

The Board of Trustees of the University of Central Arkansas convened in regular meeting Friday, October 7, 2005, at 2:00 p.m. in the Fireplace Room in McCastlain Hall with the following officers and members present:

Chair: Dr. Michael Stanton
Vice Chair: Mrs. Patricia Bassett
Secretary: Mrs. Kay Hinkle
Mr. Rush Harding
Mr. Randy Sims

with the following absent:

Dr. Conrad Garner
Mr. Scott Roussel

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

MINUTES

Minutes of the August 5, 2005, Board meeting and the September 15, 2005, called Board meeting were unanimously approved as circulated upon motion by Mrs. Bassett with a second by Mr. Harding.

PRESIDENT'S REPORT

Enrollment - President Hardin announced that enrollment for the fall semester totals 11,377, which is a record for the university. He thanked faculty and staff for their hard work in accommodating 3,000 additional students over the past three years. President Hardin also announced that the remediation rate and the percentage of conditionally-admitted students have decreased. He then discussed the need to plan for future enrollment growth.

Special Election - A special election to approve or disapprove the issuance of up to \$250 million in college savings bonds will be held December 13. If approved, the bonds will be used for the improvement of technology and facilities in higher education and UCA will receive \$13 million from the bond proceeds. President Hardin stated that the bond issue is critical for UCA's future and asked faculty, staff and students to vote in favor of the bond issue on December 13.

Financial Report 2004-05 and Housing Occupancy - President Hardin gave brief reports on these two items. Following is a summary of his remarks:

- Total assets are \$237 million;
- Accumulative depreciation is \$82 million;
- Current liabilities decreased \$1.3 million;
- Long-term debt increased \$18.6 million;
- State revenue increased 5%;
- Housing occupancy increased 13%;
- Tuition-and-fee revenues increased 16%; President Hardin noted that only 3% of this increase resulted from higher tuition and fee rates - the remainder is the result of enrollment growth. The additional revenues (\$8 to \$10 million) are in addition to funds received from the State formula.

State Audit - State auditors are presently on campus. A report will be given at the

December Board meeting.

**STATEMENTS OF THE PRESIDENTS OF THE FACULTY SENATE,
STUDENT GOVERNMENT ASSOCIATION AND STAFF SENATE**

Copies of statements by the presidents of the Faculty Senate, Chuck Seifert; Student Government Association, Max Carranza; and the Staff Senate, Kevin Hamilton, are attached.

ACTION AGENDA

Athletic Camps - In 2001 the Board of Trustees authorized the UCA coaching staff to host camps for private compensation. The following camps were held in the summer of 2005. As required by state statute the camps have provided a financial report to the Vice President for Financial Services. The camp revenues and expenses have been summarized below based on that report.

Revenues:	Football	Basketball-Women	Soccer-Women	Soccer - Men
Sponsorships	\$ 2,000			
Camp Revenue	\$11,316	\$5,920	\$33,500	
<u>\$29,845</u>				
Total Revenue	\$13,316	\$5,920	\$33,500	
\$29,845				
Expenses:				
Camp Supplies	\$ 1,776	\$1,529	\$ 3,053	\$
2,336				
Salaries	\$10,225	\$1,707	\$ 8,124	\$
7,210				
Insurance	\$ 350	\$ 142	\$ 416	In
Supplies				
UCA Fee	\$ 270	\$ 54	\$ 186	\$
165				
Miscellaneous	\$ 309	\$ 457	-0-	\$
3,097				
Housing/Food	-0-	\$ 390	\$ 9,974	\$
9,460				
Total Expenses	\$12,930	\$4,279	\$21,753	
\$22,268				
Net Profit	\$ 386	\$1,641	\$11,747	\$
7,577				

of Participants 180 36 106 110

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

“BE IT RESOLVED: That the Board of Trustees approves the above financial report regarding athletic camps held in 2005 for private compensation.”

Growth Pool Positions - Within the provisions of Act 2172 of 2005, the university has the ability to request additional classified positions through the Department of Finance and Administration, Office of Personnel Management (DFA-OPM). Since 2002-03, the university has experienced an increase in enrollment of approximately 3,000 students; almost half of those are residential students. This growth in student population has necessitated additional positions in those offices providing direct services to students, such as Library, Financial Aid, Admissions, Academic Advising and Housing. This growth has also strained the resources of those offices providing behind-the-scene support to students such as Information Technology, Custodial Care, Ground and Building Maintenance and University Police. In addition, in the last year the occupation rate at College Square has increased by 18% to an occupancy rate of 98%.

The university requests the following positions from the classified growth pool:

Position Title	Grade	Positions Requested
Computer Support Spec II	20	2
Counselor II	20	3
DP Network Tech II	20	1
Program Coordinator	20	5
Systems Programmer I	20	2
Applications Programmer II	19	2
Library Supervisor II	19	2
Skilled Trades Foreman	19	1
UCA Asst. Director of Housing	19	2
Accountant	18	2
Computer Support Spec I	18	2
Payroll Services Specialist	18	1
Plant Maintenance Supervisor	18	2
Skilled Trades Supervisor	18	2
Administrative Assistant II	17	1
Applications Programmer I	17	2
Publicity/Information Specialist	17	2
Coordinator of Housekeeping	16	1
Administrative Assistant I	15	3
Licensed Practical Nurse (LPN I)	14	1
Supervisor of Cooking	13	1
Work Maintenance Leader	10	2
Custodial Supervisor II	8	1
TOTAL NUMBER OF POSITIONS		43

In the event that DFA-OPM denies the request for these additional classified positions through the growth pool process of Act 2172, the university requests approval to establish these positions through the provisional position request process.

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 authorizes the administration to proceed with a request to the State Department of Finance and Administration for growth pool positions within the provisions of Act 2172; and

BE IT FURTHER RESOLVED: That in the event the request is denied, the Board of Trustees authorizes the administration to proceed with a request to the State Department of Finance and Administration for an allocation of provisional positions.”

Insurance and Cafeteria Plan (Flexible Spending Accounts):

1. **Health Insurance** - The university’s current health care insurer, QualChoice of Arkansas, issued a preliminary renewal rate projection of 15%. The university then issued a Request for Proposal for health care coverage for the new calendar year. The formal renewal proposal from QualChoice of Arkansas carried a 15.8 % increase in premiums. Two providers, Blue Cross Blue Shield and United Healthcare, submitted proposals with various plan designs, including self-funded plans.

H&H Employee Benefits Specialists have a contract to provide professional review and recommendation of health insurance products and directly related services and programs, to provide research on products, pricing and plan providers and to assist in the preparation of bid materials and documents. Following a review by H&H of the proposals, the proposal from United Healthcare was recommended. The University Fringe Benefits Committee met and also recommended accepting the proposal from United Healthcare. The benefits offered by United Healthcare match current benefits and in some areas exceed current benefits. These areas where new benefits exceed current benefits include: mail-order prescriptions, ER visits, Home Health, Hospice, Skilled Nursing Facility/Inpatient Rehab and Mental Health visits.

The increase in the premiums will be 8 % over current premiums on Point-of-Service plans and 11% over current premiums on the HMO plan. These increases will be covered on the same cost-sharing basis as current premiums. The university pays 85% of employee-only, 60% of employee + one and 55% of family coverage.

2. GAP Insurance - In late 2002, a change to the plan design of the UCA health insurance was approved and employees were allowed to choose among deductibles of \$500, \$1,000 and \$2,500. For those employees choosing either the \$1,000 or the \$2,500 deductible, a supplemental health insurance plan was offered to help off-set the higher deductible. The plan chosen was American Fidelity GAP. Employee only coverage was provided at no cost to the employee; family coverage was offered with one-fourth of the cost paid by the employee; and, employee plus one coverage was offered with one-third of the cost paid by the employee. This GAP plan was implemented in the 2003 coverage year to mitigate the movement to the higher deductibles for health care coverage. From all indications, the GAP plan was to be a temporary bridge to enable UCA and its employees to save money on the health care insurance coverage, while moving toward co-pays for doctor office visits and higher deductibles on testing and treatment.

In calendar year 2004, the point-of-service plan with a \$1,000 deductible was the only plan offered for health insurance coverage with GAP continued at its same premiums. The premiums paid for GAP during this plan year were \$253,314 and the claims paid totaled \$128,629.

In 2005, the insurance choice was between a point-of-service and an HMO, both plans included a \$1,000 deductible and, again, GAP was continued at its same premiums. This is the third year of the American Fidelity GAP plan and the way the plan is currently constructed, it has the effect of giving some employees a zero deductible and others an \$800 deductible. This is based on in-patient procedures having \$1,000 coverage while out-patient procedures have \$200 coverage. After reviewing numerous employee complaints about the complexity of GAP reimbursement and the in/out patient differential, a request was made to American Fidelity to submit rates based on reducing the in-patient coverage to \$500 and increasing the out-patient coverage to \$500. The rates submitted would have resulted in an annual increase to the cost of the benefit of approximately \$50,000.

It is recommended that the Gap plan with American Fidelity be canceled effective December 31, 2005, and a GAP plan be self-administered by the Fringe Benefits section of Human Resources. The plan would continue to cover employees at no cost to them and coverage would be extended to families for the \$10-per-month currently charged for GAP coverage. The University Fringe Benefit Committee has reviewed and recommended this proposal.

This self-administered GAP plan is recommended to reimburse the employee for the difference between the first \$500 incurred against the deductible and \$1,000 limit on the deductible. Effectively, the employee would cover the first \$500 of the \$1,000 deductible amount and the university would reimburse the employee up to \$500 for the amount of the deductible incurred in excess of the first \$500. Maximum reimbursement to the employee would be \$500.

The same methodology would apply to family coverage where the deductible is two times the single deductible, e.g., maximum deductible for family is \$2,000. The university would reimburse up to \$500 for each deductible incurred in excess of \$500, again after the first \$500 has been incurred. Maximum reimbursement to the employee would be \$1,000, if the total of both deductibles was met.

The benefit would be applicable to in-patient and out-patient charges and have the effect of giving all employees a \$500 deductible, which is equivalent to other higher

education institutions' insurance offerings. Doctor visit co-pays would no longer be eligible for reimbursement. The plan would be administered using the explanation of benefits form from the university's health insurance provider and a spreadsheet for tracking payments. It is anticipated that 400 employees and/or family members would be the maximum number of covered lives that would take advantage of this benefit.

It is recommended that the approximately \$50,000 saved by this change be dedicated to the budget of the UCA Health Center. The Health Center had a little over 1,200 visits from employees last year at a fee of \$10 per visit. It has been agreed that with this funding from Human Resources the Health Center would maintain the \$10 charge per visit through the budget year 2008-09.

3. Long-Term Disability - The university provides long-term disability insurance for employees at no cost to the employees. The request for proposals for long-term disability insurance was issued in 2003 and Metropolitan Life was chosen to continue offering the product. The proposal submitted by MetLife guaranteed a rate for two years, 2004 and 2005. MetLife has been contacted about a renewal rate for 2006 and has responded with no increase in the rate for the next calendar year.

4. Dental - 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 was capped at 9% and maintained the current plan structure. At this time last year the Board approved renewal of the contract for 2005. Blue Cross and Blue Shield was contacted about a renewal rate for 2006 and responded with a capped increase of 9% for 2006, again, maintaining the current plan structure.

5. Cafeteria Plan (Flexible Spending Accounts) - The university's current Cafeteria Plan, a Internal Revenue Code Section 125 plan, allows employees to participate in a salary conversion arrangement. This Cafeteria Plan allows employees to use pre-tax dollars for qualified medical and/or dependent care expenses rather than use after-tax dollars.

Recently, the Internal Revenue Service issued Notice 2005-42, which allows employers to modify their cafeteria plans to extend the grace period. This authorization allows a 2½-month grace period beyond the end of the plan year. Qualified expenses incurred during the grace period will be eligible for reimbursement.

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

“BE IT RESOLVED: That the administration is authorized to establish a contract with United Healthcare for health insurance coverage for the period from January 1, 2006, through December 31, 2006; and

BE IT FURTHER RESOLVED: That the administration is authorized to cancel the GAP plan with American Fidelity for 2006 and self-administer a GAP plan in accordance with the terms detailed above for the period from January 1, 2006, through December 31, 2006; and

BE IT FURTHER RESOLVED: That the administration is authorized to renew the long-term disability insurance contract with Metropolitan Life Insurance Company for the period from January 1, 2006, through December 31, 2006; and

BE IT FURTHER RESOLVED: That the administration is authorized to renew the dental agreement with Blue Cross for the period from January 1, 2006, through December 31, 2006.

BE IT FURTHER RESOLVED: That the administration is authorized to amend the cafeteria plan to establish a 2½-month grace period for the current plan year and all subsequent plan years pursuant to IRS Notice 2005-42.”

Capital Project Approval - The recent and projected growth in UCA’s student body and faculty suggest that the university will soon face critical shortages in instructional space. These factors have led the university to develop a ten-year plan to provide additional instructional facilities and to renovate and update existing structures to meet the needs of students, faculty and staff.

The administration will begin this process through the allocation of the \$12 million in state funds provided by the College Saving Bonds for an educational building and through the issuance of up to \$16,000,000 in university bonds that allow us to construct a new business building. The construction of the new business building also will allow the administration to begin the planning process to renovate and update the current business building for other instructional uses upon the completion of the new business building.

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

“BE IT RESOLVED: That the Board of Trustees authorizes the administration to select bond counsel and an underwriter to assist the university with the issuance of bonds of up to \$16,000,000 for the construction of a new business facility; and

BE IT FURTHER RESOLVED: That the Board of Trustees authorizes the administration to seek approval from the Arkansas Department of Higher Education for the issuance of bonds not exceeding \$16,000,000 (30-year term) for the addition of a new business building; and

BE IT FURTHER RESOLVED: That the Board of Trustees authorizes the administration to seek the services of an architect to assist in plan development; and

BE IT FURTHER RESOLVED: That the Board of Trustees expresses its intent to reimburse certain funds and accounts for all expenditures related to the facility planning from the proceeds of the Bonds and desires that, with respect to any tax-exempt obligations, such reimbursement comply with Treasury Regulation Section 1.150-2 so that proceeds of the bonds or notes will be deemed spent when such reimbursement is made.”

EXECUTIVE SESSION

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

OPEN SESSION

Open session was declared by Chairman Stanton.

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

**PERSONNEL LIST
BOARD OF TRUSTEES MEETING
OCTOBER 7, 2005**

Employee Name	Department	Current Title	New Title	Effective Date	Action
Appointments					
Tracy Allman	Biology		Visiting Assistant Professor	8/16/2005	Appointment
Bobby Altom	Graduate, Management, Leadership Admin		Assistant Professor (non-tenure track)	8/16/2005	Appointment
Amy Amy	Writing and Speech		Assistant Professor(tenure track)	8/15/2005	Appointment
John Barlow	Health Sciences		Instructor	8/22/2005	Appointment
Clifford Beacham	Sociology		Instructor	8/16/2005	Appointment
Carol Benton	Music		Visiting Assistant Professor	8/15/2005	Appointment
Rebecca Bogoslavsky	Writing and Speech		Instructor	8/15/2005	Appointment
Patricia Bueter	Family and Consumer Sciences		Instructor	8/16/2005	Appointment
Elizabeth Bullington	Family and Consumer Sciences		Instructor	8/16/2005	Appointment
Tara Bullock	Nursing		Clinical Instructor I	8/15/2005	Appointment
Clarence Burg	Mathematics		Visiting Assistant Professor	8/15/2005	Appointment
Debra Burris	Physics and Astronomy		Assistant Professor (tenure track)	8/16/2005	Appointment
Francis Cleberg	Mathematics		Instructor	8/16/2005	Appointment
Sherry Clements	Writing and Speech		Instructor	8/15/2005	Appointment
Dwayne Coleman	English		Visiting Assistant Professor (Emergency Hire)	8/16/2005	Appointment
Brian Corbin	Admissions		Assistant Director of Admissions	8/15/2005	Appointment
Sherrye Craig	Occupational Therapy		Assistant Professor(non-tenure track)	8/16/2005	Appointment
Allen Crawford	Kinesiology and Physical Education		Instructor	8/15/2005	Appointment
Stefanie Crumbley	Music		Instructor	8/15/2005	Appointment
Jessica Dulac	Health Sciences		Instructor	8/16/2005	Appointment
Valdy Eichmann	World Languages, Literatures, and Cultures		Visiting Assistant Professor of French/ESL	8/16/2005	Appointment
Monda Fason	Writing and Speech		Instructor	8/15/2005	Appointment
Rita Fielder	University College		Instructor	8/16/2005	Appointment
Karen Fite	Family and Consumer Sciences		Instructor	8/16/2005	Appointment
Adam Frank	Honors College		Assistant Professor(tenure track)	8/15/2005	Appointment
Kathy French	Health Sciences		Instructor	8/16/2005	Appointment
Adriian Gardner	Writing and Speech		Instructor	8/15/2005	Appointment
Mark Garrison	Physical Therapy		Assistant Professor(tenure track)	8/16/2005	Appointment
Joshua Haase	Kinesiology and Physical Education		Clinical Instructor	8/15/2005	Appointment
Alison Hall	Sociology		Instructor	8/16/2005	Appointment
Ying Hutton	Physics and Astronomy		Visiting Assistant Professor	8/25/2005	Appointment
Siddaramaiah Indumanti	EFIRM		Visiting Assistant Professor	8/22/2005	Appointment
Jianfeng Jiang	Marketing and Management		Instructor (Emergency Hire)	8/16/2005	Appointment
Artelia Jones	Candidate Serv/Field Experience		Student Teacher Supervisor	8/16/2005	Appointment
Stacey Jones	Writing and Speech		Instructor (Emergency Hire)	8/16/2005	Appointment
Kerry Jordan	Nursing		Clinical Instructor I	8/15/2005	Appointment
Robert Keeton	Biology		Instructor	8/16/2005	Appointment
Danielle Kellogg	History		Assistant Professor(tenure track)	8/15/2005	Appointment
Jennifer Knight	Health Promotion and Wellness Services		Project Coordinator	10/1/2005	Appointment
Beverly Lucey	Writing and Speech		Instructor (Emergency Hire)	8/16/2005	Appointment
Mary Marotte	English		Assistant Professor(tenure track)	8/15/2005	Appointment
Lauren Maxwell	EFIRM		Instructor	8/16/2005	Appointment
Heather McCarty	Family and Consumer Sciences		Instructor	8/16/2005	Appointment
Mike McCullars	Writing and Speech		Instructor	9/1/2005	Appointment
Gary McCullough	Speech, Language and Pathology		Associate Professor(tenure track)	8/15/2005	Appointment
Danielle McGhee	International Programs		Project/Program Specialist	8/16/2005	Appointment
Kevin McNamara	Kinesiology and Physical Education		Clinical Instructor	8/15/2005	Appointment
Margaret Niehaus	History		Instructor (Emergency Hire)	8/16/2005	Appointment
Stuart Norton	EFIRM		Assistant Professor (Emergency Hire)	8/16/2005	Appointment
Brooks Pearson	Geography		Assistant Professor(tenure track)	8/15/2005	Appointment
Tami Phillips	Writing and Speech		Instructor	8/15/2005	Appointment
Wade Poe	Sociology		Instructor	8/16/2005	Appointment
Nina Roofe	Family and Consumer Sciences		Instructor	8/16/2005	Appointment
Jennifer Rospert	Art		Assistant Professor (tenure track)	8/16/2005	Appointment

**PERSONNEL LIST
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William Russell	Writing and Speech		Instructor (Emergency Hire)	8/16/2005	Appointment
Elizabeth Sale	Occupational Therapy		Clinical Instructor	8/15/2005	Appointment
Lea Anne Smith	Management Information Systems		Instructor	8/16/2005	Appointment
Tiffanie Snyder	Family and Consumer Sciences		Instructor	8/16/2005	Appointment
Kenith Sobel	Psychology and Counseling		Assistant Professor(tenure track)	8/16/2005	Appointment
Julia Spears	Writing and Speech		Instructor	8/15/2005	Appointment
Gregory Sullivan	History		Assistant Professor(tenure track)	8/15/2005	Appointment
Gizachew Tiruneh	Political Science		Assistant Professor(tenure track)	8/15/2005	Appointment
Austin Trembley	Athletics		Assistant Coach of Mens Basketball	7/1/2005	Appointment
Linda Van Blaricom	Psychology and Counseling		Instructor (Emergency Hire)	8/16/2005	Appointment
Danny Vance	Accounting		Instructor (non-tenure track)	8/16/2005	Appointment
Laurie Warren	Biology		Visiting Assistant Professor	8/1/2005	Appointment
Charles Watson	Mathematics		Associate Professor(tenure track)	8/15/2005	Appointment
Valerie Wayda	Kinesiology and Physical Education		Associate Professor(tenure track)	8/15/2005	Appointment
Susan Wilcox	Kinesiology and Physical Education		Clinical Instructor	8/15/2005	Appointment
Karen Zipfel	Art		Instructor	8/16/2005	Appointment
Adjustments					
Suzanne Booher	Psychology and Counseling	Clinical Instructor - Lecturer II	Clinical Instructor - Lecturer II	8/16/2005	Change Salary
Mellisa Bryan	Athletics	Marketing Director/Cheer Coord	Marketing Director/Cheer Coord	7/1/2005	Change Salary
Paul Crosmer	Building Maintenance	Dir of Engineering Services	Dir of Engineering Services	9/1/2005	Change Salary
Joe Darling	Institutional Advancement	Senior Vice President	Senior Vice President	9/1/2005	Change Salary
Velton Daves	Building Maintenance	Assistant Director of Physical Plant	Assistant Director of Physical Plant	9/1/2005	Change Salary
Doug Isanhart	Marketing and Management	Instructor - MIS	Instructor - Mktg/Mgmt	8/16/2005	Change Department
Chris Knight	Grounds Maintenance	Plant Maint. Supervisor (classified)	Proj/Prog Specialist (non-classified)	9/1/2005	Change Title/Salary
Cheryl Lyons	Student Financial Aid	Director of Financial Aid	Director of Financial Aid	8/1/2005	Change Salary
Tina Mankey	Occupational Therapy	Instructor	Assistant Professor (tenure track)	8/16/2005	Change Title
Richard Martin, Jr.	Men's/Women's Cross Country/Track	Head Coach	Head Coach	7/1/2005	Change Salary
Michael Scoles	Psychology and Counseling	Interim Chair/Assoc Professor	Associate Professor	8/16/2005	Change Title/Salary
Patricia Smith	Honors College	Project Coordinator	Project Coordinator	8/8/2005	
Peggy Smith	President's Office	Associate for Administration	Associate for Administration	9/1/2005	Change Salary
Terry Starnes	Grounds Maintenance	Assistant Director of Physical Plant	Assistant Director of Physical Plant	9/1/2005	Change Salary
Jayme Stone	Undergraduate Studies	Dir of Learning Communities/Instr.	Dir of Learning Communities/Instr.	7/1/2005	Change Salary
Dennis Strom	Grounds Maintenance	Skilled Trades Supv (classified)	Proj/Prog Specialist (non-classified)	9/1/2005	Change Title/Salary
Joanna Wallace	Public Appearances	Publicity Specialist (classified)	Box Office Manager (non-classified)	7/1/2005	Change Title/Salary
Gary Wekkin	Political Science	Professor	Professor	8/16/2005	Change Salary
Adjustments of Grants					
Charlotte Cone	Title III	Activity Director/Advanced Specialist	Activity Director/Advanced Specialist	7/1/2005	Change Salary
Maria Hill	Title III	Curriculum Assessment Specialist	Curriculum Assessment Specialist	7/1/2005	Change Salary
Resignations/Terminations/Non Re-Appointments					
Patricia Burbridge	College of Natural Science and Math	Administrative Assistant I		8/19/2005	Resignation
Linda Narisi	Kinesiology and Physical Education	Instructor		5/13/2005	Non Re-Appointment
Daniel Taravella	History	Visiting Asst. Professor		5/15/2005	Resignation
Bobby Tucker	Grounds Maintenance	Assistant Director of Physical Plant		8/18/2005	Resignation
Retirements					
Mary Graham	Housing	Custodial Worker II		8/31/2005	Retirement
Kathleen Bondy	Nursing	Professor		7/27/2005	Retirement
Jo Ann Royster	Mathematics	Lecturer		7/8/2005	Retirement

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

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Dr. Michael Stanton, Chair

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Mrs. Kay Hinkle, Secretary

Address to UCA Board of Trustees, October 7, 2005, by Charles J. Seifert, President of the Faculty Senate.

Dr. Stanton, UCA Trustees, President Hardin, administrators, faculty, staff, and students, I am honored to be here addressing you as the voice of the faculty senate, I dare say as the voice of the faculty.

Faculty members, like many members of the board of trustees, are interested in the bottom line. That bottom line of interest to a faculty member is probably a little different than that of a businessman or that which holds the interest of board members.

The equivalent of a quarterly report might be a semester grade report. The faculty member might measure his own success by the number of A's and B's he or she was able to assign this semester.

The equivalent of an annual report might be the annual performance summary that a faculty member writes and submits before sitting down, one-on-one with the chair for their annual performance review.

Other measures of success or progress might be surely are tied to the tenure and promotion process.

All of these notions suggest that if a faculty member produces a product then the profit from the sale of that product is very difficult to measure.

But measure it we do. We measure graduation rates, retention rates, performance on licensure exams and ability to find employment upon graduation. We count numbers of publications, numbers of students, numbers of man years spent on committees and other service to the professional community. So, do all of these things roll into one bottom line for the faculty member, I don't think so. One friend of mine, who is a former president of the faculty senate, describes a faculty relationship with the university (from the faculty perspective) is like one of a private contractor. Each faculty member might view himself or herself as having an agreement with the University to bring his/her talents to bear while spending time with students who have their own agreement with the university. So what is the bottom line?

If this model works then the faculty member might be analogous to a small business. To the faculty member the bottom line is being able to provide for one's family, to feed and clothe the little ones and to educate them to the best of their abilities or desires. So the faculty member considers the year, the decade or the career a success if it is financially successful for him or her.

If personal financial success is the bottom line for faculty members, how are we doing on this campus? To answer that we might look at retirees--it appears that they have achieved some modicum of financial success. Faculty members tend to completely analyze such questions. They will compare our compensation packages with those in the SREB, peer institutions in contiguous states, and even the Southland Conference.

Currently, it is evident to me that faculty members on the UCA campus are fairly comfortable and fairly content. Why? Because it appears to most faculty that President Hardin and

Provost Esteban have been working toward the financial success of the university and that leads to the financial success of the faculty members. President Hardin and Provost Esteban have made recent commitments to the Physical Plant and Infrastructure, commitments to the faculty working conditions in terms of workloads, and commitments to faculty compensation. A significant percentage of faculty are convinced that these commitments will be met—the track record of this administration is quite good. Yet, still another smaller yet significant percentage are a little more cynical or skeptical in that they are saying ...”well, they are talking a good game but let us watch and see if they can deliver.”

Why is the personal financial success important to the University as well as the faculty member?? Because the faculty member can focus on the bottom lines listed in the opening of this address when they are not worried about being able to provide for their family.

I think last year the faculty senate did a good job of helping to revise the handbook which is a stable but living, dynamic document that will continue to be a model cited by the AAUP. This year the faculty senate will certainly entertain some notions that might improve small changes in the Faculty Handbook and under the leadership of Provost Esteban, assisting in the task of communicating and institutionalizing the equity and merit pay considerations each year.

Recently, many senators have observed President Hardin and Provost Esteban are interested in listening to the faculty senate. They challenge the faculty senate to play a role in shared governance; they recognize our right to have some influence on the policies and procedures at UCA. As Mr. Michael Betkoki taught me in Civics (a few years back), with every right there is a corresponding responsibility. As I reflect on this responsibility sometimes it is daunting—we have the enormous responsibility to get it right. That is my goal, to get it right. One of the objectives that will help us to get it right is communication. I want all faculty to know what is being discussed by the faculty senate. I want the Student Government Association and the Staff Senate to be aware of the issues before the faculty senate also I want these other associations to feel they can confer with the faculty senate as they are conducting their business.

In summary, I welcome the responsibility the Senate has, the responsibility to make this campus a better institution for faculty, staff and students and I also welcome the communication from anyone in this room, anyone on campus, who can assist us in getting it right.

TOP TEN SGA GOALS 2005-2006

1. Improve Athletic Image: As we move into Division I we want to boost the image of athletics on this campus. In order to achieve this SGA has identified three main objectives: 1) Create a University wide logo that is not only associated to athletics. The new logo will be used in all campus publications and will serve as a unifying theme for the campus. 2) Get a new statute of a Bear. 3) Partner up with an outside organization to adopt a bear and name it the official UCA bear.

2. Constituent Services: SGA wants to become more active in dealing with student problems. We want to have open forums throughout the year to listen to student grievances and complaints.

3. Meal Plans / Food Services: SGA wants to work with Aramark to extend the hours of service to better provide the student needs. We would also like to establish more flexible meal plans that accommodate more students.

4. Greek Row: SGA believes that Greek Row is long overdue at this University. We will begin the process of preparing for Greek Row and working out all the details. We understand that this is a long term project and our goal will; be to serve as advocates and establish the basis for its development.

5. Disability Services: With a growing population we believe that UCA should become a more disabled friendly school. Even though we are mostly in compliance with ADA regulations, SGA believes the University is still lacking in certain areas.

6. Campus Beautification: With a growing student population and campus we want to work on keeping our image as “the most beautiful campus in the south.” We want to see more benches and tables around campus. We would like to see sidewalks were dirt trails are located. Making the Technology Plaza waterproof is another key issue.

7. Attendance Policy: Academics is the most important aspect of UCA. As students it gets confusing when different professors extremely different attendance policy. We want to have a somewhat uniform policy on attendance.

8. 24-Hour Study Place: With a growing student population the need for a 24-Hour study place on campus where students can get away from everything and focus on their classes.

9. Synchronized Time: There is a need for uniformity on campus. A synchronized time is essential for everyone in the University to be on the same page.

10. Descriptive Diploma: When students graduate they are proud of their diploma. The current Diploma does not specify one’s specific major. We would like to make the diploma more descriptive so people can feel more proud for what they have worked.

OCTOBER 7, 2005 BOARD OF TRUSTEE MEETING REMARKS

To the Board of Trustees, President Hardin, Vice Presidents and guests, I am Kevin Hamilton, President of Staff Senate and on behalf of the Senate and staff, I wish to express my sincere appreciation for the opportunity to address you.

At the beginning of the academic year, the Staff Senate had a frank discussion about our mission and goals for the upcoming academic year. Because UCA is considered such a tight knit community academically and socially, the Senate wanted to ensure the idea of community resonated throughout staff. This year, our theme is “Staff Senate: Creating Community Together”.

Creating community together means doing more than meeting twice a month or sponsoring a couple of programs. Creating community together means engendering an environment that fosters good working relationships, care, support, responsibility, and ensuring the well-being and benefits of all are represented. We have a diversely unique and loyal group of staff and it is essential that we support each other in the day-to-day mission of UCA’s goal to produce productive and educated students for our society.

As advocates for UCA’s staff we endeavor to create community by answering the call to aid victims of Hurricane Katrina. Through Senate’s donations and by encouraging staff to donate, we aided the evacuees of our community by donating over \$800 to the American Red Cross and United Way. We create community by continuing to raise money for our scholarships like the Lily Harmon Book Scholarship fund, named after our beloved colleague from UCA’s Information Technology department. Such scholarships benefit our staff and dependents of staff who attend UCA. We will create community by scheduling meet and greet sessions each month this academic year to give an opportunity for staff to come to senators to express their joys and concerns so that we may represent them to UCA’s administration. We will create community by working with International Programs to sponsor our annual Holiday Feast for staff this December. Our holiday feast, will celebrate Holidays Around the World by showcasing to staff the rich and cultural talents of our international student population. These are only a few goals that Staff Senate will embrace this academic year in hopes of creating community.

None of this would be possible without the commitment of our staff, Vice Presidents, President Hardin and the Board of Trustees. For this, we say thank you for helping us create a working community here at the “Center of Learning”.