

The Board of Trustees of the University of Central Arkansas convened in regular meeting Thursday morning, April 17, 1986, at ten o'clock in Room 220, Burdick Business Administration Building on the campus with the following officers and members of the Board present, to-wit:

|                |                           |
|----------------|---------------------------|
| Chairman:      | Dr. J. Albert Johnson     |
| Vice Chairman: | Judge Henry L. Jones, Jr. |
| Secretary:     | Mr. James W. Ahlf         |
|                | Mr. Joe M. White          |
|                | Dr. Harold H. Chakales    |
|                | Mr. Herby Branscum        |
|                | Mr. Ben F. Burton         |

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 upon motion made by Mr. Ahlf, seconded by Judge Jones, and passed:

President Farris discussed the following items:

1. Capital Priority List Update (copies distributed),
2. 1986-87 Budget,
3. 1987-89 Appropriation Request,
4. Spending Directives from the Department of Finance and Administration (copies distributed), and
5. College Going Rate - Enrollment and Housing.

Mr. Tom Dillard, Archivist, described the progress that has been made in establishing the Archives and Special Collections located in Torreyson Library.

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

"BE IT RESOLVED: The Board of Trustees approves the policy on the erection of memorials and plaques as distributed and listed below. This policy will become effective immediately upon passage by the Board of Trustees."

#### GUIDELINES FOR MEMORIALS

Requirements On Those Memorialized:

Any faculty, staff, student, individual, or group who have been associated with or have made significant contributions to UCA.

Requests May Be Initiated By:

Any faculty, staff, student, individual, or group associated with UCA.

Steps To Go Through To Board:

- Buildings and Grounds Committee for Memorials

Two Faculty - Appointed by Committee on Committees

Two Students - One from RHA and one from Student Senate

Two Staff - Appointed by Staff Senate:

One from Public Affairs  
One from Student Affairs

- Chairman is elected

- Committee makes recommendations to the Council of Vice Presidents
- To President
- To Board of Trustees

Person or Persons Making the Request Must Be Prepared To Submit:

1. Size of memorial - maximum of four feet in height and base no larger than three feet by three feet
2. Type of memorial
3. Preferred location of memorial
4. Plans for maintenance and costs (who will be responsible?)
5. Construction (who will be responsible?)

Committee will decide if the memorial meets the requirements and the architectural design of buildings and landscaping and make a recommendation to the Council of Vice Presidents.

The following three resolutions were adopted upon motion made by Mr. Ahlf, seconded by Dr. Chakales, and passed:

"BE IT RESOLVED: The following charges for student housing and food service will be effective at the beginning of the Fall Semester, 1986:

21 meal plan \$121.25 per pay period - \$485 per semester

Any 15 meal plan \$116.25 per pay period - \$465 per semester

15 meal plan \$111.25 per pay period - \$445 per semester

A/C room double occupancy \$123 per pay period - \$492 per semester

Private Room \$150 per semester plus \$123 per pay period

Summer Rates: Effective Summer 1987    Room                    Board

21 meal plan \$265 per five week term    \$ 133                    \$ 132

15 meal plan \$260 per five week term    \$ 133                    \$ 127

Trailer Rents:

Trailers - \$157 per month"

"BE IT RESOLVED: The administration be authorized to sign a one-year extension of the 1985-86 food service contract with the ARA Food Service Company for 1986-87 at student rates as follows: Summer, 1987 - \$4.16 per day for 21-meal plan and \$4.85 per day for 15-meal plan. Regular Academic Year (Fall, 1986 and Spring, 1987) - \$3.27 per day for 21-meal plan, \$3.05 per day for any 15-meal plan, and \$3.86 per day for 15-meal plan. Off Campus Special Groups will be charged as follows (1986-87): Breakfast \$2.25 per day; Lunch \$2.85 per day; Dinner \$2.85 per day. Casual Meal Charges will be (1986-87): Breakfast \$2.60 per day; Continental \$1.15 per day; Lunch \$3.35 per day; Dinner \$3.35 per day; and, Steak or Special \$4.20 per day."

"BE IT RESOLVED: The snack bar operation in the Student Center be contracted to ARA Food Service for the period beginning June 1, 1986 through May 31, 1987. ARA will pay the University \$13,000 per year or 13% of sales, whichever is greater during the period of this contract."

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

"BE IT RESOLVED: The Board of Trustees approves the program entitled University Studies. This experience is required of each student who enters the University with less than thirty semester hours of credit, and completion of the program will be a graduation requirement for those students. This requirement will become effective with students enrolling the Fall Semester, 1986."

Copies of the March 31, 1986 Financial Report were distributed and interpreted by Mr. McCormack, Vice President for Financial Affairs. Motion was made by Mr. Branscum, seconded by Mr. White, and passed that this report be accepted.

Upon motion made by Mr. White, seconded by Mr. Ahlf, and passed, executive session was declared for the purpose of considering personnel.

The following personnel were elected upon motion made by Judge Jones, seconded by Mr. Burton, and passed:

## PRESIDENT

| Name                    | Title   | '86-'87 Salary |
|-------------------------|---|----------------|
| Jefferson D. Farris (T) | President   | \$ 76,000*     |
| Bill Pate               | Executive Assistant to President                                  | 54,100         |
| Maxine Crafton          | Coordinator of Desegregation & Affirmative Action; Adm. Asst. II  | 25,922         |
| Penny Eberhard          | Director of Public Appearances & Instructor of Speech             | 24,500         |
| Mary Lites              | Administrative Secretary  | 13,546         |
| Rex Lovell (T)          | Assistant Professor of Physical Education & Director of Athletics | 45,500         |
| Harold Horton           | Head Football Coach   | 45,000#        |
| Bill Stephens           | Associate Director of Athletics                                   | 41,500         |
| Don Dyer                | Head Basketball Coach   | 37,500         |
| Sallie Dalton           | Head Coach & Coordinator of Women's Athletics                     | 35,200         |
| Ron Marvel              | Head Women's Basketball Coach                                     | 35,000         |
| Ronnie Kerr             | Assistant Football Coach  | 31,400##       |
| Mike Isom               | Assistant Football Coach  | 31,400##       |
| Richard Martin          | Head Track Coach  | 30,500         |
| Arch Jones              | Assistant Basketball Coach  | 28,000         |
| Bill Keopple            | Assistant Football Coach  | 27,500##       |
| Jack Fulmer             | Head Baseball Coach   | 26,000**       |
| Bob Valentine           | Coordinator of Sports Information                                 | 25,402         |
| Milton Woods            | Athletic Equipment Supervisor                                     | 15,756         |
| Gail Clark              | Accounting Assistant II   | 12,583         |
| Janet White             | Clerk Steno   | 11,466         |
| J. D. Gingerich         | Associate Professor of Political Science & University Counsel     | 35,000         |
| W. H. Osborne           | Director of Public Service  | 38,500         |

\*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 6-30-89.

#Contract expires 12-31-88

##Contract expires 12-31-86

\*\*Nine-month salary

## VICE PRESIDENT FOR ACADEMIC AFFAIRS

| Name                 | Title   | '86-'87<br>Salary |
|----------------------|---|-------------------|
| Robert McChesney (T) | Professor of Political Science<br>& Vice President  | \$ 60,700         |
| Joan Pritchard (T)   | Assistant Professor of Accounting<br>& Assistant to Vice President for<br>Academic Affairs        | 39,292            |
| Sue Aist             | Administrative Secretary  | 16,770            |
| Laverne Martin       | Secretary I   | 9,957             |
| H. B. Hardy, Jr. (T) | Professor of Education, Dean of<br>Graduate School, & Associate<br>Dean of Faculty                | 56,000            |
| Frances Macdonald    | Secretary II  | 11,933            |
| Nancy Gage           | Secretary I   | 10,503            |
| W. David Moon (T)    | Professor of Mathematics &<br>Undergraduate Dean  | 54,375            |
| Carol Daves          | Secretary II  | 14,767            |
| Norbert Schedler (T) | Professor of Philosophy & Director<br>of Honors College   | 48,275            |
| Virginia Guffey      | Secretary II  | 11,310            |
| Glenda Middleton     | Clerk-Typist II ( $\frac{1}{2}$ time)   | 4,380             |
| Ferrel James (T)     | Associate Professor of Educational<br>Media & Director of Audio/Visual<br>Center                  | 33,700            |
| W. M. Thompson, Jr.  | Director, Computing Resource Center   | 40,400            |
| Clyde Reese (T)      | Professor of Psychology & Dean of<br>Continuing Education   | 51,500            |
| Jimmie McKim (T)     | Assistant Professor of Mathematics<br>& Coordinator, Mathematics at Little<br>Rock Air Force Base | 37,000            |
| Loretta Price        | Instructor & Coordinator of Workshops<br>& Conferences  | 28,200            |
| Leslie Miller        | Continuing Education Coordinator  | 23,870            |
| John M. Lar          | Coordinator of Continuing Education<br>& Director of Channel 6                                    | 21,450            |
| Paula Lee            | Administrative Assistant I  | 17,888            |
| Brenda Moore         | Accounting Assistant II   | 10,710            |
| Rebecca Serven       | Secretary I   | 9,438             |
| Wilhelmina Hobson    | Clerk-Typist I  | 8,475             |
| Laura Taylor         | Clerk-Typist I  | 8,475             |
| Catherine Green      | Clerk-Typist I ( $\frac{1}{2}$ time)  | 4,979             |
| Anthony Sitz         | Registrar   | 35,550            |
| Jackie Taylor        | Clerk-Steno   | 11,466            |
| Robert C. Horton     | Registrar's Assistant   | 11,205            |
| Elfride Eitel        | Clerk-Typist II   | 9,749             |
| Deanna J. Schichtl   | Clerk-Typist II   | 9,749             |
| Verna L. Carlton     | Clerk-Typist II   | 9,255             |
| Dana Smith           | Clerk-Typist II   | 9,255             |
| Jewell L. Hackler    | Clerk-Typist II   | 9,255             |
| Willie Hardin (T)    | Associate Professor & Library Director  | 41,500            |
| Tom Dillard          | Director of Archives & Special Collec-<br>tions & Associate Librarian                             | 30,600            |
| Gay Moore            | Assistant Librarian   | 27,207            |
| Carol Powers         | Assistant Librarian   | 26,910            |
| Margaret Morrison    | Assistant Librarian   | 22,888            |
| Randall Glover       | Assistant Librarian   | 22,753            |
| Kay Talley           | Assistant Librarian   | 22,729            |
| Maxine Lewis         | Assistant Librarian/Research Librarian  | 22,297            |
| Robert J. Dudek      | Assistant Librarian/Acquisitions  | 20,300            |
| Carolyn Baker        | Assistant Librarian   | 20,210            |
| Charlotte Evans      | Assistant Librarian   | 19,900            |
| Sherry Owen          | Assistant Librarian   | 19,782            |
| Bertha Jordan        | Library Technical Assistant II  | 13,155            |
| Donna Washko         | Secretary I   | 13,025            |
| Bobby Gallahar       | Library Technical Assistant I   | 12,739            |

| Name                | Title                          | '86-'87<br>Salary |
|---------------------|--------------------------------|-------------------|
| Patsy Kitchens      | Library Technical Assistant II | \$ 12,454         |
| Anita Cothran       | Library Technical Assistant II | 11,804            |
| Donna Lawrence      | Library Technical Assistant II | 11,803            |
| Mary Coleman        | Library Technical Assistant I  | 11,465            |
| Jeanette Marvel     | Library Technical Assistant II | 11,205            |
| Patricia Ann Wagner | Library Technical Assistant I  | 9,749             |
| Michele Lively      | Library Technical Assistant I  | 9,749             |
| Le Kay Kerr         | Library Technical Assistant I  | 9,749             |
| Gayle Mullenax      | Library Technical Assistant I  | 9,255             |
| Margie Ann Lewis    | Library Technical Assistant I  | 8,761             |

## VICE PRESIDENT FOR ADMINISTRATION

|                    |   |        |
|--------------------|---|--------|
| B. W. Horton       | Vice President  | 57,100 |
| Gail Tinder        | Secretary II  | 13,286 |
| Helen Russell      | Director of Personnel                                     | 24,570 |
| Mary Nolen         | Personnel Analyst   | 21,866 |
| Peggy Smith        | Personnel Assistant II                                    | 18,070 |
| Lanny Noggle       | Printing Supervisor                                       | 20,514 |
| Carl Garrison      | Printer II  | 17,524 |
| Kathy Kirk         | Accounting Assistant I                                    | 10,504 |
| Earl McGehee (T)   | Professor of Mathematics & Director<br>of Computer Center | 52,345 |
| Lilly Rogers       | Director of Computer Services                             | 36,143 |
| Bruce Schaa        | Systems Analyst II  | 25,090 |
| Nancy Ann Johnson  | Systems Analyst I   | 22,074 |
| Jewell Johnson     | Data Process Supervisor I                                 | 18,252 |
| Terry Brewer       | Computer Operator II                                      | 15,236 |
| Marilyn Cameron    | Secretary I   | 13,026 |
| Charlene Bland     | Data Entry Operator II                                    | 13,026 |
| Janice Austin      | Data Entry Operator II                                    | 13,026 |
| J. F. Allwood      | Computer Operator I                                       | 12,714 |
| Ralph Lachowsky    | Computer Operator I                                       | 12,714 |
| Lee Roy Plummer    | Administrative Assistant II                               | 22,594 |
| Bennie Battles     | Plant Maintenance Supervisor                              | 21,632 |
| Pamela F. Snider   | Director of Housekeeping                                  | 17,836 |
| J. C. Euton        | Plant Maintenance Supervisor                              | 17,472 |
| Mary Alice Holmes  | Accountant II   | 16,562 |
| Debbie Edgmon      | Accounting Assistant I                                    | 13,026 |
| Renee Horton       | Accounting Assistant I                                    | 12,324 |
| Kathleen Casseday  | Secretary I   | 9,438  |
| Bill Leach         | Director of Public Safety                                 | 24,570 |
| James Smith        | Officer II  | 18,486 |
| C. C. Hensley      | Officer II  | 17,524 |
| J. L. Tyrrell      | Officer II  | 17,524 |
| Wilton Hill        | Officer II  | 15,756 |
| Billy Wood         | Officer II  | 15,756 |
| Robert Gates       | Officer II  | 14,144 |
| Duane Bellairs     | Officer I   | 15,600 |
| Jack Pike          | Officer I   | 12,584 |
| Julia A. Gutierrez | Officer I   | 12,584 |
| Scott E. Ball      | Officer I   | 11,934 |
| Barbara Connet     | Secretary I   | 12,324 |

## VICE PRESIDENT FOR FINANCIAL AFFAIRS

|                   |                          |        |
|-------------------|--------------------------|--------|
| Robert McCormack  | Vice President           | 55,100 |
| Carol Everett     | Controller               | 28,400 |
| Margaret Atchison | Accounting Supervisor II | 27,638 |
| Paul Totten       | Project Coordinator      | 27,000 |
| Kirk Smith        | Student Accounts Officer | 25,184 |
| Mary Kay Dunaway  | Budget Director          | 23,000 |
| Joyce Reid        | Accounts Supervisor      | 17,706 |

| Name               | Title                           | '86-'87 Salary |
|--------------------|---------------------------------|----------------|
| Jeanne Belote      | Buyer                           | \$ 17,472      |
| Margaret Wallace   | Accountant I                    | 16,224         |
| Rojana Hallman     | Accounting Assistant II         | 15,600         |
| Mary Limbaugh      | Accounting Assistant II         | 14,768         |
| Marion Parsons     | Head Cashier                    | 14,638         |
| Katrina Kilpatrick | Administrative Secretary        | 13,400         |
| Robert Abernathy   | Accountant I                    | 13,832         |
| Gloria Sutton      | Accounting Assistant I          | 13,728         |
| Sondra Burns       | Accounting Assistant I          | 13,026         |
| Sarah Lane         | Cashier II                      | 13,026         |
| Debby Leppin       | Payroll Officer                 | 12,038         |
| Patti Boling       | Accounting Assistant II         | 11,310         |
| Nelrose Palenske   | Accounting Assistant I          | 11,076         |
| Diane Dickens      | Accounting Assistant I          | 10,504         |
| Sue Little         | Accounting Assistant I          | 9,438          |
| Vicki J. Coons     | Cashier II                      | 9,438          |
| Nona Spatz         | Stock Clerk 1 (½ time)          | 5,980          |
| Glenda Wiles       | Accounting Assistant I (½ time) | 4,719          |
| Stewart Snider     | Bookstore Manager               | 27,352         |
| Sharon Bone        | Accounting Assistant II         | 15,600         |
| John Gardner       | Assistant Bookstore Manager     | 14,430         |
| Tanya Buchanan     | Assistant Bookstore Manager     | 13,676         |
| JoAnn Carter       | Cashier I                       | 10,296         |
| Janice Bart        | Cashier I                       | 9,750          |
| Charlotte Moffitt  | Stock Clerk II                  | 8,944          |

## VICE PRESIDENT FOR PUBLIC AFFAIRS

|                      |   |        |
|----------------------|---|--------|
| William R. Patterson | Vice President  | 54,000 |
| Libby Smith          | Director of Development<br>& University Advancement                   | 31,200 |
| Tom Scott            | Program Coordinator   | 28,300 |
| Ellen Ishee          | Director of Special Programs &<br>Assistant Dean of Students          | 19,600 |
| Pauline Anderson     | Publicity & Information Specialist                                    | 13,675 |
| Linda Long           | Administrative Secretary  | 13,545 |
| Frances C. Davis     | Clerk-Typist II   | 8,761  |
| Offie Lites          | Instructor & University<br>Photographer                               | 31,600 |
| James Schneider      | Director of Alumni  | 27,091 |
| Joe Darling          | Director of Admissions  | 28,000 |
| Kim Hall             | Assistant Director of Admissions<br>& Assistant Dean of Students      | 19,700 |
| Kim Graves           | Assistant Director of Admissions<br>& Assistant Dean of Students      | 16,500 |
| Joyce Lancaster      | Secretary I   | 15,288 |
| Darlene Hertz        | Clerk-Typist II   | 9,749  |
| John Burchard        | Director, Office of Grants  | 41,700 |
| Bill Miller          | Director of Corporate Relations<br>& Director of University Relations | 40,000 |
| Carolyn Bell         | Project Coordinator   | 17,000 |

## VICE PRESIDENT FOR STUDENT AFFAIRS

|                       |   |        |
|-----------------------|---|--------|
| John Hurley           | Vice President  | 54,500 |
| Fred Rhodes           | Dean of Students  | 40,170 |
| John Cagle            | Assistant Dean of Students                              | 22,145 |
| Charlotte Gibbons     | Assistant Dean of Students                              | 22,145 |
| Betty Ward            | Administrative Secretary                                | 15,912 |
| Ramona Sitz           | Secretary I   | 9,958  |
| Delphene Turner       | Clerk-Steno   | 9,750  |
| Pam Lawrence          | Clerk-Typist II   | 9,256  |
| Richard Greer         | Director of Counseling Center                           | 38,110 |
| M. Ernest Hess (Ness) | Assistant Dean of Students &<br>Coordinator of Outreach | 25,500 |
| Mary McKinney         | Counselor II  | 18,616 |
| Doris Nunn            | Secretary I   | 11,076 |

| Name                  | Title  | '86-'87<br>Salary |
|-----------------------|--|-------------------|
| Bill Yates            | Career Planning & Placement<br>Coordinator                     | \$ 30,758         |
| Bernice Kimball       | Director of Testing & Counselor                                | 20,772            |
| Lea Ann Clark         | Secretary I  | 11,076            |
| Harold McDonald       | Director, Student Financial Aid                                | 31,116            |
| Bobby Womack          | Student Aid Officer II   | 16,406            |
| Gale Garrison         | Office Manager   | 15,080            |
| Patty Hazelwood       | Student Aid Officer II   | 14,742            |
| Faydene Dunevant      | Clerk-Typist II  | 12,090            |
| Jennifer Ball         | Clerk-Typist I   | 9,958             |
| Kitty Fowler          | Clerk-Typist I   | 9,438             |
| Vicki Clements        | Clerk-Typist II  | 9,256             |
| Don Nixon             | Director, Student Union  | 30,758            |
| Gale Rhodes           | Associate Dean of Students &<br>Director of Student Activities | 28,016            |
| Barbara Stanton       | Secretary I  | 9,958             |
| Kay Marshall          | Student Health Services Nurse II                               | 25,662            |
| Bobbie Aydelott       | Student Health Services Nurse I                                | 18,252            |
| Donna Moody           | Student Health Services Nurse I                                | 16,406            |
| John W. Smith         | Assistant Dean of Students                                     | 27,352            |
| Jill M. Eckardt       | Director of Housing  | 17,836            |
| Hilda Hill            | Resident Hall Manager II                                       | 14,768*           |
| Maureen Thompson      | Resident Hall Manager II                                       | 14,768*           |
| Vivian McGibbony      | Accounting Assistant II  | 14,014            |
| Carolyn P. Smith      | Resident Hall Manager II                                       | 11,934*           |
| Corine Ackerson-Jones | Resident Hall Manager II                                       | 11,934*           |
| Jamie Courtney        | Resident Hall Manager II                                       | 11,934*           |
| Sue Bagwell           | Clerk-Typist II  | 10,868            |

\*Plus apartment & utilities on campus

#### COLLEGE OF BUSINESS ADMINISTRATION

| Name  | Rank  | '86-'87<br>Salary |
|---|---|-------------------|
| <b><u>Office of the Dean:</u></b>   |   |                   |
| Conrad Carroll (T)  | Professor & Dean  | \$ 55,600*        |
| James Barr (T)  | Professor & Assistant Dean  | 51,100*           |
| Janet Bartley   | Secretary II  | 14,014*           |
| Joyce Short   | Secretary I   | 11,699*           |
| <b><u>Department of Accounting</u></b>  |   |                   |
| Billy R. Humphrey (T)   | Professor & Chairman  | 50,760*           |
| Lillian Parrish (T)   | Associate Professor   | 41,210            |
| Abo-El-Yazeed T. Habib  | Associate Professor   | 39,521            |
| Joan Pritchard (T)  | Assistant Professor & Assistant to<br>Vice President for Academic Affairs | 39,292*           |
| B. Douglas Carter   | Assistant Professor   | 34,036            |
| Pam Spikes  | Assistant Professor   | 31,125            |
| Donna Smith (T)   | Assistant Professor   | 31,000            |
| Roy Whitehead   | Assistant Professor (Business Law)  | 25,750            |
| William T. Nalepka  | Instructor  | 25,750#           |
| Shirley Garrett   | Secretary I   | 12,324*           |
| <b><u>Department of Administrative Services &amp; Business Education:</u></b> |   |                   |
| Joe Arn (T)   | Associate Professor of Distributive<br>Education & Acting Chairman        | 42,800*           |
| Beverly Oswalt  | Associate Professor   | 33,300            |
| Jerry W. Gilley   | Assistant Professor (D.E.)  | 27,250            |

\*12 month salary

#Terminal appointment

| Name   | Rank                           | '86-'87<br>Salary |
|--|--------------------------------|-------------------|
| Carra N. Donovan (T)   | Assistant Professor            | \$ 24,530         |
| Terry Roach  | Instructor                     | 25,100            |
| Wanda White  | Secretary I                    | 9,957*            |
| <b>Department of Economics &amp; Finance:</b>                        |                                |                   |
| W. C. Johnson (T)  | Professor & Chairman           | 50,904*           |
| Loren Guffey (T)   | Professor                      | 39,700            |
| Ralph Gunderson (T)  | Associate Professor            | 36,000            |
| Patricia Cantrell  | Assistant Professor            | 30,000            |
| Riggs Tucker (T)   | Assistant Professor            | 27,800            |
| Bonnie Thompson  | Secretary I                    | 12,323*           |
| <b>Department of Marketing &amp; Management:</b>                     |                                |                   |
| Morris Lamberson (T)   | Professor & Chairman           | 50,760*           |
| Homer Saunders (T)   | Professor                      | 38,485            |
| Robert Fisher (T)  | Professor                      | 38,255            |
| Herff L. Moore   | Associate Professor            | 38,221            |
| Don Bradley III (T)  | Associate Professor            | 37,220            |
| J. M. Koonce (T)   | Associate Professor            | 29,846            |
| William T. Bounds (T)  | Assistant Professor            | 31,572            |
| Scott Markham  | Assistant Professor            | 27,870            |
| Iris McAnally  | Secretary I                    | 13,026*           |
| <b>Department of Quantitative Methods &amp; Information Systems:</b> |                                |                   |
| Kenneth M. Griffin (T)   | Associate Professor & Chairman | 50,760*           |
| Therold E. Bailey (T)  | Associate Professor            | 37,994            |
| James A. Bell  | Associate Professor            | 36,668            |
| James C. Weller  | Assistant Professor            | 31,641            |
| Ronald B. Dobie  | Instructor                     | 26,813            |
| Deborah Clark  | Instructor                     | 26,813            |
| Tammy Brandt   | Secretary I                    | 10,503*           |

\*12 month salary

## COLLEGE OF EDUCATION

**Office of the Dean**

|                   |                            |         |
|-------------------|----------------------------|---------|
| Charles Hodge (T) | Associate Professor & Dean | 55,000* |
| Audie Lynch (T)   | Professor & Assistant Dean | 50,178* |
| Betty Love        | Secretary II               | 14,014* |
| Kay Cardin        | Secretary I                | 12,323* |

**Center for Academic Excellence:**

|                |   |         |
|----------------|---|---------|
| Joe Hundley    | Associate Professor & Director              | 38,556* |
| Robert Kennedy | Project Coordinator &<br>Assistant Director | 29,120* |
| Billina Smith  | Clerk-Typist I                              | 8,943*  |

**Department of Administration & Secondary Education:**

|                    |   |         |
|--------------------|---|---------|
| Paul Peterson      | Associate Professor & Acting<br>Chairman                            | 44,000* |
| Jeff Holland (T)   | Professor & Director of Student<br>Teaching & Laboratory Experience | 43,702* |
| Bert Stark (T)     | Professor   | 38,885  |
| John Price (T)     | Professor   | 36,686  |
| Darrell Gentry (T) | Professor   | 33,487  |
| Roderick Thronson  | Assistant Professor   | 22,865  |
| Phyllis Tyrrell    | Secretary I   | 13,728* |

**Department of Childhood Education:**

|                     |   |         |
|---------------------|---|---------|
| Sidney Mitchell (T) | Professor & Chairman                                | 48,885* |
| Amelia Steelman (T) | Associate Professor                                 | 30,752  |
| Ruby Burgess (T)    | Associate Professor                                 | 28,070  |
| Helen Lynch (T)     | Associate Professor                                 | 27,500  |
| Sarah Wilf (T)      | Assistant Professor & Director<br>of Reading Center | 27,138  |
| Arthur Attwell      | Assistant Professor                                 | 24,960  |
| John H. Buckner     | Assistant Professor                                 | 23,920  |
| Susan Peterson      | Assistant Professor                                 | 22,025  |
| Patricia Snoko      | Secretary I   | 9,957*  |

\*12 month salary



| Name  | Rank  | '86-'87 Salary |
|---|---|----------------|
| <b>Department of Counseling &amp; Psychology:</b> |   |                |
| David Skotko (T)                                  | Associate Professor & Chairman                      | \$ 46,285*     |
| Robert Morrow (T)                                 | Professor   | 40,820         |
| Bill Smith (T)                                    | Professor   | 40,196         |
| Bobby Williams (T)                                | Professor & Coordinator of Undergraduate Psychology | 39,361         |
| James Rollins (T)                                 | Professor   | 35,325         |
| Paul Witherspoon (T)                              | Professor   | 34,481         |
| Samuel Boyd (T)                                   | Associate Professor                                 | 32,731         |
| Nils Carlson, Jr. (T)                             | Associate Professor                                 | 31,806         |
| Linda Glenn (T)                                   | Associate Professor                                 | 31,494         |
| Sarah McAuley (T)                                 | Assistant Professor                                 | 25,750         |
| Paulette F. Leonard                               | Assistant Professor                                 | 22,532         |
| Terry Smith                                       | Assistant Professor                                 | 22,050         |
| Robert Feese (T)                                  | Instructor  | 22,875         |
| Judy Jones  | Secretary I   | 11,699*        |

**Department of Educational Media/Library Science:**

|                  |                                |         |
|------------------|--------------------------------|---------|
| Selvin Royal (T) | Associate Professor & Chairman | 48,869* |
| James Miller (T) | Associate Professor            | 27,650  |
| Jody Charter     | Assistant Professor            | 24,715  |
| Glenda Thurman   | Assistant Professor            | 24,270  |
| Leta P. Stroud   | Clerk-Steno                    | 12,089* |
| Tina Youngblood  | Library Technical Assistant I  | 9,255*  |

**Department of Special Education:**

|                    |  |         |
|--------------------|--|---------|
| David Naylor (T)   | Professor & Chairman   | 46,422* |
| James Mayhugh (T)  | Professor  | 39,553  |
| Harold Love (T)    | Professor  | 39,362  |
| James Mainord (T)  | Professor  | 38,880  |
| Joe Walthall (T)   | Professor  | 34,411  |
| James Thurman (T)  | Associate Professor & Coordinator of Speech Pathology & Audiology        | 30,104  |
| Elaine McNiece (T) | Associate Professor & Clinical Supervisor of Speech & Language Pathology | 26,852  |
| Dolly Moseley (T)  | Associate Professor  | 26,722  |
| Jane Prince (T)    | Associate Professor (Speech Pathology)                                   | 24,281  |
| Betty Fusilier (T) | Instructor   | 21,250  |
| Sara Zeno          | Instructor (Speech Pathology)  | 19,086# |
| Jean Thompson      | Secretary I  | 13,026* |
| Sarah Palmer       | Clerk-Typist I   | 12,349* |

\*12 month salary

#Terminal appointment

## COLLEGE OF FINE &amp; APPLIED ARTS &amp; SCIENCES

**Office of the Dean**

|                     |  |         |
|---------------------|--|---------|
| Neil Hattlestad (T) | Professor of Physical Education & Dean | 56,000* |
| Mable Strandlund    | Secretary II                           | 14,768* |
| Gerry Mitchell      | Clerk-Steno                            | 12,078* |

**Department of Art:**

|                     |                      |         |
|---------------------|----------------------|---------|
| Kenneth Burchett    | Professor & Chairman | 42,294* |
| Jerry Poole (T)     | Professor            | 35,257  |
| Helen Phillips (T)  | Associate Professor  | 29,612  |
| Robert Thompson (T) | Associate Professor  | 29,418  |
| Pat Larsen (T)      | Associate Professor  | 28,080  |
| Tim Morris (T)      | Assistant Professor  | 27,255  |
| Audrey Stevenson    | Clerk-Steno          | 11,465* |

**Department of Health Education:**

|                  |                       |         |
|------------------|-----------------------|---------|
| Arvil Burks (T)  | Professor & Chairman  | 50,448* |
| Jane Lammers (T) | Associate Professor   | 27,903  |
| Gary Lewers      | Assistant Professor   | 25,000  |
| Emogene Fox      | Assistant Professor   | 24,000  |
| Betty Hubbard    | Assistant Professor   | 23,545  |
| Celia Boggs      | Clerk-Typist II       | 9,079*  |
| Linda Tyler      | Secretary (part-time) | 3,600*  |

\*12 month salary

| Name                                       | Rank  | '86-'87<br>Salary |
|--|---|-------------------|
| <b>Department of Home Economics:</b>       |   |                   |
| Mary Harlan (T)                            | Assistant Professor, Acting Chair- \$<br>person, & Assistant Dean of College<br>of Fine & Applied Arts & Sciences | 31,783#           |
| Melissa Shock                              | Instructor  | 19,055##          |
| Marlene LeDuc                              | Clerk-Typist II   | 4,380*            |
| <b>Department of Industrial Education:</b> |   |                   |
| Kenneth Jordan (T)                         | Professor & Chairman  | 40,730*           |
| Bernard O'Dwyer (T)                        | Assistant Professor   | 28,025            |
| Charles Powers (T)                         | Assistant Professor   | 27,553            |
| Sonia Bello                                | Clerk-Steno (part-time)   | 5,147*            |
| <b>Department of Military Science:</b>     |   |                   |
| LTC James W. Gilliam                       | Professor & Chairman  | NA                |
| Tammy Glover                               | Secretary I   | 11,075*           |
| <b>Department of Music:</b>                |   |                   |
| Sam Driggers (T)                           | Professor & Chairman  | 48,149*           |
| Russell Langston                           | Director of Bands   | 38,404*           |
| Don Collins (T)                            | Professor   | 29,893            |
| John Erwin (T)                             | Associate Professor & Director<br>of Vocal Music  | 34,107*           |
| Pat Hasty (T)                              | Associate Professor & Assistant<br>Director of Bands  | 29,772            |
| Kay Kraeft (T)                             | Associate Professor   | 26,682            |
| Carl Anthony (T)                           | Associate Professor   | 26,445            |
| Dorothy Swindle (T)                        | Assistant Professor   | 25,405            |
| James E. Gardner                           | Assistant Professor   | 24,900            |
| Denis Winter (T)                           | Assistant Professor   | 23,334            |
| Gilbert Baker (T)                          | Assistant Professor   | 22,835            |
| Steven Pederson                            | Assistant Professor   | 21,575            |
| Mark Hansen                                | Assistant Professor   | 21,000            |
| Richard Hobson                             | Instructor  | 22,639            |
| Jill Trinka                                | Instructor  | 20,106            |
| Laura McNew                                | Secretary I   | 13,026*           |
| Mayumi Gardner                             | Clerk-Typist I  | 8,943*            |
| <b>Department of Nursing:</b>              |   |                   |
| Betty Martin (T)                           | Associate Professor & Chairperson   | 51,704*           |
| Michele W. Warren (T)                      | Professor   | 39,255            |
| Ruth Rogers (T)                            | Associate Professor   | 40,376            |
| Barbara Williams (T)                       | Associate Professor   | 36,552            |
| Lillian Del Papa (T)                       | Associate Professor   | 35,210            |
| Ethel Rosenfeld (T)                        | Associate Professor   | 32,893            |
| Mary Lachowsky (T)                         | Associate Professor   | 32,436            |
| Jean Harney (T)                            | Associate Professor   | 30,601            |
| Lauretta Koenigseder (T)                   | Assistant Professor   | 26,514            |
| Mary Louise Lowe (T)                       | Assistant Professor   | 25,331            |
| Patricia House                             | Instructor  | 22,140            |
| Rebecca Lancaster                          | Instructor  | 21,000            |
| Gwendolyn Van Meer                         | Instructor  | 21,000            |
| Margaret Hays                              | Program Coordinator   | 25,662*           |
| Eva Langford                               | Secretary I   | 12,324*           |
| Debra Brown                                | Clerk-Typist I  | 9,438*            |
| <b>Department of Occupational Therapy:</b> |   |                   |
| Marian Ross (T)                            | Associate Professor & Chairperson   | 44,727*           |
| DaVone Wyrick                              | Instructor  | 25,370            |
| William Wicoff                             | Assistant Instructor  | 29,579**          |
| LeAnn Cooper                               | Assistant Instructor  | 21,630**          |
| Linda Hathcote                             | Assistant Instructor  | 21,577***         |
| Maude Carter                               | Secretary I   | 11,699*           |

#10 month salary

##Term, non-tenure track

\*12 month salary

\*\*12 month salary - term appointment &amp; non-tenure track

\*\*\*Term appointment &amp; non-tenure track

| Name                                   | Rank                                   | '86-'87<br>Salary |
|--|--|-------------------|
| <b>Department of Physical Therapy:</b> |  |                   |
| Venita Lovelace-Chandler (T)           | Associate Professor & Chair-<br>person | \$ 43,432*        |
| Joe Finnell (T)                        | Associate Professor                    | 37,160*           |
| Jackson Thomas (T)                     | Associate Professor                    | 28,252            |
| Molsie Ellis                           | Instructor                             | 28,840*           |
| William D. Bandy                       | Instructor                             | 13,500#*          |
| Vicky Olsen                            | Assistant Instructor                   | 27,000**          |
| Nancy Reese                            | Assistant Instructor                   | 26,000**          |
| Becky Beaton                           | Assistant Instructor                   | 25,200**          |
| Carol Rowden                           | Assistant Instructor                   | 25,000**          |
| Pam Salkeld                            | Secretary I                            | 10,503*           |

**Department of Physical Education:**

|                       |                      |         |
|-----------------------|----------------------|---------|
| Fletcher Lowry (T)    | Professor & Chairman | 51,107* |
| J. L. Gates (T)       | Associate Professor  | 31,619  |
| Larry Titlow (T)      | Associate Professor  | 26,617  |
| Nicholas Pederson (T) | Associate Professor  | 26,320  |
| Ann Machen (T)        | Assistant Professor  | 27,431  |
| Jimmy Ishee           | Assistant Professor  | 26,136  |
| Deborah Howell (T)    | Assistant Professor  | 12,506# |
| Linda Narisi          | Instructor           | 19,519  |
| Rockie D. Pederson    | Instructor           | 9,370#* |
| James Armstrong       | Intramural Director  | 27,434* |
| Carol Putnam          | Secretary I          | 13,728* |

\*12 month salary

#\*January 1, 1987 through May 15, 1987

\*\*12 month salary - term appointment &amp; non-tenure track

#January 1, 1987 through May 15, 1987

##August 15, 1986 through December 31, 1986 - term appointment  
& non-tenure track

## COLLEGE OF SCIENCES &amp; HUMANITIES

**Office of the Dean:**

|                  |                                 |         |
|------------------|---------------------------------|---------|
| James Dombek (T) | Professor of Mathematics & Dean | 56,000* |
| Judy Corcoran    | Secretary II                    | 12,584* |

**Department of Biology:**

|                       |   |         |
|-----------------------|---|---------|
| Richard Collins (T)   | Professor & Coordinator, School<br>of Health Sciences | 46,350* |
| Neal Buffaloe (T)     | Professor   | 41,395  |
| Robert D. Wright (T)  | Professor   | 39,140  |
| Jimmy Throneberry (T) | Professor   | 38,461  |
| Donald Culwell (T)    | Professor   | 37,491  |
| D. D. Smith (T)       | Professor   | 34,921  |
| Frederick Dalske (T)  | Associate Professor                                   | 34,102  |
| Wilbur Owen (T)       | Associate Professor                                   | 31,444  |
| David Zehr            | Associate Professor                                   | 24,497  |
| Ray Kinser (T)        | Assistant Professor                                   | 27,355  |
| John D. Peck          | Assistant Professor                                   | 24,183  |
| John S. Choinski      | Assistant Professor                                   | 22,311  |
| Mary S. Smith         | Secretary I   | 9,438*  |

**Department of Chemistry:**

|                   |                      |         |
|-------------------|----------------------|---------|
| Jerry Manion (T)  | Professor & Chairman | 50,600* |
| Michael Rapp (T)  | Professor            | 39,600  |
| Arthur Hoyt (T)   | Professor            | 36,810  |
| Faril Simpson (T) | Professor            | 34,920  |
| G. S. Paul (T)    | Professor            | 34,425  |
| Paul Krause (T)   | Associate Professor  | 33,980  |
| Karen Weaver      | Instructor           | 20,900  |
| Diana Southerland | Secretary I          | 11,076* |

**Department of English:**

|                     |                                |         |
|---------------------|--------------------------------|---------|
| Philip Anderson (T) | Associate Professor & Chairman | 47,000* |
| Henry Rogers (T)    | Professor                      | 37,298  |
| Jeff Henderson (T)  | Professor                      | 36,709  |
| Gary Davenport (T)  | Professor                      | 34,308  |

\*12 month salary

| Name   | Rank   | '86-'87<br>Salary |
|--|--|-------------------|
| Virginia Levey (T)                                       | Professor  | \$ 33,453         |
| Robert Lowrey (T)  | Professor  | 31,621            |
| John Lammers (T)   | Professor  | 31,244            |
| Richard Hudson (T)                                       | Associate Professor  | 30,650            |
| Sarah Fountain (T)                                       | Associate Professor  | 28,188            |
| Rebecca Williams (T)                                     | Associate Professor & Director<br>of Writing Laboratory        | 27,024            |
| T. B. Kearns (T)   | Associate Professor  | 26,269            |
| Bonnie Melchoir (T)                                      | Associate Professor  | 25,069            |
| Conrad Shumaker  | Associate Professor  | 24,096            |
| Marette Jackson (T)                                      | Assistant Professor  | 27,828            |
| Margaret Morgan  | Assistant Professor  | 22,550            |
| Wayne Stengel  | Assistant Professor  | 21,516            |
| Gloria Spencer   | Assistant Professor & Director<br>of Scroll                    | 20,930#           |
| Richard Gaughan  | Assistant Professor  | 20,770            |
| James Fowler   | Assistant Professor  | 20,674            |
| Terry Wright   | Instructor   | 17,595##          |
| Diana H. Throckmorton                                    | Instructor   | 17,510##          |
| Linda Arnold   | Instructor   | 17,510##          |
| Francie Jeffery  | Instructor   | 17,510##          |
| Barbara Whisnant   | Secretary I  | 11,075*           |
| Joy Garrett  | Clerk-Typist I   | 8,475*            |
| <b>Department of Foreign Languages:</b>                  |  |                   |
| Edward Sett gast (T)                                     | Professor  | 39,140            |
| Nicole Hatfield (T)                                      | Assistant Professor  | 26,677            |
| Joel B. Phillips   | Assistant Professor  | 21,700            |
| Carol Schedler   | Secretary I  | 11,699*           |
| <b>Department of Geography:</b>                          |  |                   |
| Carl Jameson (T)   | Associate Professor & Chairman                                 | 49,000*           |
| William Keinath (T)                                      | Professor  | 29,040            |
| Brooks Green (T)   | Associate Professor  | 27,820            |
| Paul Butt (T)  | Associate Professor  | 26,660            |
| Gerald Reynolds  | Assistant Professor  | 22,076            |
| James Lightfoot  | Assistant Professor  | 20,700            |
| Suzann Rogers  | Secretary I  | 10,503*           |
| <b>Department of History:</b>                            |  |                   |
| Harry Readnour (T)                                       | Professor, Acting Chairman, &<br>Director of Exemplary Studies | 42,000*           |
| Waddy Moore (T)  | Professor & Director of Ozark<br>Heritage Institute            | 43,736*           |
| Foy Lisenby (T)  | Professor  | 38,625            |
| Orville Rook (T)   | Professor  | 34,261            |
| James Brodman (T)  | Professor  | 34,155            |
| Eugene Corcoran (T)                                      | Associate Professor  | 31,518            |
| William Larsen (T)                                       | Associate Professor  | 31,485            |
| Theman Taylor (T)  | Associate Professor  | 31,335            |
| Maurice Webb (T)   | Associate Professor  | 29,355            |
| Donald Jones (T)   | Assistant Professor  | 26,934            |
| Gregory Urwin  | Assistant Professor  | 22,253            |
| Randall L. Pouwels                                       | Assistant Professor  | 22,046            |
| Carol Griffith   | Secretary I  | 11,075*           |
| <b>Department of Mathematics &amp; Computer Science:</b> |  |                   |
| Charles Seifert (T)                                      | Associate Professor & Chairman                                 | 45,500*           |
| Darrell Kilman (T)                                       | Professor  | 40,690            |
| Frank Hudson (T)   | Professor  | 39,755            |
| David Peterson (T)                                       | Associate Professor  | 31,960            |
| L. R. Huff (T)   | Associate Professor  | 30,950            |
| Damber Tomer   | Associate Professor  | 30,330            |
| Samual Buchanan (T)                                      | Associate Professor & Assistant<br>Dean                        | 29,359            |

#Term appointment - 10 month salary

##Non-tenure track, term appointment

\*12 month salary

| Name   | Rank   | '86-'87<br>Salary |
|--|--|-------------------|
| Stanley Compton  | Assistant Professor & Coordinator<br>of Computer Science Program   | \$ 33,500         |
| James Streib   | Assistant Professor (Computer<br>Science)                          | 30,960            |
| Donald Adlong (T)  | Assistant Professor  | 28,250            |
| Ralph Butcher  | Assistant Professor  | 25,750            |
| Robert Serven  | Assistant Professor  | 25,200            |
| Tom McAnally (T)   | Assistant Professor  | 23,725            |
| Carolyn Pinchback  | Assistant Professor  | 23,725            |
| Donna Foss (T)   | Assistant Professor  | 23,550            |
| Mona Cherri  | Assistant Professor  | 22,900            |
| Mary Muse (T)  | Instructor   | 23,725            |
| Jeanne Beene   | Secretary I  | 11,699*           |
| <b><u>Department of Philosophy:</u></b>                        |  |                   |
| J. D. Shelton (T)  | Associate Professor & Chairman                                     | 40,200*           |
| Charley Harvey   | Assistant Professor  | 21,672            |
| Charles Pinches  | Assistant Professor  | 21,290            |
| Donna Peterson   | Secretary I  | 5,849*            |
| <b><u>Department of Physics:</u></b>                           |  |                   |
| Denver Prince (T)  | Professor & Chairman   | 50,200*           |
| Harold Pray (T)  | Professor  | 36,805            |
| Maurice Ayers (T)  | Assistant Professor  | 26,750            |
| Hudson B. Eldridge   | Assistant Professor  | 25,000            |
| Stephen Addison  | Assistant Professor  | 23,175            |
| Judith Carter  | Secretary I  | 9,957*            |
| <b><u>Department of Political Science:</u></b>                 |  |                   |
| Michael Kelley (T)   | Associate Professor & Chairman                                     | 44,700*           |
| Donald Whistler (T)  | Professor  | 37,275            |
| Lawson Veasey (T)  | Associate Professor & Director of<br>Public Administration Program | 27,450            |
| Simms McClintock (T)   | Associate Professor  | 26,650            |
| Gary Weekin  | Associate Professor  | 26,144            |
| Diana Rainey   | Secretary I  | 9,438*            |
| <b><u>Department of Sociology:</u></b>                         |  |                   |
| Carl Redden (T)  | Professor & Chairman   | 47,900*           |
| Kennedy Upham (T)  | Professor  | 35,728            |
| Gordon Shepherd (T)  | Professor  | 28,948            |
| Jamia Fox  | Associate Professor  | 25,075            |
| Hayward Horton   | Assistant Professor  | 24,085            |
| Richard I. Scott   | Assistant Professor  | 23,489            |
| Fay Tucker   | Clerk-Steno  | 12,090*           |
| <b><u>Department of Speech, Theatre, &amp; Journalism:</u></b> |  |                   |
| Glenn Smith (T)  | Professor & Chairman   | 47,300*           |
| Marvin DeBoer (T)  | Distinguished Professor  | 39,100            |
| Sally Roden (T)  | Professor  | 31,084            |
| Dean Duncan (T)  | Assistant Professor (Journalism)                                   | 27,300            |
| Bruce Plopper  | Assistant Professor (Journalism)                                   | 24,600            |
| Sarah Blackstone   | Assistant Professor & Director<br>of Theatre                       | 23,850            |
| Stephen Ralph  | Instructor   | 22,600            |
| Gregory Blakey   | Instructor   | 22,100            |
| Alan Caudle  | Radio Production Engineer  | 16,405*           |
| Colleen Rogers   | Clerk-Typist I   | 9,438*            |

\*12 month salary

**Early Retirements:**

Elizabeth Carter, Postmistress, June 30, 1986.

Robert Kirkwood, Associate Professor of Biology, May 15, 1986.

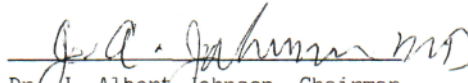
Leaves:

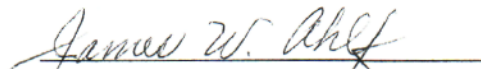
1. Paul Jensen, Instructor of Accounting, Academic, 1986-87.
2. William D. Bandy, Instructor of Physical Therapy, Academic, July 1, 1986 through December 31, 1986.
3. John Lammers, Professor of English, Sabbatical, Fall Semester, 1986.
4. Billy Smith, Professor of Counseling & Psychology, Sabbatical, Fall Semester, 1986.
5. Gordon Shepherd, Associate Professor of Sociology, Sabbatical, Fall Semester, 1986.
6. Joe Walthall, Professor of Special Education, Sabbatical, Fall Semester, 1986.

Upon motion made by Mr. Ahlf, seconded by Mr. White, and passed, open meeting was declared.

In open meeting appointments, early retirements, and leaves recommended by President Farris in executive session were approved upon motion made by Judge Jones, seconded by Mr. Burton, and passed.

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

  
Dr. J. Albert Johnson, Chairman

  
Mr. James W. Ahlf, Secretary