The Board of Trustees of the University of Central Arkansas convened in regular meeting Friday, April 29, 1983 at ten o'clock in the Board Room in the Administration Building on the campus with the following officers and members of the Board present, to-wit:

> Chairman: Chairman Elect: Secretary: Mr. Ben Burton Dr. John W. Sneed, Jr. Dr. J. Albert Johnson Judge Henry L. Jones, Jr. Mr. James W. Ahlf

and with the following absent, to-wit:

None

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

Minutes of the last meeting were approved as distributed.

President Farris reported on the following items:

- 1. Retention
- 2. Enrollment & Housing Projections
- 3. Freshmen Dormitory
- 4. '83-'84 Budget Overview
- 5. Affirmative Action Committee
- 6. '83-'84 Student Financial Aid Outlook

Adoption of the following resolution was approved upon motion made by Dr. Sneed, seconded by Mrs. Hammans, and passed by unanimous vote:

"RESOLVED, that \$200,000 of the campus improvement funds received by the University from the mineral lease money be utilized for improvements in University housing.

BE IT FURTHER RESOLVED, that the remaining \$63,065 be placed in a reserve for future use as priorities in campus improvement are identified."

Adoption of the following resolution was approved upon motion made by Dr. Sneed, seconded by Mrs. Hammans, and passed by unanimous vote:

"RESOLVED, that the heating and air conditioning unit in Hughes Hall be replaced at the approximate cost of \$160,000. The cost to be paid from \$80,000 from the mineral lease money and \$80,000 from the repair and replacement account in our housing bond program."

Adoption of the following resolution was approved upon motion made by Mr. Ahlf, seconded by Mr. Burton, and passed by unanimous vote:

"RESOLVED, that the administration be authorized to procure professional legal liability insurance to cover all faculty and staff members of the University against the costs of legal actions brought against such employees while properly acting within the scope of such employment.

BE IT FURTHER RESOLVED, that said employees be given assurance that should such legal action be brought against an employee while properly acting within the scope of employment, the University shall offer its full support and guidance for the defense of such action."

Adoption of the following resolutions was approved upon motion made by Mr. Ahlf, seconded by Dr. Johnson, and passed by unanimous vote:

"RESOLVED, that all employees of the University effective with the passage of this resolution will be required to retire at the end of the fiscal year following their 70th birthdays. Exceptions to this rule may be made on a year-to-year basis at the discretion of the Board of Trustees."

"RESOLVED, that the University will provide a regular health insurance program for employees up to their 65th birthdays. When an employee reaches 65, the University's participation for that employee's health insurance will be limited to the provision of Medipak or some comparable supplemental program to Medicare. The University will allow employees to include their dependents in the University's group health insurance program at the expense of the employee. However, no dependent may be included in the University group health insurance program after that dependent reaches age 65."

"RESOLVED, that an early retirement program will become effective with the passage of this resolution."

Adoption of the following resolution was approved upon motion made by Mrs. Hammans, seconded by Judge Jones, and passed by unanimous vote:

"RESOLVED, the University administration is authorized to collect room and board rates as outlined above effective June 1, 1983. Rental on the older mobile homes will be \$105 per month including water and natural gas. The cost for the new mobile homes will be \$140 per month including water (these are all-electric homes, and no natural gas is required.) Occupants of residence hall rooms with a private bath will be charged an additional \$5 per pay period. Occupants of rooms who share a bath with one other room will be charged \$2.50 additional per pay period.

BE IT FURTHER RESOLVED, that students living three to a room will each pay \$1.00 per day less than the standard rate. Students living in private rooms will pay \$1.00 per day more than the standard rate."

Adoption of the following resolution was approved upon motion made by Mr. Burton, seconded by Dr. Sneed, and passed by unanimous vote:

"RESOLVED, that the administration be authorized to sign a one-year extension of the food service contract with ARA Food Service Company at student rates as follows: Summer - \$3.845 per day for 21-meal plan and \$4.481 per day for 15-meal plan. Regular Academic Year - \$2.99 per day for 21-meal plan, \$2.79 per day for any 15-meal plan, and \$3.53 per day for the 15-meal plan. Casual meal rates in the new contract will be \$2.26 for breakfast, \$2.79 for lunch/dinner, \$3.65 for steak or special, and \$.96 for continental breakfast."

Adoption of the following resolution was approved upon motion made by Dr. Johnson, seconded by Mr. Ahlf, and passed by unanimous vote:

"RESOLVED, the Snack Bar operation in the Student Center be contracted to ARA Food Service for the period beginning June 1, 1983 through May 31, 1984. ARA will pay the University \$13,000 per year or 13% of sales, whichever is greater during the period of this contract."

Adoption of the following resolution was approved upon motion made by Dr. Johnson, seconded by Mrs. Hammans, and passed by unanimous vote:

"RESOLVED, the University of Central Arkansas general registration fee effective June 1, 1983 will be:

Number of Hours	Cost*
1 through 11 hours 12 or more hours	\$ 35 per hour \$395

*Non Arkansas residents will pay twice this amount."

Adoption of the following resolution was approved upon motion made by Mr. Burton, seconded by Dr. Sneed, and passed by unanimous vote:

"RESOLVED, that the UCA Nature Reserve be named the Jewel E. Moore Nature Reserve."

Copies of the Financial Report ending March 31, 1983 were distributed and interpreted by Mr. McCormack, Vice President for Financial Affairs.

Executive session for the purpose of considering personnel was declared upon motion made by Dr. Sneed, seconded by Mr. Ahlf, and passed by unanimous vote.

The following appointments, resignations, retirements, and leaves as recommended by President Farris were approved upon motion made by Dr. Johnson, seconded by Mrs. Hammans, and passed by unanimous vote:

OFFICE OF THE PRESIDENT

Name	Title	'82-'83 Salary	'83-'84 Salary
Jefferson D. Farris (T) Bill Pate Maxine Crafton Louise Ligon W. H. Osborne Rex Lovell (T)	President \$ Assistant to the President Administrative Assistant II Administrative Secretary Director of Public Services Asst Prof of Phys Educ & Director	53,519 \$ 41,778 18,824 12,636 30,000	55,225 * 42,600 19,760 13,260 30,600
Bill Stephens Don Dyer Harold Horton Sallie Dalton Ronnie Kerr	of Athletic Activities Dir of Athletic Administration Head Basketball Coach Head Football Coach Coor of Women's Athletics Asst Ftbl Coach & Hd Baseball Coach	30,173 30,173 27,500 29,150 25,850 23,000	30,800 30,800 28,630 29,150# 26,884 23,000#

*For the convenience of the Board of Trustees, the President is required to live in the President's Home for which no rent nor utilities are paid. This contract expires June 30, 1985.

#Contract expires December 31, 1983.

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		' 82 - '83	' 83 -' 84
Name	Title	Salary	Salary
Richard Martin	Asst Ftbl Coach & Head		
		\$ 23,000	\$ 23,000#
Ron Marvell	Women's Basketball Coach	23,000	25,300
Mike Isom	Assistant Football Coach	22,000	22,000#
Bob Valentine	Sports Information Director	20,000 19,800	20,000 20,592
Arch Jones Milton Woods	Assistant Basketball Coach Athletic Equipment Supv	11,882	12,454
Gail Clark	Accounting Assistant II	9,542	10,010
Debbie Burnett	Clerk-Steno	7,488	7,888
W. R. Wilson	Internal Auditor	16,666	17,498
Charles Dunn (T)	Prof of Pol Sci & Dir of		
	Governmental Relations	37,500	39,000
Nadya Anderson	Secretary I	8,476	8,892*
J. D. Gingerich	Asst Prof of Pol Sci & University Counsel	22,000	23,000
	oniversity counser	22,000	23,000
VICE PRESIDENT	FOR ACADEMIC AFFAIRS		
		15 000	15 000
Robert McChesney (T)	Prof of Pol Sci & VPAA	45,000 12,636	45,900 13,260
Sue Aist H. B. Hardy (T)	Administrative Secretary Prof of Ed, Dean of Grad Sch	12,030	13,200
n. D. hardy (1)	& Assoc Dean of Faculty	40,920	42,350
Patricia Sue Lane	Secretary II	9,084	9,490
Sheila Phillips	Clerk-Steno	,,	7,488
W. D. Moon (T)	Prof of Math & Dean of Under-		
	graduate Studies	39,710	41,100
Carol Daves	Secretary II	10,608	11,128
V. J. Feck	Prof of VOc Ed & Director of Office of Grants	25 514	36,200**
Sherrie Lynn Murray	Secretary I	35,514 8,034	8,434
Nancy Inglett	Clerk-Typist II	3,744	3,944
Anthony D. Sitz	Registrar	27,500	28,050
Julia Bass	Clerk-Steno	9,308	9,750
Jackie Taylor	Clerk-Steno	8,814	9,230
Diana L. Southerland	Registrar's Assistant	8,502	8,918
Tammy Lee Glover	Clerk-Typist II	7,488	7,888
Elfriede Eitel Douglas Green	Clerk-Typist II Head Librarian	7,488 30,000	7,888 30,600
Willie Hardin (T)	Assoc Prof & Assoc Librarian	23,168	23,631
Carol Powers	Asst Librarian	20,730	21,145
Gay Moore	Asst Librarian	20,730	21,145
Donna Talley	Asst Librarian	17,321	17,667
Cathryn Barling	Asst Librarian	16,819	17,155
Charlotte Evans	Asst Librarian	16,476	16,806
Randall Glover	Asst Librarian	16,110	16,432
Carolyn Baker Maxine Lewis	Asst Librarian Asst Lib/Research Librarian	16,014 16,000	16,334 16,320
Donna Washko	Secretary I	9,958	10,452
Patsy Kitchens	Lib Tech Asst II	9,464	9,932
Bertha Jordan	Lib Tech Asst I	9,308	9,750
Bobbye Gallahar	Lib Tech Asst I	9,308	9,750
Anita Cothran	Lib Tech Asst II	8,970	9,412
Donna Lawrence	Lib Tech Asst I	8,814	9,230
Mary Coleman Connie Williams	Lib Tech Asst I Lib Tech Asst I	8,814 8,346	9,230 8,762
Jeanette Marvel	Lib Tech Asst I	7,904	8,762
Sue Lacy	Lib Tech Asst I	7,904	8,304
Teresa Marie Allen	Lib Tech Asst I	7,904	8,304
Sondra McCormack	Lib Tech Asst I	7,488	8,304
Wanda J. Maltbia	Lib Tech Asst I	7,488	8,304
Clyde Reese (T)	Prof of Psych & Dean of Continuing Education	37 904	20,000
Jimmie McKim	Continuing Education Asst Prof of Math & Coor of	37,896	39,000
- and o rotali	Math Program at LRAFB	27,820	28,933
			,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,

#Contract expires December 31, 1983.

*Serves one-half time in Governmental Relations & one-half in Ozark Culture Institute.

**Terminal appointment.

			5151
		'82-'8 3	'83-'8 4
	m 1 4 3 -	Salary	Salary
Name	Title	Dalary	bulury
Lamatta Prico	Instr of Cont Ed & Coor of		
Loretta Price	Workshops & Conferences \$	21,330 \$	21,757
Leslie Miller	Coor of Community Ed & Summer		
CESTIE UTITEI	Programs for Youth	18,670	19,043
J. B. Robertson	Coor of Special Events, Ida Waldran		
	Auditorium & Summer Camps	18,080	18,441
Paula Lee	Administrative Assistant I	13,364	14,014
Ann Noggle	Secretary I	9,958	10,452
Charlotte Garrett	Secretary I	8,944	9,386
Joyce B. Jarvis	Accounting Assistant I	8,476	8,892
Lea Ann Clark	Clerk II	8,424	8,840
Catherine Green	Clerk-Typist I	3,783	3,983
Ferrel James (T)	Asst Prof of Ed Media & Director	01 OF/#	26 000
	of A-V Services	21,054*	26,000 10,452
Betty Love	Secretary I	9,958	10,452
	VICE PRESIDENT FOR ADMINISTRATION		
	VICE PRESIDENT FOR ADMINISTRATION		
B. W. Horton	VP for Administration	43,750	44,600
Cynthia Tinder	Secretary II	9,438	10,010
Helen Russell	Director of Personnel	18,382	19,292
Mary Nolen	Asst Director of Personnel	16,354	17,160
Peggy Smith	Personnel Assistant II	13,468	14,118
Bill Leach	Director of Public Safety	18,382	19,292
James Smith	Public Safety Officer II	13,962	14,638
C. C. Hensley	Public Safety Officer II	13,234	13,884
J. L. Tyrrell	Public Safety Officer II	13,234	13,884
John Thessing	Public Safety Investigator		
	& Training Officer	12,090	12,688
Wilton Hill	Public Safety Officer II	11,882	12,454
Billy Wood	Public Safety Officer II	11,882	12,454
Bennie Battles	Public Safety Officer II	11,882	12,454
Duane Bellairs	Public Safety Officer I	11,804	12,376
Mark Hollister	Public Safety Officer I	11,180 11,180	11,726 11,726
Kerry J. Pool Benny Stacy	Public Safety Officer I Public Safety Officer I	10,608	11,128
M. P. Montgomery	Public Safety Officer I	10,608	11,128
C. L. Stokes	Public Safety Officer I	10,608	11,128
Barbara Connett	Secretary I	9,438	9,906
Lanny Noggle	Printer Supervisor	15,366	16,120
Carl Garrison	Printer II	13,234	13,884
Elizabeth Carter	Postmistress	11,882	12,454
Addie Loy	Switchboard Operator I	10,452	10,972
Earl McGehee (T)	Prof of Math & Director of		
	Computer Center	37,800	39,774
Lilly Rogers	Dir of Computer Services	24,500	25,725
Bruce Schaa	Systems Analyst I	15,652	17,316
John Wilson	Application Programmer II	15,366	16,120
Nancy Ann Johnston	Application Programmer II	12,922	15,288
Jewell Johnson	Data Processing Supv I	13,624	14,300
Terry Brewer	Computer Operator	10,660	11,180
Marilyn Arnett	Secretary I	9,958	10,452
Charlene Bland	Data Entry Operator II	9,958	10,452
Janice Austin	Data Entry Operator I	9,308	10,452
J. F. Allwood	Computer Operator Trainee	9,542	10,062
Ralph Lachowsky	Computer Operator	9,048	10,062
Lee Roy Plummer Steve Hayes	Director of Physical Plant	26,200	26,724
W. M. Fuller	Construction Coordinator Plant Maintenance Supervisor	18,382#	19,864#
Bennie Battles	Plant Maintenance Supervisor	16,874 17,108	17,940 17,030
Ned O'Kelley	Furniture Repairman	13,754	14,430
Debbie Edgmon	Accounting Assistant I	9,958	10,452
Renee Horton	Accounting Assistant I	9,438	9,906
Ina Butler	Clerk-Typist II	7,904	8,304
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 $\ast 9$ months salary as Assistant Professor in the Department of Nursing

#Plus house and utilities on campus

20,462

12,012

11,804 7,774

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7,358

21,476

12,610 12,376

8,304

7,966 7,888

			'82-'83	'83-'8 4
Name		Title	Salary	Salary
	VICE	PRESIDENT FOR FINANCIAL	AFFAIRS	
Robert McCormack		VP for Financial Affairs	\$ 40,000	\$ 40,800
Margaret Atchison		Accounting Supervisor II	20,618	21,632
Paul Douglas		Purchasing Agent	19,240	20,358
Kirk Smith		Student Accounts Officer	18,382	19,292
Carol Everett		Assistant Controller	17,758	18,642
Mary Kay Dunaway		Budget Specialist	17,264	18,122
Paul Totten		Buyer	14,378 13,338	15,288 13,988
Joyce Reid		Accounts Supervisor	,	
Margaret Wallace		Accountant I	12,090	12,688
Jean Steinsiek		Accounting Assistant II	11,804	12,376
Mary Limbaugh		Accounting Assistant II Head Cashier	11,180	11,726
Marian Parsons			11,102 11,076	11,648 11,622
Rojanna Hallman		Accounting Assistant I	· · ·	11,284
Nona Jo Spatz James Horton		Administrative Secretary	10,764 10,504	11,024
Gloria Sutton		Accounting Assistant I	10,504	11,024
		Accounting Assistant I	10,062	10,556
Mary Lites Sondra Burns		Payroll Clerk Accounting Assistant I	9,958	10,452
Sondra Burns Sarah Lane		Cashier II	9,958	10,452
		Accounting Assistant II	9,542	10,010
Mary E. Charles		Cashier II	8,944	9,386
Debby Kay Leppin Jeanne Belote			8,944	9,386
Jeanne Berove		Accounting Assistant I	0,944	9,000

Marv Sondr Sarah Mary Debby Jeanne Belote Stewart Snider LaWanda Crossman Sharon Bone JoAnn Carter David A. Edwards Becky Sue Kelley

John Hurley Fred Rhodes Ronald Williams John Cagle Ralynn Fischer Betty Ward Delphene Turner Ramona Sitz B. E. Thomas (T)

Alda Moore Nelrose Palenske W. E. Yates

Barnetta Green Carol Culpepper Harold McDonald Teresa Cardin Larry Lanes Gale Garrison Faydene Dunevant Judy Jones Janet White Sherrie Murray Don Nixon Gale Rhodes Nancy Gage Raymond Bright Pamela Snider Lena Rhine Martha Knowles Jewel W. Smith Hilda Hill

VICE PRESIDENT FOR STUDENT AFFAIRS

Assistant Bookstore Manager

Accounting Assistant II

Bookstore Manager

Cashier I

Cashier I

Stock Clerk II

VP for Student Affairs	41,000	41,800
Dean of Students	28,500	29,925
Assistant Dean of Students	18,500	18,870
Assistant Dean of Students	17,000	17,340
Director of Residence Life	14,300	14,586
Administrative Secretary	11,986	12,584
Clerk-Steno	7,488	7,888
Clerk-Typist II	7,400	7,488
Prof of Counseling & Coor of		1,400
Counseling Services	33,400	34,068
Counselor	20,500	20,910
	, -	
Clerk-Typist	8,346	8,762
Instr of Couns & Dir of Career	25 064	26 261
Couns Ctr & Plmt Coordinator	25,064	26,264
Career Plan & Plmt Adviser	15,990	16,770
Secretary I	8,034	8,434
Dir of Student Financial Aid	25,064	26,264
Student Aid Officer II	15,158	15,912
Student Aid Officer II	14,378	15,080
Secretary I	11,076	11,622
Clerk-Typist II	9,308	9,750
Clerk-Typist II	8,814	9,230
Clerk-Typist I	8,424	8,840
Clerk-Typist I		7,982
Director of Student Union	24,752	25,952
Director of Student Activities	21,000	21,420
Clerk-Typist II	7,488	7,888
Director of Housing	21,580	22,646
Resident Hall Manager II	14,612*	15,340 *
Resident Hall Manager II	14,612*	15,340*
Resident Hall Manager II	14,612*	15,340*
Resident Hall Manager II	14,612*	15,340*
Resident Hall Manager II	11,180*	11,726*

*Plus apartment and utilities on campus

46

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Name	Title	'82-'83 Salary	'83-'84 Salary
Name Maureen Thompson	Resident Hall Manager II Resident Hall Manager II	11,180* 10,608*	11,726 * 11,128 *
A. J. Wilhite Vivian McGibbony	Secretary I	10,405	11,024
Carolyn Paladino	Resident Hall Manager II	9,048*	9,490*
Sue Bagwell	Clerk-Typist I	7,176	7,576 20,202
Kay Marshall Bobbie Aydelott	Student Hlth Services Nurse II Student Hlth Services Nurse I	19,032 13,468	14,300
Donna Moody	Student Hlth Services Nurse I	11,466	12,844
Bob Banister	Physician	3,571	1,800
John Smith Lander Smith	Physician Physician		1,200 1,200
Lander Smith	nyorcian .		,,200
VIC	E PRESIDENT FOR PUBLIC AFFAIRS		
Bill Patterson	VP for Public Affairs	33,655	34,500
Nelda McDermott	Administrative Secretary	10,764	11,284
Tom Scott Offie Lites	Dir of University Relations Instr & University Photographer	19,350 24,700	19,750 25,380
James Schneider	Director of Alumni	21,840	22,932
Tommy Smith	Director of Admissions	26,442	26,800
Libby Smith	Director of Special Programs	20,000	20,400
Joe Darling	Asst Dir of Admissions & Asst Dean of Students	20,000	20,400
Kim Hall	Asst Dir of Admissions & Asst	20,000	20,000
	Dean of Students	13,000	13,500
Joyce Lancaster Karen Hardy	Secretary I Clerk-Typist II	11,674 7,488	12,246 7,888
·	LEGE OF BUSINESS ADMINISTRATION		
	LEGE OF BUSINESS ADMINISTRATION		
Conrad Carroll (T)	Professor & Dean	40,000#	42,000#
Janet Bartley Joyce Short	Secretary II Secretary I	10,608# 8,944#	11,128# 9,386#
-		- , , , , , , , , , , , , , , , , , , ,	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,
Department of Accounting: Billy R. Humphrey (T)	Professor & Chairman	37,900#	39,225#
Lillian Parrish	Associate Professor	29,994	32,300
Donna Smith	Assistant Professor	on leave	28,000
B. Douglas Carter	Assistant Professor	25,000	26,650
Charlie Schmidt Paul Jensen	Instructor Instructor	20,200 20,500	21,015** 20,825
Pamela Ann Spikes	Instructor	19,870	20,700
Joan Pritchard	Instructor	19,350	20,500
Shirley Garrett	Clerk-Steno	9,308#	9 , 750#
	ve Services & Business Education:	00.000	~
James Barr (T) Joe Arn	Professor & Chairman Assoc Prof (Distributive Educ)	37,750#	39,100#
Fred Basco (T)	Associate Professor	29,000# 23,750	30,450# 24,450
Beverly Jo Oswalt	Assistant Professor	22,000	24,000
Carlysle Ellis (T)	Assistant Professor	20,200	20,900
Carra N. Donovan (T) Gay Bowling	Assistant Professor Clerk-Steno	20,200 8,346#	20,900 8,762#
		0,540%	0,1021
Department of Economics & F W. C. Johnson (T)	<u>'inance:</u> Professor & Chairman	27 0004	20 125#
Loren Guffey (T)	Professor & Chairman Professor	37,800# 29,790	39,125# 31,500
Ralph Gunderson	Associate Professor	25,740	27,000
Kishore Kulkarni	Assistant Professor	23,850	25,200
Riggs Tucker (T) Bonnie Thompson	Assistant Professor Clerk-Steno	22,230 9,308#	22,900 9.750#
-		ז, ס∪כי	9,750#
Department of Marketing & M Morris Lamberson (T)	Management: Professor & Chairman	37 000#	30 225#
	rioresser a onarrilan	37,900#	39,225#

*Plus apartment & utilities on campus

#12 months salary

**Terminal appointment

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		'82-'8 3	'83-'8 4
Name	Rank	Salary	Salary
Homer Saunders (T)	Professor \$	27,370 \$	29,100
Robert Fisher (T)	Professor	27,280	29,000
Don Bradley, III	Associate Professor	27,000	28,300
J. M. Koonce (T)	Associate Professor	24,750	25,500
William T. Bounds (T)	Assistant Professor	24,000	24,000
Scott Markham (T)	Assistant Professor	21,800	22,800
Iris McAnally	Secretary I	9,958*	10,452*
		.,	,
	Methods & Information Systems:		
Therold E. Bailey	Associate Professor	25,590	28,200
J. D. Southerland (T)	Associate Professor	23,430	24,400
James E. Weller	Assistant Professor		25,000
Ronald B. Dobie	Instructor	21,400	22,215
Kenneth Green	Instructor	20,770	21,560
COL	LEGE OF EDUCATION		
Charles Hodge	Assoc Prof of Ed & Acting Dean	36,300#	39,500*
Carol Sullivan	Secretary II	11,180	11,726*
Description of Administration	- Coccedence Educations		
Department of Administration A. J. Lynch (T)	Professor & Chairman	37,522*	39,050*
Jeff Holland (T)	Prof & Coor of Student Tchg &	51,522	59,000
berr horrana (1)	Laboratory Experiences	33,208*	35,034*
Bert Stark (T)	Professor	29,500	31,270
Austin Glenn (T)	Professor	28,500	29,070
Darrell Gentry (T)	Professor	26,300	27,700
John Price (T)	Professor	26,000	27,400
Katherine Baxter	Secretary I	9,958*	10,452*
Kay Cardin	Clerk-Typist I	4,446*	4,667*
Department of Childhood Edu		06 400*	07 00/*
Sidney Mitchell (T)	Professor & Chairman	36,120*	37,384*
Helen Lynch (T)	Associate Professor	23,000	23,805
Mary James Amelia Steelman	Associate Professor Associate Professor	23,000	23,805**
Sarah Wilf	Asst Prof & Dir of Reading	21,500	23,075
Saran WIII	Center	21,000	21,840
Ruby Burgess	Assistant Professor	18,500	19,795
Brenda Tyler (T)	Assistant Professor	18,200	19,292
Jolynda Davis	Secretary I	9,438*	9,906*
ooijiida bavib	Soor coury 1	9,430	9,900
Department of Counseling & 1			
Nelton Patterson (T)	Professor & Chairman	37,650*	38,970*
Robert Morrow (T)	Professor	39,000##	33,000
Paul Witherspoon (T)	Professor	28,660	30,000
James Rollins (T)	Professor	28,038	29,500
Bobby Williams (T)	Prof & Coor, Undergrad Psy	27,790	29,180
Billy Smith (T)	Professor	27,200	28,610
Louise Idomir (T)	Associate Professor	25,000	26,000
Samuel Boyd (T)	Associate Professor	24,600	25,830
Sarah McAuley (T)	Asst Prof & Dir of Testing	23,958*	24,731*
Nils Carlson, Jr. (T) Michael Prince	Associate Professor Associate Professor	22,980	24,130
		22,250	23,470
Nanette Rollins David Skotko	Associate Professor	22,610	23,406
	Associate Professor	21,784	23,370
Linda Glenn (T) Robert Feese (T)	Associate Professor Instructor	22,411	23,284
Phyllis Tyrrell	Secretary I	18,700 10,504*	19,500 11,024*
Judith Gates	Clerk-Typist II	7,488*	8,304*
		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	0,004

*12 months salary

#12 months salary as Asst VPAA and Associate Professor of Education

******Terminal appointment

##12 months salary as Dean & Professor of Psychology

			549.
		'82-'8 3	'83-'8 4
Namo	Rank	Salary	Salary
Name			
Department of Media & Libra	Ary Science: Associate Professor & Chairman \$	35,000* \$	36,225*
Selvin Royal (T)	Associate Professor	20,600	21,090**
Arland Lyons	Assistant Professor	19,700	20,550
James Miller	Assistant Professor	16,500	18,000
Hope Shastri	Clerk-Steno	9,308*	9,750*
Leta Potts	Library Technical Assistant I	7,488*	7,888*
Tanya Buchanan	Library rectinical institution		
Department of Special Educa	ation:		~~ ~~~
Harold Love (T)	Professor	37,100#	32,000
James Mayhugh (T)	Professor	29,126	30,563
David Naylor (T)	Professor	27,395	29,019
James Mainord (T)	Professor	25,500	27,010 26,385
Joe Walthall (T)	Professor	24,910	20,309
James Thurman (T)	Assoc Prof & Coor of Speech	22 979	24,115
	Pathology & Audiology	22,878 21,907	22,654
Dolly Moseley (T)	Associate Professor	21,465	22,518
Shirley Henderson (T)	Associate Professor	21,405	22,510
Elaine McNiece	Asst Prof & Clinical Supv of Speech & Language Pathology	18,648	19,650
	Asst Prof (Spch Path & Audiology)	17,520	18,220
Jane B. Prince	Instructor	16,750	17,590
Betty Fusilier (T)	Secretary I	9,958*	10,452*
Jean Thompson Sarah Palmer	Clerk-Typist I	9,386*	9,854*
Sarah raimer	Olork ljp100 1	- /	
COLLEGE OF	FINE & APPLIED ARTS & SCIENCES		
Neil Hattlestad	Prof of P.E. & Dean	40,000##	42,000*
Mable Strandlund	Secretary II	11,180*	11,726*
Department of Art:			
Jerry Poole (T)	Professor & Chairman	36,796*	37,716*
Robert Thompson (T)	Associate Professor	21,963	23,061
Pat Larsen (T)	Associate Professor	21,235	22,084
Tim Morris (T)	Assistant Professor	20,255	21,481
Helen Phillips (T)	Assistant Professor	19,985	21,178
Gene Hatfield (T)	Assistant Professor	19,386	20,161
Audrey Stevenson	Clerk-Steno	9,308*	9,750*
Department of Health Educat	tion:		
Arvil Burks (T)	Prof, Chrm & Acting Coor,		
	School of Health Sciences	35,884*	37,858*
Jane Lammers (T)	Assistant Professor	20,248	21,160
Emogene Fox	Instructor	18,216	19,036
Betty Hubbard	Instr & Coor of Drug Educ Program	16,125	17,135
Rebecca Anderson Julia Ann Roach	Instructor	8,015	8,400
Julia Ann Roach	Clerk-Typist I	8,892*	9,334*
Department of Health Science	ces:		
Marian Ross (T)	Assoc Prof & Chairperson, Dept		
	of Occupational Therapy	34,944*	35,817*
Venita Lovelace-Chandler (1	() Assoc Prof & Chairperson, Dept		
	of Physical Therapy	32,104*	32,907*
Joe Finnell (T)	Assoc Prof., P.T.	29,403*	30,579*
Phyllis Bartlow (T)	Asst Prof., O.T.	26,930*	28,007*
Lynda W. Jack	Asst Prof., P.T.	25,224*	26,485*
Jackson Thomas (T)	Assistant Professor	on leave	21,248
E. Anne Melvin	Instructor, P.T.	20,000*	21,200*
DaVone Wyrick	Instructor, O.T.	17,500	18,550
Gerry Mitchell	Clerk-Steno	9,308*	9,750*
Joanette Smith Connie Arn	Secretary I Clerk-Stone	8,944*	9,386*
Sounde Alli	Clerk-Steno	8,814*	9,230*

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*12 months salary

#12 months salary - Professor & Chairman

##Appointment effective May 16, 1983

**Terminal appointment

1000 550.

Name	Rank	 '82-'83 Salary	'83-'84 Salary
Department of Home Economi	cs:		
Betty Morse	Assoc Prof & Chairperson	\$ 36,850*	\$ 38,140*
Almeria Lindsay (T)	Associate Professor	21,888	23,420
Mary Harlan (T)	Assistant Professor	19,474	20,058
Susan Handford	Instructor	18,352	19,270
Frances MacDonald	Clerk-Steno	,	3,944*
Department of Industrial E		22 102*	22 226
Kenneth Jordan (T)	Professor & Acting Chairman	32,103*	33,226*
Bernard O'Dwyer (T)	Assistant Professor	28,976*	30,425*
Charles Powers (T)	Assistant Professor	21,037	22,069
John Hibberd	Instructor	19,000#	19,970#
Betha Sue Haston	Clerk-Steno	3,952*	4,152*
Department of Military Sci	ence:		
LTC James W. Gilliam	Professor & Chairman	NA	NA
Susan Stevenson	Secretary I	9,958*	10,452*
	•	.,	, -
Department of Music:		00 555	05 050F
Sam Driggers (T)	Assoc Prof & Chairman	33,500*	35,008*
Russell Langston	Director of Bands	30,000*	31,500*
Carl Forsberg (T)	Professor	29,353	30,234
Don Collins (T)	Professor	24,088	24,594
John Erwin (T)	Assoc Prof & Dir of Vocal Music	27,717*	29,212*
Sue Evans (T)	Associate Professor		
Pat Hasty (T)	Assoc Prof & Asst Director	22,319	24,435
	of Bands	22,115	23,331
Kay Kraeft (T)	Associate Professor	20,774	22,020
Carl Anthony	Associate Professor	19,404	20,471
Denis Winter	Assistant Professor	16,550	17,709
Gilbert Baker	Instructor	16,281	17,525
Martha Antolik	Instructor	4,000**	4,400**
Robert Bean	Instructor	4,000**	4,000**
Kenneth Christie	Instructor	2,800**	2,820**
Susan Baker	Instructor	2,400**	
Laura McNew	Secretary I	2,400** 9,958*	2,640** 10,452*
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Department of Nursing:			
Betty Martin	Assoc Prof & Chairperson	36,000*	37,800*
Michele Warren (T)	Professor	28,724	30,500
Ruth Rogers	Associate Professor	28,900	30,800
Anna Lee Sanders (T)	Associate Professor	29,500	30,500
Lillian Del Papa	Associate Professor	25,000	28,100
Mary Lachowsky (T)	Associate Professor	25,709	26,600
Ethel Rosenfeld (T)	Associate Professor	25,003	26,000
Barbara Williams (T)	Associate Professor	22,740	26,100
Jean Harney (T)	Associate Professor	24,967	25,600
Mary Louise Lowe (T)	Assistant Professor	20,892	21,550
Laurette Koenigseder (T)	Instructor	19,940	20,540
Margaret Hays	Instructor	19,276*	20,240#
Barbara Buchan	Instructor	18,156	18,839
Peggy Clark	Instructor	18,156	18,700
Patricia House	Instructor	18,156	18,700
Eva Langford	Secretary I	9,438*	9,906*
La Tanya Shook	Clerk-Typist I	7,176*	7,576 *
Dependment of Physics 7			
Department of Physical Educ Fletcher Lowry (T)	Professor & Chairman	29 020*	20 261*
J. L. Gates (T)	Associate Professor	38,030*	39,361*
Larry W. Titlow	Associate Professor Associate Professor	25,289	26,478
Nicholas L. Pederson	Associate Professor	20,472	21,496
ATCHOTAS P. FRUELSON	ASSOCIATE LIGIESSON	20,472	21,490

*12 months salary

#Terminal appointment - 12 months salary

**Plus fees

1001 551.

Name	Rank	'82-'83 Salary	'83-'84 Salary
Ann Machen (T) Deborah Howell Jimmy Ishee James Armstrong Carol Putnam	Assistant Professor Assistant Professor Assistant Professor Intramural Director Secretary I	\$ 20,964 \$ 19,056 19,056 20,113* 10,504*	22,054 20,047 20,009 21,119* 11,024*
со	LLEGE OF SCIENCES & HUMANITIES		
James S. Dombek (T) Judy Corcoran	Prof of Math & Dean Secretary II	39,500* 9,542*	41,500* 10,010*
Department of Biology: Robert D. Wright (T) Neal Buffaloe (T) Richard Collins (T) Jimmy Throneberry (T) Donald Culwell (T) D. D. Smith (T) Frederick Dalske (T) Robert Kirkwood (T) Wilbur Owen (T) Ray Kinser (T) John D. Peck Elaine M. Connell	Professor & Chairman Professor Professor Professor Professor Associate Professor Associate Professor Associate Professor Assistant Professor Assistant Professor Clerk-Steno	35,385* 31,151 30,100 29,576 27,516 27,350 25,476 24,896 24,102 22,020 18,500 4,173*	36,635* 32,771 31,575 30,996 29,084 28,663 26,712 26,191 25,259 23,077 19,388 4,381*
Department of Chemistry: Jerry Manion (T) Michael Rapp (T) Arthur Hoyt (T) G. S. Paul (T) Faril Simpson (T) Paul Krause (T) Cindi Moran	Professor & Chairman Professor Professor Professor Professor Associate Professor Secretary I	38,000* 30,150 28,200 27,150 27,000 25,198 8,034*	39,330* 31,700 29,550 28,350 28,240 26,750 8,434*
Department of English & J Phillip B. Anderson Henry Rogers (T) Jeff Henderson (T) Gary Davenport (T) Virginia Levey (T) Richard Hudson (T) Robert Lowrey (T) John Lammers (T) Betty Young (T) Sarah Fountain (T) T. B. Kearns (T) Marette Jackson Dean Duncan (T) Rebecca Williams Gary Whitby Bonnie Melchior John Martone Conrad Shumaker Gloria Spencer Margaret Morgan Barbara Whisnant Julia Wekkin	Assoc Prof & Chairman Professor Professor Associate Professor Associate Professor Associate Professor Associate Professor Associate Professor Associate Professor Associate Professor Associate Professor Assistant Professor Asst Prof & Dir, Writing Lab Asst Prof & Dir, Writing Lab Asst Prof (Journalism) Assistant Professor Assistant Professor Assist	33,500* 28,457 27,695 25,790 25,100 23,447 23,184 22,869 22,000 21,870 19,437 21,290 21,100 19,643 18,803 18,464 18,000 16,500 16,350## 18,306 8,476* 3,588*	35,300* 29,950 29,250 27,200 26,300 24,620 24,450 24,070 23,050 22,920 20,970 22,310 22,110 20,590 19,650# 19,390 18,870 17,300 17,090## 19,040# 8,892* 3,788*
Department of Foreign Lang Edward Settgast (T) Tamara Alverez-Detrell (T)	Professor & Chairman	36,395** 20,517	36,925 * 21,757

*12 months salary

#Terminal appointment

##Not tenure track; one-year appointment; 10 months salary

**Of this salary, \$1,000 was for serving as Energy Coordinator - 12 months salary

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Name	Rank	'82-'83 Salary	'83-'84 Salary
Nicole Hatfield (T)	Assistant Professor \$	20,200 \$	21,220
Philip D. Sweet	Assistant Professor	18,640	19,500
Arthur C. Olds	Instructor	16,550	17,180#
Department of Geography:			
Carl Jameson (T)	Assoc Prof & Chairman	36,765*	38,050*
William Keinath (T)	Professor	18,768	18,968
Jerry Overton Brooks Green	Assistant Professor Assistant Professor	21,355 19,190	22,400 20,400
Paul Butt	Assistant Professor	18,270	19,300
Thelma Shock	Secretary I	9,958**	10,452**
Department of History:			
Foy Lisenby (T)	Professor & Chairman	34,615*	35,815*
Waddy Moore (T)	Prof & Director of Ozark		
	Culture Institute	29,933##	35,000*
Orville Rook (T)	Professor	28,000	29,050
Harry Readnour (T)	Prof & Dir of Exemplary Studies	27,394	28,800
James Brodman (T)	Associate Professor	24,613	25,900
William Larsen (T)	Associate Professor	24,400	25,600
Eugene Corcoran (T)	Associate Professor	23,650	24,950
Theman Taylor (T) Maurice Webb (T)	Associate Professor Associate Professor	23,258	24,950
William Mayes (T)	Assistant Professor	22,400 20,591	23,500 21,650
Donald Jones (T)	Assistant Professor	20,349	21,400
Carol Griffith	Secretary I	8,476*	8,892*
Department of Mathematics &	Computer Science:		
Charles J. Seifert	Assoc Prof & Chairman	21,200***	34,200*
Darrell Kilman (T)	Professor	30,600	32,400
Frank Hudson (T)	Professor	37,350*#	32,000
David Peterson (T)	Associate Professor	24,650	25,700
L. R. Huff	Associate Professor	21,700	22,900
Stanley M. Compton	Asst Prof & Coordinator of Computer Science Program		27,100
Donald Adlong (T)	Assistant Professor	21,657	22,775
Samuel Buchanan	Assistant Professor	19,800	21,000
Tom McAnally (T)	Assistant Professor	18,875	19,640
Mary Muse (T)	Instructor	18,900	19,670
Donna Foss	Instructor	17,100	18,000
Jeanne Beene	Secretary I	8,944*	9,386*
Department of Philosophy:			
Norbert Schedler (T)	Prof & Chairman & Director		
I D Shaltan (T)	of Honors Program	36,650*	37,915*
J. D. Shelton (T) Donna Peterson	Associate Professor Secretary I	22,729	23,930
	Secretary 1	4,472	4,693
Department of Physics:		25 0008	00 400¥
Denver Prince (T)	Professor & Chairman	37,800*	39,130*
Harold Pray (T)	Professor	28,375	29,800

#Terminal appointment

*12 months salary

##Salary as Professor of History - 9 months

***Salary as Associate Professor of Mathematics - 9 months

*#Salary as Professor & Chairman - 12 months

**One-half time in Department of Geography & one-half time in Department of Speech & Theatre Arts - 12 months salary

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Name	Rank		'82 - '83 Salary	'83-'84 Salary			
Ralva Bass (T)	Associate Professor	\$	25,490 \$	26,750			
Maurice Ayers (T)	Assistant Professor	,	20,458	21,500			
Katsuya Yamada	Assistant Professor		18,000#	18,900#			
Judith Wiederwilt	Secretary I		8,034*	8,892*			
Department of Political Science:							
Michael Kelley (T)	Associate Professor & Chairman		33,000*	34,200*			
Donald Whistler (T)	Professor		27,750	29,325			
Simms McClintock (T)	Associate Professor		21,980	22,800			
Lawson Veasey	Assoc Prof & Dir of Public		, -	,			
Lanson (Case)	Administration Program		20,109	21,670			
Garv Wekkin	Assistant Professor		18,500	19,450			
Carol Schedler	Secretary I		8,944*	9,386*			
Department of Sociology:							
Carl Redden (T)	Professor & Chairman		36,150*	37,400*			
Kennedy Upham (T)	Professor		26,918	28,591			
James Haggard (T)	Associate Professor		25,058	25,058			
Gordon Shepherd	Associate Professor		21,323	22,816#			
Jamia Fox	Assistant Professor		18,000#	19,170			
Fay Tucker	Clerk-Steno		9,308*	9,750*			
Department of Speech & Theatre Arts:							
Glenn Smith (T)	Professor & Chairman		35,650*	36,880*			
Marvin De Boer (T)	Distinguished Professor		40,000*	40,000*			
Sally Roden (T)	Associate Professor		22,500	24,000			
Robert Hawley (T)	Associate Professor		, -				
John McCormack	Asst Prof & Director of		23,535	23,535			
South neoor mack	Broadcasting		18,500	19,700			
Robert M. Fore	Instructor		17,700	18,800			
NODELO IN LOLE	THEFT RECOIL		1,100	10,000			

#Terminal appointment

*12 months salary

Appointment:

1. Carolyn Dillion, Temporary Project Coordinator - The Development and Implementation of a Competency Certificate System for Arkansas Vocational and Technical Programs, effective March 14, 1983 through June 30, 1983 @ a monthly salary of \$1,500.00.

Resignations:

- 1. Suzan Waller, Instructor of Sociology, effective May 15, 1983.
- 2. Linda Bannister Wills, Instructor of English & Director of the Writing Laboratory, effective May 15, 1983.
- Theodore W. Hertzog, Assistant Professor of Computer Science and Coordinator of Computer Science Program, effective May 15, 1983.

Retirements:

- 1. Betty Swift, Professor of Physical Education, effective May 15, 1983
- 2. Homer Brown, Assistant Professor of Music, effective May 15, 1983.

Leaves:

- Margaret Hays, Instructor of Nursing, personal leave without pay, June 1, 1983 to August 15, 1983.
- 2. Darrell Hutchins, Professor of Physics, academic leave without pay, 1983-84 academic year.

- 3. Robert Thompson, Associate Professor of Art, sabbatical leave, Fall Semester, 1983.
- 4. Linda Glenn, Associate Professor of Counseling & Psychology, sabbatical leave, Fall Semester, 1983.
- 5. Glenn Smith, Professor & Chairman, Department of Foreign Languages, sabbatical leave, Summer, 1983.
- 6. Edward Settgast, Professor & Chairman, Department of Foreign Languages, sabbatical leave, Fall Semester, 1983.

In open session, appointments, resignations, retirements, and leaves as recommended by President Farris in executive session were approved upon motion made by Dr. Johnson, seconded by Mrs. Hammans, and passed by unanimous vote.

There being no further business to come before the Board, the meeting was adjourned.

Mr. Bill Chairman

Burton, Ben F. Secretary