

The Board of Trustees of the University of Central Arkansas convened in regular meeting Friday, August 5, 2005, at 2:00 p.m. in the Fireplace Room in McCastlain Hall with the following officers and members present:

Chair: Dr. Michael Stanton
Secretary: Mrs. Kay Hinkle
Dr. Conrad Garner
Mr. Rush Harding
Mr. Scott Roussel
Mr. Randy Sims

with the following absent:

Vice Chair: Mrs. Patricia Bassett

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

MINUTES

Minutes of the May 6, 2005, Board meeting were unanimously approved as circulated upon motion by Mr. Sims with a second by Mr. Roussel.

Minutes of the June 3, 2005, teleconference Board meeting were unanimously approved as circulated upon motion by Mr. Roussel with a second by Mrs. Hinkle.

INTRODUCTIONS

President Hardin introduced Dr. Chuck Seifert, incoming president of the Faculty Senate.

PRESIDENT'S REPORT

President Hardin gave brief reports on the following:

Enrollment - Total enrollment for the fall semester is expected to be between 10,800 and 11,000 students, including the largest freshman class in UCA's history at approximately 2,500.

Possible move to Division I athletics - President Hardin stated that he will meet with the Faculty Senate and as many faculty members as possible to discuss UCA's proposed move to Division I athletics.

Construction - President Hardin reported that Nabholz Construction Company is ahead of schedule on the new residence hall and that construction on Wingo Hall may be completed in time for administrative offices to occupy the building by January 2006.

Recent trip to Washington D.C. - President Hardin reported that he recently traveled to Washington D.C. to request a federal grant in the amount of \$4 million for research on state-of-the-art technology in the classroom.

AHECB meeting - At a recent meeting of the Arkansas Higher Education Coordinating Board in West Memphis, the Board voted to give UCA \$13 million for a building of its choice, subject to approval by special election.

The Oxford American - Copies of the latest issue were given to Board members.

Harding Fountain - President Hardin stated that the fountain, which is under construction, will be an outstanding landmark for the campus. The dedication of the fountain is tentatively scheduled for September 20.

ACTION AGENDA

Revised Operating Budget for 2005-06 - The Board approved the operating budget for 2005-06 based on the assumption that the average salary increase for non-classified and classified employees would be 2.7%, an increase over the previous year of \$1,500,000. The State of Arkansas has notified all state entities that they are authorized to increase salaries for classified employees an additional 0.3% for a total increase of 3%. For the classified staff, this increase will mean an addition of approximately \$40,000 to the UCA budget for 2005-06 for salaries and fringe benefits.

Following brief discussion, the following resolution was unanimously adopted upon motion by Mr. Roussel with a second by Dr. Garner (Mr. Hardin was not present for the vote):

“BE IT RESOLVED: That the Board of Trustees approves an increase in the 2005-06 operating budget of \$40,000 to provide an additional 0.3% in salaries for classified employees and the associated fringe benefits.”

New Degree Program: Master of Fine Arts in Digital Filmmaking - The College of Fine Arts and Communication and the Department of Mass Communication and Theatre propose a new degree program, the Master of Fine Arts (MFA) in Digital Filmmaking. The MFA degree is generally recognized as a “terminal” degree – that is, the highest degree available in the areas of filmmaking and television production. The proposed program builds on strengths of the department at the undergraduate level – including the undergraduate major in Digital Filmmaking, which at the beginning of its second year had grown already to more than 60 majors – and maximizes the university’s investment in state-of-the-art production facilities in Stanley Russ Hall.

The proposed program is a three-year, 60-hour graduate curriculum emphasizing full-time, professionally-oriented study. All courses in the curriculum are required of each MFA student, and each student is required to complete a thesis project at the end of the program of study. Ideally, students will be full time (generally nine hours per semester) throughout the three years. The option for graduate courses in the summer also exists, which could accommodate part-time students and

allow enough flexibility for accelerated completion of the program. Fifteen new graduate courses have been developed for the program.

Student demand is high in the field of film production. Most undergraduate programs in film are not able to offer much hands-on experience to their students, and entering graduate students want to learn the art and craft of filmmaking. Often graduate students at other universities in MA and PhD programs are frustrated with long waiting lists for production courses. What they need and want is an MFA program with a strong production emphasis. And when they find one, the word spreads rapidly through a national and international network of graduate students on the Internet.

Few schools offer MFA degrees, and those that do often turn away a large number of applicants. For example, the Department of Drama and Communication at the University of New Orleans reports that of the approximately 50 applicants each year for the MFA program, the school can accept only five or six, and the number of applicants grows every year. The situation is similar at the University of Texas at Austin: with applicant numbers steadily growing and nearing 200 last fall, UT's Department of Radio, Television, and Film has only 10-12 slots available for new graduate film-production students each year.

Graduates can expect to teach at universities, become independent filmmakers, or find employment in the motion picture and television industries or in corporate, medical, police, or military communication. Most people are aware of the more glamorous positions in the motion picture industry: producers, directors, screenwriters and actors. The proposed MFA program will train students for these positions and for a wide variety of other important jobs in the industry. The long list of credits at the end of a movie illustrates the range of possibilities, including cinematographers, camera crew, lighting technicians, production managers, editors, sound mixers, assistant directors, script supervisors, and special effects technicians.

The present success of UCA's undergraduate Digital Filmmaking emphasis has absorbed any excess capacity in the department with regard to faculty and equipment. Therefore, one additional full-time faculty will be needed for start-up of the graduate MFA program (approximately \$51,000 including fringes), as well as an initial expense of approximately \$50,000 in equipment, including six new Sony PD-170 camera packages along with various lights, audio, and support equipment. Reallocation of existing resources will be used to meet start-up needs; by the third year, anticipated enrollment levels will generate sufficient revenue to meet on-going salary expenses associated with the program.

All appropriate university councils and administrators have recommended approval of the MFA program in Digital Filmmaking.

NOTE: Mr. Harding arrived during the presentation of this item.

Following discussion, the following resolution was unanimously adopted upon motion by Mr. Roussel with a second by Mrs. Hinkle:

“BE IT RESOLVED: That the Board of Trustees hereby approves the Master of Fine Arts degree program in Digital Filmmaking.”

Tenure and Promotion Procedures and Guidelines for Honors College Faculty (Board Policy No. 303) - The faculty of UCA’s Honors College are in a unique situation regarding traditional promotion and tenure models because of the interdisciplinary nature of the program. The director and faculty of the Honors College worked to develop a plan that would assure appropriate consideration to tenure-track faculty within the Honors College. The plan was presented to the Faculty Senate and subsequently to the *Faculty Handbook* Committee, and has been recommended by both bodies. A policy has been proposed to formalize the promotion and tenure plan for Honors College faculty.

The proposal has been endorsed by all appropriate administrators and committees.

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

“BE IT RESOLVED: That Tenure and Promotion Procedures and Guidelines for Honors College Faculty are hereby approved as Board Policy No. 303.”

UNIVERSITY OF CENTRAL ARKANSAS
BOARD POLICY

Policy Number: 303

Subject: Tenure and Promotion Procedures and Guidelines for Honors College Faculty

Date Adopted: _____

Revised: _____

GENERAL

In accordance with the operating procedures of the University of Central Arkansas, a faculty member will be evaluated for tenure or promotion in any year in which timing requirements for the submission of the application are met (see the *UCA Faculty Handbook*). The faculty member, with assistance provided by the Honors College director or associate director, has the primary responsibility for preparation of the contents of the file for tenure or promotion. This policy shall apply only to faculty hired before September 1, 2005.

Faculty Committee Structure

1. Tenure Committees

Department- and college-level tenure committees will be constituted as detailed below. The director of the Honors College will serve in the capacity of a department chair in the Honors College faculty tenure procedure; the Director of Exemplary Studies will serve in the capacity of a college dean in the Honors College faculty tenure procedure.

- a. *Department-Level Equivalent Tenure Committee.* Tenure application will be made to the director of the Honors College. The director will forward the applicant's file to the department-level equivalent tenure committee. Faculty members with tenure in departments outside of the Honors College who have taught on a recurring basis in the Honors College will form a pool of candidates from which four will be chosen at random to serve as the department-level equivalent tenure committee. Recurring basis is here defined as having taught a semester-long course in the Honors College on two or more occasions during the time that constitutes the applicant's probationary period for tenure. One additional tenured faculty member will be added to the department-level equivalent tenure committee. This member will be drawn at random from a pool of all faculty members from the applicant's discipline/field of study in a department outside of the Honors College, or a tenured faculty member outside of the Honors College whose expertise and experience are sufficiently related to the applicant's scholarly credentials. Candidates in the pool are to be chosen by

the director of the Honors College with approval by the Director of Exemplary Studies. Once faculty members become tenured in the Honors College, all holding that status will also serve on the department-level equivalent tenure committee.

- b. *College-Level Equivalent Tenure Committee.* Tenured faculty members appointed by the Faculty Senate to the University Honors Council will serve as the college-level equivalent tenure committee. In this capacity, the committee will exclude the director of the Honors College, who serves ex officio, non-voting, on the Honors Council.
- c. General *Faculty Handbook* procedures will apply to all other tenure procedures, time deadlines, procedures for confidentiality, and appeal procedures. The Honors College director shall not serve on the tenure committees and may not meet with these committees during their deliberations.

2. Promotion Committees

The director of the Honors College will serve in the capacity of a department chair in the Honors College faculty promotion procedure; the Director of Exemplary Studies will serve in the capacity of a college dean in the Honors College faculty promotion procedure.

- a. *Department-Level Equivalent Promotion Committee.* Promotion application will be made to the director. The director will forward the applicant's file to the department-level equivalent promotion committee. Up to four faculty members in the Honors College with ranks of assistant professor, associate professor, or professor may be elected to serve on the department-level equivalent promotion committee. In addition, faculty members with ranks of assistant professor, associate professor, or professor in departments outside of the Honors College who have taught on a recurring basis in the Honors College will form a pool of candidates from which four will be chosen at random to join the department-level equivalent promotion committee. Recurring basis is here defined as having taught a semester-long course in the Honors College on two or more occasions during the time that constitutes the applicant's probationary period for promotion. One additional faculty member will be added to the department-level equivalent promotion committee. This member will be drawn at random from a pool of all faculty members with ranks of assistant professor, associate professor, or professor from the applicant's discipline/field of study in a department outside of the Honors College, or a faculty member outside of the Honors College whose expertise and experience are sufficiently related to the applicant's scholarly credentials. Candidates in the pool are to be chosen by the director of the Honors College with approval by the Director of Exemplary Studies.
- b. *College-Level Equivalent Promotion Committee.* Faculty members appointed by the Faculty Senate to the University Honors Council will serve as the college-level

equivalent promotion committee. This committee will exclude the director of the Honors College, who serves ex officio, non-voting, on the Honors Council.

- c. General *Faculty Handbook* procedures will apply to all other promotion procedures, time deadlines, procedures for confidentiality, and appeal procedures. The Honors College director shall not serve on the promotion committees and may not meet with these committees during their deliberations.

Revisions to the Faculty Handbook - The UCA *Faculty Handbook* Committee has recommended a number of revisions to the document. Their recommendations have been considered by the Faculty Senate along with other appropriate administrators. The following is a summary of the changes. Copies of the *Faculty Handbook* with revisions shown in detail were given to Board members prior to the Board meeting.

- Various position title changes, administrative shifts, and non-substantive editorial and/or clerical revisions have been noted as appropriate throughout the document.
- A statement was added to the Foreword regarding the process for handbook revision.
- In Chapter Two, paragraphs describing individual vice presidential positions were merged into one paragraph.
- Shared governance was clarified in Chapter Three, Section I.
- A statement was added regarding promotion, tenure, and advancement considerations including departmental and programmatic needs in Chapter Three, Section II.
- A notation was added to allow response to written comments added to the applicant's file at several points in Chapter Three.
- The appeals process in Chapter Three, Section IX, was clarified.
- A paragraph was added to Chapter Three, Section XV, A2b2, regarding termination due to programmatic needs of the university.
- Clarification between professional misconduct and personal misconduct was included in Chapter Three, Section XV, B.
- Notations were added to Chapter Three, Section XVII regarding appeal citations of policies and completion deadline extensions for appeals committees.
- Chapter Four, Section IV was revised to clarify teaching load expectations.
- A paragraph was added to Chapter Four, Section V regarding research misconduct.
- A statement regarding faculty office hours was added to Chapter Four, Section VIII.
- In Chapter Five, the term "retirement" was clarified; the fee remission policy was updated.
- In Chapter Seven, standing committees were added or deleted as appropriate in response to previous board action.
- In Chapter Eight, Academic Outreach and Extended Programs was updated, and International Programs was added.

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 revised *Faculty Handbook*.”

Property Purchase - Sigma Tau Gamma Fraternity Property - 353 Donaghey - The university has reached an agreement for the purchase of the Sigma Tau Gamma fraternity property at 353 Donaghey. The property, containing .67 acre and described as lots 4, 5, 6, is located on the west side of Donaghey Avenue and connects to the university parking across from Thompson Hall.

The university has received a copy of an appraisal obtained by the owner and will pursue a signed offer and acceptance with the owner if the Board approves the purchase. The legal description of the property is lot 4, 5 and 6 of the W. H. Gist Replat of the City of Conway, Arkansas.

Following 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 authorizes the administration to purchase the property described as lots 4, 5, 6 of the W. H. Gist Replat to the City of Conway.”

EXECUTIVE SESSION

Executive session, for the purpose of considering personnel matters, was unanimously declared upon motion by Mr. Sims with a second by Mr. Roussel.

OPEN SESSION

Open session was declared by Chairman Stanton.

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 approves the following personnel list, provided however, that the administration is authorized to make corrections and changes of a clerical nature;

BE IT FURTHER RESOLVED: That the Board of Trustees reaffirms President Hardin’s five-year rolling contract; that President Hardin’s salary increases for the five-year period beginning July 1, 2005, be limited to the average pay increase awarded to the faculty; that a deferred compensation plan for President Hardin be established from the Board of Trustees Endowment Fund in the amount of \$60,000 per year for a period of five years, commencing July 1, 2005, totaling \$300,000; and that the \$300,000 will be vested and available to President Hardin at the conclusion of said five-year period.”

President Hardin thanked the Board for its expression of confidence in him and stated that he and Mary are excited about the next five years.

Chairman Stanton stated that he and the Board are proud of UCA's progress over the past three years and are happy that President Hardin is here to face the challenges ahead.

PERSONNEL LIST

ADJUSTMENTS:

Steven Adams, Biology, Assistant Professor, change salary, effective 8/01/05.

Stephen Addison, Physics & Astronomy, Department Chairperson/Professor, change salary, effective 7/01/05.

Shelly Albritton, Graduate Mgmt., Leadership, Admin., Assistant Professor, change salary, effective 8/01/05.

Jeffrey Allender, Geography, Assistant Professor, change salary, effective 8/01/05.

Christina Anderson, Student Health Services, change salary effective 7/01/05.

Joe Anderson, Mass Communications & Theatre, Department Chairperson/Professor, change salary, effective 7/01/05.

Carl Anthony, Music, Professor, change salary, effective 8/01/05.

Daniel Arrigo, Mathematics, Associate Professor, change salary, effective 8/01/05.

Kathleen Atkins, Early Childhood & Special Education, Department Chairperson/ Associate Professor, change salary, effective 7/01/05.

Keith Atkinson, Accounting, Department Chairperson/Professor, change salary, effective 7/01/05.

Nancy Austin, Physics and Astronomy, Lecturer, change salary, effective 8/01/05.

Scott Austin, Physics and Astronomy, Assistant Professor, change salary, effective 8/01/05.

Phillip Bailey, World Lang., Lit. & Cult., Department Chairperson/Associate Professor, change salary, effective 7/01/05.

William Bandy, Physical Therapy, change salary, effective 8/01/05.

Judy Barnett, President's Office, Associate for Administration, change salary, effective 7/1/05.

Deborah Barnes, Candidate Services, Assistant to the Dean/Clinical Instructor II, change salary , effective 7/01/05.

Kenneth Barnes, History, Interim Department Chair/Professor, change salary, effective 7/01/05.

Milan Bartos Jr, Marketing and Mgmt, Instructor, change salary, effective 8/01/05.

Nelle Bedner, Writing & Speech, Assistant Professor, change salary, effective 8/01/05.
Pamela Bennett, Family and Consumer Sciences, Clinical Instructor II, change salary, effective 8/01/05.

Tammy Benson, Early Childhood and Special Education, Associate Professor, change salary, effective 8/01/05.

Elson Bihm, Psychology & Counsel, Professor, change salary, effective 8/01/05.

Gregory Blakey, Mass Communications & Theatre, Assistant Professor, change salary, effective 8/01/05.

Donna Bowman, Honors College, change title to Associate Director, change salary, effective 7/01/05.

Don Bradley III, Marketing and Mgmt, Professor, change salary, effective 8/01/05.

Ronald Bramlett, Psychology & Counseling, Professor, change salary, effective 8/01/05.

George Bratton, Mathematics, Associate Professor, change salary, effective 8/01/05.

John Bratton, Economics, Professor, change salary, effective 8/01/05.

Ricky Brooks, Music, Associate Professor/Director of Bands, change salary, effective 7/01/05.

Carolyn Brown, Music, Associate Professor, change salary, effective 8/01/05.

Wynona Bryant-Williams, Undergraduate Studies, change title to Coordinator of UCAN Program/Instructor, change salary, effective 7/01/05.

Samual Buchanan, Provost Office, change title to Interim Dean/Senior Associate Provost/Professor, change salary, effective 7/01/05.

Lynn Burley, Writing and Speech, change title to Associate Professor, change salary, effective 8/01/05.

Joseph Cangelosi Jr, Dean College of Business, Interim Associate Dean/Associate Professor, change salary, effective 7/01/05.

Patricia Cantrell, Dean College of Business, Academic Dean/Associate Professor, change salary, effective 7/01/05.

Marsha Carson, Marketing and Mgmt, Instructor, change salary, effective 8/01/05.

Patricia Carlin, World Lang., Lit. & Cult., Lecturer II, change salary, effective 8/01/05.

Kenneth Carter, Chemistry, Assistant Professor, change salary, effective 8/01/05.

Mike Casey, Economics, Department Chairperson/Professor, change salary, effective 7/01/05.

Yuen Chan, Marketing and Mgmt, Assistant Professor, change salary, effective 8/01/05.

Chris Charlton, Administrative Services, change title to Director of Housing and Residence Life, change salary, effective 5/01/05.

Jody Charter, Middle/Secondary Education and Instructional Technologies, Associate Professor, change salary, effective 8/01/05.

John Choinski Jr, Biology, Professor, change salary, effective 8/01/05.

Lisa Christman, University College, Lecturer I, change salary, effective 8/01/05.

Barbara Clancy, Biology, Assistant Professor, change salary, effective 8/01/05.

Cynthia Cole, Occupational Therapy, Clinical Instructor, change salary, effective 7/01/05.

Mark Cooper, Early Childhood & Special Education, Associate Professor, change salary, effective 8/01/05.

Melissa Crawford, Writing & Speech, Instructor/Resident Master, change salary, effective 8/01/05.

Clayton Crockett, Philosophy & Religion, Assistant Professor, change salary, effective 8/01/05.

Tina Crook, Family and Consumer Sciences, Clinical Instructor, change salary, effective 8/01/05.

Rene Crow, Early Childhood and Special Education, change title to Clinical Instructor II, change salary, effective 8/16/05.

Martha Cullum, Nursing, Clinical Instructor I, change salary, effective 8/01/05.

Kimberly Cunningham, University College, change title to Lecturer I, change salary, effective 8/01/05.

James Deitrick, Philosophy & Religion, Assistant Professor, change salary, effective 8/01/05.

Patrick Desrochers, Chemistry, Associate Professor, change salary, effective 8/01/05.

Theodore Dias, University College, Lecturer I, change salary, effective 8/01/05.

Paul Dickinson, Music, change title to Associate Professor, change salary, effective 8/15/05.

Kim Dielmann, Psychology & Counseling, Assistant Professor, change salary, effective 8/01/05.

Qiang Duan, Computer Science, Assistant Professor, change salary, effective 8/01/05.

David Dussourd, Biology, Professor, change salary, effective 8/01/05.

C. Shaneil Ealy, AOEP Credit, Project Coordinator, change salary, effective 7/01/05.

Jane Elphingstone, Department of Health Sciences, Professor, change salary, effective 8/01/05.

Ellen Epping, Kinesiology & Physical Education, Clinical Instructor, change salary, effective 8/01/05.

Kimberly Eskola, Kinesiology and Physical Education, change salary, effective 8/15/05.

Stephen Feldman, Music, change title to Assistant Professor, change salary, effective 8/15/05.

Shoudong Feng, Early Childhood & Special Education, Assistant Professor, change salary, effective 8/01/05.

James Fletcher, Physical Therapy, change salary, effective 8/01/05.

Lorien Foote, History, Assistant Professor, change salary, effective 8/01/05.

James Fowler, English, Professor, change salary, effective 8/01/05.

Emogene Fox, Department of Health Sciences, Department Chairperson/Professor, change salary, effective 7/01/05.

Philip Frana, Honors College, Assistant Professor, change salary, effective 8/01/05.

Carl Frederickson, Physics & Astronomy, Associate Professor, change salary, effective 8/01/05.

John Gale, University College, Director of University College/Associate Professor, change salary, effective 7/01/05.

Rebecca Gatlin-Watts, Marketing/Management, Associate Professor, change salary, effective 8/16/05.

Richard Gaughan, English, Associate Professor, change salary, effective 8/01/05.

Lorrie George, Occupational Therapy, Assistant Professor, change salary, effective 8/01/05.

Art Gillaspay Jr, Psychology & Counseling, Assistant Professor, change salary, effective 8/01/05.

Jonathan Glenn, Assistant Provost/Professor, change salary, effective 7/01/05.

Zaida Gomez-Kramer, Biology, Lecturer I, change salary, effective 8/01/05.

Sondra Gordy, History, Associate Professor, change salary, effective 8/01/05.

Lanette Grate, Writing and Speech, Lecturer I, change salary, effective 8/01/05.

D. Brooks Green, Geography, Department Chairperson/Associate Professor, change salary, effective 7/01/05.

Kenneth Griffin, Management Information Systems, change title from Associate Professor to Professor, change salary, effective 8/15/05.

Linda Griffith, Ark. Center for Math/Science Education, Professor/Dir of Ark. Center for Math Education, change salary, effective 7/01/05.

Michael Gunter, Mass Communications & Theatre, Lecturer I/Facilities Manager, change salary, effective 7/01/05.

Carol Hambuchen, Computer Science, Lecturer, change salary, effective 8/01/05.

Jeannine Hamilton, Academic Outreach, change title to Coordinator of Credit Programs, change salary, effective 7/01/05.

Kevin Hamilton, Housing and Residence Life, change salary, effective 7/01/05.

Mary Harlan, Family and Consumer Sciences, Department Chairperson/Professor, change salary, effective 7/01/05.

Charles Harvey, Philosophy & Religion, Department Chairperson/Professor, change salary, effective 7/01/05.

David Harvey, Writing & Speech, Department Chairperson/Associate Professor, change salary , effective 7/01/05.

Neil Hattlestad, Dean College of Health and Applied Sciences, Academic Dean/Professor, change salary, effective 7/01/05.

Ling He, Economics and Finance, change title to Professor, change salary, effective 8/01/05.

Kathryn Henning, Undergraduate Studies, Instructor/Resident Master, change salary, effective 8/01/05.

Brent Hill, Biology, Assistant Professor, change salary, effective 8/01/05.

Kim Hoffman, Political Science, Assistant Professor, change salary, effective 8/01/05.

Deborah Howell, Kinesiology/Physical Education, Department Chairperson/Associate Professor, change salary, effective 7/01/05.

Chenyi Hu, Computer Science, Department Chairperson/Professor, change salary, effective 7/01/05.

Betty Hubbard, Department of Health Sciences, Professor, change salary, effective 8/01/05.

Jo Karen Hudson, University College, Lecturer II, change salary, effective 8/01/05.

Lawrence Huff, Mathematics, Professor, change salary, effective 8/01/05.

Stephanie Huffman, Mid-Sec Ed/Inst Tech, Assistant Professor, change salary, effective 8/01/05.

Bruce Hutchinson, Mass Comm & Theatre, Assistant Professor, change salary, effective 8/01/05.

Douglas Isanhart, Mgmt Info Systems, Instructor, change salary, effective 8/01/05.

Lori Isom, Chemistry, Assistant Professor, change salary, effective 8/01/05.

Tommy Jackson, Institutional Advancement, change salary, effective 6/01/05, salary of \$88,486 effective 7/01/05.

Dawn Jakubowski, Philosophy & Religion, Assistant Professor, change salary, effective 8/01/05.

Larry James, University Police, change salary, effective 7/01/05.

Julie Jefferson, Physical Therapy, Director of Clinical Education/Clinical Instructor, change salary, effective 7/01/05.

Paul Jensen, Accounting, change title to Professor, change salary, effective 8/01/05.

Antoinette Johnson, Family and Consumer Sciences, change title to Clinical Instructor II, change salary, effective 8/15/05.

Jennifer Johnson, Occupational Therapy, Assistant Professor, change salary, effective

Shannon Johnson, University College, Lecturer I, change salary, effective

Pam Jolly, AOEP, Project Coordinator, change salary, effective 8/01/05.

Carolyn Kelley, Middle-Secondary Education and Instructional Technology, Clinical Instructor II, change salary, effective 8/01/05.

David Kim, Marketing and Management, change title to Associate Professor/MBA Director, change salary, effective 7/01/05.

Rebecca King, Nursing, Clinical Instructor I, change salary, effective 8/01/05.

John Klotz, Graduate Mgmt., Leadership, Admin., Associate Professor, change salary, effective 7/01/05.

William Kordsmeier, Mgmt Info Systems, Associate Professor, change salary, effective 8/01/05.

Paul Krause, Chemistry, Professor, change salary, effective 8/01/05.

Deborah Kuster, Art, Instructor, change salary, effective 8/01/05.

Jacquelyn Lamar, Music, Professor, change salary, effective 8/01/05.

William Lammers, Psychology & Counseling, Professor, change salary, effective 8/01/05.

Dee Lance, Speech-Language Pathology, change title to Associate Professor, change salary, effective 8/15/05.

Steven Lance, Writing & Speech, Lecturer II, change salary, effective 8/01/05.

Dwight Langston, World Language, Lit. & Cult, Associate Professor, change salary, effective 8/01/05.

Katherine Larson, Biology, Associate Professor, change salary, effective 8/01/05.

Patrick Larsen, Art, Professor, change salary, effective 8/01/05.

Sherri Latimer, University College, Lecturer I, change salary, effective 8/01/05.

Maurice Lee, College of Liberal Arts, Academic Dean, change salary, effective 7/01/05.

Emily Lewers, Kinesiology and Physical Education, change title to Clinical Instructor, change salary, effective 8/01/05.

Gary Lewers, Department of Health Sciences, Associate Professor, change salary, effective 8/01/05.

Art Lichtenstein, Torreyson Library, Librarian/Associate Professor/Associate Dean, change salary, effective 7/01/05.

Brenda Linn, Mid-Sec Ed/Inst Tech, Clinical Instructor I, change salary, effective 8/01/05.

Alexis Linoski, Torreyson Library, Instructor/Assistant Librarian, change salary, effective 7/01/05.

Hao Liu, Physical Therapy, change salary, effective 8/01/05.

Robert Logan, Speech Language Path, Professor, change salary, effective 8/01/05.

John Lowe III, Speech Language Path, Department Chairperson/Professor, change salary, effective 7/01/05.

Twala Maresh, Physical Therapy, change salary, effective 8/01/05.

Scott Markham, Marketing and Mgmt, Professor, change salary, effective 8/01/05.

Michael Martin, Biology, Lecturer II, change salary, effective 8/01/05.

Bryan Massey, Art, Professor, change salary, effective 8/01/05.

Lauren Maxwell, Economics, Instructor, change salary, effective 8/01/05.

Kimberly McCullough, Speech Language Path, Assistant Professor, change salary, effective 8/01/05.

Kathy McDaniel, Speech Language Path, Clinical Instructor II/Director of Clinical Services, change salary, effective 7/01/05.

Mary McDonald, Biology, Associate Professor, change salary, effective 8/01/05.

Joseph McGarrity, Economics, Associate Professor, change salary, effective 8/01/05.

Ronald McGaughey, Mgmt Info Systems, Associate Professor, change salary, effective 8/01/05.

Margaret McGee, Physical Therapy, Assistant Professor, change salary, effective 8/01/05.
Elaine McNiece, Research Administration, Academic Dean/Associate Provost/Professor, change salary, effective 7/01/05.

Julie Meaux, Nursing, Assistant Professor, change salary, effective 8/01/05.

Peter Mehl, College of Liberal Arts, Associate Dean/Professor, change salary, effective 7/01/05.

Rahul Mehta, Physics & Astronomy, Associate Professor, change salary, effective 8/01/05.

Bonnie Melchior, English, Professor, change salary, effective 8/01/05.

Balraj Menon, Physics & Astronomy, Assistant Professor, change salary, effective 8/01/05.

Linda Moore, Speech Language Path, Clinical Instructor II, change salary, effective 8/01/05.

Reinaldo Morales Jr, Art, Assistant Professor, change salary, effective 8/01/05.

William Moran, Biology, Associate Professor, change salary, effective 8/01/05.

Margaret Morgan, Writing & Speech, Associate Professor/Co-Dir Instructional Dev Ctr, change salary, effective 8/01/05.

Mary Mosley, Early Childhood & Special Education, Associate Professor, change salary, effective 8/01/05.

Mark Mullenbach, Political Science, Assistant Professor, change salary, effective 8/01/05.

Jackie Murphree, Nursing, Assistant Professor, change salary, effective 8/01/05.

John Murphy, Psychology & Counseling, Associate Professor, change salary, effective 8/01/05.

James Murray, Biology, Assistant Professor, change salary, effective 8/01/05.

Linda Musselman, Occupational Therapy, Department Chairperson/Associate Professor, change salary, effective 7/01/05.

David Naylor, Early Childhood & Special Education, Professor, change salary, effective 8/01/05.

Nelda New, Nursing, Clinical Instructor I, change salary, effective 8/01/05.

Kerry Nichols, President's Office, change title to Project/Program Specialist, change salary effective 7/01/05.

Grace Ohlenbusch, Music, change title to Associate Professor, change salary, effective 7/01/05.

Thomas Oxner, Accounting, Professor, change salary, effective 8/01/05.

David Parker, Audio Visual, Director of Audiovisual Services, change salary, effective 7/01/05.

John Parrack, World Language, Lit. & Cult., Assistant Professor, change salary, effective 8/01/05.

Mary Passe-Smith, Geography, Lecturer I, change salary, effective 8/01/05.

Donald Perry, Chemistry, Assistant Professor, change salary, effective 8/01/05.

David Peterson, Mathematics, Professor, change salary, effective 8/01/05.

Patricia Phelps, Mid-Sec Ed/Inst Tech, Interim Dept Chair/Professor, change salary, effective 7/01/05.

Kondwani Phwandaphwanda, Hughes/New Residence, Resident Master/Instructor, change salary, effective 8/01/05.

Tom Pilgreen, Administrative Services, change salary, effective 7/01/05.

Carolyn Pinchback, Mathematics, Professor, change salary, effective 8/01/05.

Donna Pinckley, Art, Assistant Professor, change salary, effective 8/01/05.

Rollin Potter, College of Fine Arts/Communication, Academic Dean/Professor, change salary, effective 7/01/05.

Edward Powers, Sociology Department, Assistant Professor, change salary, effective 8/01/05.

Mary Priddy, Nursing, Clinical Instructor I, change salary, effective 8/01/05.

Myla Claire Quiben, Physical Therapy, Clinical Instructor I, change salary, effective 8/01/05.

Jacqueline Rainey, Dean Coll of Health and Applied Sciences, Associate Dean/Associate Professor, change salary, effective 7/01/05.

Patsy Ramsey, History, change title from Lecturer I to Lecturer II, change salary, effective 8/01/05.

Lisa Ray, Department of Health Sciences, Instructor, change salary, effective 7/01/05.

Rhonda Roberts, Human Resources, change title to Project/Program Specialist, change salary effective 7/01/05.

Belinda Robertson, Arkansas Center for Mathematics and Science Education, Instructor/Assistant Center Director, change salary, effective 7/01/05.

Sally Roden, Undergraduate Studies, Academic Dean/Associate Provost/Professor, change salary, effective 7/01/05.

Sharon Ross, Speech Language Path, Clinical Instructor II, change salary, effective 8/01/05.

Robert Rowell, Psychology & Counseling, Associate Professor, change salary, effective 8/01/05.

Steven Runge, Biology, Department Chairperson/Professor, change salary, effective 7/01/05.

Renee Ryburn, Family and Consumer Sciences, Clinical Instructor, change salary, effective 8/01/05.

Barbara Satterfield, Art, change title to Lecturer II, change salary, effective 7/01/05.

Lynn Schaefer, transfer from World Languages to Intensive English, change salary, effective 7/01/05.

Michael Schaefer, English, Professor, change salary, effective 8/01/05.

Michael Scoles, Psychology & Counseling, Interim Department Chair/Associate Professor, change salary, effective 7/01/05.

Richard Scott, Honors College, Director of Honors College, change salary, effective 7/01/05.

Gayle Seymour, Art, Professor, change salary, effective 8/01/05.

R Gordon Shepherd, Sociology Department, Professor, change salary, effective 8/01/05.

Brent Shires, Music, Lecturer II, change salary, effective 8/01/05.

Conrad Shumaker, English, Professor, change salary, effective 8/01/05.

Joan Simon, Psychology & Counseling, Assistant Professor, change salary, effective 8/01/05.

Jane Simonsen, Honors College, Assistant Professor, change salary, effective 8/01/05.

Billy Smith, Psychology & Counseling, Professor, change salary, effective 8/01/05.

Elizabeth Smith, Art, Assistant Professor, change salary, effective 8/01/05.

Mark Smith, Computer Science, Lecturer, change salary, effective 8/01/05.

Patricia Smith, Upward Bound Grant, Coordinator, change salary, effective 7/01/05.

Teresa Smith, Psychology & Counseling, Associate Professor, change salary, effective 8/01/05.

Tracy Smith, Torreyson Library, Instructor/Assistant Librarian, change salary, effective 7/01/05.

Christopher Springer, Torreyson Library, Assistant Professor/Assistant Librarian, change salary, effective 7/01/05.

Christy Standerfer, Writing and Speech, Assistant Professor, change salary, effective 8/01/05.

Karen Steelman, Chemistry, Assistant Professor, change salary, effective 8/01/05.

Ellen Stengel, Writing & Speech, Lecturer II, change salary, effective 8/01/05.

Donna Stephens, Mass Comm & Theatre, Lecturer II, change salary, effective 8/01/05.

Jayne Stone, Undergraduate Studies, Instructor/Director of Undergraduate Studies, change salary, effective 7/01/05.

Cheryl Streiff, World Language, Lit. & Cult., Lecturer II, change salary, effective 8/01/05.

Charlotte Strickland, Student Services, change salary, effective 8/15/05.

David Strickland, Kinesiology and Physical Education, Clinical Instructor, change salary, effective 7/01/05.

Yu Sun, Computer Science, Assistant Professor, change salary, effective 8/01/05.

Kaye Talley, Torreyson Library, Associate Professor/Assistant Librarian, change salary, effective 7/01/05.

Richard Tarkka, Chemistry, Assistant Professor, change salary, effective 8/01/05.

David Taylor, Physical Therapy, change salary effective 8/01/05.

Theman Taylor Sr, History, Professor, change salary, effective 8/01/05.

William Taylor, Chemistry, change title from Professor to Department Chair and Professor, change salary, effective 7/15/05.

Karen Thessing, Computer Science, Lecturer, change salary, effective 8/01/05.

Norma Tio, Undergraduate Studies, Instructor/Dir of Academic Advising, change salary, effective 7/01/05.

Larry Titlow, Kinesiology & Physical Education, Professor, change salary, effective 8/01/05.

Marsha Tucker, Writing & Speech, Assistant Professor, change salary, effective 8/01/05.

Blake Tyson, Music, Assistant Professor, change salary, effective 8/01/05.

John Vanderslice, Writing & Speech, Assistant Professor, change salary, effective 8/01/05.

Stephanie Vanderslice, Writing & Speech, Associate Professor, change salary, effective 8/01/05.

Kenneth Vaughn, Candidate Services, Assistant Professor/Director of Admission & Certification, change salary, effective 7/01/05.

Allison Wallace, Honors College, Assistant Professor, change salary, effective 8/01/05.

Deborah Walz, Sponsored Programs, Assistant Provost, change salary, effective 7/01/05.

Stephanie Watson, Accounting, Assistant Professor, change salary, effective 8/01/05.

John Watt, Marketing and Mgmt, Assistant Professor, change salary, effective 8/01/05.

Gary Wekkin, Political Science, Professor, change salary, effective 7/08/05.

David Welky, History, Assistant Professor, change salary, effective 8/01/05.

Jennifer Whitehead, Family and Consumer Sciences, Clinical Instructor, change salary, effective 8/01/05.

Roy Whitehead, Accounting, Professor, change salary, effective 8/01/05.

Jeffery Whittingham, Mid-Sec Ed/Inst Tech, Assistant Professor, change salary, effective 8/01/05.

Cheryl Wiedmaier, Mid-Sec Ed/Inst Tech, Assistant Professor, change salary, effective 8/01/05.

Marc Willey, Occupational Therapy, Assistant Professor, change salary, effective 8/01/05.

Barbara Williams, Nursing, Department Chairperson/Professor, change salary, effective 7/01/05.

Carolyn Williams, Middle/Secondary Education and Instructional Technologies, Professor, change salary, effective 8/16/05.

Cindy Williams, Child Study, Instructor, change salary, effective 8/01/05.

Rebecca Williams, English, Associate Professor, change salary, effective 8/01/05.

Janet Wilson, Sociology Department, Department Chairperson/Associate Professor, change salary, effective 7/01/05.

Julia Winden Fey, Undergraduate Studies, Associate Dean/Instructor, change salary, effective 7/01/05.

Mary Wood, University College, Lecturer I, change salary, effective 8/01/05.

Terry Wright, College of Fine Arts and Communication, Associate Dean/Professor, change salary, effective 7/01/05.

Hui Wu, Writing & Speech, Assistant Professor, change salary, effective 8/01/05.

Charlotte Yates, Physical Therapy, change salary, effective 8/01/05.

Jeffery Young, Art, Department Chairperson/Associate Professor, change salary, effective 7/01/05.

Laura Young, Accounting, Instructor, change salary, effective 8/01/05.

Louis Young, Music, Assistant Professor, change salary, effective 8/01/05.

Rita Zabel, Physical Therapy, change salary, effective 8/01/05.

Jaime Zambrano, World Language, Lit. & Cult., Associate Professor, change salary, effective 8/01/05.

APPOINTMENTS:

Ginny Adams, Biology, Instructor, tenure track position effective 8/01/05.

Susan Adams, Sociology, Instructor, non-tenure track position effective 8/16/05.

Mike Augspurger, English, Visiting Assistant Professor, non-tenure track position effective 8/15/05.

Charles Bane, English, Visiting Assistant Professor, non-tenure track position effective 8/15/05.

Linda Beaty, Health Science, Project Assistant, non-tenure track position effective 7/01/05.

Laura Bowles, Writing and Speech, Instructor, emergency hire, non-tenure track position effective 8/18/05.

Katherine Bray, Writing and Speech, Instructor, emergency hire, non-tenure track position effective 8/18/05.

Clarence Burg, Mathematics, Visiting Assistant Professor, non-tenure track position effective 8/15/05.

Mara Cawein, Middle/ Secondary Education and Institutional Technology, Clinical Instructor, non-tenure track position effective 8/15/05.

Christopher Craun, History, Visiting Assistant Professor, emergency hire, non-tenure track position effective 8/15/05.

Andrew Cross, Philosophy and Religion, Visiting Assistant Professor, emergency hire, non-tenure track position effective 8/15/05.

Yabin Ding, Mathematics, Visiting Assistant Professor, emergency hire, non-tenure track position effective 8/15/05.

Wendy Dodge, World Languages, Lecturer I, non-tenure track position effective 8/16/05.

Price Dooley, Political Science, Instructor, emergency hire, non-tenure track position effective 8/01/05.

Sohn Enis, Writing and Speech, Instructor, emergency hire, non-tenure track position effective 8/18/05.

Samantha Fay, Mathematics, Instructor, emergency hire, non-tenure track position effective 8/15/05.

Nona French, EFIRM, Visiting Assistant Professor, emergency hire, non-tenure track position effective 8/16/05.

Umadevi Garamella, Biology, Visiting Associate Professor, non-tenure track position effective 8/01/05.

Israel Getzov, Music, Instructor, tenure track position effective 8/18/05.

Dana Goodwin, Mathematics, Instructor, emergency hire, non-tenure track position effective 8/15/05.

Sara Groe, English/Writing, Instructor, non-tenure track position effective 8/15/05.

Lisa Herrington, Early Childhood and Special Education, Clinical Instructor, non-tenure track position effective 8/16/05.

Olive Hervey, Writing and Speech, Instructor, emergency hire, non-tenure track position effective 8/18/05.

Chenyi Hu, Computer Science, Chair, non-tenure track position effective 7/01/05.

Arch Jones Jr., Admissions, Assistant Director, non-tenure track position effective 7/01/05.

Jeremy Kennedy, English/Writing, Instructor, non-tenure track position effective 8/15/05.

Victoria Khiterer, History, Visiting Assistant Professor, non-tenure track position effective 8/15/05.

Jenny Lagergren, Writing and Speech, Instructor, emergency hire, non-tenure track position effective 8/15/05.

Kimberly Little, History, Instructor, emergency hire, non-tenure track position effective 8/15/05.

Dorthea Lotter, Philosophy and Religion, Assistant Professor, tenure track position effective 8/15/05.

Glenn Marvin, Biology, Visiting Assistant Professor, non-tenure track position effective 8/01/05.

Chad May, English, Visiting Assistant Professor, emergency hire, non-tenure track position effective 8/15/05.

James Robert May, Writing and Speech, Instructor, emergency hire, non-tenure track position effective 8/15/05.

Erick McCarthy, Kinesiology and Physical Education, Assistant Professor, tenure track position effective 8/15/05.

Letha Mosley, Occupational Therapy, Assistant Professor, tenure track position effective 8/15/05.

Donna Musser, Nursing, Assistant Professor of Nursing, tenure track position effective 8/15/05.

Garry Powell, Writing and Speech, Instructor, emergency hire, non-tenure position effective 8/18/05.

Jesse Richman, Political Science, Instructor, emergency hire, non-tenure track position effective 8/15/05.

Tammy Scaife, Writing and Speech, Instructor, emergency hire, non-tenure track position effective 8/18/05.

Cindy Shelton, Health Sciences, Clinical Instructor, non-tenure track position effective 8/22/05.

Kennen Shelton, Mathematics, Visiting Assistant Professor, emergency hire, non-tenure track position effective 8/15/05.

Adam Silverman, Political Science, Visiting Assistant Professor, non-tenure track position effective 8/15/05.

Edwina Smith, Writing and Speech, Instructor, emergency hire, non-tenure track position effective 8/18/05.

Deedra Smith, Health Sciences, Clinical Instructor, non-tenure track position effective 8/01/05.

Frank Smith, EFIRM, Assistant Professor, tenure track position effective 8/01/05.

Daniel Taravella, History, Visiting Assistant Professor, emergency hire, non-tenure track position effective 8/15/05.

Krishna Thiagarajan, Music, Accompanist Lecturer I, non-tenure track position effective 8/15/05.

Gary Thiher, Philosophy and Religion, Visiting Assistant Professor, non-tenure track position effective 8/15/05.

Laurie Warren, Biology, Visiting Assistant Professor, non-tenure track position effective 8/01/05.

Lindsey Wygal, Student Center, Project Coordinator/Coordinator of New Student Programs, non-tenure track position effective 7/01/05.

REAPPOINTMENTS FROM GRANTS:

Linda Beaty, Health Science, Project Assistant, effective 7/01/05.

Jill Cox, Health Sciences, Project Coordinator, effective 6/01/05.

Shawn Key, Provost, Director of Education Renewal Zone Grant, effective 7/01/05.

RESIGNATIONS AND/OR NON-REAPPOINTMENTS:

Steven Bird, Music 5/06/05

Eugenie Burkett, Music 5/07/05

Michael Cheaney, Athletics 6/03/05

Jeff Crow, Mathematics 8/12/05

David Fox, Web Development 6/30/05

Eugene Garner, Athletics 6/30/05

Betty Harris, Middle/Secondary Ed. and Inst. Technology 7/08/05

Diane Korngiebel, History 5/15/05

Brooke Lippy, Torreyson Library 7/15/05

Amadou Thiam, Geography	5/14/05
Ronald Toll, College of Natural Science and Math	7/31/05
Haiyan Wang, Mathematics	7/31/05
Mary Wells, Early Childhood and Special Education	5/06/05

RETIREMENTS:

Anita Cothan, Torreyson Library	7/29/05
Katrina Kilpatrick, College of Fine Arts /Communication	6/30/05
Conrad Stanitski, Chemistry	7/08/05

SABBATICALS:

Katherine Larson, Biology	Fall and Spring Semester 2005-2006 (1/2 pay)
---------------------------	--

**PERSONNEL LIST
BOARD OF TRUSTEES MEETING
AUGUST 5, 2005**

ADDENDUM

Employee Name	Department	Current Title	New Title	Effective Date	Action
Debra Burris	Physics and Astronomy		Assistant Professor	8/15/2005	Appointment
Francis Cleberg	Mathematics		Instructor (fall semester)	8/15/2005	Appointment
David Dawson	Mass Communication/Theatre		Technical Director/Lecturer	7/1/2005	Appointment
Scott Meador	Mass Communication and Theatre		Television Engineer/Lecturer	7/1/2005	Appointment
Kevin McNamara	Kinesiology/Physical Education		Clinical Instructor	8/15/2005	Appointment
Rand Chappell	Athletics	Head Coach	Same	7/1/2005	Change Salary
Ryke Dismuke	Athletics	Head Coach	Head Coach	7/1/2005	Change Salary
Steve East	Athletics/Institutional Advancement	Sports Information Director	Same	7/1/2005	Change Salary
Elizabeth Hamilton	Sponsored Programs	Research Compliance Coordinator	Grants and Compliance Coordinator	7/1/2005	Change Salary
Checola Horton-Seals	Athletics	Head Coach	Same	7/1/2005	Change Salary
Ryan Johnson	Athletics/Academic Outreach	Assistant Coach/Camp Liaison	Same	7/1/2005	Change Salary
Richard Martin	Athletics	Head Coach	Same	7/1/2005	Change Salary
Cassandra McCuien-Smith	Financial Services	Director of Purchasing	Same	7/1/2005	Change Salary
Patricia Phelps	Middle/Secondary Ed/Instruct Tech	Interim Chair	Same	7/1/2005	Change Salary
David Robinson	Housing and Residence Life	One Card Program Manager	Same	7/1/2005	Change Salary
Natalie Shock	Administration	Head Coach and Instructor	Assistant Compliance Coordinator	7/1/2005	Change Salary
Charlotte Strickland	Student Services	Project Coordinator	Project Coordinator/Instructor	8/15/2005	Change Salary
Jeremy Carson	Athletics/University College	Assistant Coach	Assistant Coach/Tutoring	7/1/2005	Change Title & Salary
Ronald Goodwin	Athletics/University College	Assistant Coach	Assistant Coach/Tutoring	7/1/2005	Change Title & Salary
Lindsey Grifford	Student Center	Program Coordinator (Int'l Prgm)	Coordinator of New Student Program	7/1/2005	Change Title & Salary
Heather Harmon	Student Services	Program Coordinator	Asst. Dean of Students	7/1/2005	Change Title & Salary
Kevin Landers	Athletics/University College	Assistant Coach	Assistant Coach/Tutoring	7/1/2005	Change Title & Salary
Wayne Lunsford	Information Technology	DP Network III	Project/Program Manager	7/1/2005	Change Title & Salary
Valerie Nicholson	Human Resources	Project Coordinator	Project/Program Manager	7/1/2005	Change Title & Salary
Rebekah Rasnick	Undergraduate Studies	Counselor II	Project Specialist	7/1/2005	Change Title & Salary
Cody Usher	Athletics/Institutional Advancement	Asst Sports Information Director	Asst Sports Info Dir/Web Design	7/1/2005	Change Title & Salary
Virginia Clements	Kinesiology/Physical Education	Instructor		8/31/2005	Termination
Ronald Fritze	History	Professor		8/1/2005	Termination
Rebecca Martin	Management Information Systems	Instructor		5/13/2005	Termination
Armand Picou	EFIRM	Associate Professor		7/8/2005	Termination

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

Dr. Michael Stanton, Chair

Mrs. Kay Hinkle, Secretary