

The Board of Trustees of the University of Central Arkansas convened in regular meeting Friday afternoon, June 28, 1985, at three-thirty 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: Mr. Ben F. Burton
 Chairman Elect: Dr. J. Albert Johnson
 Secretary: Judge Henry L. Jones, Jr.
 Mrs. Charles E. Hammans
 Mr. James W. Ahlf
 Mr. Joe M. White

and with the following member absent, to-wit:

Dr. Harold H. Chakales

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.

Dr. Farris reported on the following:

1. National Association of Intercollegiate Athletics,
2. Enrollment and Housing,
3. FY '84 Audit Report,
4. Grants Awarded to UCA,
5. Accreditation visits from American Occupational Therapy Association, National Council for the Accreditation of Teacher Education, and North Central Association, and
6. Capital projects that have been completed and those that have been bid or in the process of completion.

Mr. McCormack, Vice President for Finance, interpreted the Financial Report ending May 31, 1985, and distributed copies of same.

The following resolution was adopted upon motion made by Dr. Johnson, seconded by Judge Jones, and passed:

"BE IT RESOLVED: The sentence dealing with the relationship between the University and local Purple Circle Clubs found in Part I-B of the statement approved by the UCA Board of Trustees in April, 1985, will be removed and the following statement substituted: 'The institution must remain in control of its destiny, and local organizations have no authority to act on their own, other than in those instances specifically authorized by the University.'"

The following resolution was approved upon motion made by Mrs. Hammans, seconded by Mr. White, and passed:

"BE IT RESOLVED: The special Trustee funds for the enhancement of the University for 1985-86 will be divided among the following projects:

1) purchase and upgrading of teaching equipment and supplies for the computer science program, \$68,000 (this is to be matched two for one by the Department of Higher Education);

2) funds to replace three items in the Lewis Science Center Expansion Project (which will not apparently be available under the project budget) at a total cost of \$132,674. These three projects are the construction of a greenhouse, equipping of the gross anatomy laboratory, and provision for a neutron cave to be used with the accelerator. This money will be restored for re-allocation by the Trustees if the bid on the Lewis Science Center allows us to provide for these three items out of the construction project budget; and

3) a series of Trustee Lectures bringing three nationally known speakers to the campus at a total cost of \$45,000."

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

"BE IT RESOLVED: The Board of Trustees of the University of Central Arkansas respectfully requests the approval of the State Board of Higher Education for the University to begin offering the MSE Degree in Secondary School Leadership and the Ed.S. Degree in Education Leadership."

Mrs. Hammans made a motion that the following resolution be approved. A second to this motion was made by Mr. White and passed.

"BE IT RESOLVED: The Trustees of the University of Central Arkansas respectfully request approval by the State Board of Education for the following two economic development projects funded from the special legislative appropriation made to the Department of Higher Education for this purpose:

1) a program for upgrading and expanding the program of instruction and outreach in the area of computer science and the application of computer science techniques to Arkansas businesses and industries; and

2) the establishment of a corporate liaison office designed to facilitate the availability of University resources (real and personal) to Arkansas businesses and industries."

The following revisions in the Staff Handbook were approved upon motion made by Mr. White, seconded by Dr. Johnson, and passed:

1. Page 1: Last two sentences of final paragraph were added.

2. Page 2: Paragraphs three and four were added.

In paragraph five, "November 1, 1983" was changed to "July 1, 1985".

3. Page 3: In paragraph one, "color" was deleted.

In paragraph four, the syntax of the first sentence was changed.

In paragraph four, the first one-half of sentence two was deleted.

In the definition of Type V employees, "employed prior to July 1, 1984" was added.

4. Page 4: The definition of Type VI employees was added.

Type VII employees were previously labeled Type VI employees.

The section "Payroll Deduction" was added.

5. Page 5: In the first sentence of the section "Eligibility Dates", "(Types IV, V, and VI)" was added.

The last sentence of the section "Eligibility Dates" was added.

The first sentence in the section "Promotions and Transfers" was added.

6. Page 6: In the first sentence, "by the employee to his/her supervisor was added.

In the first sentence of the section "Identification Cards", "Types I, II, III, and IV" was added.

The section labeled "Employee Leave Reports" was previously labeled "Employee Time Sheets". In sentence two, "time sheets" was changed to "leave reports".

7. Page 9: The syntax of the third sentence of the section "Public Information" has been changed.

8. Page 11: The second and third sentences of the last paragraph were added.

9. Page 12: The last sentence before the section "Sick Leave" was added.

The word "grandchildren" was added to the last sentence on the page.

10. Page 13: The second full paragraph was added.

11. Page 14: The second sentence of the fourth full paragraph was added.

In the second sentence of the section "Leave Without Pay", "and the conditions of the leave are" was added.

12. Page 15: The description of the policy on education leaves was deleted.

13. Page 17: The syntax of paragraph four in the section "Library Privileges" was changed.

14. Page 18: The second and sixth paragraphs in the section "Tuition Remission Policy" were added.

The heading "Enrollment During Working Hours" was added.

15. Page 21: The syntax of the first sentence in the section "Group Life Insurance" was changed.

16. Page 22: The second paragraph in the section "Retirement Systems" was added.

17. Pages 22-
24: The sections on retirement benefits were rearranged.

18. Page 24: The heading "Resignation" was added.

19. Pages 25-
26: The section on "Staff Grievance Procedures" was added.

The following revisions for the Faculty Handbook were approved upon motion made by Judge Jones, seconded by Mr. Ahlf, and passed:

Faculty Grievance Council (p. 20)

- a. 1) The council shall hear and review all grievances from faculty which do not arise within the context of academic freedom, promotion and tenure, terminations, or non-reappointment.
- a. 2) delete
- a. 3) delete
- b.) change to "c".
- c.) change to "d".

add "b. Procedure. The operating procedures of the council shall be consistent with those set forth on page

Academic Freedom Committee (p. 40)

delete the last sentence of paragraph four. Add "The Vice President for Academic Affairs shall organize the committee within an appropriate time period."

delete paragraphs five and six.

add "The operating procedures of the committee shall be consistent with those set forth on page

Tenure and Promotion Appeals (pp. 56-57)

add "The operating procedures of the committee shall be consistent with those set forth on page

Other Changes

Section XIII. A. (p. 57), Section XIV. A. b. a. (p. 61) and Section XIV B. 4. b. (p. 62) - add the following definition: "A decision is 'arbitrary and capricious' where it appears that it cannot be supported on any rational basis".

Procedures for Faculty Grievances & Appeals

1. Faculty members having a grievance or appeal to be submitted to the Faculty Grievance Council, the Academic Freedom Committee, or the Tenure or Promotion Appeals Committees should first ensure that an attempt has been made to resolve the dispute through the administrative process. The faculty member should first schedule a conference with his or her immediate supervisor. Should the dispute remain unresolved, the faculty member should pursue a satisfactory resolution with each of his or her on-line supervisors through the Office of the Academic Vice President. The faculty member may initiate a formal grievance action or appeal only after these administrative remedies have been exhausted.
2. The faculty member shall meet with and submit to the President of the University a written statement which shall include the factual basis for the complaint, a reference to the provisions of the Faculty Handbook which gives the committee jurisdiction, a reference to the University policies and procedures involved, and a statement of the relief which is sought.
3. The President shall present to the committee a copy of the complaint and give to the committee a charge of its responsibility. The complaint and all of the deliberations of the committee should be kept confidential.
4. Should the committee determine that the statement does not provide sufficient information or that, based upon the statement, the committee has no jurisdiction to hear the complaint, the complaint shall be dismissed.
5. The committee shall determine the number of members necessary to constitute a quorum for the transaction of business. Decisions must be reached by a majority vote of the members present. The number of yes, no, and abstention votes shall be recorded, without designating the person who cast each vote.
6. After the committee considers the written complaint, the faculty member shall be invited to make a presentation before the committee. The committee may solicit any further evidence it deems appropriate. Any and all oral testimony and any such documentary evidence as is necessary and relevant to make a proper determination may be accepted. All responsibility for questioning witnesses, securing evidence, and determining the order of proof shall be vested in the committee.

7. Strict judicial rules of evidence shall not be applied. The committee members may receive all evidence felt to be relevant and material to the issue.
8. The faculty member may be accompanied by an adviser or attorney, but this person shall only function in an advisory capacity. Only the faculty member shall address the committee. The University Counsel may also be present, but shall only act in an advisory capacity to the committee.
9. The faculty member shall have the right to be present at any time testimony is presented and to secure copies of all evidence considered by the committee. The faculty member shall not have the right to cross examine witnesses.
10. A written record of the minutes of the proceedings and the recommendation of the committee shall be presented to the President within 45 days from the initial filing of the grievance with the President. For the purpose of this paragraph "days" shall mean any day during the fall or spring term in which the University is open for instruction.
11. A copy of the minutes and the recommendation of the committee shall be presented to the faculty member.
12. The President shall make the final decision after considering the recommendation of the committee.

The following resolution was adopted upon motion made by Mrs. Hammans, seconded by Judge Jones, and passed:

"BE IT RESOLVED: Effective the opening of the Fall Semester, 1985, the following residence hall intervisitation hours may be observed: Sunday, 12:30 p.m. to 11:00 p.m.; Monday through Thursday, 2:00 p.m. to 11:00 p.m.; and Friday/Saturday, 2:00 p.m. to 2:00 a.m."

Upon motion made by Dr. Johnson, seconded by Mr. White, and passed, the following resolution was approved:

"BE IT RESOLVED: Effective July 1, 1985, it will become the policy of the University that student organizations scheduling activities in University facilities (excepting regular meetings held in space assigned to organizations exclusively for that purpose) will be expected to meet the following requirements:

1) the faculty/staff adviser of the student organization must sign the request for the reservation of space;

2) the faculty/staff adviser must agree that he/she will be present throughout the scheduled activity acting both as an adviser and as the University's representative at that particular event;

3) the adviser agrees that in the event of an unforeseen emergency that prevents his/her from attending, an acceptable substitute faculty/staff adviser will be secured and will have the approval of the Vice President for Student Affairs or the President of the University in advance of the activity. Failure of the adviser to attend or failure to secure an acceptable substitute will cause the organization to cancel the scheduled event."

Judge Jones made a motion that the following resolution be approved. A second to this motion was made by Mrs. Hammans and passed:

"BE IT RESOLVED: The Board of Trustees respectfully requests that the Board of Higher Education approve the University's beginning a program leading to a Master of Music Degree effective with the Spring Semester, 1986."

The following resolution was adopted upon motion made by Mrs. Hammans, seconded by Dr. Johnson, and passed:

"BE IT RESOLVED: The Board of Trustees approves the replacing of the roof on the Administration Building at an estimated cost of \$60,000."

Mr. Ahlf made a motion that the following resolution be adopted. A second to this motion was made by Mr. White and passed:

"BE IT RESOLVED: The University administration is directed to renew its employees group health insurance contract with Blue Cross/Blue Shield which will include Primary Care Network for the 1985-86 year at the rates mentioned below. It is also recommended that the life insurance proposal by Life Insurance Company of Arkansas be extended at the rates mentioned below."

Individual,	\$ 60.62
Two Party	\$ 122.27
Family	\$ 181.33

Rate per \$1,000 of Annual Income, \$.25

The following resolution was adopted upon motion made by Mrs. Hammans, seconded by Dr. Johnson, and passed:

"BE IT RESOLVED: The University is authorized to spend up to \$40,000 to correct the drainage problem in the area of the old maintenance building."

Motion was made by Mr. Ahlf authorizing the University to purchase property located at 2204 Bruce Street, Conway, and owned by Miss Verna Chrisler at its appraised value. A second to this motion was made by Dr. Johnson and passed.

Dr. Johnson made a motion that the bid of N. P. Alessi, Inc. in the amount of \$252,042 for removing the asbestos ceilings in Minton Hall and replacing with non-asbestos ceilings be accepted. A second to his motion was made by Mr. White and passed.

The 1985-86 operating budget was approved upon motion made by Mr. Ahlf, seconded by Mrs. Hammans, and passed.

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

In executive session, the following appointments, early retirements, resignations, and adjustments as recommended by President Farris were approved upon motion made by Judge Jones, seconded by Mrs. Hammans, and passed:

Appointments:

1. Joe Hundley, Director, Center for Academic Excellence, effective July 1, 1985, for a gross salary of \$36,720 (12 months).
2. Carlisle Ellis, part-time Instructor of Administrative Services and Business/Distributive Education, effective August 15, 1985, for a gross salary of \$4,050 (9 months).

3. Margaret M. Justus, Instructor of Nursing, effective August 15, 1985, for a gross salary of \$21,000 (9 months).
4. Jerry W. Gilley, Assistant Professor of Distributive Education, effective August 15, 1985, for a gross salary of \$26,000 (9 months).
5. Terry Roach, Instructor of Administrative Services and Business/Distributive Education, effective August 15, 1985, for a gross salary of \$25,000 (9 months).
6. Rebecca R. Lancaster, Instructor of Nursing, effective August 15, 1985, for a gross salary of \$20,000 (9 months).
7. Bruce L. Plopper, Assistant Professor of Journalism, effective August 15, 1985, for a gross salary of \$24,000 (9 months).
8. Lisa C. Shoptaw, Instructor of Nursing, effective August 15, 1985, for a gross salary of \$9,500 (4½ months).
9. Herff L. Moore, Associate Professor of Management, effective August 15, 1985, for a gross salary of \$37,000 (9 months).
10. Jill Trinka, Instructor of Music, effective August 15, 1985, for a gross salary of \$19,000 (9 months).
11. Charlotte Gibbons, Assistant Dean of Students, effective July 1, 1985, for a gross salary of \$21,500 (12 months).
12. Bernice B. Kimball, Staff Counselor & Coordinator of Testing, effective July 1, 1985, for a gross salary of \$20,167 (12 months).
13. Karen C. Weaver, Instructor of Chemistry, effective August 15, 1985, for a gross salary of \$20,000 (9 months).
14. Charles Harvey, Assistant Professor of Philosophy, effective August 15, 1985, for a gross salary of \$21,000 (9 months).
15. Melissa Shock, Instructor of Home Economics, effective August 15, 1985, for a gross salary of \$18,500 (9 months).
16. Paulette Fischer, Assistant Professor of Psychology/Counseling, effective August 15, 1985, for a gross salary of \$21,500 (9 months).
17. Jeanie Townsend, Assistant Instructor of Nursing, effective August 15, 1985, for a gross salary of \$10,000 (9 months).
18. Paulette J. Vogan, Assistant Instructor of Nursing, effective August 15, 1985, for a gross salary of \$10,000 (9 months).
19. Ralph S. Butcher, Assistant Professor of Mathematics, effective August 15, 1985, for a gross salary of \$25,000 (9 months).
20. Carolyn Pinchback, Assistant Professor of Mathematics, effective August 15, 1985, for a gross salary of \$23,000 (9 months).
21. Mona Cherri, Instructor of Mathematics, effective January 1, 1986, for a gross salary of \$10,600 (4½ months).
22. Jill M. Eckhardt, Director of Housing, effective July 1, 1985, for a gross salary of \$17,290 (12 months).
23. Mary McKinney, Staff Counselor, effective July 1, 1985, for a gross salary of \$16,533 (12 months).
24. Roy Whitehead, Jr., Assistant Professor of Business Law, effective August 15, 1985, for a gross salary of \$25,000 (9 months).
25. Gary Lewers, Assistant Professor of Health Education, effective August 15, 1985, for a gross salary of \$24,000 (9 months).
26. Edith M. Ramsay-Johnson, Associate Professor of Nursing, effective August 15, 1985, for a gross salary of \$35,000 (9 months).

27. Jessica Connavino Shaver, part-time Instructor of Horn, effective August 15, 1985, for a gross salary of \$2,500 (4½ months).
28. Ann D. Behnke, part-time Instructor of Home Economics, Fall Semester, for a gross salary of \$4,800.
29. Terry Smith, Assistant Professor of Psychology & Counseling, effective August 15, 1985, for a gross salary of \$21,000 (9 months).
30. Stephen Ralph, Instructor of Speech, effective August 15, 1985, for a gross salary of \$22,000 (9 months).
31. Jack C. Fulmer, Baseball Coach, effective July 1, 1985 through August 15, 1985, for a gross salary of \$3,429; from August 16, 1985 through May 15, 1986, for a gross salary of \$20,571.
32. M. Ernest Ness, Assistant Dean of Students/Coordinator of Outreach, effective August 1, 1985, for a gross salary of \$24,000.
33. Teresa Henderson, Instructor of Counseling & Psychology, effective August 15, 1985, for a gross salary of \$16,500 (9 months).
34. Jean Pennucci, Assistant Instructor of Occupational Therapy, effective July 1, 1985, for a gross salary of \$30,004 (12 months). This is a term, non-tenure track appointment.
35. Teresa Tiemeyer, Assistant Instructor of Physical Therapy, effective July 1, 1985, for a gross salary of \$28,000 (12 months). This is a term, non-tenure track appointment.
36. Becky Seaton, Assistant Instructor of Physical Therapy, effective July 1, 1985, for a gross salary of \$23,100 (12 months). This is a term, non-tenure track appointment.
37. Robin L. Robinson, Instructor/Teacher of Childhood Education, effective August 15, 1985, for a gross salary of \$15,500 (9 months).
38. James E. Lightfoot, Instructor of Geography, effective August 15, 1985, for a gross salary of \$19,000 (9 months).
39. Molsie R. Ellis, Instructor of Physical Therapy, effective July 1, 1985, for a gross salary of \$28,000 (12 months).
40. Arthur P. Attwell, Assistant Professor of Childhood Education, effective August 15, 1985, for a gross salary of \$24,000 (9 months).

Early Retirements:

1. D. Ned O'Kelley, Furniture Repairman, effective June 30, 1985.
2. Gene Hatfield, Assistant Professor of Art, effective January 1, 1986.

Resignations:

1. Cathryn Barling, Assistant Librarian, did not accept '85-'86 contract.
2. Brenda Tyler, Assistant Professor of Childhood Education, did not accept '85-'86 contract.
3. John Martone, Assistant Professor of English, did not accept '85-'86 contract.
4. Betty Morse, Associate Professor of Home Economics, effective July 13, 1985.
5. Michael Magrun, Instructor of Occupational Therapy, did not accept '85-'86 contract.

Adjustments:

1. Mary K. Dunaway, effective July 1, 1985, change classification from Budget Specialist to Budget Director, no change in salary.
2. Gene Hatfield, Assistant Professor of Art, change appointment from 9 months @ a gross salary of \$23,000 to 4½ months @ a gross salary of \$11,500.
3. Cindy Shelton, change from a part-time Instructor of Health Education @ a gross salary of \$8,500 for 9 months to Instructor of Health Education for the fall semester @ a gross salary of \$8,500.
4. Richard Collins, effective July 1, 1985, change appointment from Professor of Biology with tenure @ a gross salary of \$38,653 (9 months) to Professor of Biology with tenure & Coordinator of School of Health Sciences @ a gross salary of \$45,000 (12 months).
5. Jim Shelton, effective July 1, 1985, change appointment from Associate Professor of Philosophy with tenure @ a gross salary of \$30,600 (9 months) to Associate Professor with tenure & Chair, Department of Philosophy, @ a gross salary of \$39,000 (12 months).
6. Paul Peterson, Assistant Professor of Education, effective August 15, 1985, change 9 month salary from \$19,000 to \$24,000.
7. David Skotko, effective July 1, 1985, change appointment from Associate Professor of Counseling & Psychology with tenure @ a gross salary of \$31,526 (9 months) to Associate Professor with tenure & Chair, Department of Counseling & Psychology @ a gross salary of \$43,665 (12 months).
8. Maxine Crafton, effective July 1, 1985, change classification from Administrative Assistant II @ a gross salary of \$23,114 to Coordinator of Affirmative Action & Administrative Aide to the President @ a gross salary of \$25,142 (12 months).
9. Willie Hardin, effective July 1, 1985, change from Associate Professor of Media/Library Science with tenure @ a gross salary of \$28,000 (9 months) to Associate Professor of Media/Library Science with tenure & Library Director @ a gross salary of \$40,000 (12 months)

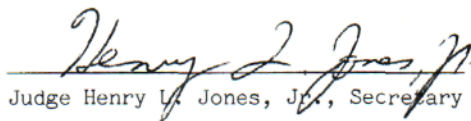
Dr. Johnson made a motion that open meeting be declared. A second to this motion was made by Mr. Ahlf and passed.

In open session, appointments, early retirements, resignations, and adjustments as recommended by President Farris in executive session were approved upon motion made by Judge Jones, seconded by Mrs. Hammans, and passed.

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



Mr. Ben F. Burton, Chairman



Judge Henry L. Jones, Jr., Secretary