

The Board of Trustees of the University of Central Arkansas convened in regular meeting Wednesday, April 19, 1995 at 2:00 p.m. in the Fireplace Room with the following officers and members present, to-wit:

Chair: Mr. Joe White
Secretary: Mr. Rush Harding III
Dr. Harold Chakales
Mrs. Elaine Goode
Mr. Dalda Womack

and with the following absent, to-wit: Vice Chair: Mr. Madison P. Aydelott III
Mr. Jerry L. Malone

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

Minutes of the February 10, 1995 meeting were approved as circulated on motion by Mrs. Goode with a second by Dr. Chakales.

PRESIDENT'S REPORT

President Thompson reported on the following items:

Introductions - President Thompson introduced Dr. Graham Gillis who joined the staff as Assistant Vice President for Human Resources effective April 1, 1995.

Legislative Update - President Thompson and Julie Cabe reported the following:

FUNDING FOR NEXT BIENNIUM

Operating Funds - State funding for UCA should increase 14.49% from FY 1994/95 to FY 1995/96. This includes amounts in fundable Revenue Stabilization Act categories under the UCA Appropriations Act (Act 1036) and amounts under the Educational Excellence Trust Fund (Act 1172). Higher education as a whole received a 6.7% increase.

The following two documents were distributed:

- (1) "PERCENT INCREASE IN STATE FUNDING BY INSTITUTION FROM FY 1994/95 TO 1995/96" shows that UCA had the largest percentage increase of the four-year institutions.
- (2) "STATE FUNDING PER FTE STUDENT FOR FY 1994/95 AND 1995/96" reflects that funding for UCA per FTE student will go from \$3,262 per student to \$3,735 per student -- improving UCA's situation substantially although not providing complete equity.

Capital Funds:

- (1) College Savings Bond (Acts 1157 & 1167) will have to go back to the State Board of Higher Education, but if original recommendations are followed, UCA should receive:

\$6,510,000	AETN/UCA Mass Communications Facility plus 7% planning money
1,241,099	Main Building Renovation
1,860,598	Critical Maintenance
234,375	Instructional Equipment
235,121	Library Holdings

- (2) General Improvement Fund (Act 1316) - An estimated \$60 to \$70 million will be available during the biennium; Category A contains over \$200 million in projects. For UCA:

Health, Physical Education & Recreation Building:

\$1,000,000	Category A
\$4,000,000	Category B

Small Business Center:

\$1,000,000	Category A
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AETN's Share of the AETN/UCA Joint Facility:

\$6,780,000	Category A
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Productivity Funding (Act 1029) is provided for additional support for institutions based on productivity goals and measures as determined by the State Board of Higher Education. UCA is eligible to "compete" for these funds. Funding available statewide under the Revenue Stabilization Act:

First Year:	\$5,000,000	Category B
Second Year:	\$5,000,000	Category A
	\$4,026,316	Category B

Partial State Funding of Classified Pay Increases (Acts 1623, 2056, & 1078) - Classified employees are eligible for a 2.8% cost of living increase July 1, 1995 and an additional cost of living increase of 2.8% on July 1, 1996. A classified employee whose performance evaluation is "Exceeds Standards" or "Exceptional" will be eligible for an additional merit increase ranging from 0 to 5%, although UCA cannot exceed 1.5% of its total regular salary appropriation for this purpose in any fiscal year.

For the first time, the state is actually providing partial state funding for these increases (i.e., the general revenue share of the salary increases and resulting fringe benefit cost increases) outside the institutional appropriations.

REVISIONS IN FUNDING FOR CURRENT BIENNIUM

Educational Excellence Trust Fund - On April 3, 1995, the revenue forecast for this current fiscal year was adjusted, providing UCA with an additional \$45,117 from the Educational Excellence Trust Fund.

Productivity Funding - On April 6, 1995, the Arkansas Department of Higher Education released preliminary estimates for the productivity awards earned by institutions through their performance on selected measures in 1994-95. Although subject to change, UCA would receive \$287,976, or 9.6% of the \$3,000,000 total. Information concerning this item was distributed.

Higher Education Building Maintenance Fund (Act 603 of 1985) On January 16, 1995, ADHE announced that UCA would receive \$197,934 from the Higher Education Building Maintenance Fund which is funded by monies received by the state from the U. S. Government from the sale or lease of minerals, oil, and gas on federal property located in the state. The total released was \$3,293,666.

LEGISLATIVE ITEMS RELATING TO BOARDS AND COMMISSIONS

Copies of Act 1123 (HB 1921), "An Act Requiring State Boards and Commission to issue an Annual Mission Statement; To Prohibit Conflicts of Interest; To Prohibit Nepotism; and For Other Purposes" were distributed.

HB 1936 "An Act to Provide That Boards and Commission May Provide Expense Reimbursement for Their Members in the Amount Established for State Employees..." has been signed by the Governor but is not yet available for distribution.

Litigation Update - The following is a report on the status of litigation against UCA.

Crawford v. Davis, et al., No. LR-C-95-092 (E.D.Ark.). Ms. Michelle Crawford, a UCA student, has filed this sexual harassment lawsuit in federal district court against Michael Davis, a former UCA instructor; Ronnie Williams; the University of Central Arkansas; and Winfred L. Thompson. Ms. Crawford alleges that Mr. Davis sexually harassed her during the part of a semester that she was a student in his class. She alleges that UCA's sexual harassment policy fails to provide adequate protection, that UCA faculty and staff were not properly educated concerning the policy, and that Mr. Williams and Dr. Thompson applied the policy in a manner that deprived the plaintiff of her federally protected rights. The plaintiff is asking for an unspecified amount of damages, attorney's fees, and costs. The Attorney General's Office is representing UCA, Dr. Thompson and Mr. Williams and has filed an answer denying the allegations. Mr. Davis, acting as his own attorney, has also denied the allegations.

Hill v Board of Trustees of UCA, et al., No. LR-C-94-345 (E.D.Ark.). Mr. Wilton Hill, a Department of Public Safety Officer, sued UCA in federal court for race and age discrimination and retaliation. Mr. Hill contends that UCA discriminated against him on the basis of his race by paying him a lower salary than a white employee with less seniority. Mr. Hill claims that he was subsequently denied a promotion to Uniform Commander based on his race, his age and in retaliation for filing the previous discrimination complaint. Mr. Hill is seeking promotion to the position of Uniform Commander, back pay, compensatory damages in excess of \$50,000, punitive damages in excess of \$50,000, attorney fees and costs. UCA has filed a motion for summary judgment in this case. The matter is set for trial on May 8, 1995.

Armstrong v Thompson et al., No. 94-08928 (Pulaski County Circuit). Mr. James Armstrong, the former director of UCA's Intramurals Program, filed this lawsuit against Dr. Thompson, the members of the UCA Board of Trustees, and Dr. John Smith. All defendants were sued in both their individual and official capacities. Mr. Armstrong contended that his termination was based on race discrimination in violation of the Arkansas Civil Rights Act. He argued that the Board of Trustees' decision to allow Dr. Thompson but not Mr. Armstrong to attend the executive session was a racially discriminatory application of the Arkansas Freedom of Information Act. He further contended that the defendants libeled and slandered him. Mr. Armstrong sought reinstatement, back-pay, front-pay, costs, attorney fees, and actual and punitive damages totalling \$400,000.

UCA filed an answer denying the complaint and contesting the court's jurisdiction over a suit against the state. Pursuant to a settlement between the parties, the Court entered an order directing UCA to make payment of \$15,000 to Mr. Armstrong and dismissing the case with prejudice.

Denton v Smith et al., No. E-93-245 (Faulkner County Chancery). On March 11, 1993, Heather Denton, a UCA student, filed a petition for a temporary restraining order seeking to prevent UCA from suspending her from school for three years for violation of the UCA policy prohibiting possession of weapons on campus. Ms. Denton claimed that she did not know the gun was in her possession. The Court entered the TRO and subsequently granted a permanent injunction, finding that the policy violated the student's right to substantive due process. The Court denied the plaintiff's request for attorney's fees and costs. On appeal, the Arkansas Supreme Court found that procedural irregularities in the UCA disciplinary process had deprived Ms. Denton of her right to procedural due process. Ruling on matters not considered by the trial court, the court found that UCA had provided two days notice of the first disciplinary hearing rather than the three days required. The Court also decided that the record did not reflect that the Dean of Students had reviewed the file before setting a disciplinary hearing. However, the Court did not find that UCA's firearms policy was constitutionally deficient. Therefore, the policy continues in full force and effect.

Gibson v UCA, EEOC No. 251-94-0303. Ms. Gibson contends that she was not selected for the position of Director of Disability Services/Assistant Director of Minority Affairs due to her race, white, and her disability. UCA has denied the charge and is awaiting a decision by EEOC.

Barthel Huff v UCA, EEOC No. 251-94-0944. This is Dr. Barthel Huff's second age discrimination charge based upon UCA's failure to select him for a second faculty vacancy in the Department of Mathematics and Computer science. UCA has denied the charge and is awaiting a decision by EEOC.

Walter Hathaway v UCA, EEOC No. 251-93-1346. Mr. Walter Hathaway was an employee in UCA's Physical Plant. Mr. Hathaway charged that UCA discriminated against him on the basis of his age when he was not selected for the positions of Financial Aid Officer II, Equipment Operator I, and Custodial Supervisor II. UCA has denied the charge and EEOC has determined that no discrimination occurred.

Walter Hathaway v UCA, EEOC No. 251-94-0809. Mr. Hathaway filed a second charge alleging that he was discharged from his position as Equipment Operator I in retaliation for his filing an age discrimination claim against UCA. The university has denied the charge and is awaiting a determination from EEOC.

State Board of Higher Education Meeting April 20-21 -- Proposed Doctoral Programs

The SBHE will meet in Blytheville April 20 & 21. One of the items to be considered at that meeting is UCA's proposal to offer doctoral programs in school psychology and physical therapy.

Health Sciences Enrollment Expansion - The following memo which summarizes UCA's efforts to expand enrollment in health sciences was included in the Board agenda book:

TO: Dr. J. William Berry, Vice President
Academic Affairs

FROM: Dr. Neil Hattlestad, Dean
College of Health and Applied Sciences

DATE: April 24, 1995

SUBJECT: Status of Health Sciences Enrollment Expansion

As per your request, I am providing a status report of our efforts to expand health sciences enrollments. Faculty recruitment, procurement of suitable clinical sites, and space are the greatest challenges we face. I believe we have been successful, however, in overcoming those barriers thus far. While the future remains uncertain, thus far we are on target in meeting the projections for expansion which President Thompson presented to the UCA Board of Trustees. To follow is a summary of our progress in each program.

Physical Therapy

Our immediate goal is to increase from the current number of students we accept (64) to 80 in the fall of 1995. We have completed interviews of 104 students and are presently reducing this number to 80. I had hoped that our faculty search efforts were more fruitful by this time, but so far - no applicants. We do have some people we have been aggressively recruiting, however, and I feel certain

that one or two may join our faculty. In addition to the three existing vacancies, I just received a resignation from Kim Dunleavy, which means we are now in search for four physical therapy faculty. A significant problem is that with each hire we are forced to get more competitive with the salaries we offer, thus compounding salary compression problems for existing faculty. Kim Dunleavy, for example, was \$11,000 below the national average. Faculty retention has become a problem that is just as severe as recruitment. We are trying to hold it together as best we can, but with 138 programs currently operating with one to two faculty vacancies, and 37 developing programs, it is not easy.

Physical Therapist Assisting

Our plan for the fall of 1995 was to increase the number of full-time students in the PTA program from 16 to 32, thus eliminating the need to offer a non-traditionally scheduled program for part-time students in the evening. Current plans are to complete the admissions process for a class of 32 full-time PTA students who will enter the program in the fall of 1995.

Occupational Therapy

The proposed plan was to admit 16 additional students in the fall of 1996. A delay of one year for implementation is necessary because five of the seven faculty in that program are currently engaged in doctoral study, and find it extremely difficult to carry a full teaching load. We are hopeful by the fall of 1996 that at least one of these individuals will have completed doctoral degree requirements, and that two more will have achieved this goal by 1997. We are still finding it difficult to secure sufficient clinical sites for the 48 students we currently enroll each year. I have admired the creativity of our faculty in developing some very nontraditional sites to meet this need, and to provide the additional facilities required for the 1996 class of 64 students. We must proceed cautiously, however, to insure that we remain in compliance with accreditation criteria for clinical sites.

Speech-Language Pathology

Our goal was to expand the current number of 26 masters level students in this program by six additional students each of the next five years. I am pleased to report that for fall 1995 we have actually admitted ten additional students (36). In terms of faculty recruitment, speech-language pathology has been our greatest

success story. We have filled two of three vacancies, and I am hopeful we are nearing identification of a third candidate. The greatest challenge facing this program, however, is space. I am not sure where we will assign some of the classes for this program next fall, but we are working on it.

Dietetics

Our goal in dietetics is to double by fall, 1996, the current enrollment of ten students we admit in the graduate dietetics program. We are currently in search for another nutrition faculty member which will be essential to remain compliant with accreditation standards. The pool of applicants is very small, but I remain hopeful we will hire an individual with the required credentials.

Nurse Practitioner

Our goal was to admit 30 students on a part-time basis in the nurse practitioner MSN track in the fall of 1995. The necessary curricular approvals are in place (provided the ADHE Board does not block adoption). If we can recruit two qualified faculty members, we plan to offer at least one practitioner course this fall, with a more complete array of offerings available in 1996 (January).

Financial Report - March 1995 - Copies were distributed.

Reports on College-going, Retention, and Graduation Rates - Copies of several charts compiled by the Arkansas Department of Higher Education reflecting the college-going rate in Arkansas, academic retention of freshmen intercollegiate athletes, and retention and graduation rates of all entering freshmen were included in the Board agenda. UCA's figures generally place the institution at or near the top of Arkansas' four-year institutions.

NEW BUSINESS

Departmental Name Changes - On February 10, 1995, the University of Central Arkansas Board of Trustees approved a recommendation to consolidate the departments of Childhood Education and Special Education. The department had not at that point agreed on a

name for the new department. After further discussion, the department recommends the name, "Department of Childhood and Special Education."

The Department of Physics and Astronomy has included the word "astronomy" in its name for perhaps the last decade. However, there is no evidence that the Board of Trustees ever officially approved the inclusion of the word, "astronomy." The name, Department of Physics and Astronomy, clearly represents the discipline and department. The department offers courses in astronomy, and faculty research interests include astronomy. Further, the department operates two astronomy-related facilities: the planetarium and the observatory. Both are well attended by the public and provide important outreach for the department and university. Most analogous departments include astronomy in the title.

During the past two decades, significant growth and diversification has occurred within the field of home economics. The range of positions filled by home economics graduates has also expanded. As a consequence of these changes, members of the American Home Economics Association formed a task force three years ago to identify a name that would more accurately describe their field. During the annual national conference of the American Home Economics Association in June 1994, the name of this organization was officially changed to The American Association of Family and Consumer Sciences. Several colleges and universities had already adopted a change in title prior to this action. After interviewing students, alumni, and employers, faculty within the Department of Home Economics faculty voted unanimously to change the name to "Department of Family and Consumer Sciences."

The proposed changes have been reviewed and endorsed by the appropriate committees, councils, and administrators.

The following resolution was adopted upon motion by Mr. Harding with a second by Dr. Chakales:

"BE IT RESOLVED: THAT THE UNIVERSITY OF CENTRAL ARKANSAS BOARD OF TRUSTEES HEREBY APPROVES THE FOLLOWING NAME CHANGES, EFFECTIVE JULY 1, 1995: FROM THE DEPARTMENTS OF CHILDHOOD EDUCATION AND SPECIAL EDUCATION TO THE DEPARTMENT OF CHILDHOOD AND SPECIAL EDUCATION; FROM THE DEPARTMENT OF PHYSICS TO THE DEPARTMENT OF PHYSICS AND ASTRONOMY; AND FROM THE DEPARTMENT OF HOME ECONOMICS TO THE DEPARTMENT OF FAMILY AND CONSUMER SCIENCES."

Associate of Applied Science Degree in Industrial Technology - The University of Central Arkansas currently offers an Associate of Applied Science in Vocational-Industrial Education (V-IE) degree which prepares vocational instructors for secondary and post-secondary schools. The principal feature of the program is the recognition of proficiency in a specialized area, granting 18 hours of credit if the applicant completes a specialty test prepared by the National Occupational Competency Testing Institute. An acceptable score is the 50th percentile or above. (Page 139 of the 1994-1996 Undergraduate Bulletin.)

The Department of Applied Academic Technologies proposes to implement an Associate of Applied Science in Industrial Technology degree modelled on the previously described V-IE associate degree. The proposed degree recognizes the educational value of experiences gained outside the University through formal training programs offered on-site by business and industry. Quality control of the curriculum will be exercised through the pre-selection of the formal training which would be accepted as credit. Industries with extensive industrial training programs carefully document the curriculum and the instruction given their employees. Credit to be earned through industrial training and applicable to the proposed degree would not exceed 24 hours of the 63 hour proposed program. A cooperative review of the curriculum by industry and the University prior to training would be the basis for granting credit upon completion of training. Implementation of the degree program would therefore require agreements with a number of companies in order for their employees to earn college credit as they progress in their industrial training.

In addition to the 24 hours to be earned on-site through industrial training, the proposed degree would consist of 63 hours encompassing the following: general education requirements (24 hours including one mathematics and one science course), technology courses (30 hours, 6 of which are specified), and business and management coursework (9 hours). Students participating in the program would meet the residency requirements of the University.

This plan, in addition to creating an associate degree, would also provide for the establishment of articulation agreements with technical colleges. A student with a technical based associate degree could be accepted into the Bachelor of Science in Industrial Technology (BSIT) degree program with a maximum of 30 hours credited to the program. The general education and business core courses would transfer under the general transfer guidelines. The student would be responsible for completion of the remainder of the BSIT degree as required.

The associate degree would also combine with the present BSIT degree for a 2 + 2 plan. The B.S. candidate would complete 18 additional hours of technology, the remaining 31 hours of general education, and the remaining hours for a business management minor to complete the BSIT degree.

Specifically, the degree will provide an opportunity for employees in Arkansas industries to:

1. Earn college credit for competencies developed through formal company sponsored training programs.
2. Obtain academic college credit for industrial/technical course work successfully completed at technical/vocational colleges.
3. Apply the college credit based on formal training programs and on industrial/technical course work to a baccalaureate degree.

The proposal has been reviewed and has the support of all appropriate committees, councils, and administrators.

The following resolution was adopted upon motion by Mr. Womack with a second by Mrs. Goode:

"BE IT RESOLVED, THAT THE UNIVERSITY OF CENTRAL ARKANSAS BOARD OF TRUSTEES AUTHORIZES THE ESTABLISHMENT OF AN ASSOCIATE OF APPLIED SCIENCE DEGREE IN INDUSTRIAL TECHNOLOGY AND APPROVES THE COURSE OF STUDY APPENDED HERETO."

COURSE OF STUDY

ASSOCIATE OF APPLIED SCIENCE IN INDUSTRIAL TECHNOLOGY

TECHNOLOGY COURSES

24 hours of technology credit to be earned through industrial training in a technical specialty or transfer from a technical college recorded through variable credit TECH courses.

TECH 21XX, 22XX, 23XX Supervised Training (new course)

Supervised training in a specialized area of technology earned through a formal training program or from a technical college based upon an approved curriculum. May be repeated for a total of 24 hours.

9 hours of technology credit to be earned in residence

TECH 1300 Introduction to Technology
(existing course)

TECH 13XX Microcomputer Applications for Technologists
(new course)

3 hours TECH elective

GENERAL EDUCATION

3 hours HIST 2301 or 2302, American Nation I or II or
PSCI 1330, U.S. Government and Politics

6 hours ENGL 1310, and ENGL 1320, Composition I and II

3 hours MATH 1390, College Algebra

4 hours BIOL 1400, Biology for General Education

2 hours Kinesiology/Physical activities or
HED 2200, Personal Health

3 hours ECON 1310, Modern Political Economy

3 hours chosen from general education electives

BUSINESS AND MANAGEMENT

3 hours ECON 2321, Principles of Microeconomics

3 hours MGMT 3340, Managing People and Work

Developmental Education - Pulaski Technical College - Under legislation adopted by the 1993 General Assembly, one of the educational goals of the state is to reduce the amount of developmental (remedial) education done by the four-year institutions. The state has encouraged and in some respects required the universities to take steps to reduce their expenditures on remediation, and UCA is attempting to meet these expectations in a variety of ways, including gradual and moderate increases in our admission standards.

For the past several months, staff has been engaged in discussions which might lead to one of the recently created technical colleges assuming responsibility for a portion and, in time, perhaps all of the developmental education on the UCA campus.

Pulaski Technical College in North Little Rock has shown the greatest interest in the project, and the attached agreement has been negotiated. President Ben Wyatt of PTC has indicated his approval of the agreement.

In response to a question from Mr. White President Thompson explained that the proposed agreement applies only to students who do not meet UCA's present admission standards. President Thompson stated that any further agreement with Pulaski Technical College will be brought before the Board for approval.

The following resolution was adopted upon motion by Mrs. Goode with a second by Mr. Womack:

"BE IT RESOLVED: THAT THE PRESIDENT OF THE UNIVERSITY OF CENTRAL ARKANSAS, FOR AND ON BEHALF OF THE UNIVERSITY, IS AUTHORIZED TO ENTER INTO THE ATTACHED AGREEMENT WITH PULASKI TECHNICAL COLLEGE."

TRANSITIONAL COURSES AGREEMENT

The University of Central Arkansas ("the University" or "UCA") and the Pulaski Technical College ("the College" or "PTC") hereby enter into the following agreement, on this _____ day of _____, 1995, for the provision of transitional courses by PTC on the UCA campus.

The purpose of this agreement is to make high-quality transitional courses available to prospective UCA students through a cooperative, coordinated effort between UCA and PTC. The agreement will also minimize the amount of state funds expended on developmental courses. (See A.C.A. 6-62-107) The agreement will benefit UCA, PTC and students of both institutions by providing transitional courses in a convenient and efficient manner.

This agreement will provide for PTC to teach developmental courses to students who do not meet UCA admission standards. However, the parties state their intent to progressively expand the scope of this agreement to provide that PTC will teach all developmental courses offered on the UCA campus, both to UCA students and non-students. The terms of the expanded agreement will be negotiated by the parties.

1. Courses to be offered. PTC will [will be authorized to] teach elementary algebra and developmental courses in reading, writing, and mathematics on the UCA campus for [freshman] students who do not meet UCA admission requirements. The curriculum for the courses must be mutually agreeable to PTC and UCA. A passing grade in the courses will be a grade that is equivalent to a "C" or better. The number and types of courses offered will depend upon demand. The courses will be offered in the late afternoons and evenings or at other times when UCA determines that classroom space is available.

2. Use of UCA Facilities and Equipment. UCA will provide space and utilities for the PTC transitional classes on the third floor of Torreyson Library. UCA will provide accessibility to the copy machine and video equipment, but cost of supplies and services incurred by PTC faculty and students will be paid by PTC. An office will be provided at UCA and shared by instructors from PTC. The office will have a computer and phone, but the expense of the phone is to be paid by PTC. The PTC students will receive access to the math lab and the reading/writing computer lab before and after classes; but, PTC will be required to provide the lab assistants. (A lab fee of \$10 per student will be charged on the upkeep of the computers.)

3. Registration. PTC is responsible for admitting and enrolling their students, advising them, collecting tuition and fees, and maintaining student enrollment information. PTC will coordinate on a timely basis with the UCA Contact Person or designee concerning a room for registration, class schedules and other necessary information. In addition to its own fees, PTC will collect a UCA library fee of \$2.00 per semester credit hour [\$50 per fiscal year] and a \$10 lab fee for each student, which fees will be paid to UCA within 15 days after registration. UCA will provide a room to be used for PTC registration. PTC is responsible for issues such as financial aid, scholarships and similar matters affecting its students.

4. PTC Privileges and Responsibilities. PTC will require its students and faculty members to comply with UCA's parking and traffic regulations and to pay the applicable parking fee to the UCA Police Department. PTC will require its students to comply with the UCA Standards of Student Conduct. PTC will inform its students that all violations of the Standards will be handled through the UCA disciplinary system, in addition to any action that PTC may properly take. PTC students and faculty will have access to the use of UCA facilities necessary for their academic program. PTC students and faculty will not have access to UCA athletic facilities or other facilities unrelated to their transitional classes. PTC students and faculty will have access to the student bookstore and cafeteria at published rates.

5. Contact Persons. The designated contact person for UCA concerning this agreement is as follows:

Dr. Sally Roden
Dean of Undergraduate Studies
201 Donaghey Ave.
Torreyson Library 332
Conway, Arkansas 72035

The designated contact person for PTC concerning this agreement is as follows:

The parties agree to provide written notification of any change of the persons designated above.

6. Assessment Data. UCA will provide to PTC follow-up assessment data of student outcomes for regular UCA English and math classes.

7. Publicity. The parties will cooperate in publicizing the opportunities provided by this agreement.

8. Faculty. PTC will provide appropriately qualified [and licensed] faculty to teach the transitional classes. UCA currently has assigned faculty teaching its transitional courses, and PTC agrees to consider these UCA faculty members in making their staffing decisions for the transitional classes.

9. Assignability. The parties will not sell, assign, or otherwise convey their interest in this contract without first securing the written consent of the other party.

10. Successors in Interest. This agreement will be binding upon the parties hereto and upon their successors and assigns.

11. Modification. No provision of this agreement may be modified or amended except in writing signed by the parties.

12. Compliance with Applicable Law. The parties agree to comply with all applicable federal, state and local laws and regulations in carrying out this agreement.

13. Waiver. No waiver of performance by a party shall be construed to be or operate as a waiver of any subsequent default of any of the terms and conditions of this Agreement. The continuation of performances under the agreement for any period after a default shall not be deemed a waiver of any right or an acceptance of defective performance.

14. Non-Discrimination. In carrying out the performance of the services designated, the parties shall not discriminate as to race, creed, religion, sex, age, national origin or the presence of any physical, mental or sensory disability, and the parties shall comply with the equality of employment opportunity provisions of federal law as presently existing or hereafter amended.

15. Termination. This agreement shall remain valid until terminated and may be terminated by either party upon six months written notice.

In Witness Whereof, the parties have hereunto set their hands.

For the University of Central Arkansas

For Pulaski Technical College

Winfred L. Thompson, President

Benjamin Wyatt, President

Date

Date

Membership in and Investment with The Common Fund - The University of Central Arkansas Board Policy #600, entitled "Investment and Collateralization Policy," authorizes the university to invest in The Common Fund (see II, paragraph (A) in attached Exhibit "A"). The university has been investing in the short term fund of The Common Fund as a method to manage short term cash flow.

On January 23, 1995, a request was received from The Common Fund to present a certification of a resolution for membership in and investment with The Common Fund which is presented in the resolution of this agenda item. Since the request is much more specific than the authorization given in Board Policy #600, it is requested that the resolution required by The Common Fund be adopted by the Board of Trustees.

This will formalize the specifics of the request from The Common Fund which are not contained in Board Policy #600.

The following resolution was adopted as Board Policy No. 600.1 upon motion by Mr. Harding with a second by Dr. Chakales:

"BE IT RESOLVED THAT: (1) THE UNIVERSITY OF CENTRAL ARKANSAS SHALL BECOME A MEMBER OF THE COMMON FUND FOR NONPROFIT ORGANIZATIONS ('THE COMMON FUND'), A NEW YORK MEMBERSHIP CORPORATION, PURSUANT TO THE CONSTITUTION, BY-LAWS AND RULES OF THE COMMON FUND, THEREBY BECOMING ENTITLED TO INVEST IN THE VARIOUS INVESTMENT FUNDS ESTABLISHED AND MAINTAINED OR SPONSORED BY THE COMMON FUND.

(2) TO AUTHORIZE THE PERSON HOLDING THE OFFICE OF VICE PRESIDENT FOR FINANCIAL AFFAIRS, REFERRED TO HEREIN AS AN AUTHORIZED PERSON, TO ACT ON BEHALF OF AND IN THE NAME OF THE INSTITUTION IN MATTERS RELATING TO THE COMMON FUND AND, IN PARTICULAR, TO SPECIFY TO THE COMMON FUND THE INVESTMENT FUND(S) OF THE COMMON FUND IN WHICH ASSETS OF THE INSTITUTION SHOULD BE INVESTED OR TO WHICH THEY SHOULD BE TRANSFERRED, TO SPECIFY THE DISTRIBUTION OPTION OR OPTIONS APPLICABLE TO SUCH INVESTMENTS, TO WITHDRAW ALL OR ANY PORTION OF THE ASSETS FROM ANY ONE OR MORE OF THE INVESTMENT FUNDS, TO MAKE REPRESENTATIONS AND WARRANTIES AND TO

EXTEND COVENANTS BINDING UPON THE INSTITUTION, AND GENERALLY TO CONDUCT AFFAIRS WITH THE COMMON FUND ON BEHALF OF THE INSTITUTION, SUBJECT, HOWEVER, TO THE UNDERSTANDING THAT ANY WITHDRAWAL SHALL BE LIMITED TO A REMITTANCE BY THE COMMON FUND TO A BANK OR OTHER DEPOSITORY INSTITUTION FOR CREDIT TO AN ACCOUNT OF THE INSTITUTION.

(3) TO AUTHORIZE THE VICE PRESIDENT FOR FINANCIAL AFFAIRS (I) TO DESIGNATE ONE OR MORE ADDITIONAL PERSONS, WHO MAY OR MAY NOT BE OFFICERS OF THE INSTITUTION, TO ACT FOR AND ON BEHALF OF THE INSTITUTION AS IF DIRECTLY AUTHORIZED PURSUANT TO PARAGRAPH 2 HEREOF AND (II) TO CERTIFY TO THE COMMON FUND, AND, IN THE CASE OF THE SHORT TERM FUND, TO CORESTATES BANK, N.A., AS TRUSTEE (THE 'TRUSTEE') THE IDENTITY AND THE AUTHENTICITY OF THE SIGNATURES OF THE PERSONS SO DESIGNATED. PERSONS SO DESIGNATED ARE EACH INTENDED TO BE INCLUDED IN REFERENCES IN LATER PARAGRAPHS OF THIS RESOLUTION TO AUTHORIZED PERSONS.

(4) THIS RESOLUTION SHALL SUPERSEDE PRIOR RESOLUTIONS CONCERNING THE SUBJECT MATTER HEREOF TO THE EXTENT INCONSISTENT HERewith AND SHALL CONTINUE IN FULL FORCE AND EFFECT UNTIL WRITTEN NOTICE OF ANY AMENDMENT OR RESCISSION HEREOF HAS BEEN RECEIVED BY THE COMMON FUND, AND, IN THE CASE OF THE SHORT TERM FUND, THE TRUSTEE.

(5) THE SECRETARY OF THE BOARD OF TRUSTEES OR ANY ONE OF THE AUTHORIZED PERSONS DESIGNATED HEREIN OR PURSUANT HERETO MAY CERTIFY TO THE COMMON FUND AND TO THE TRUSTEE AND TO ANY AFFILIATE OF EITHER, AS TO THE ADOPTION OF THIS RESOLUTION AND THE TEXT HEREOF AND AS TO THE IDENTITY AND AUTHENTICITY OF THE SIGNATURES OF EACH PERSON AUTHORIZED IN PARAGRAPH 2 AND PURSUANT TO PARAGRAPH 3 TO EXERCISE ONE OR MORE OF THE POWERS CONFERRED HEREIN. SUCH CERTIFICATION AS TO IDENTITY AND AUTHENTICITY MAY BE MADE ON FUND TRANSFER AGREEMENTS

OR MONEY TRANSFER AGREEMENTS OR OTHERWISE. THE COMMON FUND AND THE TRUSTEE SHALL BE ENTITLED AS AGAINST THE INSTITUTION TO PRESUME CONCLUSIVELY THAT THE PERSONS SO CERTIFIED SHALL CONTINUE TO BE AUTHORIZED TO ACT ON BEHALF OF THE INSTITUTION UNTIL OTHERWISE NOTIFIED IN WRITING BY AN AUTHORIZED PERSON.

(6) EACH AUTHORIZED PERSON LISTED IN PARAGRAPH 2 IS AUTHORIZED TO ENTER INTO A TRUST AGREEMENT (THE 'TRUST AGREEMENT') WITH THE TRUSTEE FOR THE PURPOSE OF ARRANGING FOR THE MANAGEMENT OF THAT PORTION OF THE INSTITUTION'S FUNDS THAT ARE NORMALLY INVESTED IN SHORT TO INTERMEDIATE TERM FIXED DOLLAR SECURITIES. EACH AUTHORIZED PERSON MAY FROM TIME TO TIME TRANSFER SUCH FUNDS TO THE TRUSTEE WITH THE UNDERSTANDING THAT THE TRUSTEE WILL INVEST THE FUNDS, IN ACCORDANCE WITH THE TERMS OF THE TRUST AGREEMENT, IN THE COMMON FUND FOR SHORT TERM INVESTMENTS (THE 'SHORT TERM FUND'), UNDER THE TERMS SET FORTH IN THE PLAN DATED SEPTEMBER 9, 1974, AS AMENDED, SUCH FUNDS, AS SO DEPOSITED, BEING REFERRED TO HEREIN AS THE 'TRUST FUND.' EACH AUTHORIZED PERSON IS AUTHORIZED, IN RESPECT OF THE INSTITUTION'S INVESTMENTS UNDER THE TRUST AGREEMENT, TO MAKE CONTRIBUTIONS TO, AND WITHDRAWALS FROM, THE TRUST FUND, AND TO GIVE INSTRUCTION TO, AND OTHERWISE TO EFFECT TRANSACTIONS WITH THE TRUSTEE, SUBJECT, HOWEVER, TO THE UNDERSTANDING THAT ANY WITHDRAWAL OF FUNDS SHALL BE LIMITED TO A REMITTANCE BY THE TRUSTEE TO A BANK OR OTHER DEPOSITORY INSTITUTION FOR CREDIT TO AN ACCOUNT OF THE INSTITUTION."

Rental Rates for Student Center Meeting Room, Softball Fields, and Soccer Fields -

Rental rates need to be established for the new meeting rooms in the Student Center and the new softball fields and soccer fields.

President Thompson and Dr. John Smith, Vice President for Student Affairs, emphasized that students and civic groups sponsored by the university are not charged for normal use of these facilities. Rental fees apply if an admission fee is charged for events.

The following resolution was adopted as an amendment to Board Policy No. 400 (Space Utilization Policy) upon motion by Mr. Womack with a second by Mr. Harding:

"BE IT RESOLVED: THAT THE UCA BOARD OF TRUSTEES APPROVES THE FOLLOWING RENTAL RATES FOR THE STUDENT CENTER, SOFTBALL FIELDS AND SOCCER FIELDS:

<u>Facility</u>	<u>Rental Rate</u>	<u>Rental Rate Student Organizations</u>
Student Center Meeting Rooms	\$100/8 hours (\$10/hr additional)	\$50/8 hours (\$10/hr additional)
Softball Fields (Tournaments)		
A. One field	\$150/day	\$50/day
B. Two fields	\$200/day	\$75/day
C. Three fields	\$250/day	\$100/day
D. Four fields	\$300/day	\$125/day
Soccer fields	\$50/8 hours	\$25/8 hours"

Capital Projects: Lewis Science Center Renovation and Replacement of Doyne Health Sciences Center Roof - The relocation of the Chemistry program to the new Laney Building permitted the reallocation of approximately 14,700 square feet of space in the Lewis Science Center, formerly occupied by the Chemistry Department. Space that became available included faculty/staff offices, Chemistry laboratories, research space and storage areas. Although much of the vacated space required little or no modification to meet other program requirements, renovation of some space is necessary to accommodate other instructional needs, particularly for the Biology and Physics programs. The most pressing needs can be addressed at a cost of approximately \$49,000.

The Doyne Health Sciences Center was constructed in 1976. The original roof is near the end of its 20 year life expectancy and showing serious signs of deterioration. The cost to remove the existing roof and a new replacement is estimated to be \$120,000.

The following resolution was adopted upon motion by Mrs. Goode with a second by Dr. Chakales:

"BE IT RESOLVED: THAT THE UCA BOARD OF TRUSTEES AUTHORIZES THE EXPENDITURE OF APPROXIMATELY \$49,000 FOR RENOVATION OF SPACE IN THE LEWIS SCIENCE CENTER FOR OFFICES, CLASSROOMS, LABORATORIES AND STORAGE AREAS AND THE EXPENDITURE OF APPROXIMATELY \$120,000 FOR THE REMOVAL OF THE EXISTING ROOF AND THE INSTALLATION OF A NEW ROOF ON THE DOYNE HEALTH SCIENCES CENTER FROM 1994-95 YEAR-END FUNDS AND OTHER AVAILABLE FUNDS."

Dental Insurance Contract -The dental insurance contract with Jefferson-Pilot Insurance Company will expire June 30, 1995. Jefferson-Pilot has submitted the following rate proposal containing an additional benefit with no increase in rates for the 1995-96 fiscal year for the university employee dental insurance plan.

The plan is as follows:

	<u>Current & Renewal Deductible</u>	<u>94/95 Current Coverage</u>	<u>95/96 Renewal Coverage</u>			
Diagnostic & Preventive	\$0	80%	100%			
Restorative	\$50	80%	80%			
Major Restorative	\$50	50%	50%			
Orthodontic	\$0	50%	50%			

	<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>
<u>Dental Plan</u>						
Individual	\$15.39	\$15.39	\$15.39	-0-	-0-	-0-
2-Party (Employee & Spouse)	30.78	30.78	15.39	\$15.39	\$15.39	-0-
Employee & Child	35.95	35.95	15.39	20.56	20.56	-0-
Family	51.34	51.34	15.39	35.95	35.95	-0-
Special Family (Both spouses employed)	51.34	51.34	30.78	20.56	20.56	-0-

In connection with its rate proposal, the following UCA experience reports for the periods indicated were submitted by Jefferson-Pilot Insurance Company:

	<u>Premiums</u>	<u>Claims Paid</u>	<u>Premiums over Claims</u>
Annual Report:			
July 1, 1993 - June 30, 1994	\$245,924	\$177,127 *	\$68,797 *
Semi-Annual Report:			
July 1, 1994 - Dec. 31, 1994	\$124,651	\$101,888 *	\$22,763 *

* Includes no incurred claims, administrative charge or inflation.

It is recommended that the proposed dental plan with Jefferson-Pilot Insurance Company, reviewed and recommended by the Fringe Benefits Committee, be renewed for the 1995-96 fiscal year.

The following resolution was adopted upon motion by Mr. Harding with a second by Mr. Womack:

"BE IT RESOLVED: THAT THE PRESIDENT IS AUTHORIZED TO RENEW THE DENTAL INSURANCE CONTRACT WITH JEFFERSON-PILOT INSURANCE COMPANY FOR THE PERIOD JULY 1, 1995 THROUGH JUNE 30, 1996, AT THE RATES AND TERMS INDICATED ABOVE."

Revision of Fee Remission Policy - The University of Central Arkansas provides a tuition fee remission for employees who qualify for benefits as stated in the Faculty and Staff Handbooks.

The proposed revision will clarify that employees who are terminated become ineligible to receive fee remission benefits.

The following resolution as a revision to the Fee Remission Policy as stated on page 26 of the Staff Handbook previously approved on December 6, 1991 and as stated on pages 52-53, Section IV.F. of the Faculty Privileges section of the Faculty Handbook previously approved on November 5, 1993 was adopted upon motion by Dr. Chakales with a second by Mrs. Goode (changes to the policy are highlighted):

"BE IT RESOLVED: THAT THE BOARD OF TRUSTEES ADOPTS THE FOLLOWING REVISED FEE REMISSION POLICY:

FEE REMISSION POLICY

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

ONLY UNMARRIED CHILDREN BY BIRTH, LEGAL ADOPTION, AND STEPCHILDREN LIVING WITH THE EMPLOYEE WILL BE ELIGIBLE FOR FEE REMISSION. TO QUALIFY THEY MUST ENTER THE UNIVERSITY WITHIN THIRTY MONTHS OF THEIR DATE OF HIGH SCHOOL GRADUATION. A SPOUSE MAY ENROLL AT ANY TIME.

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

Architect for Existing Football Stadium - An architect needs to be employed to examine the condition of the football stadium to determine if structural modifications need to be performed to keep this facility in good condition for continued use, as well as exploring other possible renovations and additions to this facility. The architect would perform planning functions, and develop preliminary and design concepts for the continued use of this facility, as well as providing cost estimates of any needed modifications and additions. If authority is granted for the renovation/addition to this facility at a later date, the architect would then develop detailed plans and specifications and would be responsible for supervising construction of any renovations or additions.

Dr. Chakales suggested that the administration consider athletics in general and look at how state funds allocated for athletics are being used. President Thompson stated that he plans to present a proposal at the next Board meeting concerning this issue.

The following resolution was adopted upon motion by Mrs. Goode with a second by Mr. Harding:

"BE IT RESOLVED: THAT THE PRESIDENT IS AUTHORIZED TO EMPLOY AN ARCHITECT TO ASSESS THE CONDITION OF THE FOOTBALL STADIUM AND PERFORM PLANNING AND RELATED SERVICES FOR ANY RECOMMENDED MODIFICATIONS, RENOVATIONS, OR ADDITIONS IF DETERMINED TO BE NECESSARY FOR THE CONTINUED USE OF THE FACILITY."

In response to a question from Dr. Chakales, Dr. James Dombek, Vice President for Administration, reported that final plans for the renovation of the President's House were submitted to State Building Services five weeks ago. It is hoped that advertisements for bids can be published this weekend. Dr. Dombek stated that the project should be completed by January 1996.

Dr. Chakales suggested that President Thompson be given an allowance for moving expenses. Other members of the Board agreed.

MR. HARDING MOVED THAT PRESIDENT THOMPSON PRESENT A COMPILATION OF MOVING EXPENSES AT THE NEXT BOARD MEETING FOR CONSIDERATION BY THE BOARD. THE MOTION WAS SECONDED BY DR. CHAKALES AND PASSED.

Dr. Chakales expressed his concerns about the length of time it takes students to graduate, especially graduate students. He asked if UCA is doing everything it can to get students through school in a reasonable period of time.

President Thompson stated that a study has been done on factors affecting the time to graduate for undergraduates and perhaps a similar study can be done for graduate students.

Dr. Chakales stated that such a report would be appropriate.

EXECUTIVE SESSION

Executive session was declared upon motion by Mr. Womack with a second by Mr. Harding.

OPEN SESSION

DR. CHAKALES MOVED THAT PRESIDENT THOMPSON BE ALLOWED TO MAKE PAID EDUCATIONAL LEAVE AVAILABLE TO RONNIE WILLIAMS, ASSISTANT TO THE PRESIDENT, IN HIS PURSUIT OF A DOCTORAL DEGREE. THE MOTION WAS SECONDED BY MRS. GOODE AND PASSED.

The following resolution was adopted upon motion by Mr. Harding with a second by Mr. Womack:

"BE IT RESOLVED: THAT THE UCA BOARD OF TRUSTEES APPROVES THE FOLLOWING RECOMMENDATIONS FOR PROMOTION, ADJUSTMENTS, APPOINTMENTS, RESIGNATIONS, RETIREMENTS, AND DESIGNATION AS DISTINGUISHED PROFESSOR EMERITUS, PROVIDED, HOWEVER, THAT THE ADMINISTRATION IS AUTHORIZED TO MAKE CORRECTIONS AND CHANGES OF A CLERICAL NATURE."

Recommendations for Promotion:

College of Arts & Letters	Department	Recommended Rank
1. Randall Pouwels	History	Professor
2. Michael Schaefer	English	Associate Professor
3. Wayne Stengel	English	Professor
4. Denis Winter	Music	Professor
College of Education		
1. Ronald Bramlett	Psychology	Associate Professor
2. Mary Mosley	Childhood Education	Associate Professor
College of Health & Applied Sciences		
1. Catherine R. Acre	Occupational Therapy	Assistant Professor
2. Emogene Fox	Health Education	Professor
3. Betty Hubbard	Health Education	Professor
4. Jean Irion	Physical Therapy	Assistant Professor
5. Nancy Reese	Physical Therapy	Associate Professor
6. Lynn Seymour	Nursing	Assistant Professor
College of Natural Sciences & Mathematics		
1. David Peterson	Mathematics	Professor
2. Steven Runge	Biology	Associate Professor

Adjustments:

1. Lorna Strong, Instructor/Clinical, Kinesiology & Physical Education, Term, Non-Tenure Track, effective August 1, 1994 to May 31, 1995 change @ a gross salary from \$24,980.00 to \$27,380.00.
2. Robert E. Lowrey, Professor/Director of UCA Press, English, Appointment with Tenure, effective July 1, 1994 to July 1, 1995 change gross salary from \$56,169.00 to \$56,375.28 (based on \$56,444.00 per annum). (Increase effective October 1, 1994.)

Adjustments, part-time:

1. Suzanne Banister, Instructor, part-time, Music, effective Spring semester change @ a gross salary from \$3,750.00 to \$3,938.00.
2. Charlotte Pitcairn, Instructor, part-time, Music, change effective date from Spring semester @ a gross salary of \$1,500.00 to January 9, 1995 through February 7, 1995 @ a gross salary of \$308.03.

Appointments:

1. Dr. Mary Beth Armstrong, Assistant Professor, Speech-Language Pathology, Tenure Track with 1 year toward tenure, effective August 16, 1995 through May 15, 1996 @ a gross salary of \$36,500.00.
2. Dr. H. Robert Bergen, Assistant Professor, Chemistry, Tenure Track, effective August 16, 1995 through May 15, 1996 @ a gross salary of \$35,000.00.
3. Mr. Michael D. Ensley, Assistant Professor, Marketing and Management, Tenure Track, effective August 16, 1995 through May 15, 1996 @ a gross salary of \$45,000.00.
4. Ms. Karen Fraser, Assistant Professor, Applied Academic Technologies, Tenure Track, effective August 16, 1995 through May 15, 1996 @ a gross salary of \$33,500.00.
5. Dr. Carl K. Frederickson, Assistant Professor, Physics and Astronomy, Tenure Track, effective August 16, 1995 through May 15, 1996 @ a gross salary of \$33,000.00.

6. Graham L. Gillis, Jr., Assistant Vice President for Human Resources, Personnel, Non-Faculty Appointment, effective April 1, 1995 to July 1, 1995 @ a gross salary of \$11,250.00 (based on \$45,000.00 per annum).
7. Dr. Kirsta Glenn, Assistant Professor, Economics and Finance, Tenure Track, effective August 16, 1995 through May 15, 1996 @ a gross salary of \$42,000.00.
8. Ms. Linda Graham, Instructor, Speech-Language Pathology, Term, Non-Tenure Track, effective August 16, 1995 through May 15, 1996 @ a gross salary of \$29,500.00.
9. Dr. Sarah N. Jerome, Assistant Professor, Health Sciences, Tenure Track, effective August 16, 1995 through May 15, 1996 @ a gross salary of \$35,000.00.
10. Ms. Lisa Kelley, Continuing Education Coordinator/Manager of Conferences, Continuing Education/Non-Credit, Non-Faculty Appointment, effective March 20, 1995 to July 1, 1995 @ a gross salary of \$8,221.00 (based on \$28,500.00 per annum).
11. Dr. Mohamed A. Nour, Assistant Professor/Information Systems, Marketing and Management, Tenure Track, effective August 16, 1995 through May 15, 1996 @ a gross salary of \$55,000.00.
12. Mr. Thomas M. Walker, Instructor, Biology, Tenure Track, effective August 16, 1995 through May 15, 1996 @ a gross salary of \$31,500.00.

Appointments, Summer:

1. Dr. Sarah N. Jerome, Assistant Professor, Health Sciences, first and second summer terms 1995 @ a gross salary of \$4,200.00 each term.

Appointments, part-time:

1. Lisa Dillon, Clinical Supervisor, part-time, Nursing, effective January 19, 1995 through February 2, 1995 @ a gross salary of \$780.00.
2. Denise Dodd, Clinical Supervisor, part-time, Nursing, effective Spring semester @ a gross salary of \$4,029.00.

3. Rita Fielder, Instructor, part-time, Transitional Studies, effective Spring semester @ a gross salary of \$1,400.00.
4. Judith Hipp, Instructor, part-time, Childhood Education, effective Spring semester @ a gross salary of \$1,400.00.
5. Phyllis Plumley, Instructor, part-time, Art, effective Spring semester @ a gross salary of \$3,000.00.
6. Douglas J. Stanley, Instructor, part-time, Accounting, effective Spring semester @ a gross salary of \$1,500.00.

Resignations:

1. Michael Webster Torreyson Library February 28, 1995

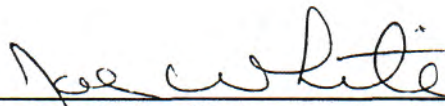
Retirements:

1. Helen Russell Personnel March 31, 1995
2. Russell Langston Music June 30, 1995

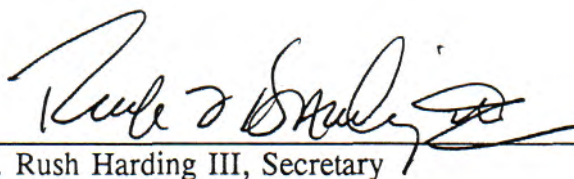
Designation As Distinguished Professor Emeritus:

1. Gene Hatfield Art Department

There being no further business to come before the Board, the meeting was adjourned upon motion by Mr. Womack with a second by Mrs. Goode.



Mr. Joe White, Chair



Mr. Rush Harding III, Secretary