

The Board of Trustees of the University of Central Arkansas convened in regular meeting Friday, August 13, 2004, at 2:00 p.m. in the Fireplace Room in McCastlain Hall with the following officers and members present:

Chair: Mr. Scott Roussel
Vice Chair: Dr. Michael Stanton
Secretary: Mrs. Patricia Bassett
Dr. Conrad Garner
Mr. Rush Harding
Mr. Randy Sims

with the following absent:

Mrs. Kay Hinkle

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

MINUTES

_____ Minutes of the May 7, 2004, Board meeting and the June 18, 2004, teleconference Board meeting were unanimously approved as circulated upon motion by Mr. Sims with a second by Mrs. Bassett.

INTRODUCTIONS AND ANNOUNCEMENTS

_____ President Hardin introduced the following individuals:

Rita Fleming - Assistant Vice President for Human Resources;
Rollin Potter - Dean of the College of Fine Arts and Communication;
Ramesh Garimella - Chair of Mathematics;
Brooks Green - newly reassigned to Chair of Geography;
Nancy Reese - newly reassigned to Chair of Physical Therapy;
David Skotko - newly reassigned to Interim Dean of the College of Education;
Kenneth Barnes - newly reassigned to Interim Chair of History;
Grace Ohlenbusch - newly reassigned to Interim Chair of Music;
Gary Wekkin - newly reassigned to Interim Chair of Political Science; and
Mary Hardin, who is serving on a committee to increase attendance at athletic events.

At President Hardin's request, Vance Strange, Director of Athletics, introduced Checola Seals, former UCA All-American basketball player, as the new women's basketball coach, who, in turn, introduced her assistants, Kristen Frase and Jeremy Carson.

Mr. Strange also introduced Ron Marvel, retired women's basketball coach. Chairman Roussel, on behalf of the Board, presented Coach Marvel with a plaque of appreciation for his faithful service. Coach Marvel expressed his appreciation to the Board and the university.

Action Item - President Hardin read the following resolution of appreciation for Maurice Webb, retired Associate Professor of History:

RESOLUTION

WHEREAS, Professor Maurice Webb served with distinction as a faculty member in the History Department at the University of Central Arkansas for 37 years, first coming to the university as an Instructor in 1967, when the institution was still known as State College of Arkansas; and

WHEREAS, Professor Webb was promoted to Assistant Professor in 1971 and Associate Professor in 1977; and

WHEREAS, Professor Webb retired from the university this year; and

WHEREAS, Professor Webb positively impacted the lives of enumerable students during his tenure, including Dr. Michael Stanton and two of Dr. Stanton's sons during the time each attended the university; and

WHEREAS, Professor Webb, by his hard work, dedication and skill in the classroom, epitomizes what a college professor should be; now therefore be it

RESOLVED, that the Board of Trustees of the University of Central Arkansas does hereby extend its sincere appreciation and gratitude to Professor Maurice Webb for his years of dedicated service to the university; and be it further

RESOLVED, that this resolution be made a part of the minutes of the University of Central Arkansas Board of Trustees meeting.

Chair of the Board

Adopted this 13th
day of August 2004
in Conway, Arkansas

Secretary of the Board

Dr. Stanton moved that the resolution be adopted. The motion was seconded by Mr. Harding and passed unanimously.

Dr. Stanton presented the resolution to Professor Webb and expressed his personal appreciation. Professor Webb expressed his appreciation to the Board and the university. He also expressed his love for teaching and for his students.

PRESIDENT'S REPORT

____ President Hardin reported on the following items:

Enrollment is expected to exceed 10,000 students for the first time this fall;

The **ACT average** for entering freshmen has risen even with a substantial increase in the number of students over the last two years. President Hardin stated that UCA is not only getting additional students, but better students as well.

IBM Contract - UCA is set to go on-line as a wireless campus in late August. By November, UCA will be the first university, public or private, in the nation to provide third party neutral hosting for cellular telephone signals.

The Oxford American will publish its first issue at UCA in November.

Three-year Degrees - President Hardin and Gabriel Esteban, Provost, reported that three-year degrees are proposed for seven programs. Three-year degrees can be achieved by students taking 12 hours each summer.

A **marketing campaign** is planned for fall and spring. President Hardin reported that previous marketing campaigns have increased awareness of UCA to an all-time high. The fall campaign will emphasize the Honors College using the following quotes from the late Terrel Bell, former Secretary of Education: "The University of Central Arkansas has one of the best honors colleges in the nation," and "It is an ivy league education at a bargain price."

The Jewell Moore Nature Reserve - President Hardin reported that he has met with Dr. Don Culwell and Dr. Steven Runge of the Biology Department to discuss the importance of the nature reserve and UCA's commitment to keep it intact. President Hardin stated that an action item will be presented to the Board at its next meeting regarding plans for the reserve including a proposed jogging trail.

Christian Cafeteria - The renovation of and addition to Christian Cafeteria will be completed within the next week. President Hardin praised Nabholz Construction for a job well done.

Indoor Athletic Facility - This building, which is very close to completion, may be one of the first indoor sports facilities in the Gulf South Conference.

Teacher Training - President Hardin announced that UCA has entered into a contract with Mid-South Community College to train teachers for the delta region.

Housing - Occupancy in university housing exceeds 3500.

ACTION AGENDA

College Square - President Hardin reported that The Covenant Group, which manages College Square, has notified UCA that it is selling its stock to Capital Senior Living Corporation. He stated that little is known about the "Capital" group and that the contract with The Covenant Group allows UCA to terminate the contract under these circumstances. The President recommended that UCA pay the termination fee and assume management of the facility even if the sale is not completed because he is confident that UCA can save approximately \$100,000 per year by doing so. President Hardin stated that he is also concerned about the comfort and confidence of the residents.

Therefore, the President recommended to the Board of Trustees that the Management and Marketing Agreement entered into by and between the University of Central Arkansas and

CGI Management, Inc. be terminated effective at 12:00 midnight on Sunday, September, 19, 2004.

Following brief discussion, the following resolution was unanimously adopted upon motion by Mr. Harding with a second by Dr. Garner:

"BE IT RESOLVED: That the Board of Trustees hereby authorizes the President (or his designee) to terminate the Management and Marketing Agreement between the University of Central Arkansas and CGI Management, Inc., a Delaware corporation and subsidiary of The Covenant Group, effective at 12:00 midnight on Sunday, September 19, 2004."

Master of Science in Education in Advanced Studies in Teaching and Learning -

Gabriel Esteban presented the following item and responded to questions from Board members.

The Master of Science in Education in Advanced Studies in Teaching and Learning (ASTL) prepares candidates to become highly skilled and articulate classroom teachers. It is designed to enhance and expand existing knowledge, skills, and dispositions of candidates while fostering the development of competencies expected of advanced educators. The program rests on the assumption that accomplished educators engage in reflective decision-making as they assess and extend their own professional practice. In addition to addressing the eight essential elements of UCA's Professional Education Unit's Conceptual Framework, the program incorporates standards from appropriate national professional organizations such as National Board for Professional Teaching Standards.

Upon completion of the program, ASTL graduates will demonstrate the knowledge, skills, and dispositions necessary to

- Respond positively to classroom practices that enhance student learning.
- Critically analyze their own classroom practices and appropriately respond to their findings.
 - Articulate the rationale for decisions they make regarding professional practice, classroom instruction, and classroom/school policies and procedures.
- Make informed decisions by reflecting on experiences both past and present to improve teaching practices that enhance student learning.
- Become change leaders for the improvement of their schools.

This 30-hour graduate degree program consists of a 21-hour core plus 9 hours of electives chosen from courses in advanced study in middle level education, secondary education, early childhood education, special education, reading, technology, career orientation, English as a Second Language (ESL), gifted/talented (GT) and/or subject area content. Graduate candidates will complete 10 courses for the degree with the culminating experiences being the creation of a professional portfolio and the successful completion of a written comprehensive exam.

All appropriate university councils and administrators have recommended approval of the Master of Science of Education in Advanced Studies in Teaching and Learning.

The following resolution was unanimously adopted upon motion by Dr. Stanton with a second by Mrs. Bassett:

"BE IT RESOLVED: That the Board of Trustees hereby approves the Master of Science in Education in Advanced Studies in Teaching and Learning."

Smoking and Tobacco-use Policy (Board Policy No. 519) - Tom Courtway, General Counsel, presented the following item and responded to questions from Board members:

The university has never had a university-wide smoking policy. The issue has been addressed individually by departments and building administrators. Although all buildings are currently smoke-free, there have been numerous complaints about smokers congregating near entrances to buildings. This has resulted in difficulties for those entering and leaving those buildings.

Before the University Council was disbanded, it had undertaken a lengthy review of this issue and recommended that the campus become smoke-free by the Spring of 2004.

The Student Government Association conducted a campus-wide smoking survey and relayed the results to the Board at its May 2004 meeting. The consensus of the survey was and the administration's recommendation is to establish a policy that requires individuals to be at least 25-feet away from the entrance of any building or other structure while smoking or using any tobacco product. The proposal continues the current policy that all buildings are smoke-free. Smoking is also prohibited in all university vehicles.

The following resolution was unanimously adopted upon motion by Mr. Sims with a second by Mrs. Bassett:

"BE IT RESOLVED: That the Board of Trustees adopts the following policy as Board Policy No. 519, 'Smoking and Tobacco-use Policy.'"

UNIVERSITY OF CENTRAL ARKANSAS
BOARD POLICY

Policy Number: 519
Subject: Smoking and Tobacco-use Policy

Page 1 of 1

Date Adopted: _____ Revised:

_____The Board of Trustees of the University of Central Arkansas adopts the following policy, which shall be known as the "Smoking and Tobacco-use Policy." It is the intent of this policy to establish standards and procedures for smoking and the use of tobacco products on campus.

1. The University of Central Arkansas ("university") is dedicated to the establishment of a comfortable and healthy environment for all students, faculty and staff. In order to promote and sustain good health, the university advises against the use of all tobacco products.

2. The university is considered to be a "smoke-free" workplace. The use of any tobacco products shall be permitted only outdoors, and only in accordance with this policy.

3. No person shall smoke or use any other tobacco product:

(A) inside any building or structure on the university campus, or any other building or structure under the control of the university. This includes, but is not limited to, all residence halls, education and general buildings, library, student center, cafeteria, leased apartments and buildings.

(B) inside any athletic building and facility, including but not limited to, any gymnasium, arena or other indoor athletic venue. For Estes Stadium this ban includes the grandstands, the concourse areas and the ramps providing access to the stands of the football stadium.

(C) in any bus, van or other vehicle owned or leased by the university.

Every effort will be made to ensure that, if requested, no non-smoking student will be roomed with a smoking student.

4. Smoking and the use of tobacco products is permitted in outdoor areas, but smoking shall be permitted only at a distance of greater than twenty-five (25) feet from any entrance to a building or other structure. Any person smoking or using tobacco products in permitted areas under this policy shall make sure that any unused products are properly disposed of after use.

5. No advertising, sale, or distribution of free samples of tobacco products shall be permitted on the university campus.

The following two items concerning provisional positions were presented by Rita Fleming. They were discussed and voted on simultaneously:

Request for Provisional Positions - The State, through the position appropriation process, permits the university to request provisional positions when there is an emergency or an unexpected need.

Provisional positions may be assigned when the university receives temporary and/or unanticipated funding through grants, contract agreements, or increased collections. Provisional positions exist only as long as the funding for those positions is available and do not automatically convert to regular, budgeted positions.

In submitting a request for the allocation of provisional positions, the state process first requires authorization for that request through the university's Board of Trustees.

(1) At this time, the university has funding through unanticipated increases in housing revenues and tuition and fees for four additional positions. In addition, the university has funding through federal grants, U.S. Department of Education, Health and Human Services, and National Science Foundation, for five additional positions.

(2) If the university assumes management of College Square, funding will be provided by unanticipated revenue from rental payments for apartments. A total of thirteen

positions are requested. Three positions are requested to be non-classified and are shown on the following chart with a line item maximum salary. The remaining ten positions will be classified and do not have a salary in the Line Item Maximum column. It will be necessary to work with the Department of Finance and Administration - Office of Personnel Management to arrive at a proper classification for these ten positions.

Following discussion, the following resolutions were unanimously adopted upon motion by Mr. Harding with a second by Dr. Garner:

"BE IT RESOLVED: That the Board of Trustees authorizes the administration to proceed with requests to the State Department of Finance and Administration for allocation of nine provisional positions, shown on the attached list, that will be funded by unanticipated university-generated revenues and by federal grants."

AND

"BE IT RESOLVED: That the Board of Trustees authorizes the administration to proceed with requests to the State Department of Finance and Administration for allocation of thirteen provisional positions, shown on the attached list, that will be funded by unanticipated revenues from rental payments for apartments in College Square."

Provisional Positions Requested for 2004-05

Department

Position Title

**Anticipated
Salary**

Line Item
Maximum

Funding Source

Academic Outreach & Extended Programs/Career Services	Project Coordinator of Contract and Career Services	\$35,000	\$67,018	Unanticipated Student Tuition and Fees
---	--	-----------------	----------	--

Health Sciences
- AR Prevention
Incentive
Planning /
Development

Associate for
Administration &
Project
Coordinator

**\$28,000 &
\$35,000**

\$53,882
&
\$67,018

Dept. of
Health/Human
Services through
AR Dept. of
Human Services

AR Center for
Math/Science
Education

Project
Director /
Elementary
Science
Specialist (2)

**\$45,500 &
\$50,000**

\$67,018

National Science
Foundation
through AR Dept.
of Higher Ed.

Upward Bound

Project
Coordinator

\$29,800

\$67,018

U.S. Dept. of Ed.

Employee
Wellness
Program

Project
Coordinator /
Director of
Wellness Center

\$35,000

\$67,018

Refund of UCA
TIAA Deposits

Housing

Project
Coordinator (2)

\$35,000

\$67,018

Unanticipated
Student Housing
Revenues

**College Square
Provisional
Positions
Requested for
2004-05**

Department

Position Title

**Anticipated
Salary**

Line Item
Maximum

Funding Source

Housing

Project
Coordinator

\$60,000

\$67,018

College Square
apartment rents

Associate for Administration	\$35,700	\$53,882
---------------------------------	-----------------	----------

College Square Coordinator of Food Service	\$34,000	\$50,874
--	-----------------	----------

Accountant **\$26,000**

Activity Director **\$22,880**

Food Service Specialist (4) **\$20,280 (3) & \$15,600**

Skilled Trades Helper **\$15,340**

Housekeeper	\$15,392 &
(3)	\$14,926 (2)

Fee Waiver - Military Personnel (Board Policy No. 621) - Jack Gillean, Vice President for Administration, presented the following item and responded to questions from Board members.

At its May 2004 meeting, the Board authorized the administration to enter into an agreement with the Arkansas Army National Guard providing for the university to waive 25% of registration and fees, not to exceed \$1,300 per academic year, which would be matched by the Army with a payment of 75% of registration and fees, not to exceed \$4,000.00 per academic year. The Board also authorized the waiver of 25% of registration and fees for members of the Arkansas Air Guard even though there is no matching federal program for members of the Air Guard.

Since the Board's action in May, there have been inquiries as to why no similar waiver was approved for members of the Army, Navy, Marine, Air Force and Coast Guard Reserves. The simple answer is that the university was approached about the initial program by the Arkansas Army National Guard and, other than the Air Guard, no thought was given to expanding the program to other units of the military. The administration is advised that members of the other various reserve units are serving in Iraq and other military operations just as members of the national guard units. Therefore, it is reasonable to extend the fee waiver program to members of all reserve units.

Eligibility will be determined based on certification by the administrators of the various reserve units and with the understanding that the members of the reserve must meet all university requirements.

In response to a concern voiced by Dr. Garner as to whether the university can legally pay the 25%, Mr. Gillean stated that he would investigate the matter.

Following discussion, the following resolution was unanimously adopted upon motion by Mr. Harding with a second by Mr. Sims:

"BE IT RESOLVED: That the Board of Trustees adopts the following policy as Board Policy No. 621, "Fee Waiver - Military Personnel."

UNIVERSITY OF CENTRAL ARKANSAS
BOARD POLICY

Policy Number: 621

Subject: Fee Waiver - Military Personnel

Date Adopted: _____

Revised:

_____The university waives 25% of general registration and fees, not to exceed \$1,300 per academic year, for members of the following Arkansas military units: Army National Guard, Air National Guard, Army Reserve, Navy Reserve, Marine Reserve Air Force Reserve and Coast Guard Reserve. The total aid provided by the applicable unit when combined with the waiver provided by UCA will not exceed 100% of general registration and fees.

Eligibility for this fee waiver will be determined based upon certification by the administrators of the various guard and reserve units. To be eligible, military personnel must also meet all university requirements.

Insurance Renewals - Rita Fleming presented the following proposed insurance renewals and responded to questions from Board members.

Dental Insurance - The dental agreement established with Blue Cross and Blue Shield for 2004 had a guaranteed renewal rate for 2005 of no more than a 9% increase. The renewal increase for 2005 is nine percent and maintains the current plan structure.

Health Insurance - Based upon the renewal proposal of a 5% increase received from QualChoice of Arkansas, it is recommended that the health insurance contract be renewed with QualChoice for 2005. In coordination with QualChoice, the current American Fidelity GAP plan, which assists in reducing out-of-pocket expenditures in the health plan, is recommended for 2005. There will be no change in either coverage or premiums for the GAP plan.

After brief discussion, the following resolutions were unanimously adopted upon motion by Mr. Sims with a second by Mrs. Bassett:

"BE IT RESOLVED: That the administration is authorized to renew the dental agreement with Blue Cross and Blue Shield for the period of January 1, 2005, through December 31, 2005, as stated above; and

BE IT FURTHER RESOLVED: That the administration is authorized to renew the health insurance plan as stated above for the period of January 1, 2005, through December 31, 2005, with QualChoice of Arkansas and to continue the American Fidelity GAP Plan for the same period."

Strategic Framework (Board Policy No. 110) - President Hardin and Gabriel Esteban presented the following item:

In 1990 the Board approved Board Policy No. 110, "UCA 2000: The Challenge." This policy serves as the initial planning document for the university and builds on earlier

initiatives such as the 1984 Quest for Quality. In the intervening years, the university has evolved and grown, in the process meeting many of UCA 2000's challenges and at the same time outgrowing the 1990 policy. Moreover, during the last accreditation review by the North Central Association's Higher Learning Commission (2000), the university was advised that it should develop a comprehensive planning process for the institution.

With these things in mind, the university formed a Strategic Thinking Steering Committee, charged with the responsibility of developing a strategic framework. In February 2004, an informational agenda item detailing the work of that committee was provided to the Board and a commitment was made to bring the issue back as an action item. The committee has concluded its work and submitted its final report to the President and the Provost. Its report, the *UCA Strategic Framework*, can be found at <http://www.uca.edu/sti>. This framework, linked with a new campus master plan and technology plan, will become the context within which university plans will be developed and actions will take place.

The administration accepts the committee's report and recommends to the Board that Board Policy No. 110 be revised to formally accept the recommendations of the committee as the strategic framework for all future planning at the university.

Following discussion, the following resolution was unanimously adopted upon motion by Mr. Sims with a second by Mr. Harding:

"BE IT RESOLVED: That the Board of Trustees hereby adopts the *UCA Strategic Framework* as a revision to Board Policy No. 110, at the same time giving the university administration authority to update as needed the university's history and description and the objectives, measures, baselines, and targets associated with the framework's strategic goals."

President Hardin and Dr. Esteban expressed appreciation to members of the Strategic Thinking Steering Committee.

Hotel Lease - Before presenting the following item, President Hardin expressed appreciation to Bill Hegeman and Brad Lacy for representing the City of Conway and the local Chamber of Commerce for lending their support for the proposed hotel lease.

For some time, the university has explored the idea of working with a developer to bring a hotel to the campus. The administration believes that having a hotel on campus would enable the university to host more national meetings or events at Brewer-Hegeman Conference Center and Reynolds Performance Hall. The hotel would also provide a convenience for parents while visiting their children and other individuals engaged in business with the university.

Recent discussions have been productive and the university has signed a ground lease with Area Hospitality of Conway, LLC, for the construction of a Hilton Garden Inn on the southwest corner of the campus at the intersection of Dave Ward Drive and Farris Road. The university has agreed to lease approximately six acres for the hotel. That agreement is subject to approval by Arkansas Building Authority and this Board.

The agreement provides for Area Hospitality to receive a 52-year lease with an option for an additional 10-year period. In return, Area Hospitality has agreed to make an up-front lease payment for the 52-year lease term. Area Hospitality will develop the hotel and related structures and arrange for the operation and maintenance of the hotel. At the end of the lease, the capital improvements will revert to the university.

Copies of the following documents were distributed:

1. "Economic Impact of a Hotel Conference Center Located on the University of Central Arkansas Campus" prepared by Dr. Roger D. Lewis.
2. A memo prepared by Ms. Kim Bradford, Dean of Academic Outreach, listing business losses due to the lack of large dining rooms and/or convenient sleeping accommodation and events that included participants who needed housing.

A presentation was made by Mr. Sidney Saleson and Mr. Robert Hall from the Hilton organization along with Mr. Brooks Jackson, architect. An original artist's rendering of the proposed facility was presented to the university. Discussion followed during which Mr. Saleson and Mr. Jackson responded to questions from Board members.

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

"BE IT RESOLVED: That the Board of Trustees hereby approves the ground lease between the university and Area Hospitality of Conway, LLC, for the construction and management of a hotel on the campus."

EXECUTIVE SESSION

_____ Executive session, for the purpose of considering and discussing personnel matters, was unanimously declared upon motion by Dr. Stanton with a second by Mrs. Bassett.

OPEN SESSION

_____ Open session was declared upon motion by Dr. Stanton with a second by Mr. Harding.

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

"BE IT RESOLVED: THAT THE BOARD OF TRUSTEES APPROVES THE FOLLOWING ADJUSTMENTS, APPOINTMENTS, APPOINTMENTS FROM GRANTS, RESIGNATIONS AND/OR NON-REAPPOINTMENTS AND LEAVE WITHOUT PAY, PROVIDED HOWEVER, THAT THE ADMINISTRATION IS AUTHORIZED TO MAKE CORRECTIONS AND CHANGES OF A CLERICAL NATURE."

ADJUSTMENTS:

Corakeita Allen, Writing and Speech, Lecturer II, change salary effective 08/16/04.

Cynthia Anderson, Writing and Speech, Lecturer II, change salary effective 08/16/04.

Debbie Barnes, Early Childhood and Special Education, Clinical Instructor II, change salary effective 07/01/04.

Kenneth Barnes, History, change title from Professor to Professor and Interim Chair, change salary effective 06/01/04.

Pamela Bennett, Family and Consumer Science, Clinical Instructor II, change salary effective 08/16/04.

Elson Bihm, Psychology and Counseling, Professor, change salary effective 08/16/04.

Kurt Boniecki, Psychology and Counseling, Assoc. Professor, change salary effective 08/16/04.

Jeffrey Crow, Mathematics, Instructor, change salary effective 08/16/04.

Velton Daves, Physical Plant/Building Maintenance, change title from Interim Asst. Director to Asst. Director, change salary effective 06/01/04.

Lorraine Duso, Music, Lecturer II, change salary effective 08/16/04.

Shaneil Ealy, Academic Outreach, change title from Interim Professional Development Coordinator to Professional Development Coordinator, change salary effective 07/01/04.

Perry Eliano, Jr., Football/Health Education, Asst. Football Coach/Instructor, change salary effective 07/01/04.

Linda Griffith, Department of Mathematics/Arkansas Center of Math/Science Education, Professor/Director, change salary effective 07/01/04.

Norma Farthing, Undergraduate Studies, change title from Coordinator of Academic Advising to Director of the Academic Advising Center/Instructor, effective 07/01/04.

Donna Foss, Mathematics, Math/Science Education Program Coordinator and Professor, change salary, ten month appointment, effective 08/01/04.

James Fowler, English, Professor, change salary effective 08/16/04.

Ronald Fritze, History, Professor, change title from Professor and Chair to Professor, change salary effective 8/15/04.

James Gifford, Writing & Speech, Lecturer II, change salary effective 08/16/04.

Jonathan Glenn, Assoc. Provost Office, change department from College of Fine Arts and Communication to Assoc. Provost, change title from Professor of English/Interim Dean to Professor of English/Director of Academic Planning and Assessment, change salary, appointment with tenure, effective 07/01/04.

Dana Goodwin, Mathematics, Instructor, change salary, one-year temporary hire effective 08/16/04, non-tenure track.

Kevin Hamilton, Housing and Residence Life, change title to Assistant Director for Housing Central Office, change salary effective 07/01/04.

Fred Hickling, Mathematics, Assoc. Professor, change from 12-month appointment to 9-month appointment, change salary effective 08/15/04, appointment with tenure.

Christal Hill, Disability Services, Director, change salary effective 07/01/04.

Robert Holden, Music, Associate Professor, change salary effective 08/16/04.

Steven Lance, Writing & Speech, Lecturer II, change salary effective 08/16/04.

Katherine Larson, Biology, Assoc. Professor, change from 12-month appointment to 9-month appointment, change salary effective 08/15/04, appointment with tenure.

Emily Lewers, Kinesiology and Physical Education, Instructor, emergency hire, change salary effective 08/16/04, non-tenure track.

Larone Lowe, III, Police Department, change title from Lieutenant to Captain, change salary effective 06/01/04.

Ricky Matt, Football/KPED, Asst. Football Coach/Instructor, change salary effective 07/01/04.

Rick McCollum, Financial Services, Assoc. Controller, change salary effective 07/01/04.

Lisa Mongno, Writing and Speech, Lecturer II, change salary, effective 08/16/04.

Linda Narisi, Kinesiology and Physical Education, Instructor, emergency hire, change salary effective 08/16/04, non-tenure track.

John Passe-Smith, Political Science, Professor, change salary effective 08/16/04.

Tom Pilgreen, Housing & Residence Life, change title from Director of Housing to Director of Auxiliary Serv./Assist. Professor, change salary effective 07/01/04, non-tenure track

Kendra Regehr, Student Center/Student Services, change salary, effective 07/01/04.

Steve Runge, Biology, Professor and Chair, change salary effective 7/01/03.

Michael Scoles, Psychology/Counseling, change title from Associate Professor to Interim Chair, change salary effective 06/01/04.

Checola Seals, Women's Basketball, Head Coach, change salary effective 07/01/04.

David Skotko, change department from Psychology and Counseling to Dean College of Education, change title from Department Chair to Interim Dean, change salary effective 07/01/04.

John D. Smith, Student Health Services, Physician, change salary effective 07/01/04.

Ellen Stengel, Writing and Speech, Lecturer II, change salary effective 08/16/04.

Jayne Stone, Undergraduate Studies, change title from Coordinator of Undergraduate Studies to Director of Learning Communities/Instructor effective 07/01/04 with no change in salary.

Aaron Thomason, Middle/Secondary Education and Instructional Tech Learning Resource Center, Clinical Instructor II, change salary effective 07/01/04.

Bobby Tucker, Physical Plant/Building Maintenance, Asst. Director, change salary effective 06/01/04.

Paulette Walter, Mass Communication and Theatre/Scroll, Lecturer II, change salary effective 08/16/04.

Darrell Walsh, Athletics, Sr. Asst. Athletic Director, change salary effective 06/01/04.

Gary Weekin, Political Science, change title from Professor to Professor and Interim Chair, change start date to 05/01/04, change salary effective 05/01/04, change salary effective 07/01/04.

Candace Welcher, Student Health Services, Director, change salary effective 07/01/04.

APPOINTMENTS:

Mike Augspurger, English, Visiting Asst. Professor, salary effective 08/15/04, non-tenure track.

Jeremy Bernard, University College and Women's Soccer, Asst. Coach, salary effective 07/01/04.

Mark Bland, Biology, Asst. Professor, salary effective 08/15/04, tenure track.

Scott Brezee, Health Sciences, Instructor, salary effective 08/16/04, non-tenure track.

Deborah Bratton, University College, Instructor, salary effective 08/16/04, non-tenure track.

Eugenie Burkett, Music, Asst. Professor, salary effective 08/15/04, tenure track with two years credit toward tenure.

Jeremy Carson, Women's Basketball, Asst. Coach, salary effective 07/01/04.

Wendy Castro, History, Asst. Professor, salary effective 08/16/04, tenure track.

Susan Clark, Art, Visiting Asst. Professor, salary effective 08/16/04, non-tenure track.

Christopher Craun, History, Instructor, emergency hire, salary effective 08/15/04, non-tenure track.

Jennifer Deering, Writing and Speech, Instructor, salary effective 08/15/04, non-tenure track.

Kim Dielmann, Psychology/Counseling, salary effective 08/16/04, non-tenure track.

Stephen Dinkelacker, Biology, Asst. Professor, salary effective 08/16/04, tenure track.

Wendy Dodge, World Languages, Lecturer I , salary effective 08/16/04, non-tenure track.

Cynthia Edwards, University College, Instructor, salary effective 08/16/04, non-tenure track.

Rita Fleming, Human Resources, Asst. Vice President for Human Resources, salary effective 05/24/04.

Philip Frana, Honors College, Asst. Professor Science Studies, salary effective 08/16/04, tenure track.

Kristin Frase, Women's Basketball, Asst. Coach, salary effective 07/01/04.

Nona French, EFIRM, Visiting Asst. Professor, salary effective 08/16/04, non-tenure track.

Ramesh Garimella, Mathematics, Chair and Professor, salary effective 07/01/04, hired with tenure.

Eugene Garner, Football, D-Line Coach, salary effective 07/01/04, non-tenure track.

Ronald Goodwin, Baseball, Asst. Coach, salary effective 07/01/04.

Stephanie Hailey, Housing and Residence Life, Asst. Director for Residence Life, salary effective 07/01/04.

Betty Harris, Middle/Secondary Ed. & Inst. Tech., Instructor, emergency hire for one year, salary effective 08/01/04, non-tenure track.

Ryan Johnson, Baseball, Asst. Coach, salary effective 07/01/04.

Patricia Kohler-Evans, Early Childhood and Special Education, Assistant Professor, salary effective 08/15/04, tenure track.

Diane Korngiebel, History, Visiting Asst. Professor, salary effective 08/16/04, non-tenure track.

Ancil Lea, III, President's Office, Marketing Coordinator, salary effective 07/01/04.

Alexis Linoski, Torreyson Library, Collection Development Librarian/Faculty, salary effective 08/01/04, tenure track.

Austin Lovenstein, University College, Instructor, one-year emergency hire, salary effective 08/16/04, non-tenure track.

Kelly Lyon, University College, Instructor, one-year emergency hire, salary effective 08/16/04, non-tenure track.

Glenn Marvin, College of Natural Sciences and Mathematics, Assistant Professor-Visiting, salary effective 08/16/04, non-tenure track.

Shauna Meador, Mass Communication and Theatre, Asst. Professor, salary effective 08/16/04, tenure track.

W. Scott Meador, Mass Communication and Theatre, Visiting Lecturer/Engineer, salary effective 08/01/04, non-tenure track.

Reinaldo Morales, Art, Asst. Professor, salary effective 08/16/04, tenure track.

Miranda Morris, Undergraduate Studies, Resident Master, Minton Residential College, salary effective 08/01/04, non-tenure track.

Carl Olds, University College, Instructor, salary effective 08/16/04, non-tenure track.

Keith Pachthofer, University College, Instructor, one-year emergency hire, salary effective 08/16/04, non-tenure track.

Sangeeta Parakala, Art, Assistant Professor, salary effective 08/16/04, tenure track

Kristina Pilgreen, Kinesiology and Physical Education, Instructor, emergency hire, salary effective 08/16/04, non-tenure track.

Kathie Poole, Family & Consumer Sciences, Clinical Instructor, salary effective 08/16/04, non-tenure track.

Lisa Ray, Health Sciences, Instructor, emergency hire, salary effective 07/01/04, non-tenure track.

Linda Savary Edwards, Speech Pathology, Clinical Instructor I, salary effective 08/16/04, non-tenure track.

William Slaton, Physics & Astronomy, Asst. Professor, salary effective 08/16/04, tenure track.

Shelia Smith, Psychology/Counseling, Visiting Asst. Professor, one-year emergency hire, salary effective 08/16/04, non-tenure track.

Cindy Shelton, Health Sciences, salary effective 08/16/04.

Marsha Tucker, Writing and Speech, Asst. Professor, salary effective 08/16/04, tenure track.

Cody Usher, Sports Information, Asst. Sports Information Director, salary effective 06/01/04.

Linda VanBlaricom, Psychology/Counseling, Instructor, one-year emergency hire, salary effective 08/16/04, non-tenure track.

John Vanderslice, Writing and Speech, Asst. Professor, salary effective 08/15/04, tenure track with two years credit toward tenure.

Roger Wainwright, College of Natural Sciences and Mathematics, Lecturer, salary effective 08/16/04 non-tenure track.

Robin Whitekiller, Biology, Lecturer I, salary effective 08/15/04, non-tenure track.

Barbara Wilmes, Early Childhood and Special Education, Assoc. Professor, salary effective 08/15/04, tenure track.

Dong Xie, Psychology/Counseling, Asst. Professor, salary effective 08/16/04, tenure track.

Nathan Xiques, Mathematics, Instructor, one-year temporary hire, salary effective 08/16/04.

Charlotte Yates, Health and Applied Sciences, Clinical Instructor, salary effective 08/15/04, non-tenure track.

Reta Zabel, Physical Therapy, Assoc. Professor and PhD Coordinator, salary effective 07/19/04. Appointment comes with tenure and one year prior experience toward promotion.

APPOINTMENTS FROM GRANTS:

Nancy Burris, Upward Bound, Director, salary effective 07/01/04.

Charlotte Cone, Title III Grant, Activity Director/Adv. Specialist, salary effective 07/01/04.

Jill Cox, Health Sciences, State Incentive Grant, Project Coordinator, salary effective 06/01/04.

Maria Hill, Title III Grant, Curriculum Assessment Specialist, salary effective 07/01/04.

Barbara Griffith, Arkansas Center for Mathematics and Science Education, Elementary Science Specialist, salary effective 06/01/04, salary effective 07/01/04.

Belinda Robertson, Arkansas Center for Mathematics and Science Education, Instructor/Teacher Outreach Facilitator, salary effective 07/01/04.

Patricia Smith, Upward Bound, Coordinator, salary effective 07/01/04.

RESIGNATIONS AND/OR NON-REAPPOINTMENTS:

Ami Barile-Spears, Psychology/Counseling	07/02/04
Steve Cox, Mass Communication and Theatre	07/30/04
Andrew Feight, History	05/03/04
Kevin Goodwin, Football	06/30/04
Brenda Greer, Early Childhood and Special Education	05/14/04
Carla Horan, Kinesiology/Physical Education	05/15/04
Charlotte Humphries, Kinesiology/Physical Education	05/15/04
Jane McHaney, College of Education	08/01/04
Amy McMillian, Physical Therapy	
	08/06/04
Shannon Parker, Office of International Programs	04/30/04
Eric Poehlein, Women's Soccer	
	06/30/04
Laurie Rivera, Kinesiology/Physical Education	06/30/04
James Ross, Physics and Astronomy	06/04/04
Lora Wallace, Sociology	
	06/30/04
Robert Wallace, Student Health Services	07/01/04
Mark Wilcken, Mass Communication and Theatre	05/14/04
Steve Wood, Human Resources	
	05/14/04

LEAVE WITHOUT PAY FALL 2004:

Pamela Ashcraft, Nursing

ADDENDUM:

ADJUSTMENTS:

Carin Dehmer, Health Promotion and Wellness, change title from Program Coordinator to Project Coordinator, change salary effective 7/1/04.

Kelly Zanin, Student Health Services, Nurse II, change salary effective 8/1/04.

APPOINTMENTS:

Ginny Adams, Biology, Visiting Lecturer, salary effective 8/16/04, non-tenure track.

Susan Adams, Sociology, Instructor, salary effective 8/15/04, non-tenure track.

Price Dooley, Political Science, Instructor, salary effective 8/16/04, non-tenure track.

Brian Early, Football/Kinesiology & Physical Education, Assistant Coach, emergency hire, salary effective 8/1/04 , non-tenure track.

Umadevi Garimella, Biology, Visiting Associate Professor, salary effective 8/16/04, non-tenure track.

Jeannine Hamilton, Academic Outreach, Coordinator of Contract and Career Services, salary effective 7/19/04.

Shusaku Hayaski, Kinesiology and Physical Education, Instructor, emergency hire, salary effective 8/16/04, non-tenure track.

Jeffery Johnson, English, Assistant Professor, salary effective 8/19/04, tenure track.

Terri Johnson, University Development, Development Officer, salary effective 8/5/04.

Anna Lacy, Admissions, Assistant Director of Admissions, salary effective 8/1/04.

Huixia Lu, Mass Communication and Theatre, Assistant Professor of Mass Communication, salary effective 8/19/04, tenure track.

Balraj Menon, Physics and Astronomy, Assistant Professor, salary effective 8/16/04, tenure track.

Rollin Potter, College of Fine Arts and Communication, Dean/Professor of Music, appointment with tenure, salary effective 7/1/04.

Daniel Taravella, History, Visiting Assistant Professor, salary effective 8/16/04, non-tenure track.

Cicily Tubb, Housing and Residence Life, Housing Program Assistant, salary effective 8/1/04.

Stacy Vondran, Student Health Services, Nurse II Registered Nurse, salary effective 7/19/04, non-tenure track.

RESIGNATIONS AND/OR NON-REAPPOINTMENTS:

Laura Gravette, English, Lecturer I

May 1, 2004

Patricia Hall, Speech Pathology, Clinical Instructor I

August 6, 2004

Election of Officers - Because the present officers have not served a full term due to Kelley Erstine's resignation from the Board of Trustees, President Hardin recommended that the present slate of officers continue at this time.

Dr. Garner moved that the present officers continue with the understanding that the issue will be returned to the Board for consideration prior to August 2005. Mr. Hardin seconded the motion which passed unanimously.

ADJOURNMENT

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

Mr. Scott Roussel, Chair

Mrs. Patricia Bassett, Secretary