T)	Professor	41,293.00
Tom N. McInnis	Assistant Professor	30,918.00
Lani L. Malysa	Instructor	27,000.00

Dept. of Sociology:

Carl R. Redden (T)	Department Chairperson/Professor	64,707.00 *
William K. Upham (T)	Professor	47,716.00
Robert G. Shepherd (T)	Professor	43,840.00
Jamia E. Fox (T)	Professor	38,774.00
Richard I. Scott (T)	Professor/Asst Dir of Honors College	37,814.00
Jeffrey J. Kamakahi	Assistant Professor	32,170.00
Kenneth H. Mackintosh	Assistant Professor	32,025.00

Dept. of Speech, Theatre, Journalism:

Robert H. Willenbrink Jr. (T)	Department Chairperson/Associate Professor	56,000.00 *
Marvin E. DeBoer (T)	Distinguished Professor	54,765.00
Glenn D. Smith (T)	Professor	50,545.00
Sally A. Roden (T)	Professor	46,726.00
Gregory A. Blakey (T)	Assistant Professor	33,283.00
Edward E. Thorsett	Instructor	32,500.00
Paulette H. Walter	Instructor/Scroll Adviser	31,022.00 ***
Ralph H. Wanamaker	Instructor/Echo Adviser	27,635.00
Shawn D. Fulper-Smith	Instructor/Radio Program Manager	26,200.00

## COLLEGE OF BUSINESS ADMINISTRATION

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

Dept. of Accounting:

P. Michael Moore (T)	Department Chairperson/Professor	65,895.00
Lillian C. Parrish (T)	Professor	62,482.00
Billy R. Humphrey (T)	Professor	55,138.00
Ben D. Carter (T)	Associate Professor	52,845.00
Pamela A. Spikes (T)	Assistant Professor	45,671.00
Donna S. Smith (T)	Assistant Professor	40,742.00



Paul H. Jensen (T)	Assistant Professor	43,400.00 ##
Roy Whitehead, Jr. (T)	Assistant Professor	36,920.00
Nina M. Goza	Instructor	28,500.00

Dept. of Adm. Services & Vocational Ed:

Betty S. Rogers	Assistant Professor	36,693.00
Rebecca J. Loftis	Assistant Professor	33,181.00
Marsha A. Carson	Instructor	23,025.00

Dept. of Economics & Finance:

Patricia K. Cantrell (T)	Department Chairperson/Associate Professor	60,000.00 *
Ben B. McNew (T)	Professor/Carmichael Chair	61,501.00
Edward L. Guffey (T)	Professor	59,000.00
William C. Johnson (T)	Professor	59,884.00
Morris A. Lamberson (T)	Professor	58,955.00
James H. Packer III (T)	Associate Professor	58,028.00
William F. Kordsmeier (T)	Associate Professor	44,531.00
William L. Seyfried	Assistant Professor	33,700.00

Dept. of Marketing & Management:

William T. Bounds Jr. (T)	Department Chairperson/Associate Professor	64,904.00 *
Douglas T. Grider (T)	Professor	59,946.00
Conrad Carroll (T)	Professor	58,920.00
Don B. Bradley III (T)	Professor	57,772.00
Herff L. Moore Jr. (T)	Associate Professor	57,659.00
Joseph D. Cangelosi Jr. (T)	Associate Professor	56,789.00
Scott Markham (T)	Associate Professor	42,059.00

Dept. of Quantitative Methods & Information Systems:

Kenneth M. Griffin (T)	Professor	69,095.00 *
John C. Malley (T)	Associate Professor	61,084.00
James A. Bell (T)	Professor	56,583.00
Therold E. Bailey (T)	Professor	55,599.00
James C. Weller (T)	Assistant Professor	43,021.00
Sidney G. Painter	Instructor	26,479.00

## COLLEGE OF EDUCATION

Jim R. Bowman (T)	Academic Dean	73,825.00 *
Carol Pierson	Associate Professor/Interim Assistant Dean	45,000.00 *

Center for Academic Excellence:

Joe Hundley	Associate Professor/Dir Ctr Academic Excellence	53,258.00 *
Susan L. Peterson	Associate Professor/Asst Dir Ctr Academic Excel	38,942.00 *

Dept. of Applied Academic Technologies:

Selvin W. Royal (T)	Department Chairperson/Professor	70,222.00 *
Joseph V. Arn (T)	Professor	51,980.00
Kenneth F. Jordan (T)	Professor	47,324.00
Clemens A. Gruen (T)	Professor	43,873.00
Jody B. Charter (T)	Associate Professor	38,165.00
Glenda B. Thurman (T)	Associate Professor	37,745.00
Hope Shastri	Assistant Professor/Dir Learning Resource Center	29,000.00
Steven M. Cox	Assistant Professor	27,825.00

Dept. of Adm. & Sec. Education:

Paul E. Peterson (T)	Professor	49,800.00
Dick B. Clough (T)	Associate Professor	47,066.00
Jesse L. Rancifer (T)	Associate Professor	47,047.00
Darrell L. Gentry (T)	Professor	47,025.00
Terry L. James (T)	Associate Professor	43,032.00
Harold E. Griffin (T)	Associate Professor	37,826.00
Linda M. Coyle	Associate Professor	34,838.00
Patricia H. Phelps	Assistant Professor	32,000.00
Ann E. Witcher	Assistant Professor	29,000.00

Dept. of Childhood Education:

Sidney T. Mitchell (T)	Department Chairperson/Professor	69,170.00 *
Amelia R. Steelman (T)	Associate Professor	46,963.00
Arthur P. Attwell (T)	Associate Professor	35,311.00
Timothy L. Wilson	Assistant Professor	32,852.00
Betty L. Dickson	Assistant Professor	31,283.00
David D. Sumpter	Assistant Professor	29,413.00
Mary H. Mosley	Assistant Professor	29,350.00
Tammy R. Benson	Instructor	23,125.00
Emily Appukuttan	Instructor	19,500.00

Professional Field Services:

Joyce A. Fiddler	Instructor/Interim Dir Professional Field Serv	34,000.00 *
Deborah K. Avra	Instructor	26,171.00
Susan B. Jackson	Instructor	24,225.00



Dept. of Psychology & Counseling:

David J. Skotko (T)	Department Chairperson/Professor	69,379.00 *
Billy L. Smith (T)	Professor	60,421.00
Bobby D. Williams (T)	Professor	57,895.00
Clyde E. Reese (T)	Professor	55,200.00
Linda A. Glenn (T)	Professor	47,725.00
Teresa C. Smith (T)	Associate Professor	37,626.00
Michael T. Scoles (T)	Associate Professor	37,420.00
Sarah L. McAuley (T)	Assistant Professor	35,153.00
Lynda L. Fielstein	Associate Professor	35,033.00
Elson M. Bihm	Associate Professor	34,562.00
Paulette J. Leonard (T)	Associate Professor	32,675.00
Robert D. Feese (T)	Instructor	32,110.00
William J. Lammers	Assistant Professor	31,643.00
Lauren K. Bush	Assistant Professor	30,000.00
Ronald K. Bramlett	Assistant Professor	28,913.00
Robert K. Rowell	Assistant Professor	28,000.00
Avram J. Zolten	Assistant Professor	28,000.00
Karen M. Dobbs	Instructor	23,000.00

Dept. of Special Education:

Freddie W. Litton (T)	Department Chairperson/Professor	59,500.00 *
James C. Mainord (T)	Professor	57,914.00
David L. Naylor (T)	Professor	56,800.00
James C. Mayhugh (T)	Professor	55,294.00
Joe E. Walthall (T)	Professor	53,180.00
Harold D. Love (T)	Professor	52,590.00
Kathleen R. Atkins	Associate Professor	35,974.00
Ralph E. Calhoun	Assistant Professor	23,919.00

## COLLEGE OF HEALTH AND APPLIED SCIENCES

Neil W. Hattlestad (T)	Academic Dean	74,136.00 *
Jimmy H. Ishee (T)	Professor/Asst. Dean	55,538.00 *

Dept. of Health Education:

Jane W. Lammers (T)	Professor	41,069.00
Betty M. Hubbard (T)	Associate Professor	38,535.00
Emogene L. Fox (T)	Associate Professor	37,093.00
Gary A. Lewers (T)	Associate Professor	34,951.00
Bryan L. Williams	Assistant Professor	30,000.00

Cindy S. Shelton	Instructor	20,224.00
Judy Boswell	Grants Coordinator	8,333.31 ****
<u>Dept. of Health Sciences:</u>		
Dwight R. Pierce	Associate Professor	35,708.00
<u>Dept. of Home Economics:</u>		
Mary H. Harlan (T)	Department Chairperson/Associate Professor	59,054.00 *
Melissa A. Shock	Assistant Professor	31,188.00
Teresa K. Buchanan	Instructor	30,169.00
Detri M. Brech	Assistant Professor	29,816.00
Renee F. Ryburn	Instructor	27,500.00
<u>Dept of Kinesiology and Physical Education:</u>		
Deborah J. Howell (T)	Department Chairperson/Associate Professor	59,972.00 *
John L. Gates (T)	Associate Professor	41,713.00
Larry W. Titlow (T)	Professor	41,654.00
Ann Machen (T)	Assistant Professor	37,706.00
Nicholas L. Pederson (T)	Associate Professor	33,406.00
Lydia A. Woods	Assistant Professor	33,206.00
Robert C. Lowe	Instructor	30,888.00
<u>Dept. of Nursing:</u>		
Barbara G. Williams (T)	Department Chairperson/Professor	63,791.00 *
Lillian A. Del Papa (T)	Associate Professor	48,442.00
Glenda D. Cunningham	Assistant Professor	40,648.00
Lauretta A. Koenigseder (T)	Assistant Professor	39,526.00
Sheila J. Stroman (T)	Assistant Professor	34,414.00
Rebecca R. Lancaster (T)	Assistant Professor	33,920.00
Lynne W. Seymour	Instructor	32,389.00
Karen E. Jenkins	Instructor	31,644.00
Sharyl J. Sain	Instructor	31,000.00
Alice L. Nahley	Instructor	30,932.00
Patricia B. Crane	Instructor	30,388.00
Carol A. Enderlin	Instructor	29,569.00
Patricia W. Lucy	Instructor	29,350.00
Susan L. Gatto	Instructor	29,276.00
Sarah A. Daugherty	Instructor	28,312.00



Dept. of Occupational Therapy:

Linda Shalik	Department Chairperson/Associate Professor	61,675.00 *
Bonnie R. Decker	Instructor	40,000.00
Valaree C. Hesse	Instructor	36,157.00
Kathryn D. White	Instructor	35,130.00
Catherine R. Acre	Instructor	35,045.00
Linda Hathcote	Instructor	31,858.00

Dept. of Physical Therapy:

Venita Lovelace-Chandler (T)	Department Chairperson/Associate Professor	69,080.00 *
Joe C. Finnell (T)	Associate Professor	50,928.00 *
William D. Bandy (T)	Associate Professor	44,299.00
John F. Foley	Assistant Professor	42,000.00
Jean M. Irion	Instructor	40,629.00 *
John D. Peck (T)	Associate Professor	40,278.00
Nancy B. Reese	Assistant Professor	37,692.00
Elisa M. Zuber	Instructor	35,000.00
Glenn L. Irion	Assistant Professor	30,974.00
Reta J. Zabel	Instructor	25,533.00 ##
Rosemary A. Eoff	Instructor	20,000.00 *

Dept. of Speech-Language Pathology:

Elaine McNiece (T)	Interim Chairperson/Professor	57,426.00 ###
Martha W. Anderson (T)	Professor	49,000.00
James E. Thurman (T)	Associate Professor	46,574.00
Susan A. Moss-Logan (T)	Associate Professor	37,862.00
Robert J. Logan (T)	Associate Professor	34,155.00
Betty B. Fusilier (T)	Instructor	30,613.00
Margie L. Gilbertson	Assistant Professor	27,275.00
Kathy J. McDaniel	Instructor	27,000.00

\*\*\* For the convenience of the Board of Trustees, the President is required to live in the President's Home for which no rent or utilities are paid. This contract expires 6-30-96.

\* 12-month faculty

\*\* Contract expires 9-1-93

\*\*\* 10-month contract

\*\*\*\* Contract expires 9-30-93

# Sabbatical leave half pay

## Educational leave

### Contract period is 7-12-93 to 7-1-94

## SUMMER APPOINTMENTS

## COLLEGE OF ARTS AND SCIENCES

Art:

1. Roger Bowman, Second Term, @ a gross salary of \$4,404.00.
2. Lyn Brands, First Term, @ a gross salary of \$3,660.00.
3. Cathy Caldwell, Second Term, @ a gross salary of \$3,699.00.
4. Pat Larsen, First Term, @ a gross salary of \$4,971.00.
5. Bryan Massey, Second Term, @ a gross salary of \$3,626.00.
6. Helen Phillips, Second Term, @ a gross salary of \$2,602.00.
7. Bob Thompson, First Term, @ a gross salary of \$5,211.00.

Biology:

8. John Choinski, First Term, @ a gross salary of \$4,135.00.
9. Richard Collins, Second Term, @ a gross salary of \$6,000.00.
10. Fred Dalske, First Term, @ a gross salary of \$5,726.00.
11. Mike Moran, First Term, @ a gross salary of \$4,301.00.
12. Wilbur Owen, Second Term, @ a gross salary of \$5,760.00.
13. Steven Runge, Second Term, @ a gross salary of \$3,507.00.
14. Derald Smith, First Term, @ a gross salary of \$5,834.00.
15. Jimmy Throneberry, First Term, @ a gross salary of \$6,336.00.
16. Delena Tull, First Term, @ a gross salary of \$3,666.00.
17. David Zehr, First Term, @ a gross salary of \$4,044.00.



**Chemistry:**

18. Pat Desrochers, First and Second Terms, @ a gross salary of \$3,480.00 each term.
19. Patricia Draves, Second Term, @ a gross salary of \$3,500.00.
20. Paul Krause, First and Second Terms, @ a gross salary of \$5,780.00 each term.
21. Jerry Manion, Second Term, @ a gross salary of \$6,785.00.
22. George Paul, First and Second Terms, @ a gross salary of \$5,548.00 each term.
23. Karen Weaver, First Term, @ a gross salary of \$3,853.00.

**English:**

24. Phillip Anderson, First Term, @ a gross salary of \$6,418.00.
25. Gary Davenport, Second Term, @ a gross salary of \$6,282.00.
26. Raymond Frontain, Second Term, @ a gross salary of \$3,799.00.
27. Jeff Henderson, First Term, @ a gross salary of \$6,600.00.
28. Patricia McGraw, First Term, @ a gross salary of \$5,071.00.
29. Margaret Morgan, Second Term, @ a gross salary of \$3,990.00.
30. Henry Rogers, First Term, @ a gross salary of \$6,684.00.
31. Wayne Stengel, First and Second Terms, @ a gross salary of \$3,967.00 each term.
32. Rebecca Williams, Second Term, @ a gross salary of \$5,107.00.

**Foreign Languages:**

33. Dwight Langston, First Term, @ a gross salary of \$4,159.00.
34. Jose-Luis Martinez, First Term, @ a gross salary of \$1,602.00.
35. Joel Pouwels, First Term, @ a gross salary of \$2,081.00.

36. Jaime Zambrano, First Term, @ a gross salary of \$1,602.00.

**Geography:**

37. Paul Butt, First and Second Terms, @ a gross salary of \$2,364.00 each term.
38. Jerry Reynolds, First and Second Terms, @ a gross salary of \$2,131.00 each term.

**History:**

39. Ken Barnes, First Term, @ a gross salary of \$2,070.00.
40. Eugene Corcoran, First Term, @ a gross salary of \$5,513.00.
41. Vincent Hammond, Second Term, @ a gross salary of \$1,741.00.
42. Foy Lisenby, First Term, @ a gross salary of \$6,408.00.
43. Randall Pouwels, Second Term, @ a gross salary of \$4,282.00.
44. Orville Rook, Second Term, @ a gross salary of \$5,324.00.
45. Theman Taylor, First Term, @ a gross salary of \$5,839.00.
46. Gregory Urwin, Second Term, @ a gross salary of \$2,176.00.

**Mathematics and Computer Science:**

47. Donald Adlong, First Term, @ a gross salary of \$4,942.00 and Second Term, @ a gross salary of \$2,471.00.
48. Steve Butcher, Second Term, @ a gross salary of \$4,630.00.
49. Linda Griffith, First Term, @ a gross salary of \$2,305.00.
50. Frank Hudson, First Term, @ a gross salary of \$6,529.00.
51. Lawrence Huff, First Term, @ a gross salary of \$5,808.00.
52. Darrell Kilman, First Term, @ a gross salary of \$7,144.00.
53. David Peterson, Second Term, @ a gross salary of \$5,628.00.



54. Carolyn Pinchback, Second Term, @ a gross salary of \$4,501.00.
55. Robyn Serven, First and Second Terms, @ a gross salary of \$2,227.00 each term.
56. Singh Tomer, First Term, @ a gross salary of \$5,039.00.
57. Ming-fang Wang, Second Term, @ a gross salary of \$5,584.00.
58. Xiaoshen Wang, First Term, @ a gross salary of \$3,960.00.

**Music:**

59. Carl Anthony, First Term, @ a gross salary of \$4,780.00.
60. Don Collins, First Term, @ a gross salary of \$5,160.00.
61. Patrick Hasty, Second Term, @ a gross salary of \$4,908.00.
62. Richard Hobson, First Term, @ a gross salary of \$4,631.00.
63. Jackie Lamar, First Term, @ a gross salary of \$4,086.00.
64. Kevork Mardirossian, First Term, @ a gross salary of \$2,280.00.
65. Wolfgang Oeste, Second Term, @ a gross salary of \$4,109.00.
66. Anne Patterson, Second Term, @ a gross salary of \$4,007.00.
67. Neil Rutman, First Term, @ a gross salary of \$2,615.00.

**Philosophy:**

68. Peter Mehl, First Term, @ a gross salary of \$1,783.00.

**Physics:**

69. Steve Addison, First and Second Terms, @ a gross salary of \$4,545.00 each term.
70. Jack Gaiser, Second Term, @ a gross salary of \$4,064.00.
71. Rahul Mehta, First Term, @ a gross salary of \$4,299.00.

72. Harold Pray, First and Second Terms, @ a gross salary of \$6,407.00 each term.
73. Denver Prince, Second Term, @ a gross salary of \$6,560.00.
74. Heather Woolverton, First Term, @ a gross salary of \$3,808.00.

**Political Science:**

75. R. Lawson Veasey, First and Second Terms, @ a gross salary of \$2,477.58 each term.
76. Gary D. Weekin, First Term, @ a gross salary of \$2,534.64.
77. Donald E. Whistler, First and Second Terms, @ a gross salary of \$3,175.26 each term.

**Sociology:**

78. Elaine Fox, First Term, @ a gross salary of \$4,653.00.
79. Jeffrey Kamakahi, First Term, @ a gross salary of \$1,930.00.
80. Kenneth Mackintosh, First Term, @ a gross salary of \$1,922.00.
81. Gordon Shepherd, Second Term, @ a gross salary of \$5,261.00.
82. Kennedy Upham, Second Term, @ a gross salary of \$5,726.00.

**Speech/Theatre/Journalism:**

83. Greg Blakey, Second Term, @ a gross salary of \$3,993.96.
84. Marvin DeBoer, First Term, @ a gross salary of \$6,571.80.
85. Glenn Smith, First Term, @ a gross salary of \$6,065.40.
86. Edvard Thorsett, First Term, @ a gross salary of \$1,950.00.
87. Ralph Wanamaker, First Term, @ a gross salary of \$3,316.00.



**COLLEGE OF BUSINESS****Accounting:**

88. Doug Carter, First Term, @ a gross salary of \$6,341.00.
89. Bill Humphrey, Second Term, @ a gross salary of \$6,853.00.
90. P. Michael Moore, First Term, @ a gross salary of \$7,787.00.
91. Lillian Parrish, Second Term, @ a gross salary of \$7,498.00.
92. Donna Smith, First Term, @ a gross salary of \$2,445.00 and Second Term, @ a gross salary of \$4,889.00.
93. Roy Whitehead, First Term, @ a gross salary of \$2,251.00.

**Administrative Services and Vocational Education:**

94. Rebecca Loftis, First Term, @ a gross salary of \$3,981.72

**Economics and Finance:**

95. Loren Guffey, Second Term, @ a gross salary of \$3,593.00.
96. Clint Johnson, First Term, @ a gross salary of \$7,186.00.
97. Bill Kordsmeier, First Term, @ a gross salary of \$5,343.00.
98. Morris Lamberson, Second Term, @ a gross salary of \$7,075.00.
99. Jim Packer, First Term, @ a gross salary of \$6,964.00.
100. Bill Seyfried, Second Term, @ a gross salary of \$4,044.00.

**Marketing and Management:**

101. Don Bradley, First Term, @ a gross salary of \$3,466.00.
102. Joe Cangelosi, Second Term, @ a gross salary of \$3,407.00.
103. Conrad Carroll, First and Second Terms, @ a gross salary of \$3,535.00 each term.

- 104. Doug Grider, Second Term, @ a gross salary of \$3,532.00.
- 105. Scott Markham, First Term, @ a gross salary of \$5,048.00.
- 106. Herff Moore, First Term, @ a gross salary of \$3,460.00.

**Quantitative Methods and Information Systems:**

- 107. Ted Bailey, Second Term, @ a gross salary of \$3,335.94.
- 108. Jim Bell, First Term, @ a gross salary of \$6,789.96.
- 109. John Malley, First Term, @ a gross salary of \$7,330.08.
- 110. Jim Weller, Second Term, @ a gross salary of \$5,162.52.

**COLLEGE OF EDUCATION**

**Administration and Secondary Education:**

- 111. Dick Clough, First and Second Terms, @ a gross salary of \$5,648.00 each term.
- 112. Linda Coyle, First Term, @ a gross salary of \$4,180.00 and Second Term, @ a gross salary of \$2,090.00.
- 113. Darrell Gentry, Second Term, @ a gross salary of \$5,644.00.
- 114. Harold Griffin, First and Second Terms, @ a gross salary of \$4,540.00 each term.
- 115. Terry James, Second Term, @ a gross salary of \$5,164.00.
- 116. Paul Peterson, First and Second Terms, @ a gross salary of \$5,856.00 each term.
- 117. Patty Phelps, Second Term, @ a gross salary of \$1,920.00.
- 118. Jesse Rancifer, First and Second Terms, @ a gross salary of \$5,646.00 each term.
- 119. Ann Witcher, First Term, @ a gross salary of \$2,260.00.



**Applied Academic Technologies:**

120. Joseph Arn, First and Second Terms, @ a gross salary of \$6,238.00 each term.
121. Steven Cox, First and Second Terms, @ a gross salary of \$3,339.00 each term.
122. Jody Charter, First and Second Terms, @ a gross salary of \$4,580.00 each term.
123. Glenda Thurman, First and Second Terms, @ a gross salary of \$4,529.00 each term.
124. Hope Shastri, First and Second Terms, @ a gross salary of \$3,480.00 each term.
125. Kenneth Jordan, First and Second Terms, @ a gross salary of \$2,839.00 each term.

**Childhood Education:**

126. Arthur Attwell, First and Second Terms, @ a gross salary of \$4,237.00 each term.
127. Betty Dickson, First Term, @ a gross salary of \$3,753.00.
128. Mary Mosley, First and Second Terms, @ a gross salary of \$3,522.00 each term.
129. Carol Pierson, May 26 through June 30, 1993, @ a gross salary of \$3,653.00.
130. Amelia Steelman, Second Term, @ a gross salary of \$5,635.00.
131. R. David Sumpter, First and Second Terms, @ a gross salary of \$3,529.00 each term.
132. Timothy Wilson, First and Second Terms, @ a gross salary of \$3,942.00 each term.
133. Brenda Tyler, First Term, @ a gross salary of \$2,800.00.

**Professional Field Services:**

134. Debi Avra, First and Second Terms, @ a gross salary of \$1,570.26 each term.
135. Susan Boone, First and Second Terms, @ a gross salary of \$1,453.50 each term.

**Psychology and Counseling:**

136. Elson Bihm, First and Second Terms, @ a gross salary of \$4,147.00 each term.
137. Ronald Bramlett, First and Second Terms, @ a gross salary of \$3,470.00.
138. Lauren Bush, Second Term, @ a gross salary of \$3,600.00.
139. Lynda Fielstein, First and Second Terms, @ a gross salary of \$4,204.00 each term.
140. Linda Glenn, First Term, @ a gross salary of \$5,727.00.
141. William Lammers, First Term, @ a gross salary of \$3,797.00 and Second Term, @ a gross salary of \$1,899.00.
142. Paulette Leonard, First and Second Terms, @ a gross salary of \$3,921.00 each term.
143. Sarah McAuley, First Term, @ a gross salary of \$4,218.00.
144. Kevin Rowell, First and Second Terms, @ a gross salary of \$3,240.00 each term.
145. Michael Scoles, First Term, @ a gross salary of \$4,490.00.
146. Richard Scott, First Term, @ a gross salary of \$1,438.00.
147. Billy Smith, First and Second Terms, @ a gross salary of \$7,251.00 each term.
148. Terry Smith, First and Second Terms, @ a gross salary of \$4,515.00 each term.
149. Bobby Williams, First Term, @ a gross salary of \$6,947.00.
150. Avram Zolten, First and Second Terms, @ a gross salary of \$3,360.00 each term.

**Special Education:**

151. Kathleen Atkins, First and Second Terms, @ a gross salary of \$4,316.00 each term.
152. Ralph Calhoun, First Term, @ a gross salary of \$2,870.00 and Second Term, @ a gross salary of \$1,435.00.
153. Harold Love, First Term, @ a gross salary of \$3,155.00 and Second Term, @ a gross salary of \$6,310.00.



154. James Mainord, First Term, @ a gross salary of \$6,949.00 and Second Term, @ a gross salary of \$3,474.00.
155. James Mayhugh, First and Second Terms, @ a gross salary of \$6,635.00 each term.
156. David Naylor, Second Term, @ a gross salary of \$6,889.00.
157. Joe Walthall, First Term, @ a gross salary of \$6,381.00.

## **HEALTH AND APPLIED SCIENCES**

### **Health Education:**

158. Betty Hubbard, First Term, @ a gross salary of \$4,624.00.
159. Jane Lammers, Second Term, @ a gross salary of \$4,928.00.
160. Gary Lewers, First Term, @ a gross salary of \$4,194.00.
161. Bryan Williams, Second Term, @ a gross salary of \$3,600.00.

### **Home Economics:**

162. Detri Brech, First Term, @ a gross salary of \$3,578.00.
163. Teresa Buchanan, Second Term, @ a gross salary of \$1,810.00.
164. Kathie Poole, First Term, @ a gross salary of \$1,400.00.
165. Melissa Shock, First and Second Terms, @ a gross salary of \$3,743.00 each term.

### **Kinesiology - Physical Education:**

166. John Gates, First Term, @ a gross salary of \$5,006.00.
167. Robert Lowe, Second Term, @ a gross salary of \$3,707.00.
168. Ann Machen, First Term, @ a gross salary of \$2,262.00.
169. Nicholas Pederson, Second Term, @ a gross salary of \$4,009.00.
170. Larry Titlow, First Term, @ a gross salary of \$4,998.00.

171. Lydia Woods, Second Term, @ a gross salary of \$3,865.00.

**Nursing:**

172. Glenda Cunningham, First Term, @ a gross salary of \$4,878.00 and Second Term, @ a gross salary of \$2,439.00.

173. Lillian Del Papa, Second Term, @ a gross salary of \$5,813.00.

174. Rebecca Lancaster, First Term, @ a gross salary of \$4,070.00.

175. Sharyl Sain, First Term, @ a gross salary of \$3,720.00.

176. Sheila Stroman, Second Term, @ a gross salary of \$2,065.00.

**Occupational Therapy:**

177. Kathryn White, First and Second Terms, @ a gross salary of \$2,108.00 each term.

**Physical Therapy:**

178. William Bandy, First and Second Terms, @ a gross salary of \$5,316.00 each term.

179. Kim Dunleavy, First Term, @ a gross salary of \$3,959.00.

180. Glenn Irion, First and Second Terms, @ a gross salary of \$3,717.00 each term.

181. John Peck, First Term, @ a gross salary of \$4,833.00.

182. Elisa Zuber, First and Second Terms, @ a gross salary of \$4,200.00.

**Speech-Language Pathology:**

183. Betty Fusilier, First Term, @ a gross salary of \$3,674.00.

184. Margie Gilbertson, First Term, @ a gross salary of \$1,637.00.

185. Linda Graham, June 4 through June 30, 1993, @ a gross salary of \$2,020.00.

186. Linda Graham, July 1 through August 15, 1993, @ a gross salary of \$3,591.00.

187. Robert Logan, First Term, @ a gross salary of \$4,099.00.



188. Kathy McDaniel, First Term, @ a gross salary of \$3,091.00.
189. Elaine McNiece, First Term, @ a gross salary of \$6,109.00.
190. Susan Moss-Logan, Second Term, @ a gross salary of \$2,272.00.
191. Sharon Ross, June 4 through June 30, 1993, @ a gross salary of \$2020.00 and July 1 through August 14, 1993, @ a gross salary of \$3,591.00.
192. James Thurman, First and Second Terms, @ a gross salary of \$2,794.00 each term.

**Honors College:**

193. Richard I. Scott, First Term, @ a gross salary of \$4,417.68.

**ACADEMIC ADVISING**

194. Gilbert Baker, First Term, @ a gross salary of \$2,982.00.
195. Donald Jones, Second Term, @ a gross salary of \$5,100.00.
196. Patrick Larsen, Second Term, @ a gross salary of \$4,971.00.
197. Tom McAnally, First Term, @ a gross salary of \$2,733.00.
198. Sally Roden, First and Second Terms, @ a gross salary of \$5,607.00 each term.

**RESEARCH**

199. Kenneth Barnes, July 1 through August 15, 1993, @ a gross salary of \$2,070.00.
200. R. Cameron Dorey, May 15 through June 30, 1993, @ a gross salary of \$2,102.00.
201. David Dussourd, May 15 through June 30, 1993, @ a gross salary of \$2,008.00.
202. Jonathan Glenn, July 1 through August 15, 1993, @ a gross salary of \$1,833.00.
203. William Lammers, July 1 through August 15, 1993, @ a gross salary of \$1,899.00.
204. Katherine Larson, May 15 through June 30, 1993, @ a gross salary of \$1,800.00.

205. Mary McDonald, May 15 through June 30, 1993, @ a gross salary of \$1,892.00.
206. Mike Moran, July 1 through August 15, 1993, @ a gross salary of \$2,151.00.
207. Steven Runge, May 15 through June 30, 1993, @ a gross salary of \$1,753.44.
208. Gayle Seymour, May 15 through June 30, 1993, @ a gross salary of \$2,041.00.
209. William Taylor, May 15 through June 30, 1993, @ a gross salary of \$1,940.00.
210. Gregory Urwin, July 1 through August 15, 1993, @ a gross salary of \$2,176.00.
211. Gary Weekin, July 1 through August 15, 1993, @ a gross salary of \$2,535.00.

**RESEARCH (College of Business Administration)**

212. Joe Cangelosi, First Term, @ a gross salary of \$2,500.00.
213. John Malley, First Term, @ a gross salary of \$2,500.00.
214. Scott Markham, First Term, @ a gross salary of \$2,500.00.
215. James Packer, First Term, @ a gross salary of \$2,500.00.
216. William Seyfried, First Term, @ a gross salary of \$2,500.00.

**ADDENDUM**

**Adjustments:**

1. Rockie Pederson, Instructor, part-time, Kinesiology/Physical Education, term, non-tenure track, effective August 15, 1992 through May 15, 1993, change gross salary from \$9,200.00 to \$9,900.00.
2. Patrick Skinner, Instructor, part-time, Physical Therapy, term, non-tenure track, effective February 1, 1993 through May 15, 1993, change gross salary from \$3,600.00 to \$5,520.00.
3. Sally Roden, change from Professor, Speech/Theatre/Journalism, appointment with tenure, effective August 19, 1993 through May 19, 1994, @ a gross salary of \$46,726.00, to Academic Dean/Professor, Undergraduate Studies, appointment with tenure, effective July 1, 1993 to July 1, 1994, @ a gross salary of \$69,000.00.

4. Sally Roden, change summer appointment for Academic Advising from First and Second terms, @ a gross salary of \$5,607.00 each term, to First Summer Term (June 7 through June 30, 1993), @ a gross salary of \$4,037.00.
5. Gilbert Baker, change summer appointment for Academic Advising from First Term, @ a gross salary of \$2,982.00 to First and Second Terms, @ a gross salary of \$2,982.00 each term.
6. Donald Jones, change summer appointment for Academic Advising from Second Term, @ a gross salary of \$5,100.00 to First Term (July 1 through July 11, 1993), @ a gross salary of \$1,428.00 and Second Term, @ a gross salary of \$5,100.00.
7. Elisa Zuber, change summer appointment, Physical Therapy, from First and Second Terms, @ a gross salary of \$4,200.00 to First and Second Terms, @ a gross salary of \$4,200.00 each term.

**Appointments:**

1. Penny Ratliff, Assistant Dean of Students/Director of Admissions, Admissions Office, non-faculty appointment, effective May 1, 1993 to July 1, 1993, @ a gross salary of \$3,166.66 (based on a gross annual salary of \$19,000.00).
2. Penny Ratliff, Assistant Dean of Students/Director of Admissions, Admissions Office, non-faculty appointment, effective July 1, 1993 to July 1, 1994, @ a gross salary of \$19,000.00.
3. Darrell Walsh, Acting Head Volleyball Coach/Assistant Women's Basketball Coach, Athletics, non-faculty appointment, effective July 1, 1993 to July 1, 1994, @ a gross salary of \$20,000.00.
4. Jeffery Draves, Assistant Professor, Chemistry, tenure track, effective August 19, 1993 through May 19, 1994, @ a gross salary of \$31,000.00.
5. Phillip Bailey, Assistant Professor, Foreign Languages, tenure track, effective August 19, 1993 through May 19, 1994, @ a gross salary of \$29,000.00.
6. Jann Bryant, Director of Community School of Music/Instructor, Music, term, non-tenure track, effective July 1, 1993 to July 1, 1994, @ a gross salary of \$16,400.00.
7. John Passe-Smith, Assistant Professor, Political Science, tenure track with one year toward promotion and tenure, effective August 19, 1993 through May 19, 1994, @ a gross salary of \$30,000.00.
8. Ronnie Tucker, Instructor, Political Science, term, non-tenure track, effective August 19, 1993 through May 19, 1994, @ a gross salary of \$20,960.00.



9. Timothy Lee Rodgers, Project Coordinator, Small Business Advancement National Center, non-faculty appointment, effective May 1, 1993 through April 30, 1994, @ a gross salary of \$25,500.00.
10. Linda Graham, Instructor/Project Coordinator, Speech-Language Pathology, term, non-tenure track, effective August 19, 1993 through May 19, 1994, @ a gross salary of \$23,389.00.
11. Sharon Ross, Instructor/Project Coordinator, Speech-Language Pathology, term, non-tenure track, effective August 19, 1993 through May 19, 1994, @ a gross salary of \$23,389.00.
12. Ernest Dumas, Instructor/Journalist-In-Residence, Speech/Theatre/Journalism, term, non-tenure track, effective August 19, 1993 through May 19, 1994, @ a gross salary of \$40,000.00.

**Summer Appointments:**

1. Gary White, Chemistry, First Term, @ a gross salary of \$2,400.00.
2. Emogene Fox, Health Education, Project Director, effective May 16 through August 16, 1993, @ a gross salary of \$12,000.00.
3. Alice Nahley, Nursing, effective June 1 through June 30, 1993, @ a gross salary of \$600.00.
4. Lynne Seymour, Nursing, effective June 1 through June 30, 1993, @ a gross salary of \$600.00.

**Resignations:**

1. Bryan Williams, Health Education, May 15, 1993.

President Thompson's contract was extended for one year up to and including June 30, 1996 at the current level of pay (\$105,600.00 per annum) and benefits in light of the fiscal conditions of the university and state upon motion by Mr. Burton, seconded by Mr. White, and passed with a negative vote from Mr. Malone.

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

OPEN SESSION

The preceding personnel adjustments, appointments, appointments (part-time), sabbaticals, resignations, recommendations for promotion, recommendations for tenure, reappointments, and summer appointments as recommended by President Thompson, were approved upon motion by Mrs. Goode, seconded by Mr. Aydelott, and passed.

President Thompson's contract was extended for one year up to and including June 30, 1996 at the current level of pay (\$105,600.00 per annum) and benefits in light of the fiscal conditions of the university and state, upon motion by Mr. Burton, seconded by Mr. White, and passed with a negative vote from Mr. Malone.

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

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Jerry Malone, Chairman

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Joe White, Secretary

MEMORANDUM

TO: Dr. Winfred L. Thompson  
President

FROM: Robert E. McCormack *RE*  
Vice President for Financial Affairs

SUBJECT: Honors College and Remediation Budget

DATE: May 17, 1993

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You asked me to provide information concerning Mr. Jerry Malone's questions about the 1993-94 budgets for the Honors College and our Remediation Program. Attached is a table which presents the budgets for each of these units broken out by expenditure type such as salaries, extra help, etc. I have also indicated at the bottom of the table, the number of full time equivalent salaried positions.

Please let me know if you need additional information concerning the budgets for these two programs.

REMc:kak  
Attachment

*Include this information was  
May 7 Bd. minutes when  
they are placed  
in the binder*

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# 1993-94 EXPENSE BUDGETS HONORS COLLEGE & REMEDIATION

	<u>Honors College</u>	<u>Remediation</u>
Salaries*	130,958	292,302
Extra Help	5,900	2,283
Fringe Benefits	32,740	73,076
M & O	<u>46,156</u>	<u>5,000</u>
SUB-TOTAL	215,754	372,661
Scholarships	<u>40,556</u>	<u>0</u>
TOTAL	<u><u>256,310</u></u>	<u><u>372,661</u></u>

*Represents F.T.E. Positions	4.2	12.5
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