

The Board of Trustees of the University of Central Arkansas convened in regular meeting Friday, August 11, 1995 at 3:00 p.m. in the Fireplace Room with the following officers and members present, to-wit:

Chairman:	Mr. Joe White
Vice Chairman:	Mr. Madison P. Aydelott III
Secretary:	Mr. Rush Harding III Dr. Harold Chakales Mrs. Elaine Goode Mr. Dalda Womack

and with the following absent, to-wit: Mr. Jerry L. Malone

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

Minutes of the May 12, 1995 Board meeting were approved as circulated upon motion by Mr. Harding with a second by Mrs. Goode.

Minutes of the June 16, 1995 Teleconference Board Meeting and Confirmation of Action Taken - UCA Board Policy states that "the responsibilities of the Board of Trustees shall be: ...10. To make binding any business transacted by conference telephone calls when a majority of the Board is thereby contacted. Such business to be brought before the Board at its next meeting and said action confirmed by motion duly made and seconded."

Therefore, the following resolution was adopted upon motion by Mrs. Goode with a second by Mr. Harding.

"BE IT RESOLVED: THAT THE BOARD OF TRUSTEES CONFIRMS THE ACTIONS TAKEN BY IT DURING THE JUNE 16, 1995 TELECONFERENCE BOARD MEETING AS REFLECTED IN THE MINUTES WHICH ARE HEREBY APPROVED."

NEW BUSINESS

Approval of Associate of Arts Degree in General Studies - The Associate of Arts Degree in General Studies is a 63-semester-hour program designed to serve as an option for students whose needs cannot be met by other programs. The university hopes to offer all requirements for the associate degree through the "UCA at Night" program. The degree is a planned program of collegiate level work and has a general education core of 48 hours, with both verbal and quantitative components. The course of study consists entirely of existing courses and, except as enrollment trends may dictate, will require no additional resources. Individual courses may fulfill requirements toward a baccalaureate degree, direct employment, or educational enrichment.

UCA currently offers several associate of arts degree programs. However, the AA in General Studies proposal provides for a broader general education program that meets the 35-hour state minimum core requirements and all general education requirements. It also allows considerable latitude in selecting elective courses to meet individual student objectives.

In response to a question from Mr. White, Dr. Bill Berry, Vice President for Academic Affairs, stated that 18 evening classes which apply toward this degree are scheduled in the fall semester. He further stated that it is possible for a student to work toward this degree full-time during the evening hours by taking a 12-hour course load. Dr. Berry explained that UCA plans to offer over time all courses necessary to complete the general studies degree during the evening hours.

In response to a second question from Mr. White, Dr. Berry explained that this program will require no additional facilities or faculty.

Mrs. Goode expressed her appreciation to the administration for responding to requests for an evening curriculum. She stated that several community residents have expressed appreciation to her.

The following resolution was adopted upon motion by Mr. Harding with a second by Mrs. Goode:

"BE IT RESOLVED: THAT THE BOARD OF TRUSTEES FINDS THAT THERE IS AN INCREASING DEMAND FOR ASSOCIATE DEGREES IN GENERAL STUDIES, THAT THE ASSOCIATE DEGREE IN GENERAL STUDIES WILL ALLOW RESIDENTS OF CONWAY AND SURROUNDING AREAS THE OPPORTUNITY TO COMPLETE THE

DEGREE WITHOUT HAVING TO COMMUTE TO ANOTHER COMMUNITY; AND THAT THE ASSOCIATE DEGREE IN GENERAL STUDIES WILL MEET THE NEEDS OF STUDENTS WHO MUST INTERRUPT THEIR EDUCATION OR WHO ARE UNABLE TO COMPLETE A FOUR-YEAR PROGRAM.

THE BOARD OF TRUSTEES FINDS THAT THE COURSES, FACULTY, LIBRARY HOLDINGS, FACILITIES AND EQUIPMENT NECESSARY FOR THE PROGRAM ARE ALREADY IN PLACE AT THE UNIVERSITY; AND THAT NO NEW RESOURCES WILL BE NEEDED TO BEGIN OFFERING THE PROGRAM.

NOW, THEREFORE, THE UNIVERSITY OF CENTRAL ARKANSAS BOARD OF TRUSTEES APPROVES THE COURSE OF STUDY PRESENTED BY THE ADMINISTRATION AND ATTACHED HERETO RESULTING IN AN ASSOCIATE DEGREE IN GENERAL STUDIES AND AUTHORIZES THE GRANTING OF THE ASSOCIATE DEGREE TO STUDENTS SUCCESSFULLY COMPLETING THE COURSE OF STUDY. THE BOARD FURTHER AUTHORIZES THE ADMINISTRATION TO CORRECT CLERICAL ERRORS AS MAY BE NECESSARY IN THE PROPOSED COURSE OF STUDY.”

**A PROPOSAL FOR THE
ASSOCIATE OF ARTS DEGREE IN GENERAL STUDIES**

I. PROGRAM SUMMARY

The Associate of Arts Degree in General Studies is a 63-semester-hour program designed to serve as an option for students whose needs cannot be met by other programs. The degree is a planned program of collegiate level work, and has a general education core of 48 hours, with both verbal and quantitative components. The course of study is developed cooperatively by the student and the university. Individual courses may fulfill requirements toward a baccalaureate degree, direct employment, or educational enrichment.

The University of Central Arkansas currently offers Associate of Arts or Associate of Applied Science degrees in Administrative Services, Vocational-Industrial Education, Industrial Technology, Day Care Management, and Physical Therapist Assisting. These associate degree programs all include a component of general education as well as specialized courses appropriate to these disciplines. This A.A. in General Studies proposal provides for a broader general education program that meets the 35 hour state minimum core requirements and all University of Central Arkansas general education requirements, and also allows considerable latitude in selecting elective courses to meet individual student objectives.

The courses, faculty, library holdings, facilities and equipment necessary for the program are all currently in place at the University. There are no additional costs.

DEGREE REQUIREMENTS

General education requirements for baccalaureate degrees	45 hours
Oral Communication (SPTA 1310 Basic Speech)	3 hours
Electives	15 hours
Totaling	63 hours*

*At least 20 hours must be completed above the 1000 level. At least 24 of the last 30 hours must be earned in residence at the University.

II. PROGRAM WITHIN ROLE AND SCOPE OF THE INSTITUTION

The proposed Associate of Arts Degree in General Studies is within the role and scope of the University of Central Arkansas. The role and scope statements in the most recent *Arkansas Higher Education Plan* include that the University of Central Arkansas offers associate degree programs.

III. AVAILABILITY OF STUDENTS

This degree is designed primarily to serve new students, especially non-traditional students, for whom completion of a baccalaureate degree may not be desirable or feasible at this time. It will provide residents of Conway and surrounding areas the opportunity to complete an Associate of Arts Degree in General Studies without having to commute to another community. In addition, virtually all students currently enrolled at the University could complete the proposed program while pursuing a baccalaureate degree. Some may choose to earn an AA degree in conjunction with a baccalaureate. Others, who must interrupt their education or find they are unable to complete a four-year degree, may find this program especially attractive. Because the proposed program fits within the context of existing baccalaureate degree programs, a high-quality program can be sustained regardless of enrollment.

IV. NEED FOR THE PROGRAM

The number of students seeking and earning associate degrees has increased steadily in recent years. According to the *Chronicle of Higher Education*, during 1992-93 (the latest academic year for which data are published) over 514,000 associate degrees were awarded nationally. Of all associate degree programs, those in Liberal or General Studies are the most in demand: 158,040 A.A. degrees in Liberal/General Studies were awarded in 1992-93, representing 30% of all associate degrees and the largest single category of such degrees. The number of A.A. degrees in Liberal/General Studies increased 36% between 1987-88 and 1992-93. The growth in student interest and number of degrees awarded is expected to continue for the foreseeable future.

V. PROGRAM DUPLICATION

Similar programs exist at several community colleges and some four-year institutions both within Arkansas and adjoining states. Locating the proposed program at the University of Central Arkansas will provide residents of Conway and surrounding

areas with convenient access to an Associate of Arts Degree in General Studies program. There is no need to establish cooperative arrangements with other institutions, since the proposed program fits within the context of existing programs of the University.

VI. ADMINISTRATION OF THE PROGRAM

- A. The program will be administered through Undergraduate Studies in cooperation with the College of Arts and Letters and the College of Natural Sciences and Mathematics. The Dean of Undergraduate Studies reports to the Vice President for Academic Affairs, sits at the Council of Deans, and is responsible for Academic Advising, the Center for Academic Success, Residential Instruction Program, and Transitional Studies.
- B. Organizational chart of instructional administration

[See attached.]

- C. Initially, no additional personnel, facilities or equipment will be needed to administer the program. If, as a consequence of the proposed program, substantial numbers of new students enroll at the University, additional advisors may be needed.

VII. FACULTY RESOURCES

Since this program fits within the context of existing baccalaureate programs, the qualifications of all faculty currently teaching general education courses that might include students of the proposed program meet or exceed credential requirements, and no additional faculty are required.

VIII. CURRICULUM

- A. Sample program

First Semester

ENGL 1310	Communication I	3 hours
HIST 1310	World History I	3 hours
MATH 1360	College Algebra	3 hours

PHIL 2325	Contemporary Moral Problems	3 hours
Physical education activity		1 hour
Electives		3 hours

Second Semester

BIOL 1400	Biology for General Education	4 hours
ECON 2320	Principles of Economics I	3 hours
ENGL 1320	Communication II	3 hours
HIST 1320	Word History II	3 hours
Electives		3 hours

Third Semester

ENGL 2305	World Literature I	3 hours
HED 2200	Personal Health	2 hours
PHYS 1400	Physical Science	4 hours
SPTA 1310	Basic Speech	3 hours
Physical education activity		1 hour
Electives		3 hours

Fourth Semester

ART 3300	Art Appreciation	3 hours
HIST 2301	American Nation I	3 hours
PSCI 2300	International Relations	3 hours
Electives		6 hours

The courses required by this program satisfy the state minimum core for transfer to four-year institutions. All courses and potential electives are offered regularly. No new courses need to be added.

IX. LIBRARY RESOURCES

Torreynson Library has a primary goal of providing resources and services required by students and faculty. The library has two floors of texts and journals with special collections located in separate sections of the building. All reference volumes are grouped in one section of the library. The library includes an Archives and Special Collections Room, a microform reading room, current periodicals room, typing room,

research carrels, exhibit areas, and government document area. The library is located near the center of the campus and contains a collection of over a million items. These include books, bound periodicals, periodical subscriptions, and items on microform.

Torreyson Library was the first completely automated library in the state of Arkansas. Computer searches are available to students at no cost. The physical space is well arranged, generous and comfortable. Resources available in the library are currently appropriate to support the proposed program.

X. PHYSICAL FACILITIES

Since the proposed program fits within the context of existing baccalaureate degree programs, current facilities are sufficient.

XI. EQUIPMENT

Since the proposed program fits within the context of existing baccalaureate degree programs, current equipment holdings are sufficient.

XII. ACADEMIC FOUNDATION FOR PROPOSED PROGRAM

The proposed program fits within the context of existing baccalaureate degree programs. The Associate of Arts Degree in General Studies provides another avenue to four-year degrees at this University and other four-year institutions.

XIII. PROGRAM ENROLLMENT REQUIREMENTS

The proposed program will have the same enrollment requirements as those for general undergraduate admission to the University of Central Arkansas.

XIV. RESEARCH ARRANGEMENTS FOR GRADUATE FACULTY MEMBERS

Not applicable.

XV. FUNDS FOR DOCTORAL FELLOWSHIPS AND ASSISTANTSHIPS

Not applicable.

XVI. APPROVAL BY THE PRESIDENT AND BOARD OF TRUSTEES

The proposed Associate of Arts Degree in General Studies was approved by the Board of Trustees of the University of Central Arkansas on _____. The proposal had been approved by the curriculum committees of the College of Arts and Letters and the College of Natural Sciences and Mathematics. Approvals by the University Undergraduate Council, the Council of Deans, the Vice President for Academic Affairs, and the President were received before submission to the Board of Trustees.

XVII. ACCREDITATION

The University of Central Arkansas is fully accredited by the North Central Association. The most recent visit was April 9-11, 1990. The next visit is expected during the 1999-2000 academic year.

XVIII. DESEGREGATION IMPACT

- A. Since all four-year students at the University are eligible for the program, the data that best represent potential students come from the 1994 freshman class. Of the 1512 students, there were 580 males and 932 females. The Civil Rights classifications included 206 African American, 9 Native American, 26 Asian, 15 Hispanic, 1270 Caucasian not of Hispanic origin, and 86 non-resident aliens.
- B. Virtually all faculty at the University might teach in the program. Of the 381 total faculty during fall 1994, 14 were African-American, 2 Hispanic, 5 Asian, and 360 Caucasian not of Hispanic origin; 219 were male and 162 female.
- C. No increase in faculty or staff is anticipated during the first two years of the program.
- D. The University has on-going programs designed to attract and recruit minority students. The proposed degree program provides an additional option for initial entry to the University that may be especially attractive to students who have limited economic resources.

XIX. PROGRAM COST AND FINANCING

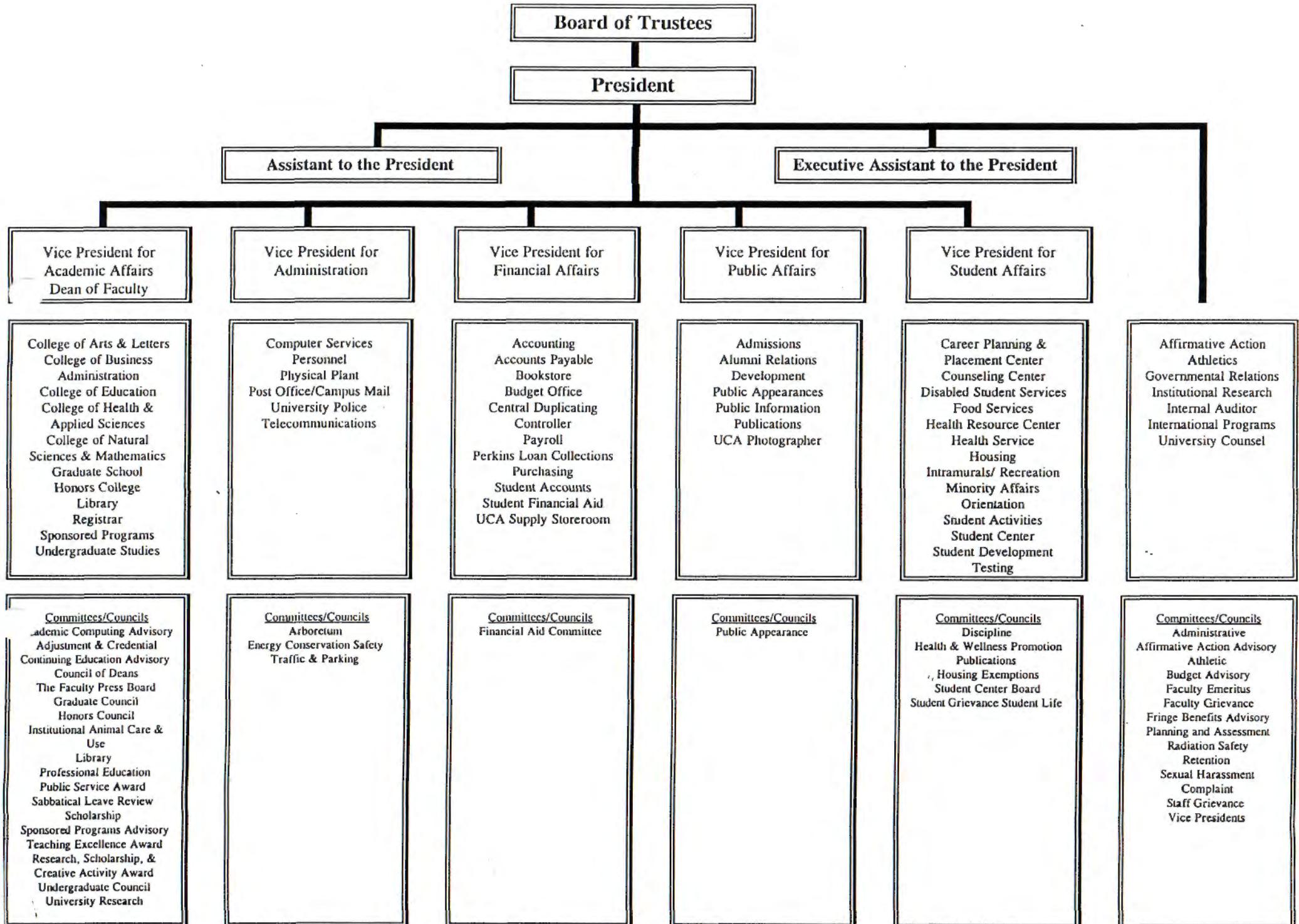
Since the proposed program fits within the context of existing baccalaureate degree programs, additional costs will arise only as a consequence of increased enrollments. Such costs will be offset by the increased revenues generated by the tuition received from those additional students.

XX. PRODUCTIVITY

- A. The number of associate degrees granted during the past five years, beginning with 1993-94, were: 36, 30, 34, 18, and 20. In-field employment rates are virtually 100% for all AAS degrees programs.
- B. The approximate number of majors in associate degree programs each of the past five years, beginning with 1994-95, were: 89, 86, 72, 69, and 54.
- C. The approximate number of SSCH generated for the past three years:

	1994-93	1993-94	1992-93
Administrative Services	420	360	450
Day Care Management	300	60	120
Physical Therapy Assist.	1860	2100	1530
Industrial Education	90	60	60

- D. None of the above programs was approved during the past three years; however, the Associate in Administrative Services has been renamed to the Associate of Arts in Business Information Systems, the Associate in Day Care Management renamed to Associate in Child Care Management, and an Associate in Marketing Education program (not listed above) has been deleted.
- E. Recently, demand for the Associate program in Child Care Management has increased significantly; we anticipate five graduates during 1995-96. The Associate in Industrial Education is necessary to provide an AAS degree for instructors currently teaching technical courses at two-year institutions. There are currently twelve students in the program.



In-state General Registration Fees for UCA MSN Students from LeFlore and Sequoyah Counties at University Center-Westark and Approval of the Agreement Between UCA and the University Center at Westark Community College - The University of Central Arkansas currently offers the Master's of Science in Nursing degree program in Fort Smith. Beginning with the fall 1995 semester, the program will be affiliated with the University Center at Westark. Other universities affiliated with the University Center include Arkansas Technological University, Arkansas State University, and University of Arkansas at Little Rock. Each of these institutions follows Westark's practice of charging in-state tuition to students from two contiguous Oklahoma counties, LeFlore and Sequoyah who qualify as Arkansas taxpayers pursuant to Section 34 of Act 1185 of 1995. Charging qualified nursing students from these Oklahoma counties UCA's in-state general registration fee would allow UCA to remain competitive with the other programs in the University Center at Westark.

This policy is in concert with House Concurrent Resolution #32 of 1965. Additionally, Act 1185 of the 1995 General Assembly, Section 34, provides that Arkansas colleges and universities will not be penalized for collecting in-state tuition rates from certain out-of-state students who work in Arkansas and who pay Arkansas income taxes on wages and salaries in excess of \$5,500, or who are dependents of a person who pays Arkansas income taxes on wages and salaries in excess of \$5,500.

The following resolution was adopted upon motion by Mr. Womack with a second by Mr. Harding:

"BE IT RESOLVED THAT THE UNIVERSITY OF CENTRAL ARKANSAS BOARD OF TRUSTEES APPROVES THE ATTACHED PARTNERSHIP AGREEMENT BETWEEN THE UNIVERSITY OF CENTRAL ARKANSAS AND WESTARK COMMUNITY COLLEGE.

BE IT FURTHER RESOLVED THAT THE UNIVERSITY OF CENTRAL ARKANSAS BOARD OF TRUSTEES AUTHORIZES THE CHARGE OF IN-STATE GENERAL REGISTRATION FEES TO STUDENTS ENROLLED IN THE UCA MASTER'S OF SCIENCE IN NURSING PROGRAM OFFERED AT THE UNIVERSITY CENTER-WESTARK WHO ARE RESIDENTS OF LEFLORE AND SEQUOYAH COUNTIES OF OKLAHOMA AND WHO QUALIFY AS ARKANSAS TAXPAYERS, PURSUANT TO SECTION 34 OF ACT 1185 OF THE 1995 GENERAL ASSEMBLY."

PARTNERSHIP AGREEMENT
THE UNIVERSITY CENTER AT WESTARK COMMUNITY COLLEGE
and
THE UNIVERSITY OF CENTRAL ARKANSAS
July 12, 1995

Article I

Westark Community College and the University of Central Arkansas agree to form a partnership to provide the graduate courses needed to complete a Master of Science in Nursing (MSN) degree on the campus of Westark Community College. The specifics of this unique relationship are outlined in the conditions described below.

Article II
Agreement on Principles

It is agreed that students satisfactorily completing all graduate course work offered by the University of Central Arkansas through the University Center at Westark Community College and meeting all program requirements will earn a Master of Science in Nursing degree from the University of Central Arkansas.

It is agreed that courses which are offered through the University Center as a part of this program will be used to satisfy the University of Central Arkansas' residency requirements. Students will be eligible for admission into the program described herein with graduate status providing they meet the requirements of admission to the University of Central Arkansas Graduate School and to the University of Central Arkansas Department of Nursing.

It is agreed that both institutions will work together to ensure continuing accreditation of this program by the North Central Association and by the National League for Nursing.

It is understood that the quality of the program offered through the University Center will equal that of the program offered on the University of Central Arkansas' campus.

Both institutions agree to provide comprehensive services to students with a goal of excellence in each and every area. Prospective degree students will be provided with a clear and concise understanding of the academic preparation necessary for enrollment in the program described herein.

The graduate nursing program will continue indefinitely. An annual review of the program will be conducted in May. Either institution may choose to terminate the agreement with a minimum notice, in writing, of one year beyond the current academic year to the partner institution and the students.

Article III Agreements on Program

The University of Central Arkansas agrees to offer the degree program in a part-time, but timely manner so that a student can complete the degree requirement of the attached curriculum within three (3) years. (See attached Sequence of Courses.)

Not all graduate courses will be offered each academic year. It is agreed that not all specialties within the University of Central Arkansas graduate nursing program will be offered through the University Center, unless there are sufficient resources to support these courses.

It is recognized that students may be required to travel to the University of Central Arkansas for portions of some laboratory intensive courses, if resources are not available in the Fort Smith community.

University Center graduate nursing students may enroll in courses offered on the University of Central Arkansas campus following the same procedures as resident students.

Courses in the program will be taught primarily via compressed video/telecommunication as funding permits. The instructor for each course will teach at least one class session, during a given term, originating from the Fort Smith site. The Fort Smith Area Health Education Center will be the receiving site for the graduate nursing courses. The University of Central Arkansas is responsible for all arrangements with the Fort Smith AHEC for related activities and costs. In the future, if agreed upon by both University of Central Arkansas and Westark Community College officials, telecommunication courses may be received at Westark, at which time the two parties will negotiate related charges.

The University of Central Arkansas has complete authority over policies and decisions related to students, personnel, and curricula.

The University of Central Arkansas is responsible for the selection, appointment, and evaluation of the program's faculty and employees.

Westark faculty may be employed by the University of Central Arkansas on a part-time basis. The University of Central Arkansas agrees to consult with the Westark Vice President of Instruction and the division chair before contacting an instructor to ensure that employment will not conflict with the instructor's responsibilities at Westark.

The graduate nursing program offered through the University Center will be housed in Westark Community College facilities, with the proper identity indicated for the University of Central Arkansas. A part-time or full-time Institutional Representative, who holds no less than a master's degree, will be assigned to the University Center by the University of Central Arkansas to represent the university and to provide advising services. The Institutional Representative will maintain regularly scheduled office hours and will work closely with the University Center personnel in coordinating the program. The Westark Vice President for Instruction will be invited to provide a reference on the Institutional Representative prior to the appointment of this individual.

Academic advising/counseling services between the partner institutions will be closely coordinated and reviewed on a regular basis.

Program needs for laboratory-intensive courses requiring use of Westark's facilities will be coordinated by the University Center.

Westark Community College agrees to provide e-mail account(s) and access to Internet for the Institutional Representative and faculty. Westark Community College will assess the University of Central Arkansas the charges it assesses its programs for this service.

Westark Community College agrees to provide, at its cost, office space and furniture for employees as program needs dictate.

A University Center Program Council, composed of representatives from both institutions, will be formed to serve in an advisory capacity to the University Center. The Council will meet as needed to review operations, plan schedules, identify and solve problems, and anticipate future needs.

A joint program evaluation will be conducted by the partner institutions and submitted to both presidents in June of each year.

The University of Central Arkansas agrees to help collect and provide requested data for a semi-annual state report concerning all aspects of the University Center program.

Article IV Agreements on Program Operations

It is understood that the University of Central Arkansas will not duplicate Westark Community College lower-division offerings in the University Center.

Support services will be provided by Westark Community College as described below. Evaluation of these services will be conducted periodically by both institutions.

- A. Westark Community College will provide all registration and fee payment services. Only those students who have been officially admitted to the University of Central Arkansas, Department of Nursing and Graduate School may enroll for courses offered by the University of Central Arkansas.
- B. Initial class rolls and enrollment restrictions will be processed through the Office of Admissions and Records at Westark Community College. Mid-term and final grades will be processed by the University of Central Arkansas.
- C. Hard copies of student registration forms will be forwarded to the Registrar's Office at the University of Central Arkansas.
- D. Official transcripts for students enrolled in the nursing courses will be issued by the University of Central Arkansas.
- E. All student drops and adds will be processed through Westark, with hard copies forwarded to the Registrar's Office at the University of Central Arkansas. Refunds will be given by Westark. The University of Central Arkansas policies regarding student's eligibility to drop and add courses will be followed.
- F. The Financial Aid Office at Westark Community College will serve as the contact point for students requiring assistance with financial aid matters. Overall administration of the financial aid program will be the responsibility of the Financial Aid Office at the University of Central Arkansas.
- G. All books and course supplies will be sold by the Westark campus shop.
- H. Mail and duplication accounts will be established for the University of Central Arkansas.

- I. The University of Central Arkansas agrees to purchase personal computers, printers, and other needed equipment for full-time employees with allocated University Center funds. The transfer of equipment to University Center inventories may be done by the University of Central Arkansas to facilitate maintenance and repair.

It is agreed that University Center students will be issued student identification cards by Westark identifying them as University Center students and granting them all privileges as Westark students including library services, student activities, etc.

It is agreed that the University Center graduate nursing students will be granted University of Central Arkansas privileges of university library services, computer facilities, and nursing learning resource center.

It is agreed that the academic calendar followed by the University of Central Arkansas will be used for the telecommunication nursing courses offered at the Fort Smith Area Health Education Center. If a course is offered on-site and not through telecommunication, it will follow the Westark academic calendar.

It is agreed that all program information, communication, and public relations activities will be coordinated between the partner institutions and processed by the Public Information and Publications Offices at Westark Community College. The University of Central Arkansas agrees to provide Westark with class schedules for publication at requested times.

Article V Agreement on Financial Affairs

The University of Central Arkansas and Westark Community College agree to have Westark collect all student registration fees and reimburse the University of Central Arkansas for agreed upon tuition rates based upon 11th day enrollment reports.

The 1995-1996 fees for University Center students enrolled in course work offered by the University of Central Arkansas and leading to the graduate nursing degree will consist of:

- a) UCA general registration fee of \$91 per credit hour for in-state students or \$197 for out-of-state students;
- b) UCA library fee of \$2 per credit hour;
- c) UCA equipment fee of \$2 per credit hour;
- d) UCA student center fee of \$4 per credit hour;

- e) UCA health science fee of \$50 for 7 or more credit hours or \$25 for 6 credit hours or less;
- f) UCA student activity fee of \$15 for 8 or more credit hours or \$7.50 for 7 credit hours or less; and
- g) University Center student activity and library fee of \$5 per credit hour.

It is agreed that the University of Central Arkansas will be reimbursed UCA fees and that Westark Community College will receive University Center fees.

Contingent upon action of the University of Central Arkansas Board of Trustees and as allowed by House Concurrent Resolution #32 of 1965 and Act 1185 of the 1995 Arkansas General Assembly, Section 34, qualified students from LeFlore and Sequoyah counties in Oklahoma are eligible to pay UCA in-state general registration fees. Westark Community College will obtain necessary documentation from students of these two counties and from the Department of Finance and Administration to meet the intent of Act 1185. Both parties will take action to carry out the intent of Act 1185.

Fees will be evaluated each year and will be revised to incorporate changes approved by either institution's Board of Trustees, as well as any changes agreed upon by both institutions.

It is agreed that the University of Central Arkansas will receive funds each year, as provided by the General Assembly to Westark Community College for support of the University Center. The amount of funding each year will be determined by the financial and academic officials of each institution.

Article VI General Agreements

It is understood that the quality of Westark buildings used by the University Center and the campus environment will be properly maintained.

Westark building use guidelines will be made available to the University of Central Arkansas and will be followed by all individuals on the Westark campus. This will include parking and security arrangements as well as emergency procedures including school closing policies. The University of Central Arkansas will comply with applicable Westark Board adopted policies and procedures related to physical facilities and to student and faculty conduct.

Official Signatures

We agree to the above statements and indicate by our signatures our commitment to a University Center program of excellence and service to students in the Westark Community College service area.

Dr. Winfred Thompson, President
University of Central Arkansas

Date

Dr. Joel R. Stubblefield, President
Westark Community College

Date

Approval of Bond Issue for Academic/Administrative/Athletic/Health, Physical Education and Recreation Facilities -

Academic and Administrative Facilities

AMR Architects from Little Rock have been employed to determine future space needs for academic areas such as History, Math, Computer Sciences, Speech, and Sociology and for administrative offices. Once space needs have been determined for the academic departments and administrative components, the architects will determine the most appropriate architectural solutions to providing this space. This work is being performed in conjunction with the planned refurbishing of Main Hall which will be funded by \$1.3 million from the college savings bond program. Other facilities which may require renovations and additions to accommodate these departments include, but are not limited to, Harrin Hall, Wingo Hall and East Commons. The debt service for these facilities would be secured by a pledge of student fees.

Athletic/Football Stadium

Cromwell Engineers, Inc. have been employed to develop preliminary plans and cost estimates for the renovation/addition to the UCA football stadium. A major factor in the total cost of this project will be the amount of other athletic facilities such as dressing rooms, training rooms, and coaches' offices, which would be moved from existing facilities and housed in the stadium project.

Under state law UCA is permitted to transfer \$450,000 from educational and general funds to assist in financing the intercollegiate athletic program. In the 1995-96 operating budget, intercollegiate athletic funding did not include any funds from this source. If the entire \$450,000 is transferred to athletics, it would be sufficient to finance approximately \$3.8 million in bonds at 7.25 percent for 20 years, after providing a 20 percent "over-coverage." If the architect's estimate, after further study, indicates a total cost in excess of \$3.8 million, we will need to find another funding source.

Health, Education and Recreation Facilities

Enrollment growth at the University of Central Arkansas has placed tremendous demands on the Jeff Farris Health and Physical Education building. This multi-purpose facility was originally designed to accommodate the physical education department, special university events, intramurals and athletics. The facility was designed for a student population of 4,535 students. No additional space has been added to the facility since

that time, and enrollment has more than doubled with the 1994 fall semester student enrollment of 9,192. During the 1994 academic year, 295 physical education classes were taught compared to 149 in 1973. The Farris Center is used from 6:00 a.m. until 6:30 p.m. Due to severe space restrictions, opportunities for physical education, intramurals and recreation are woefully inadequate. According to national standards (AAHPERD, 1993), an active space equivalent of 8.5 to 9.5 square feet should be available for each student enrolled. Existing facilities provide less than 2.8 square feet per student. Based on preliminary architectural plans the facility would contain approximately 140,000 to 150,000 square feet of space for classrooms, faculty offices, computer lab courses, human performance laboratories, a gymnasium, a fitness center, multi-purpose playing courts, a swimming pool and other facilities necessary to meet student educational and recreational needs.

Summary

It is proposed that an authorization be granted to issue a maximum of \$25 million in bonds at an interest rate not to exceed 7.5 percent with a life of 20 years. The bonds used to finance athletic facilities would be funded from athletic revenues and those used to finance the academic and administrative facilities and the health, physical education and recreation facilities would be funded from educational and general student fees. Specific projects and requests for approval of specific bond issues will be presented to the UCA Board of Trustees as complete plans are developed by the architects.

President Thompson explained that this item is being brought before the Board at this time primarily because after obtaining approval from the Board for any bond issue UCA must present the request to the Arkansas Department of Higher Education for a determination on the feasibility of the issuance of the bonds based upon UCA's revenues. Upon approval from ADHE the administration would then present proposed projects to the UCA Board of Trustees for approval of individual bond issues. A considerable time lag can be avoided when considering individual projects by obtaining approval for a large amount in a single request.

At President Thompson's request, Mr. Bob McCormack, Vice President for Financial Affairs, distributed information indicating funds required for facility improvements and additions (excluding housing and food service).

In response to a question from Mr. Harding, President Thompson assured the Board that individual projects will be brought to the Board for approval before bonds are issued. Approval of this agenda item merely authorizes the administration to request the Arkansas Department of Higher Education to determine the feasibility of the issuance of bonds.

The following resolution was adopted upon motion by Mr. Harding with a second by Mr. Womack:

"BE IT RESOLVED: THAT THE ADMINISTRATION IS AUTHORIZED TO ISSUE A MAXIMUM OF \$25 MILLION IN BONDS AT AN INTEREST RATE NOT TO EXCEED 7.5 PERCENT WITH A LIFE OF 20 YEARS. ATHLETIC FACILITIES WILL BE FUNDED FROM ATHLETIC REVENUES AND THE ACADEMIC AND ADMINISTRATIVE FACILITIES AND THE HEALTH, PHYSICAL EDUCATION AND RECREATIONAL FACILITIES WILL BE FUNDED FROM EDUCATIONAL AND GENERAL STUDENT FEES. PROCEEDS WILL BE USED FOR THE RENOVATION OF AND ADDITION TO THE FOOTBALL STADIUM AND FOR THE RENOVATION OF AND ADDITION TO EDUCATIONAL AND GENERAL FACILITIES TO ACCOMMODATE ADMINISTRATIVE AND ACADEMIC FUNCTIONS AND STUDENT RECREATION."

Mr. White stated for the record that Mr. Aydelott and Dr. Chakales were in attendance.

Land for Parking - The university has identified a piece of property on Bruce Street which could provide much needed parking space for university operations located near the property. The property has dimensions of 100 feet by 30 feet, is adjacent to the university-owned Baldridge apartments and is immediately across Bruce Street from the Speech-Language-Hearing Center and Child Study Center. All existing parking in this area is fully utilized.

The university has attempted to negotiate with the owner, Tom Voegele, concerning the purchase of the property but has been unable to agree upon a purchase price.

In response to a question from Dr. Chakales, Dr. Jim Dombek, Vice President for Administration reported that two property appraisals indicate the value of the property to be in the low 50s.

Dr. Chakales asked why the administration wants to expand in this direction.

President Thompson explained that UCA's biggest parking problems are on the north side of campus and there are limited areas in which to expand in that area.

Dr. Chakales suggested using land toward the south for parking and initiating a bus system.

President Thompson stated that it would cost a great deal more to establish a bus system than to purchase a few small tracts of property.

Mr. Aydelott pointed out that it would be a short walk to campus from the lot on Bruce Street.

The following resolution was adopted upon motion by Mr. Aydelott with a second by Dr. Chakales:

"BE IT RESOLVED: THAT THE ACQUISITION OF THE BELOW DESCRIBED LAND, OWNED BY TOM AND TINA VOEGELE, IS NECESSARY FOR THE USE AND BENEFIT OF UCA. THE LAND IS NECESSARY TO PROVIDE PARKING SPACE ON THE EAST SIDE OF CAMPUS. OVER THE LONG TERM, THE LAND MAY BE UTILIZED FOR OTHER UNIVERSITY OPERATIONS.

THE LEGAL DESCRIPTION OF THE LAND IS AS FOLLOWS:

THE EAST 30 FEET OF LOTS 1 AND 2, BLOCK 68, BOULEVARD ADDITION TO THE CITY OF CONWAY, FAULKNER COUNTY, ARKANSAS.

THE PRESIDENT OF THE UNIVERSITY IS HEREBY DIRECTED TO EXERCISE EVERY REASONABLE EFFORT TO OBTAIN THE PROPERTY AT A REASONABLE PRICE BY NEGOTIATION."

Various Campus Projects - In addition to major construction projects now under way on campus, plans for several other proposed projects are in various stages of development:

1. **Lighting at Farris Center** - While lighting on the campus has vastly improved in recent years, a few areas need additional treatment. One such area is a portion of Bruce Street extending from Longstreth Lane to Sowder Street. A lighting system consisting of 15 cast iron light fixtures has been designed for this section of the campus, including the area between the Lewis Science Center and the Farris Center, with an estimated cost of \$55,000.
2. **Iron Gate and Brick Walls at Intersection of Niven Drive and Donaghey Avenue (Northeast of Wingo)** - Experience obtained since traffic checkpoints were

installed on the campus suggests that it would be feasible to limit vehicular access to the west entrance by closing Niven Drive at Donaghey Avenue at approximately 11:00 p.m. most nights. The installation of a gate at the latter entrance would provide security and permit officers who have operated this checkpoint to be reassigned to other activities. Installation of an iron gate and brick walls which would match similar structures on campus would cost approximately \$29,000.

3. Brick Wall along Donaghey Avenue Adjacent to Speech-Language-Hearing Center - Construction of a brick wall approximately 300 feet in length along Donaghey Avenue adjacent to the Speech-Language-Hearing Center would improve the appearance of this section of the campus and restrict pedestrian traffic from the Center and the recently expanded parking lot adjacent to it. Estimated cost \$27,000.
4. Accessibility to Old Gym for Individuals with Physical Disabilities - There remain 4 buildings on campus where major portions are inaccessible to individuals with physical disabilities: Snow Fine Arts Center, Farris Center, Harrin Hall and Old Gym. Plans for the installation of an elevator in the Snow Fine Arts Center are in final stages and a preliminary study for accessibility to the Farris Center has been conducted. Installation of an elevator in Harrin Hall should occur if major modifications to the building are made. A chair lift would be the most appropriate device to provide accessibility to the second and third floors of the Old Gym. Cost of a chair lift is estimated to be \$30,000.
5. Survey, Drainage Study and Topographical Map of the Southwest 40 Acres of the Campus - The Mehlburger Firm, Inc. has estimated the cost of conducting a survey and drainage study and producing a topographical map of the southwest 40 acres of the campus to be approximately \$13,000. This area of the campus contains the Jewel Moore Prairie Restoration Project, a campus walking and exercise trail, the lower end of Stone Dam Creek and serves as a major drainage basin for the campus and contiguous properties. A thorough study of the area is needed to support future decisions about its use.
6. Replacement of Fire Suppression System - Christian Cafeteria - The existing fire suppression system for the ovens, grills, and deep fat fryers in Christian Cafeteria is the original system and does not meet current fire code. The system is in need of repair and parts are no longer available. In order to replace the fire suppression system and bring it up to code, the hoods, fans, outlets, and air

exchange system must be replaced as well. The university engineer estimates the total cost, including fees, for this replacement will be approximately \$90,000.

7. Schichtl Attic Renovation - When the facility now designated as the Schichtl Building was constructed in 1992, an attic space of approximately 2,500 square feet was created and left in an unfinished condition. The space can be supplied with heating & air conditioning, lighting, and partitioned to provide studio space for the Art Department at an estimated cost of \$60,000. Funds in the amount of \$25,000 have been budgeted toward the project and an additional \$35,000 would be required to fully fund the project.
8. Snow Fine Arts Elevator - Bids were accepted for a renovation project for the Snow Fine Arts Building in 1993 which included the installation of an elevator to serve the three floors of that building. Bids far exceeded estimated costs and available funds and the project was abandoned. Funds in the amount of \$116,344 remain budgeted for an elevator. It is estimated that the installation of an elevator could cost as much as \$200,000, if the elevator is constructed externally to the existing building. An additional \$83,656 would be needed to fund the project at a \$200,000 level.

The following resolution was adopted upon motion by Mr. Harding with a second by Mr. Aydelott:

**"BE IT RESOLVED: THAT THE PRESIDENT IS AUTHORIZED TO
UNDERTAKE THE FOLLOWING PROJECTS AT THE INDICATED
COST ESTIMATES TO BE FUNDED FROM EXCESS YEAR-END FUNDS:**

1. LIGHTING AT FARRIS CENTER - \$55,000
2. IRON GATE AND BRICK WALL AT INTERSECTION OF NIVEN DRIVE AND DONAGHEY AVENUE - \$29,000
3. BRICK WALL ALONG DONAGHEY AVENUE ADJACENT TO SPEECH-LANGUAGE-HEARING CENTER - \$27,000
4. CHAIR LIFT FOR OLD GYM - \$30,000
5. SURVEY, DRAINAGE STUDY AND TOPOGRAPHICAL MAP OF THE SOUTHWEST 40 ACRES OF THE CAMPUS - \$13,000
6. REPLACEMENT OF FIRE SUPPRESSION SYSTEM - CHRISTIAN CAFETERIA - \$90,000.
7. SCHICHTL ATTIC RENOVATION - \$35,000.
8. SNOW FINE ARTS ELEVATOR - \$83,656."

Amendment of Staff Grievance Procedures - Recent court rulings have indicated that an employer may be guilty of unlawful retaliation if the employer denies the use of its grievance procedure once the employee files suit or seeks other external review of the action. The Office of Personnel Management has advised all state agencies and institutions to revise their grievance procedures accordingly.

UCA's staff grievance procedure currently contains the following sentence:

If the matter of such grievance is the subject of pending litigation or administrative review external to the university, the internal grievance procedure shall cease.

The proposed revision would remove this sentence from the grievance procedure in order to comply with the recent legal developments.

The following resolution was adopted upon motion by Mr. Womack with a second by Mrs. Goode:

"BE IT RESOLVED: THAT THE UNIVERSITY OF CENTRAL ARKANSAS BOARD OF TRUSTEES HEREBY APPROVES THE ATTACHED REVISION TO THE STAFF GRIEVANCE PROCEDURES AS AN AMENDMENT TO BOARD POLICY NO. 521 AND THE STAFF HANDBOOK."

UNIVERSITY OF CENTRAL ARKANSAS
BOARD POLICY

Policy Number: 521

Page 1 of 6

Subject: Staff Grievance Procedure

Date Adopted 12/91 Revised 5/94

I. PURPOSE

A grievance procedure is established to provide employees with a prompt review, impartial consideration and an equitable disposition of their grievances. Any employee who presents a grievance or complaint in good faith and in a reasonable manner shall be free from restraint, interference, discrimination or reprisal.

This procedure is intended to encourage employees to discuss problems with their supervisors, thereby providing a basis to talk over matters of mutual interest, to explain, to reach agreement, to make adjustments if necessary, and to foster better understanding between employees and supervisors.

II. POLICY

It is the policy of this institution that all employees be given the opportunity, through established steps and procedures, to resolve in a timely manner complaints or grievances which they believe adversely affect their employment or working conditions. ~~If the matter of such grievance is the subject of pending litigation or administrative review external to the university, the internal grievance procedures shall cease.~~

It also is university policy that reasonable efforts be made to settle complaints or grievances as quickly as possible. Direct contact on a one-to-one basis between supervisor and employee is encouraged and the grievance procedure is not intended, nor will it be allowed to become a barrier to the supervisor/employee relationship.

Employees should submit only grievances made in good faith, expressed in reasonable terms, containing causes for the grievance,

corrective action desired and sufficient information upon which decisions can be based.

Access to this procedure does not create any expectation of continued employment, but provides an avenue of review and resolution of internal situations.

III. DEFINITIONS

A. EMPLOYEE - an individual who is a full-time employee who occupies a regular salaried position and who works a minimum of 1000 hours per year. This policy shall not apply to employees who are on initial new hire probationary status.

B. GRIEVANCE - a complaint by an employee regarding an adverse impact on his or her employment; including, but not limited to, annual leave, sick leave, compensatory time, dismissal, suspension, promotion, demotion, disciplinary actions, discrimination or any other work-related problem except compensation and conditions which are beyond the control of agency management or are mandated by law. A grievance must contain a statement in ordinary and concise language of facts showing that the council has jurisdiction of the claim and that the grievant is entitled to relief.

C. RESPONDENT(S) - person or persons against whom the grievance petition is filed.

D. GRIEVANCE OFFICER - Director of Affirmative Action.

E. STAFF GRIEVANCE COUNCIL POOL OF CANDIDATES - a pool of 25 candidates selected by the Staff Senate, 10 of which must hold administrative or managerial positions, with responsibilities that include hiring and evaluating personnel, by January 31 and by July 31 of each year;

F. STAFF GRIEVANCE COUNCIL - An ad hoc council appointed to review the grievance petition, determine whether to hear the grievance, and issue a recommendation thereon to the university president.

IV. PROCEDURE

The entire grievance procedure shall be completed within sixty (60) working days after the employee files a written grievance, unless an extension is agreed to by all parties involved.

It is recognized that supervisors and employees have frequent discussions of work-related problems or disagreements. These candid conversations are generally healthy and helpful to both participants and this grievance procedure is not intended to inhibit these exchanges. Before filing a written grievance, an employee is encouraged to discuss with his or her immediate supervisor the employee's problem in order to reach a satisfactory solution to the problem.

Under special circumstances, the grievance officer has the authority to modify, waive or otherwise change the grievance procedure in order to fulfill the intent of the procedure, provided such modification, waiver or change is agreed to by the respondent(s) and the grievant. The grievance officer shall prepare a statement stating the justification for, and the details of, any variation from the stated procedure and obtain signatures of the respondent(s) and the grievant.

The grievance process shall be confidential. The records of the grievance shall be maintained in a separate case file and shall not become a part of the employee's personnel file.

STEP 1

To initiate this grievance procedure the grievant must secure a "Staff Grievance Petition" from the director of personnel and submit the completed grievance petition in writing to the immediate supervisor within seven (7) working days of the occurrence of the grievable matter. The grievant shall also send a copy of the grievance to the grievance officer and to the respondent(s), if different from the immediate supervisor.

The immediate supervisor will arrange for a meeting between the grievant and the immediate supervisor to be held within three (3) working days from the time the supervisor received the given petition. The supervisor shall submit a written response to the grievant, with a copy to the grievance officer, within two (2) working days after the conclusion of the meeting. If the immediate supervisor is unavailable, the next supervisor in the chain of

command shall be substituted, unless all parties agree to a brief extension and approval of the extension is obtained from the appropriate vice president(s).

STEP 2

If the grievant is not satisfied with the results of Step 1, the grievant will have two (2) working days (after written statement received) in which to submit a copy of the original grievance petition, the supervisor response and a written statement to the next higher level of management stating the reasons for the dissatisfaction (with a copy to the grievance officer). The next higher level of management shall meet with the employee within three (3) working days after receiving the grievant's written statement. The manager will submit a response in writing to the grievant, with a copy to the grievance officer, within two (2) working days after the conclusion of the meeting. If the manager in question is unavailable, the next supervisor in the chain of command shall be substituted unless all parties agree to a brief extension of time and the extension is approved by the appropriate vice president(s).

STEP 3

If the individual hearing the grievance at Step 2 is not the vice president of the division in which the grievant is employed, the grievant, if not satisfied with the response rendered at Step 2, will have two (2) working days from date written response is received to submit a written request for a meeting with the vice president. The vice president shall arrange for such a meeting within three (3) working days from the receipt of the request. If the vice president is unavailable, the parties may agree to a brief extension of time, or the vice president may designate someone to act on his or her behalf. The vice president may require the grievant to set forth the nature of the dissatisfaction with the response in the previous steps, in writing, prior to the meeting. The vice president shall submit a response in writing to the grievant, the grievance officer and to each subordinate manager involved within two (2) working days following the conclusion of the meeting.

STEP 4

If not satisfied with the results of Step 3 the grievant shall have two (2) working days to submit a written request to the grievance officer for a hearing before the Ad Hoc Grievance Council. The grievance officer will submit the matter to the Ad Hoc Grievance Council and the respondent(s) within five (5) working days after receiving the grievant's written request for a hearing by the council. The respondent(s) will submit a written response to the grievant's vice president within two (2) working days after receiving notification that the matter has been submitted to the council.

1. The ad hoc council shall consist of the following members, all of whom shall be full-time employees of the university:
 - A. five staff personnel chosen at random by the grievance officer, president and president-elect of the Staff Senate from the Staff Grievance Council pool of candidates selected by the staff senate; at least two of the members must hold administrative or managerial positions with responsibilities that include hiring and evaluating personnel;
 - B. one department chair, appointed by the president, who shall be non-voting;
 - C. the grievance officer and the director of personnel, who shall be non-voting and serve only in an advisory capacity.

No member of the ad hoc council shall be an employee of the grievant's or respondent's work unit or office, nor shall any member be a supervisor or manager to whom the grievant or respondent reports in the conduct of his usual work affairs. No employee may serve as a council member in connection with any grievance in which such employee may have a personal involvement, a conflict of interest, or the appearance of a conflict of interest.

The council acts as a body and not as individual members. The council shall not discuss the case outside the grievance hearings and their own deliberations. Individual council members shall not collect evidence or receive any other documents or information

relevant to the case. All such items must be presented to the council acting as a body or to the grievance officer.

2. The grievance officer shall ensure that all appointments to the council are completed within five (5) working days from the receipt of the grievant's written request.
3. The council will receive a charge of its responsibilities from the President. Five of the six members present shall constitute a quorum for transaction of business. Decision must be reached by a majority vote with the number of yes, no, and abstention votes being recorded without designating the person who cast each vote.
4. The council shall review the grievant's original written petition and all documents generated by the grievant and the managers at Steps 1, 2, and 3. The respondent(s), if different from the managers, shall submit a response to the grievance. The vice president will be responsible for submitting these materials to the grievance officer for transmission to the council.
5. Should the council find that the petition does not state good cause for a grievance, or is otherwise outside the council's jurisdiction, the grievance shall be dismissed.
6. If the grievance is not dismissed, the council shall hear from the grievant, the grievant's supervisor, the managers who heard the case at Steps 2 and 3, the respondent (if different), and any other persons having relevant information regarding the subject matter of the grievance. The council shall solicit any other evidence it deems appropriate. Any and all oral testimony, witnesses and documentary evidence that the council determines to be necessary and relevant to make a proper determination shall be accepted. All responsibilities for questioning witnesses, securing evidence and determining the order of proof shall be vested in the council. The hearing shall be recorded, and the tape shall become a part of the case file. Council deliberations shall not be recorded, but the council shall state its findings in the written recommendation to the president.

7. Strict judicial rules of evidence shall not be applied. The council may receive all evidence that it determines to be relevant and material to the issues before the council.
8. The right of the grievant and the respondent(s) to be present at all testimony and review all evidence presented is guaranteed. The grievant and the respondent(s) shall not have the right to cross-examine witnesses.
9. The grievant and the respondent(s) may be accompanied by an advisor or attorney, but this person shall only be allowed to function in an advisory capacity. The grievant and the respondent(s) personally shall make all requests, presentations and responses to questions. The university counsel may also be present but shall act only in an advisory capacity to the council.
10. A final written report of the findings and recommendations of the council shall be presented to the president within forty-five working days from the initial filing of the petition, unless a extension is agreed to by all parties involved. A copy of the council's recommendations shall be sent to the grievant, the respondent(s), the grievant's immediate supervisor (if different), and appropriate vice president(s) (if different).
11. The president shall make the final decision after considering the recommendation of the council. The president shall inform the grievant, the respondent(s), the grievant's immediate supervisor (if different), and appropriate vice president(s) (if different) in writing of a decision within fifteen working days from the date of receipt of the recommendation from the council.

V. DOCUMENTATION

All documentation relating to an employee grievance shall be maintained by the grievance officer. No information relating to the grievance shall become a part of any employee's permanent personnel record. However, such records shall be maintained in hard copy for at least five (5) years.

Board Policy Book - Section 800 - Athletics - The proposed Athletics section of the Board Policy Book updates the policies governing the Athletic Department. Policy No. 801 reflects the University's current status as a member of NCAA Division II. The policy concerning medical care for athletes has been removed due to the fact that an updated version is covered in the Department's Procedures Manual. The lifetime athletic passes policy has been removed to conform to current practice. UCA has not issued these passes in over fourteen years. Policy No. 803 has been revised to reflect that UCA's summer athletic camps are no longer handled by the Purple Circle Club. Instead, the camps are run by the Athletic Department.

The following resolution was adopted upon motion by Mr. Womack with a second by Dr. Chakales:

"BE IT RESOLVED: THAT THE UNIVERSITY OF CENTRAL ARKANSAS BOARD OF TRUSTEES HEREBY ADOPTS THE ATTACHED SECTIONS 800 - 804 OF THE BOARD POLICY BOOK, PROVIDED, HOWEVER, THAT THE ADMINISTRATION IS AUTHORIZED TO MAKE CORRECTIONS AND CHANGES OF A CLERICAL NATURE."

Athletics - 800.00

- 800 Role of Athletic Programs
- 801 UCA Athletic Affiliations
- 802 UCA Purple Circle Policy
- ~~820 Medical Care for UCA Athletes~~
- ~~821 Life-time Athletic Passes~~
- 803 Summer Athletic Camps

UNIVERSITY OF CENTRAL ARKANSAS
BOARD POLICY

Policy Number: 800

Subject: Role of Athletic Programs

Page 1 of 1

Date Adopted 5/92 Revised _____

The Board of Trustees adopts the following statement of the role of athletic programs for the University of Central Arkansas:

Varsity and intramural athletic programs play a significant role at the University of Central Arkansas. They provide students with valuable extra-curricular activities and other individuals and groups with an important sense of community.

Individuals who participate in collegiate athletics must be, first and foremost, students, subject to the same privileges and requirements as other students. As members of the University community, they should not be segregated by policy or practice from others in the student body, in housing accommodations or otherwise. Athletic events and activities should, to the extent possible, be scheduled to avoid conflict with academic programs and requirements.

Although athletic programs may open professional opportunities for some students, the recreational and social aspects should predominate at the varsity level. The University and its athletic programs should avoid excessive emphasis upon winning and should give all students reasonable opportunities to participate in either varsity or intramural events.

Athletic programs are significant activities for all segments of the University community, and each segment may be appropriately involved in various aspects of their operations. In all instances, however, the University should ensure that rules and regulations are scrupulously followed and that the programs and activities are consistent with the University's academic mission.

The Board of Trustees retains responsibility for the policies under which athletic programs operate, and the President is primarily responsible for administration. However, the faculty,

staff and students should also be closely involved in the development of policy and in the periodic review of program operations.

Administrative structures which would allow athletic programs to operate outside the University's normal rules and procedures of governance should not be allowed to develop. The focus of the programs should be upon the University community rather than upon entertainment of large audiences unaffiliated with the University.

UNIVERSITY OF CENTRAL ARKANSAS
BOARD POLICY

Policy Number: 801

Subject: UCA Athletic Affiliation

Page 1 of 1

Date Adopted 8/91 Revised _____

The University shall be a member of NCAA Division II and will comply with the rules and regulations of that Division.

The administration is authorized to take appropriate steps to affiliate with the National Collegiate Athletic Association (NCAA), Division II. The administration may seek NCAA affiliation as an independent institution or as a member of any appropriate Division II league.

The administration is authorized to take all actions appropriate and necessary for the University to join in athletic affiliation with the Gulf South Conference.

UNIVERSITY OF CENTRAL ARKANSAS
BOARD POLICY

Policy Number: 802

Subject: UCA Purple Circle Policy

Page 1 of 1

Date Adopted 4/85 Revised 6/85

The following is UCA's Purple Circle Policy Statement:

I. UCA's athletic policy on non-school organizations supporting the Athletic Department will be:

- A. The ~~NCAA~~ NAIA requires that the University of Central Arkansas have complete control over all funds being given to assist the school's athletic program and be coordinated with the Athletic Department's budget. Expenditures from this fund will be used by the Athletic Office for athletic purposes.
- B. The institution must remain in control of its destiny, and local organizations have no authority to act on their own, other than in those instances specifically authorized by the University.

II. The objectives of the Purple Circle Club are:

- A. To assist in the planning and implementation of annual fund drive of the Purple Circle group.
- B. To create better understanding and support of UCA's athletic program.
- C. To encourage athletes and non-athletes to attend UCA.
- D. To obtain some goals for the UCA Athletic Department that it could not otherwise accomplish without outside aid.

III. The Purple Circle Club will have its own slate of officers which will consist of President, Vice President, and Secretary.

UNIVERSITY OF CENTRAL ARKANSAS
BOARD POLICY

Policy Number: 820

Subject: Medical Care for UCA Athletes Page 1 of 1

Date Adopted 10/87 Revised _____

OBJECTIVE: To provide the best medical care available promptly and as economically as possible for each student athlete.

PROCEDURE:

1. Each team sport shall assign a coach to oversee injuries.
2. UCA School Physician assumes responsibility for all referrals and treatments for UCA athletes. The School Physician is listed on the attached organizational chart.
3. Sports Physical Therapy may be available to athletes through the UCA Physical Therapy Department within the constraints of faculty resources. Treatments occur only through physician referral. Physical Therapy interns may perform treatments under on-site supervision by Physical Therapy Faculty.
4. Referrals to an orthopaedist are made through the School Physician.

UNIVERSITY OF CENTRAL ARKANSAS
BOARD POLICY

Policy Number: 821

Subject: Life-time Athletic Passes Page 1 of 1

Date Adopted 11/76 Revised _____

The Board approved the policy that life-time passes be awarded only in the sport in which the athlete lettered.

UNIVERSITY OF CENTRAL ARKANSAS
BOARD POLICY

Policy Number: 803

Subject: Summer Athletic Camps

Page 1 of 2

Date Adopted 4/77 Revised 8/89, 3/90, 3/91

Policy on Summer Athletic Camps

Members of the University athletic staff are invited to develop and conduct athletic camps for junior and senior high school students utilizing University facilities during summer months. There are three primary purposes for developing such activities.

1. As a public service to youngsters throughout the state by providing intensive instruction in athletic skills.
2. As a source of supplementary income for the members of the athletic staff who develop and conduct these programs.
3. As a supplemental source of income for the athletic department of the University.

The summer athletic camps involve no conflict of interest with the mission and purpose of the University of Central Arkansas. They will bring to the campus a significant number of persons who are potentially future students who might tend to enroll at the University as a result of their exposure to its facilities and its personnel while engaged in these activities. The summer athletic camps will generate funds to be paid to the University of Central Arkansas for housing, meals, and for the use of other institutional facilities and resources which will produce significant revenues in support of the auxiliary functions of the campus.

The camp director will have the administrative responsibility for the camp including recruitment, selection of staff, organization of the program, and oversight of the day-to-day activities of the camp.

The athletic director will be responsible for coordinating dates and establishing cost factors for each camp.

Essential and fixed costs of operation of the camp will be developed in detail between the athletic director and the camp director no later than April 15 of each year. These costs will include room and board charges to the participants, salary scale for the camp staff, a salary for the camp director, costs of advertising and enrolling campers, and the costs of any items to be given to campers. From these essential and fixed costs a fee for each camper for each camp will be established.

The University can assume no responsibility for underwriting the cost of these camps. Therefore, if sufficient campers are not enrolled one month prior to the beginning of the camp to offset the fixed costs the camp will be cancelled.

An accounting will be made at the conclusion of the camp to determine the income over and above the established and fixed costs. That profit will go to the ~~be divided on a basis of three-fourths going to the camp director and one-fourth to the operating budget of the athletic department.~~ The income to the athletic department will be assigned to the budget of that sport for which the camp was held.

~~It is finally understood that the camp will be held during the summer term in which the camp director is not scheduled to teach.~~

~~All summer athletic camps are to be conducted by and in the name of the Purple Circle Club, which will have the responsibility for hiring the camp director in charge of each summer athletic camp. All summer athletic camp activities conducted on the University campus are to be coordinated and scheduled through the Master Calendar Office in the Division of Continuing Education. The Purple Circle Club shall make known in all advertising or other publicity involving the summer athletic camps that participants are contracting with the Purple Circle Club and not with the University and the State of Arkansas does not assume any contractual obligations for the conduct of the summer athletic camps.~~

~~Employees of the University are to participate in the summer athletic camps for private compensation only after they have discharged fully their employment responsibilities to the University. Each employee who is authorized hereunder to conduct~~

~~outside work for private compensation on or in campus facilities shall, within sixty days after completion of the employment, submit a complete financial report relating to the employment to the chief financial officer of the University, who shall submit to the Board of Trustees on an annual basis a summary of all such financial reports received by him.~~

UCA Board of Trustees Endowment - The establishment of a UCA Board of Trustees Endowment Fund would provide an additional option for the University to effectively and prudently manage year-end and other monies that become available to the University.

The fund would consist of those year-end monies and other funds (such as gifts and bequests) that are recommended by the President and specifically designated by the Board of Trustees for inclusion in the Fund. The purpose of the Fund would be to provide long-term support for the programs and operations of the University. Such a fund functioning as an endowment would allow the university to support scholarships, plant maintenance, faculty development or other University needs. The University would be prohibited from invading the principal amount placed into the Fund but would have access to the income from the Fund. The Board of Trustees would approve both the allocation to and the expenditures from the earnings of the Fund.

Dr. Chakales expressed his concern about the university having a surplus of money when student fees continue to increase. He suggested that the administration think of ways in which the money can benefit students.

President Thompson explained that by using the endowment to fund future expenses the need to increase tuition will be lessened.

Mrs. Goode stated that the endowment might help in years to come if there is a decrease in financial support from the state.

Mr. Harding asked if a goal for the endowment has been set. President Thompson stated that the administration is working on that at the present time.

The following resolution was adopted upon motion by Mr. Harding with a second by Mr. Aydelott:

"BE IT RESOLVED: THAT THERE IS HEREBY ESTABLISHED ON THE BOOKS AND RECORDS OF THE UNIVERSITY THE UCA BOARD OF TRUSTEES ENDOWMENT FUND; THAT THE ENDOWMENT FUND WILL RECEIVE ONLY THOSE MONIES THAT ARE RECOMMENDED BY THE PRESIDENT AND SPECIFICALLY DESIGNATED BY THE UCA BOARD OF TRUSTEES FOR INCLUSION IN THE FUND; THAT THE PURPOSE OF THE FUND IS TO PROVIDE LONG-TERM SUPPORT FOR SCHOLARSHIPS AND OTHER OPERATIONS OF THE UNIVERSITY; THAT THE UNIVERSITY IS PROHIBITED FROM SPENDING ANY OF

THE PRINCIPAL AMOUNT PUT INTO THE ENDOWMENT FUND; AND THAT EXPENDITURES FROM THE INCOME OF THE FUND WOULD REQUIRE BOARD OF TRUSTEES APPROVAL."

Distinguished Alumnus - The University of Central Arkansas has awarded the citation of Distinguished Alumnus since 1986.

Wayne Cranford of Little Rock entered Arkansas State Teachers College, now UCA, at the age of 15 and graduated at age 18, receiving his BSE degree in 1953.

He co-founded the Cranford Johnson Robinson Woods Associates advertising agency in Little Rock in 1961, served as its president and chief executive officer from then until 1984, as chairman and chief executive office from 1984-92, and as chairman emeritus since 1993. The agency is the largest full-service agency in the tri-state area of Arkansas, Louisiana and Mississippi.

For more than three decades, Mr. Cranford has been identified as a pacesetter in advertising, marketing and public relations through service to the profession and his advocacy of professional standards. He received the prestigious Silver Medal Award from the Arkansas Advertising Federation and American Advertising Federation in 1989. It is the highest honor given by those organizations and recognizes extraordinary achievements in and contributions to the field of advertising.

Mr. Cranford has contributed service to a wide variety of arts, education, civic, business and professional organizations at community, state and national levels. This year he was appointed by President Clinton as chairman of the Advisory Committee on the Arts of the John F. Kennedy Center for the Performing Arts in Washington, D. C. He also serves on the board of the Arkansas Symphony Orchestra, has served twice on the board of trustees of the Arkansas Arts Center, is chairman of the Arkansas Governor's Mansion Committee, a member of the Arkansas Children's Hospital board of trustees, and on the boards of the Arkansas Community Foundation and the Arkansas Business and Education Alliance. The list of other public and professional service he has given through board and committee membership is extensive.

Among other awards he has received is the Golden Boy Award for outstanding service from the Little Rock Boys Club in 1990.

Mr. Cranford, who was editor of The Scroll, UCA's yearbook, has remembered his alma mater over the years with contributions of professional services and materials to assist with special events.

The following resolution was adopted upon motion by Mr. Womack with a second by Mr. Aydelott:

"BE IT RESOLVED, THAT THE UNIVERSITY OF CENTRAL ARKANSAS BOARD OF TRUSTEES RECOGNIZES THE CONTRIBUTIONS AND ACHIEVEMENTS OF WAYNE CRANFORD AND CONFERS ON HIM THE HONOR OF DISTINGUISHED ALUMNUS."

Early Retirement Benefit Proposal - At its July 8, 1994 meeting, the Board approved an amendment to the university's Early Retirement program which provided, for a limited time, additional benefits for tenured faculty who elected to retire on January 1, 1995. While only a limited number of faculty elected to retire under the amended program, significant salary savings were realized as a result of those retirements. During the 1995 Legislative Session, legislation was adopted which authorizes state supported universities to extend early retirement incentives to all full time employees.

By the time that a full-time employee has reached age 62 or has been in service at UCA for 30 years, the employee's salary has generally increased to a level significantly higher than the amount that would be paid to a new employee. On average, UCA's employees have retired at approximately age 65. Therefore, the University can achieve benefits by offering an incentive for those who choose to retire before the average retirement date, or after 30 years of service.

The University will receive a reduced financial benefit if employees choose to retire after age 62 but before the average retirement age of 65. The same reduced benefit would occur if an employee chooses to retire after 31, rather than 30, years of service. The proposed revision provides an adjusted benefit for those who were eligible but elected not to participate in last year's amended policy.

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

"BE IT RESOLVED: THE PRESIDENT IS AUTHORIZED TO AMEND THE UNIVERSITY'S EARLY RETIREMENT PROGRAM TO INCLUDE THE FOLLOWING PROVISIONS:

I. TENURED FACULTY MEMBERS WHO WERE ELIGIBLE FOR BUT DID NOT ELECT TO PARTICIPATE IN THE 1994-95 AMENDED EARLY RETIREMENT PROGRAM MAY ENTER THE EARLY RETIREMENT PROGRAM EFFECTIVE JANUARY 1, 1996 AND RECEIVE, IN ADDITION TO BENEFITS OF THE CURRENT RETIREMENT PROGRAM AND IN LIEU OF THE REMAINING PAYMENTS DUE UNDER THE TERMS OF THEIR CURRENT EMPLOYMENT STATUS, A ONE-TIME CASH PAYMENT OF THE LARGER OF (A) 15% OF THE AMOUNT OF THE ANNUAL SALARY IN EFFECT ON 1-01-96 OR (B) .75% OF THE AMOUNT OF THE ANNUAL SALARY IN EFFECT ON 1-01-96 TIMES THE YEARS OF SERVICE AT UCA.

II. FULL TIME EMPLOYEES NOT COVERED BY PROVISION I AND WHO WILL BE 62 YEARS OF AGE OR OLDER ON OR BEFORE JANUARY 1, 1996 OR HAVE COMPLETED THIRTY (30) YEARS OF SERVICE AT UCA ON OR BEFORE JANUARY 1, 1996, MAY ENTER THE EARLY RETIREMENT PROGRAM EFFECTIVE JANUARY 1, 1996. ELIGIBLE EMPLOYEES WHO EXERCISE THEIR OPTION TO RETIRE UNDER THIS PROVISION WILL RECEIVE, IN ADDITION TO BENEFITS OF THE CURRENT RETIREMENT PROGRAM AND IN LIEU OF THE REMAINING PAYMENTS DUE UNDER THE TERMS OF THEIR CURRENT EMPLOYMENT STATUS (IF ANY), A ONE-TIME CASH PAYMENT OF THE LARGER OF (A) 20% OF THE AMOUNT OF THE ANNUAL SALARY IN EFFECT ON 1-01-95, OR (B) 1% OF THE AMOUNT OF THE ANNUAL SALARY IN EFFECT ON 1-01-95 TIMES THE YEARS OF SERVICE AT UCA.

PARTICIPATION IN THIS PROGRAM IS VOLUNTARY, AT THE OPTION OF THE EMPLOYEE. BEFORE EXERCISING THEIR OPTION TO RETIRE UNDER I OR II, EMPLOYEES MUST BE ADVISED OF THEIR RIGHTS UNDER THE AGE DISCRIMINATION IN EMPLOYMENT ACT AND MUST BE ADVISED TO SEEK LEGAL, TAX OR OTHER ADVICE NECESSARY TO ALLOW THEM TO MAKE AN INFORMED DECISION. THEY MUST ALSO COMPLETE THE ATTACHED VOLUNTARY EARLY RETIREMENT AGREEMENT.

BE IT FURTHER RESOLVED: THE PROVISIONS OF THE ABOVE-STATED AMENDMENT ARE AVAILABLE ONLY TO THOSE WHO

ELECT TO RETIRE EFFECTIVE JANUARY 1, 1996, AND WHO PROVIDE WRITTEN NOTICE TO THE PRESIDENT ON OR BEFORE NOVEMBER 1, 1995.

BE IT FURTHER RESOLVED: THE PROVISIONS OF THE ABOVE STATED AMENDMENT ARE NOT AVAILABLE TO EMPLOYEES ON LEAVE-WITHOUT-PAY STATUS, RECEIVING LONG-TERM DISABILITY INSURANCE BENEFITS, OR RECEIVING WORKERS COMPENSATION BENEFITS."

VOLUNTARY EARLY RETIREMENT AGREEMENT

This Agreement is entered into by and between _____, an employee member at the University of Central Arkansas, and the Board of Trustees of the University of Central Arkansas on this the _____ day of _____.

_____ states:

That he/she has been an employee at the University of Central Arkansas since _____ and currently holds the title of _____.

That he/she is not on leave-without-pay status; receiving long-term disability insurance benefits; or receiving workers compensation benefits;

That on his/her own initiative, he/she has sought an agreement for early retirement pursuant to Arkansas Code Annotated §24-7-101 and the Board resolution enacted August 11, 1995.

That he/she has been apprised of his/her rights under the Age Discrimination in Employment Act as amended;

That he/she has been advised or has had the opportunity to seek the advice and counsel of attorneys, accountants, and others who could aid him/her in making an informed decision regarding the early retirement program;

That he/she has been given at least 45 days to consider his/her participation in the program; and

That he/she voluntarily does hereby resign his/her position as _____ effective _____, recognizing and acknowledging that all rights and obligations, as a tenured faculty member or other employee, will then end.

In consideration for the resignation as described above, the Board of Trustees of the University of Central Arkansas hereby accepts such voluntary resignation and in consideration thereof agrees to provide one of the following:

CHECK ONE:

Employees who qualified for the amended 1994-95 Early Retirement Program:

- A one-time cash payment of 15% of the amount of the annual salary in effect on 1-1-95;
- .75% of the amount of the annual salary in effect on 1-1-95 times the years of service at UCA.

Employees who did not qualify for the amended 1994-95 Early Retirement Program:

- A one-time cash payment of 20% of the amount of the annual salary in effect on 1-1-95;
- 1% of the amount of the annual salary in effect on 1-1-95 times the years of service at UCA.

All earlier oral or written agreements regarding employment between the Board of Trustees of the University and/or the University of Central Arkansas and _____ are superseded by this Agreement. This Agreement does not affect or alter the rights, privileges, or options accrued to this date which _____ now has under pension (annuity), insurance, or other plans (if any) in which _____ has participated and to which the University has made contributions, nor any rights, privileges, or options to which emeriti faculty members are entitled by reason of that rank.

Witness:

Employee

Witness:

Board of Trustees of the
University of Central Arkansas

BY: _____

EXECUTIVE SESSION

Executive session was declared upon motion by Dr. Chakales with a second by Mr. Aydelott.

OPEN SESSION

Mr. Harding made the following motion: "With regard to Dr. Thompson's salary that we had addressed at the last Board meeting, upon advice of counsel, we amended it so that the amount of compensation will remain the same but the funded annuity will be simply combined with his salary, and this was done upon advice of counsel." The motion was seconded by Mr. Aydelott and passed.

Mr. Harding made the following motion: "Also in Executive Session, because of the renovation of the President's Home, and Dr. Thompson and his family don't have access to the use of it, I also made a motion to reimburse Dr. Thompson on a monthly basis the sum of \$850.00 per month until the President's Home is made available to him upon the completion of the renovation and expansion." The motion was seconded by Dr. Chakales and passed.

Mr. Aydelott pointed out that the monthly reimbursement will cease when the president and his family move back to the President's House.

The following resolution was adopted upon motion by Mr. Aydelott with a second by Dr. Chakales:

"BE IT RESOLVED: THAT THE UCA BOARD OF TRUSTEES APPROVES THE FOLLOWING ADJUSTMENTS, RESTRICTED/GRANT FUNDS, APPOINTMENTS, RESEARCH, REVISED SABBATICALS, AND RESIGNATIONS, PROVIDED, HOWEVER, THAT THE ADMINISTRATION IS AUTHORIZED TO MAKE CORRECTIONS AND CHANGES OF A CLERICAL NATURE."

Adjustments, Summer:

1. Jeffrey Allender, Geography/Political Science/Sociology, summer appointment, first and second terms @ a gross salary of \$1,966.00 each term. CANCELLED.
2. Tammy Benson, Childhood Education, summer appointment, first term @ a gross salary of \$2,939.00. CANCELLED.

3. Greg Blakey, Speech/Theatre/Journalism, summer appointment, second term change @ a gross salary from \$4,351.80 to \$2,275.90.
4. Kathleen Bondy, Nursing, summer appointment, first term change @ a gross salary of \$2,999.00 to \$3,599.00.
5. Ralph C. Calhoun, Special Education, summer appointment, first term @ a gross salary of \$3,547.00 and second term change @ a gross salary from \$1,774.00 to \$3,542.00.
6. Don Collins, Music, summer appointment, change first term @ a gross salary of \$5,316.00 and second term @ a gross salary of \$2,658.00 to first term @ a gross salary of \$5,316.00.
7. Betty Dickson, Childhood Education, summer appointment, change first term @ a gross salary of \$4,107.00 to second term @ a gross salary of \$2,054.00.
8. Ernest Dumas, Speech/Theatre/Journalism, summer appointment, first term @ a gross salary of \$2,562.48. CANCELLED.
9. Charles Evans, Music, summer appointment, first term change @ a gross salary from \$3,720.00 to \$1,860.00.
10. Lynda L. Fielstein, Psychology and Counseling, summer appointment, second term change @ a gross salary from \$4,397.00 to \$2,199.00.
11. Raymond-Jean Frontain, English, summer appointment, first term @ a gross salary of \$1,992.00. CANCELLED.
12. Brooks Green, Geography/Political Science/Sociology, summer appointment, second term change @ a gross salary from \$2,859.00 to \$5,718.00.
13. Douglas Grider, Marketing and Management, summer appointment, first term @ a gross salary of \$7,411.00 to June 5 through June 30, 1995 @ a gross salary of \$5,928.80.
14. Patrick Hasty, Music, summer appointment, second term change @ a gross salary from \$5,178.00 to \$3,448.55.
15. Robin Hayes, Health Sciences, summer appointment, change Inter Session term @ a gross salary of \$1,400.00 and second term @ a gross salary of \$2,800.00 to second term @ a gross salary of \$2,800.00.
16. Richard Hobson, Music, summer appointment, second term @ a gross salary of \$4,821.00. CANCELLED.

17. William Jenkins, English, summer appointment, first term @ a gross salary of \$1,488.00. CANCELLED.
18. Carolyn Kelley, Administration and Secondary Education, summer appointment, change second term @ a gross salary of \$1,400.00 to first term @ a gross salary of \$933.00.
19. Jacquelyn Lamar, Music, summer appointment, first term change @ a gross salary from \$4,277.00 to \$2,138.50.
20. Dwight Langston, Foreign Languages, summer appointment, first term change @ a gross salary from \$4,352.00 to \$2,176.00.
21. Jim McKim, Mathematics and Computer Science, summer appointment, change first term to second term @ a gross salary of \$5,443.00.
22. Charles Mullins, Mathematics and Computer Science, summer appointment, change from first and second terms @ a gross salary of \$2,272.00 each term to first term @ a gross salary of \$2,272.00.
23. Joel Pouwels, Foreign Languages, summer appointment, first term @ a gross salary of \$2,258.94. CANCELLED.
24. Henry Rogers, English, summer appointment, first term @ a gross salary of \$3,000.00. CANCELLED.
25. Steven Runge, Biology, summer appointment, change first and second terms @ a gross salary of \$3,904.00 each term to first term @ a gross salary of \$3,904.00.
26. Todd Smith, Mathematics and Computer Science, summer appointment, second term @ a gross salary of \$2,160.00. CANCELLED.
27. Theman R. Taylor, History, summer appointment, first term change @ a gross salary from \$6,015.00 to \$3,007.00.
28. Robert Thompson, Art, summer appointment, first term @ a gross salary of \$5,368.00. CANCELLED.
29. Singh Tomer, Mathematics and Computer Science, summer appointment, first term @ a gross salary of \$5,251.00. CANCELLED.
30. Ming-fang Wang, Mathematics and Computer Science, summer appointment, change second term @ a gross salary of \$5,974.00 to first term @ a gross salary of \$2,987.00.

31. Jaime Zambrano, Foreign Languages, summer appointment, first term change @ a gross salary from \$3,668.40 to \$1,834.00.
32. Avram Zolten, Psychology and Counseling, summer appointment, change first and second terms @ a gross salary of \$3,705.00 each term to first term @ a gross salary of \$1,853.00 and second term @ a gross salary of \$3,705.00.

Adjustments:

1. Samuel P. Buchanan, change from Professor/Temporary Assistant to the Vice President for Academic Affairs/Director of Assessment to Professor/Interim Assistant to the Vice President for Academic Affairs/Director of Assessment, Academic Affairs, appointment with tenure, effective July 1, 1994 to July 1, 1995 change gross salary from \$59,234.77 to \$59,484.77.
2. Kenneth J. Freiley, change Associate Professor, Biology, Appointment with Tenure, effective August 16, 1995 through May 15, 1996 @ a gross salary of \$39,079.00 to Associate Professor/Acting Chairperson, Biology, Appointment with Tenure, effective August 16, 1995 through December 31, 1995 @ a gross salary of \$21,039.50 and Associate Professor, Biology, Appointment with Tenure, effective January 1, 1996 through May 15, 1996 @ a gross salary of \$19,539.50.
3. Jack C. Fulmer, change from Head Coach/Baseball, Athletic Department, Non-Faculty Appointment, effective July 1, 1995 to July 1, 1996 @ a gross salary of \$39,437.00 to Project Coordinator/Assistant Director of Intramurals, Intramurals, Term, Non-Tenure Track, effective July 1, 1995 to July 1, 1996 @ a gross salary of \$30,000.00.
4. Douglas T. Grider, Jr., change from Professor, Marketing and Management, Appointment with Tenure, effective August 16, 1995 through May 15, 1996 @ a gross salary of \$63,609.00 to Interim Dean/Professor, College of Business Administration, Appointment with Tenure, effective July 1, 1995 to July 1, 1996 @ a gross salary of \$79,800.00.
5. Kelly D. Griffin, change from Assistant Project Coordinator, Small Business Advancement National Center, effective July 1, 1995 through May 2, 1996 @ a gross salary of \$20,159.32 to Instructor/Director of Information Technology, College of Business Administration, Term, Non-Tenure Track, effective July 15, 1995 to July 1, 1996 @ a gross salary of \$26,851.11 (based on \$28,000.00 per annum).
6. Michael B. Isom, change from Head Coach/Football, Athletic Department, Non-Faculty Appointment, effective July 1, 1995 to July 1, 1996 @ a gross salary of \$54,265.00 to Head Football Coach/Physical Education Instructor, Athletic Department, Non-Faculty Appointment, effective July 1, 1995 to July 1, 1996 @ a gross salary of \$56,396.00.

7. Paul H. Jensen, Assistant Professor, Accounting, Appointment with Tenure, effective August 16, 1995 through May 15, 1996 change @ a gross salary from \$52,038.00 to \$53,538.00.
8. C. Denise Johnson, change from Instructor/Coordinator of Transitional Studies, Transitional Studies, Term, Non-Tenure Track, effective July 1, 1995 to July 1, 1996 @ a gross salary of \$35,728.00 to Instructor, Childhood and Special Education, Term, Non-Tenure Track, effective August 16, 1995 through May 15, 1996 @ a gross salary of \$30,000.00.
9. Roger D. Lewis, Director of Institutional Research, change from Office of the Vice President for Financial Affairs to Office of the President, Non-Faculty Appointment, effective July 1, 1995 to July 1, 1996 @ a gross salary of \$53,414.00.
10. Rockie D. Pederson, Instructor, Kinesiology and Physical Education, Tenure Track, effective August 16, 1995 through May 15, 1996 change @ a gross salary from \$24,154.00 to \$27,500.00.
11. Lorna R. Strong, change from Instructor/Clinical to Instructor/Director of Athletic Training, Kinesiology & Physical Education, Term, Non-Tenure Track, change effective from August 1, 1995 through May 31, 1996 @ a gross salary from \$27,380.00 to effective August 16, 1995 through May 15, 1996 @ a gross salary of \$28,000.00.
12. Norma Tio, change from Instructor, Transitional Studies, Terminal, effective August 16, 1995 through May 15, 1996 @ a gross salary of \$24,952.00 to Instructor/Coordinator of Academic Advising and the Center for Academic Success, Undergraduate Studies, Term, Non-Tenure Track, effective July 1, 1995 to July 1, 1996 @ a gross salary of \$33,269.00.
13. Thomas M. Walker, change from Instructor to Assistant Professor, Biology, Tenure Track, effective August 16, 1995 through May 15, 1996 change @ a gross salary from \$31,500.00 to \$32,500.00.
14. Darrell G. Walsh, Head Volleyball Coach/Assistant Women's Basketball Coach, Athletic Department, Non-Faculty Appointment, effective July 1, 1995 to July 1, 1996 change @ a gross salary from \$21,424.00 to \$26,000.00.

Restricted/Grant Funds:

1. Chris Bates, Assistant Project Coordinator, Small Business Advancement National Center, effective July 17, 1995 through May 2, 1996 @ a gross salary of \$18,400.24.
2. Teresa Y. Cash, Assistant Project Coordinator for Small Business Development, Small Business Advancement National Center, effective July 1, 1995 to May 2, 1996 @ a gross salary of \$17,661.60.

3. Ronald K. Bramlett, Assistant Professor, Psychology & Counseling, effective July 1, 1995 to June 30, 1996 @ a gross salary of \$21,200.00.
4. Kelly D. Griffin, Assistant Project Coordinator, Small Business Advancement National Center, effective July 1, 1995 through May 2, 1996 @ a gross salary of \$20,159.32.
5. Sharon Ross, Instructor/Grant Coordinator, Term, Non-Tenure Track, Speech-Language Pathology, effective August 16, 1995 through May 15, 1996 @ a gross salary of \$28,000.00.

Restricted/Grant Funds (part-time):

1. Kathleen Atkins, Associate Professor/Program Director, College of Education, effective January 1995 through May 1995 @ a gross salary of \$4,000.00.
2. Don B. Bradley, Executive Director & Professor of Marketing, Small Business Advancement National Center, effective June 5 through June 30, 1995 @ a gross salary of \$5,627.00.
3. Don B. Bradley, Professor of Marketing, College of Business Administration, effective July 1 through August 15, 1995 @ a gross salary of \$3,678.00.
4. Don B. Bradley, Executive Director & Professor of Marketing, Small Business Advancement National Center, effective July 1 through July 7, 1995 @ a gross salary of \$1,515.00.
5. Don B. Bradley, Executive Director & Professor of Marketing, Small Business Advancement National Center, effective July 1, 1995 through May 2, 1996 @ a gross salary of \$3,000.00.
6. Christopher Chan, Research Assistant, Business & Industry Research, effective June 1 through June 30, 1995 @ a gross salary of \$560.00.
7. Andrew Cohen, Associate Professor, Art, effective August 1 through August 31, 1995 @ a gross salary of \$729.95.
8. David Dussourd, Associate Professor, Biology, effective May 18 through June 30, 1995 @ a gross salary of \$6,142.17 and July 1 through August 15, 1995 @ a gross salary of \$6,142.16.
9. Kelly Griffin, Guest Lecturer, Small Business Advancement National Center, effective May 15 and 17, 1995 @ a gross salary of \$200.00.
10. William Kordsmeier, Associate Professor, College of Business Administration, effective July 1 through August 15, 1995 @ a gross salary of \$2,866.00.

11. Rebecca Lancaster, Assistant Professor, Nursing, effective May 26 through June 30, 1995 and July 3 through August 11, 1995 @ a gross salary of \$4,536.00 each term.
12. Peter Lorenzi, Academic Dean/Professor, College of Business Administration, Business and Industry Research Center, effective May and June 1995 @ a gross salary of \$3,000.00.
13. Patricia Phelps, Associate Professor/Coordinator, Academic Affairs, Instructional Development Center, effective June 12 through June 30, 1995 @ a gross salary of \$2,121.84.
14. Nancy B. Reese, Assistant Professor, Physical Therapy, effective May 20 through August 11, 1995 @ a gross salary of \$14,000.00.
15. Sharon Ross, Instructor/Grant Coordinator, Speech-Language Pathology, effective June 3 through August 11, 1995 @ a gross salary of \$6,288.00.
16. Billy L. Smith, Professor, Psychology and Counseling, effective July 1, 1995 through June 30, 1996 @ a gross salary of \$9,000.00.
17. Sheila Stroman, Assistant Professor, Nursing, effective June 5 through June 16, 1995 @ a gross salary of \$1,300.00.
18. William Taylor, Associate Professor, Chemistry, effective June 5 through June 30, 1995 @ a gross salary of \$3,955.00.
19. Marc S. Willey, Instructor, Occupational Therapy, effective May 15 through May 31, 1995 @ a gross salary of \$4,447.00.

Appointments:

1. Stephen R. Addison, Associate Professor/Temporary Assistant Dean, Physics/Dean's Office, Appointment with Tenure, effective May 17 to July 1, 1995 @ a gross salary of \$5,690.88.
2. Stephen R. Addison, Associate Professor/Temporary Assistant Dean, Physics/Dean's Office, Appointment with Tenure, effective July 1 through August 15, 1995 @ a gross salary of \$5,356.12.
3. Eleanor Annis, Assistant Librarian, Torreyson Library, Non-Faculty Appointment, effective August 1, 1995 to July 1, 1996 @ a gross salary of \$26,125.00.
4. Phil Bartos, Instructor, Marketing and Management, Term, Non-Tenure Track, effective August 16, 1995 through May 15, 1996 @ a gross salary of \$34,000.00.

5. Tammy R. Benson, Assistant Professor, Childhood Education, Tenure Track, effective August 16, 1995 through May 15, 1996 @ a gross salary of \$31,000.00.
6. Belinda A. Bernum, Instructor, Speech, Theatre, and Mass Communications, Term, Non-Tenure Track, effective August 16, 1995 through May 15, 1996 @ a gross salary of \$25,000.00.
7. Freddie Bowles, Instructor, International Programs/Intensive English, Term, Non-Tenure Track, effective August 16, 1995 through May 15, 1996 @ a gross salary of \$20,000.00.
8. Ricky W. Brooks, Assistant Professor/Director of Bands, Music, Tenure Track with one year credit toward promotion and tenure, effective July 1, 1995 to July 1, 1996 @ a gross salary of \$46,000.00.
9. Carolyn Brown, Assistant Professor, Music, Tenure Track with one year credit toward tenure, effective August 16, 1995 through May 15, 1996 @ a gross salary of \$31,000.00.
10. Carole Carter, Instructor, History, Term, Non-Tenure Track, effective August 16, 1995 through May 15, 1996 @ a gross salary of \$23,690.00.
11. Olga Diachenko, Visiting Professor, Psychology & Counseling, Term, Non-Tenure Track, effective August 15 through December 15, 1995 @ a gross salary of \$10,000.00.
12. Calline Ellis, Assistant Professor, Nursing, Term, Non-Tenure Track, effective August 16, 1995 through May 15, 1996 @ a gross salary of \$39,140.00.
13. Joyce A. Fiddler, Assistant Professor, Childhood Education, Tenure Track with one year toward promotion and tenure, effective August 16, 1995 through May 15, 1996 @ a gross salary of \$30,000.00.
14. Rebecca A. Harrington, Assessment Supervisor, Psychology and Counseling, Term, Non-Tenure Track, effective July 1, 1995 to July 1, 1996 @ a gross salary of \$32,800.00.
15. Janice L. Haworth, Professor, Music, Term, Non-Tenure Track, effective August 16, 1995 through May 15, 1996 @ a gross salary of \$32,000.00.
16. Charles V. Hervey, Assistant Men's Basketball Coach/Instructor, Athletic Department, Non-Faculty Appointment, effective July 1, 1995 to July 1, 1996 @ a gross salary of \$34,835.00.
17. B. James Hood, Assistant Professor, Chemistry, Tenure Track with two years credit toward promotion, effective August 16, 1995 through May 15, 1996 @ a gross salary of \$35,000.00.

18. Jan Horan, Instructor, Kinesiology and Physical Education, Term, Non-Tenure Track, effective August 16, 1995 through May 15, 1996 @ a gross salary of \$24,000.00.
19. Glenn Irion, Assistant Professor, Physical Therapy, Tenure Track with three years toward promotion and tenure, effective August 16, 1995 through May 15, 1996 @ a gross salary of \$40,000.00.
20. Shelia Jackson, Assistant Professor, Kinesiology and Physical Education, Tenure Track with two years credit toward tenure and promotion, effective August 16, 1995 through May 15, 1996 @ a gross salary of \$35,500.00.
21. Garlan F. Jenkens, Instructor/Gallery Director, Art, Term, Non-Tenure Track, effective August 7, 1995 to July 1, 1996 @ a gross salary of \$25,379.22 (based on \$28,000.00 per annum).
22. Mary Landreth, Instructor, History, Term, Non-Tenure Track, effective August 16, 1995 through May 15, 1996 @ a gross salary of \$24,720.00.
23. Lois L. Moody, Project Coordinator, Continuing Education/Corporate Relations, Non-Faculty Appointment, effective July 1, 1995 to July 1, 1996 @ a gross salary of \$26,520.44.
24. Elizabeth C. Parker, Project Coordinator, Speech, Theatre, and Mass Communications, Non-Faculty Appointment, effective July 1, 1995 to July 1, 1996 @ a gross salary of \$19,000.00.
25. Carrie L. Phillips, Instructor, Physical Therapy, Term, Non-Tenure Track, effective July 1, 1995 to July 1, 1996 @ a gross salary of \$25,000.00.
26. Gerald Plumlee, Instructor/Assistant Director of Industrial Technology, Marketing and Management, Term, Non-Tenure Track, effective July 17, 1995 to July 1, 1996 @ a gross salary of \$24,520.00.
27. Joan Pritchard, Assistant Professor/Director of Faculty Development, Accounting, Appointment with Tenure, effective August 1, 1995 through May 31, 1996 @ a gross salary of \$56,030.00.
28. Harry Readnour, Professor/Acting Chairperson, History, Appointment with Tenure, effective July 1 through July 20, 1995 @ a gross salary of \$1,500.00.
29. Dennis J. Richardson, Instructor, Biology, Term, Non-Tenure Track, effective August 16, 1995 through May 15, 1996 @ a gross salary of \$27,000.00.
30. George W. Schuyler, Department Chairperson/Professor, History, Tenure Track with three years toward tenure, effective July 18, 1995 to July 1, 1996 @ a gross salary of \$61,292.24 (based on \$64,000.00 per annum).

31. Richard A. Scott, Instructor, Psychology and Counseling, Term, Non-Tenure Track, effective August 16, 1995 through May 15, 1996 @ a gross salary of \$24,700.00.
32. Ryan L. Strong, Acting Soccer Coach/Instructor, Athletic Department, Term, Non-Tenure Track, effective July 18, 1995 to July 1, 1996 @ a gross salary of \$22,987.68.
33. George H. Tompson, Visiting Assistant Professor, Marketing and Management, Term, Non-Tenure Track, effective August 16, 1995 through May 15, 1996 @ a gross salary of \$50,000.00.
34. Nickolai Veraksa, Visiting Professor, Psychology & Counseling, Term, Non-Tenure Track, effective August 15 through December 15, 1995 @ a gross salary of \$10,000.00.
35. Richard Walker, Instructor/Assistant Director of Bands, Music, Term, Non-Tenure Track, effective August 16, 1995 through May 15, 1996 @ a gross salary of \$30,000.00.
36. Jan Wayland, Assistant Professor, Nursing, Tenure Track, effective August 16, 1995 through May 15, 1996 @ a gross salary of \$43,000.00.
37. Toby White, Baseball Coach, Professional Field Services, Non-Faculty Appointment, effective July 10, 1995 to July 1, 1996 @ a gross salary of \$30,000.00.
38. Carolyn A. Zimmerly, Instructor/Assistant Director, Childhood Education, Term, Non-Tenure Track, effective August 10, 1995 through May 15, 1996 @ a gross salary of \$27,000.00.

Appointments, Summer:

1. Stephen Addison, Associate Professor/Temporary Assistant Dean, College of Natural Sciences & Mathematics, first and second summer terms @ a gross salary of \$11,047.12.
2. Gilbert Baker, Acting Chairperson/Assistant Professor, Music, July 8 to August 11, 1995 @ a gross salary of \$4,502.00.
3. Alvin T. Bell, Jr., Instructor, Mathematics and Computer Science, second term @ a gross salary of \$3,600.00.
4. Tammy Benson, Instructor, Childhood Education, first term @ a gross salary of \$1,400.00.
5. Barbara Bolls, Instructor, Childhood Education, first term @ a gross salary of \$2,800.00.
6. Lisa Daerr, Instructor, International Programs, second term @ a gross salary of \$1,800.00.

7. Betty Dickson, Instructor, Childhood Education, second term @ a gross salary of \$2,054.00.
8. R. Cameron Dorey, Associate Professor, Physics and Astronomy, second term @ a gross salary of \$4,520.00.
9. Linda Graham, Instructor, Speech-Language, July 1 through July 7, 1995 @ a gross salary of \$335.00.
10. Angela Greenland, Instructor, Special Education, first and second terms @ a gross salary of \$1,400.00 each term.
11. Bryan N. Grubbs, Instructor, Physical Therapy, first and second terms @ a gross salary of \$4,770.00.
12. Vincent Hammond, Associate Professor, History, second term @ a gross salary of \$3,830.00.
13. Marc Hirrel, Instructor, Biology, first summer term @ a gross salary of \$3,000.00.
14. William Kordsmeier, Associate Professor, Marketing and Management, effective July 1 through August 10, 1995 @ a gross salary of \$3,000.00.
15. James C. Mainord, Professor, Childhood and Special Education, second term @ a gross salary of \$7,160.00.
16. Kathy McDaniel, Instructor, Speech-Language Pathology, effective June 12 through August 11, 1995 @ a gross salary of \$2,500.00.
17. Jack E. Mobley, Jr., Instructor, Biology, second term @ a gross salary of \$3,000.00.
18. Lynn Ramage, Instructor, International Programs/Intensive English Program, effective first term @ a gross salary of \$2,020.00.
19. Neil Rutman, Assistant Professor, Music, second term @ a gross salary of \$750.00.
20. Richard I. Scott, Professor/Associate Director, Honors College, May 15 through June 4, 1995 @ a gross salary of \$2,000.00.
21. Richard I. Scott, Professor/Assistant Director of Sponsored Programs, Honors College, second term @ a gross salary of \$6,617.01.
22. Melissa Shock, Assistant Professor, Home Economics, effective first and second terms @ a gross salary of \$4,285.00 each term.

23. Ellen Stengel, Instructor, Transitional Studies, effective June 19 through June 30, 1995 @ a gross salary of \$1,500.00.
24. Kathleen Underwood, Lecturer/Research Associate, Undergraduate Studies, effective May 18 through June 21, 1995 @ a gross salary of \$1,912.00.

Research:

1. Carolyn Brown, June 1 through June 30, 1995 @ a gross salary of \$1,000.00.
2. Calline Ellis, June 5 through June 16, 1995 @ a gross salary of \$1,300.00.
3. Sondra Gordy, June 1 through June 30, 1995 @ a gross salary of \$600.00.
4. Lauretta Koenigseder, June 5 through June 16, 1995 @ a gross salary of \$1,300.00.

Appointments, part-time:

1. Robert Anthony, Instructor, part-time, Administration and Secondary Education, effective second summer term @ a gross salary of \$934.00.
2. Theola W. Baker, Instructor, part-time, International Programs/Intensive English Program, effective first summer term @ a gross salary of \$1,000.00 and second summer term @ a gross salary of \$900.00.
3. Suzanne Banister, Instructor, part-time, Music, effective first summer term @ a gross salary of \$750.00.
4. Freddie Bowles, Instructor/Activity Sponsor, part-time, International Programs/Intensive English Program, effective first term @ a gross salary of \$2,200.00 and second term @ a gross salary of \$2,100.00.
5. Rebecca R. Carr, Clinical, part-time Speech-Language Pathology, effective Fall and Spring semesters @ a gross salary of \$7,325.00.
6. Nancy Clark, Instructor, part-time, Health Sciences, effective first summer term @ a gross salary of \$1,400.00.
7. Jennifer Damgaard, Instructor, part-time, International Programs/Intensive English Program, effective first and second summer terms @ a gross salary of \$1,850.00 each term.

8. Karen Dobbs, Instructor, part-time, Psychology and Counseling, effective Fall semester @ a gross salary of \$4,000.00.
9. Patricia D. Enderlin, Instructor, part-time, Health Education, effective August 19, 1995 through May 11, 1996 @ a gross salary of \$10,742.00.
10. Rita Fielder, Instructor, part-time, Transitional Studies, effective Fall semester @ a gross salary of \$11,600.00.
11. James H. Flanigan, III, Instructor, part-time, Biology, effective first summer term @ a gross salary of \$3,000.00.
12. Steve Griffith, Instructor, part-time, Psychology and Counseling, effective Fall semester @ a gross salary of \$2,000.00.
13. Michelle Hansard, Clinical, part-time Speech-Language Pathology, effective Fall and Spring semesters @ a gross salary of \$5,175.00.
14. Christi Harris, Clinical, part-time Speech-Language Pathology, effective Fall and Spring semesters @ a gross salary of \$10,625.00.
15. John R. Hendon, Instructor, part-time, Marketing and Management, effective June 12 through July 11, 1995 @ a gross salary of \$2,800.00 and second summer term @ a gross salary of \$2,000.00.
16. Helen Heron, Instructor, part-time, Psychology and Counseling, effective Fall semester @ a gross salary of \$6,000.00.
17. Barbara Lorince Hogan, Clinical, part-time Speech-Language Pathology, effective Fall and Spring semesters @ a gross salary of \$4,250.00.
18. Jamie Holley, Clinical, part-time, Speech-Language Pathology, effective Fall and Spring semesters @ a gross salary of \$5,175.00.
19. Bruce Jackson, Instructor, part-time, Music, effective second summer term @ a gross salary of \$1,500.00.
20. Sue Jones, Clinical Supervisor, part-time Speech-Language Pathology, effective Fall and Spring semesters @ a gross salary of \$6,900.00.
21. Joseph LaFace, Instructor, part-time, Economics and Finance, effective Fall semester @ a gross salary of \$2,000.00.

22. Foy Lisenby, Instructor, part-time, History, effective Fall semester @ a gross salary of \$4,000.00.
23. Karen Lock, Clinical, part-time Speech-Language Pathology, effective Fall and Spring semesters @ a gross salary of \$5,175.00.
24. Rebecca H. Martin, Instructor, part-time, Marketing and Management, effective second summer term @ a gross salary of \$4,000.00.
25. Lauren Maxwell, Instructor, part-time, Economics and Finance, effective Fall semester @ a gross salary of \$2,000.00.
26. Jerry W. Mimms, Instructor, part-time, Biology, effective first and second summer terms @ a gross salary of \$1,400.00 each term.
27. Robert L. Mitchum, Instructor, part-time, Economics & Finance, effective Fall semester @ a gross salary of \$2,000.00.
28. K. C. Poole, Instructor, part-time, Home Economics, effective May 15, 1995 through July 7, 1995 @ a gross salary of \$2,800.00.
29. Robert Price, Instructor, part-time, Applied Academic Technologies, effective first and second terms @ a gross salary of \$3,000.00.
30. Lisa Ritchie, Clinical, part-time, Home Economics, effective first summer term @ a gross salary of \$2,800.00 and second summer term @ a gross salary of \$1,400.00.
31. Cindy Robinette, Instructor, part-time, Biology, effective first and second summer terms @ a gross salary of \$2,800.00 each term.
32. Jennifer Roe, Lab Supervisor, part-time, Physical Therapy, effective June 5 through June 30, 1995 @ a gross salary of \$672.00.
33. Jeimifer Roe, Lab Supervisor, part-time, Physical Therapy, effective July 1 through August 11, 1995 @ a gross salary of \$1,008.00.
34. Don Spitzer, Instructor, part-time, Transitional Studies, effective June 19 through June 30, 1995 @ a gross salary of \$1,500.00.
35. Don Spitzer, Instructor, part-time, Transitional Studies, effective second summer term @ a gross salary of \$2,800.00.

36. Lynnette Stanley, Instructor, part-time, Music, effective first summer term @ a gross salary of \$1,800.00.
37. Lynnette Stanley, Instructor, part-time, Music, effective second summer term @ a gross salary of \$1,500.00.
38. Mark Sutherland, Instructor, part-time, Biology, effective first summer term @ a gross salary of \$1,500.00.
39. Beverly Tallent, Instructor, part-time, Home Economics, effective first summer term @ a gross salary of \$1,400.00.
40. Cathy K. Urwin, Instructor, part-time, History, effective first summer term @ a gross salary of \$1,500.00.
41. Ann E. Woodruff, Instructor, part-time, Psychology and Counseling, effective Fall semester @ a gross salary of \$4,000.00.

Sabbaticals:

1. Elson Bihm, Psychology & Counseling, Spring 1996.
2. James Mainord, Special Education, Spring 1996.
3. Gary Wekkin, Political Science, Spring 1996.
4. Scott Markham, Marketing and Management, Spring 1996.
5. Marian Brodman, Foreign Languages, Spring 1996.
6. Raymond Frontain, English, Spring 1996.

Resignations:

- | | | | |
|----|-------------------|-------------------------------|---------------|
| 1. | Rosemary Alcon | Physical Therapy | June 30, 1995 |
| 2. | Emily Appukuttan | Childhood & Special Education | May 17, 1995 |
| 3. | Deborah E. Beeman | Transitional Studies | May 17, 1995 |
| 4. | Barbara Bolls | Childhood & Special Education | July 7, 1995 |

5.	Teresa K. Buchanan	Home Economics	May 17, 1995
6.	Scott W. Calef	Philosophy	May 17, 1995
7.	Christopher Chan	College of Business Administration	June 30, 1995
8.	Karen M. Dobbs	Psychology & Counseling	May 17, 1995
9.	Giora Enden	Physics & Astronomy	May 17, 1995
10.	Norman L. Hoover	Biology	May 17, 1995
11.	Peter Lorenzi	College of Business Administration	June 30, 1995
12.	Kevork Mardirossian	Music	May 17, 1995
13.	Sidney G. Painter	Marketing & Management	June 21, 1995
14.	Tommy W. Reed	Athletic Department	June 30, 1995

ADDENDUM

Adjustments, Summer:

1. Bruce Jackson, Instructor, part-time, Music, effective second summer term @ a gross salary of \$1,500.00. CANCELLED.

Adjustments:

1. Jami Anderson, change from Instructor to Assistant Professor, Philosophy, Tenure Track, effective August 15, 1995 through May 30, 1996 change @ a gross salary from \$31,000.00 to \$32,000.00.

Restricted/Grant Funds (part-time):

1. Robin Hayes, Instructor/Americorps Grant Coordinator, Health Sciences, effective July 1 through September 30, 1995 @ a gross salary of \$4,500.00.

Research:

1. Joseph P. McGarrity, July 10 through August 11, 1995 @ a gross salary of \$2,000.00.

Appointments, Fall:

1. Jeff Allender, Assistant Professor, part-time, University Studies, effective Fall Semester @ a gross salary of \$360.00.
2. Phillip Bailey, Assistant Professor, part-time, Undergraduate Studies, effective Fall Semester @ a gross salary of \$360.00.
3. Gilbert Baker, Assistant Professor, part-time, University Studies, effective Fall Semester @ a gross salary of \$720.00.
4. Raymond Frontain, Instructor, part-time, English, effective Fall Semester @ a gross salary of \$2,000.00.
5. Ralph Gallucci, Associate Professor, part-time, University Studies, effective Fall Semester @ a gross salary of \$720.00.
6. James Guinee, Instructor, part-time, Psychology and Counseling, effective Fall Semester @ a gross salary of \$2,000.00.
7. Barbara Holmes, Associate Professor, part-time, Undergraduate Studies, effective Fall Semester @ a gross salary of \$360.00.
8. Jan Horan, Instructor, Kinesiology and Physical Education, Term, Non-Tenure Track, effective August 16, 1995 through May 15, 1996 @ a gross salary of \$24,000.00.
9. C. Denise Johnson, Instructor, part-time, Transitional Studies, effective Fall Semester @ a gross salary of \$3,000.00.
10. Hsiao-Hung Lee, Instructor, part-time, English, effective Fall Semester @ a gross salary of \$2,000.00.
11. Terry Love, Instructor, part-time, Health Sciences, effective Fall Semester @ a gross salary of \$1,333.00.
12. Patricia McGraw, Instructor, part-time, English, effective Fall Semester @ a gross salary of \$2,000.00.
13. Jack Mobley, Jr., Instructor, Biology, Term, Non-Tenure Track, effective August 16, 1995 through May 15, 1996 @ a gross salary of \$27,000.00.

14. Patricia Price, Instructor, part-time, University Studies, effective Fall Semester @ a gross salary of \$360.00.
15. Richard A. Scott, Instructor, part-time, University Studies, effective Fall Semester @ a gross salary of \$360.00.

Appointments, part-time:

1. Rosemary Alcon, Instructor, part-time, Health Sciences, effective Fall Semester @ a gross salary of \$1,333.00.
2. Marck L. Beggs, Instructor, part-time, English, effective Fall Semester @ a gross salary of \$4,000.00.
3. Connie Bellinghausen, Instructor, part-time, University Studies, effective Fall Semester @ a gross salary of \$720.00.
4. Jean Allen Bennett, Instructor, part-time, Speech/Theatre/Mass Communication, effective Fall Semester @ a gross salary of \$2,000.00.
5. Perry Brown, Instructor, part-time, Geography/Political Science/Sociology, effective Fall Semester @ a gross salary of \$4,000.00.
6. Susan Burks, Instructor, part-time, English, effective Fall Semester @ a gross salary of \$4,000.00.
7. Pamela J. Bennett, Instructor, part-time, Family and Consumer Sciences, effective Fall Semester @ a gross salary of \$4,000.00.
8. Susan Chambers, Instructor, part-time, Art, effective Fall Semester @ a gross salary of \$4,000.00.
9. James H. Fielder, Instructor, part-time, Math & Computer Science, effective Fall Semester @ a gross salary of \$11,600.00.
10. James Frazer, Instructor, part-time, English, effective Fall Semester @ a gross salary of \$4,000.00.
11. Ellen T. Frazier, Instructor, part-time, Family and Consumer Sciences, effective Fall Semester @ a gross salary of \$4,000.00.

12. Kathryn F. French, Instructor, part-time, Health Sciences, effective Fall Semester @ a gross salary of \$2,666.00.
13. Charlotte Frith, Adjunct Instructor, part-time, Speech-Language Pathology, effective Fall Semester @ a gross salary of \$2,000.00.
14. Gail T. Fry, Instructor, part-time, English, effective Fall Semester @ a gross salary of \$4,000.00.
15. Gwen Galloway, Clinical Supervisor, part-time, Nursing, effective Fall Semester @ a gross salary of \$3,200.00.
16. Deborah L. Gangluff, Laboratory Supervisor, part-time, Occupational Therapy effective Fall and Spring semesters @ a gross salary of \$11,520.00.
17. Jan Wells Gaughan, Instructor, part-time, English, effective Fall Semester @ a gross salary of \$4,000.00.
18. Rose Hamilton, Instructor, part-time, Speech/Theatre/Mass Communication, effective Fall Semester @ a gross salary of \$2,000.00.
19. Tohy Hart, Instructor, part-time, Kinesiology and Physical Education, effective August 16, 1995 through May 15, 1996 @ a gross salary of \$6,000.00.
20. Robin Hayes, Instructor, part-time, Health Sciences, effective Fall Semester @ a gross salary of \$2,666.00.
21. William A. Horstman, Instructor, part-time, Geography/Political Science/Sociology, effective Fall Semester @ a gross salary of \$2,000.00.
22. Mary A. Jones, Instructor, part-time, English, effective Fall Semester @ a gross salary of \$4,000.00.
23. Wanda Jones, Instructor, part-time, Applied Academic Technologies, effective Fall Semester @ a gross salary of \$1,334.00.
24. Julie Kordsmeier, Clinical Supervisor, part-time, Nursing, effective Fall Semester @ a gross salary of \$3,300.00.
25. Kay Lambert, Instructor, part-time, English, effective Fall Semester @ a gross salary of \$4,000.00.

26. Mari B. Lee, Instructor, part-time, Art, effective Fall Semester @ a gross salary of \$4,000.00.
27. Leslie Mangiamele, Instructor, part-time, Art, effective Fall Semester @ a gross salary of \$4,000.00.
28. Phillip Melton, Instructor, part-time, Honors College, effective Fall Semester @ a gross salary of \$4,000.00.
29. Michael L. Murphy, Instructor, part-time, Geography/Political Science/Sociology, effective Fall Semester @ a gross salary of \$2,000.00.
30. Suzanne Norton Patterson, Instructor, part-time, English, effective Fall Semester @ a gross salary of \$4,000.00.
31. Alberta McCauley Pearson, Instructor, part-time, Art, effective Fall Semester @ a gross salary of \$4,000.00.
32. Micheal Pelt, Instructor, part-time, Philosophy, effective Fall Semester @ a gross salary of \$2,000.00.
33. Dwight Pierce, Associate Professor, part-time, Health Sciences, effective Fall Semester @ a gross salary of \$200.00.
34. W. Travis Plumlee, Instructor, part-time, Geography/Political Science/Sociology, effective Fall Semester @ a gross salary of \$4,000.00.
35. Phyllis Plumley, Instructor, part-time, Art, effective Fall Semester @ a gross salary of \$4,000.00.
36. K. C. Poole, Instructor, part-time, Family and Consumer Sciences, effective Fall Semester @ a gross salary of \$3,500.00.
37. Robert Price, Instructor, part-time, Applied Academic Technologies, effective Fall Semester @ a gross salary of \$2,000.00.
38. Mitzi R. Pyland, Instructor, part-time, Family and Consumer Sciences, effective Fall Semester @ a gross salary of \$1,400.00.
39. Lisa K. Ray, Instructor, part-time, Geography/Political Science/Sociology, effective Fall Semester @ a gross salary of \$2,000.00.

40. Cynthia Sellers Roach, Instructor, part-time, Geography/Political Science/Sociology, effective Fall Semester @ a gross salary of \$2,000.00.
41. Cynthia Sellers Roach, Instructor, part-time, Geography/Political Science/Sociology, effective Fall Semester @ a gross salary of \$4,000.00.
42. William Schlientz, Instructor, part-time, English, effective Fall Semester @ a gross salary of \$4,000.00.
43. Steven Thomas Scoggins, Instructor, part-time, English, effective Fall Semester @ a gross salary of \$4,000.00.
44. Deedra Smith, Instructor, part-time, Health Sciences, effective Fall Semester @ a gross salary of \$1,333.00.
45. Connie Tollett, Instructor, part-time, Geography/Political Science/Sociology, effective Fall Semester @ a gross salary of \$2,000.00.
46. Margie Towery, Instructor, part-time, Health Sciences, effective Fall Semester @ a gross salary of \$2,666.00.
47. Lynne Vinson, Instructor, part-time, Health Sciences, effective Fall Semester @ a gross salary of \$2,666.00.
48. Michael Vinson, Instructor, part-time, Health Education, effective Fall Semester @ a gross salary of \$2,666.00.
49. Eva Warner, Instructor, part-time, Geography/Political Science/Sociology, effective Fall Semester @ a gross salary of \$4,000.00.
50. Jan Watson, Clinical Supervisor, part-time, Nursing, effective Fall Semester @ a gross salary of \$4,107.50.
51. Jimmie Lee Williams, Instructor, part-time, Speech/Theatre/Mass Communication, effective Fall Semester @ a gross salary of \$4,000.00.
52. Merrie Lynn Wright, Instructor, part-time, English, effective Fall Semester @ a gross salary of \$4,000.00.

Resignations:

1.	Lisa R. Daerr	International Programs	August 11, 1995
2.	Cecily A. Delk	Speech/Theatre/Journalism	August 1, 1995
3.	Edvard E. Thorsett	Speech/Theatre/Journalism	May 17, 1995

Election of Officers - Mr. Womack moved that the Board elect Mr. Aydelott as Chairman, Mr. Harding as Vice Chairman, and Dr. Harold Chakales as Secretary for 1995-96. The motion was seconded by Mrs. Goode and passed.

PRESIDENT'S REPORT

Commencement - After the Board meeting dinner will be served in Gallery III in Commons, followed by the August commencement at 7:30 p.m. in the Farris Center. Robing will begin at 7:00 in the Purple Circle Room.

Parking spaces will be reserved in front of the Farris Center.

Board Travel - The President's Office approved travel by members of the Board of Trustees (other than for board meetings) as follows:

1. For attendance at the Association of Governing Boards of Universities and Colleges Annual National Conference on Trusteeship in Seattle, Washington March 25-28, 1995: Elaine Goode \$1,661.44

Registration	\$ 700.00 *
Airfare	387.00
Hotel	411.27
Meals	88.97
Taxi	58.00
Parking	<u>16.20</u>
 TOTAL	 <u>\$1,661.44</u>

* Includes "Strengthening Board Effectiveness at Public Institutions" session (\$85.00) and conference social (\$65.00).

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2. For attendance at the Association of Governing Boards of Universities and Colleges Annual National Conference on Trusteeship in Seattle, Washington March 24-28, 1995: Dalda Womack \$1,969.20

Registration	\$ 550.00
Airfare	535.00
Hotel	691.20
Meals	164.00
Taxi	<u>29.00</u>
 TOTAL	 <u>\$1,969.20</u>

3. For attendance at the National Association of College and University Attorneys Annual Conference in Toronto, Ontario, Canada June 21-22, 1995: Madison P. Aydelott III \$1,876.45

Registration	\$ 755.00
Airfare	749.00
Hotel	328.46
Meals	25.99
Taxi	<u>18.00</u>
 TOTAL	 <u>\$1,876.45</u>

As a result of the travel reported above, Mrs. Goode, Mr. Womack, and Mr. Aydelott have completed the instruction and training, required by Act 1171 of 1993, for 1995.

Construction Update:

1. Final payment will soon be made on the Laney Building, including the resolution of liquidated damages which were finalized at \$12,000.
2. HPER Building - This project is currently inactive.

3. **Mass Communications Facility AETN/UCA** - Tom Fennell continues to work on cost estimates for UCA's \$7 million portion of the facility, including an auditorium.
4. Joe Johnson of The Cromwell Firm has begun the design work and cost estimates for the football stadium.
5. AMR Architects have gathered data from various academic units and certain central administration units and will conduct additional interviews to determine future space needs for these units. As soon as this is completed, John Allison will make suggestions concerning the most appropriate architectural solution to meeting these needs. Additional information is contained in the agenda item regarding bond issues for these facilities and the football stadium.
6. **Student Center** - The Bookstore moved into its new space in the Student Center on August 1, 1995. The remainder of the Student Center is scheduled to be completed and occupied by the end of the Fall semester.
7. Construction of the new football practice field will be complete when an irrigation system is installed and the field has been hydroseeded.
8. **President's House** - A contract for renovation and expansion of the president's house has been awarded to H. L. Wright Construction Company. The work is in progress and the contractor has 240 calendar days to complete the project with a starting date of July 27, 1995.
9. **Parking** - Improvement of the parking lot north of the Administration Building is complete including the installation of curbs, planting islands and lighting. A new 250 space parking lot west of Hughes Hall is complete. The large parking area north and west of AETN has been improved by drainage work and the addition of crushed rock.
10. **Stone Dam Creek** - 400 square feet of Stone Dam Creek has been covered. An additional 600 feet of the creek will be covered during the fall semester.
11. Landscaping and installation of an irrigation system at Laney Hall is complete (irrigation contractor assessed \$700 liquidated damages for project delay).

Irrigation system for the area between Irby Hall and Donaghey Avenue is complete.

12. Demolition work on Marian Ross Avenue between Snow Fine Arts Center and Short/Denney and Conway Halls and west of Old Main has been completed. Drainage pipes and sidewalks have been installed. Curbing, resurfacing, landscaping and irrigation work remains to complete the project.

UCAPD Facility - Bids for the construction of a new facility for the university's police department were substantially higher than expected. The proposal will be modified and re-bid in an attempt to obtain a better price for the construction of the building.

Litigation Update - The following is a report on the status of litigation involving UCA as of July 19, 1995.

Board of Trustees of UCA, et al v. State Board of Higher Education, et al, No. CIV 95-201 (Faulkner County Circuit). On April 21, 1995, the UCA Board of Trustees filed a complaint in Faulkner County Circuit Court challenging the decision by the State Board of Higher Education to reject UCA's compromise proposal to establish doctoral programs in physical therapy and school psychology. The UCA Board alleged that the State Board's decision violated Amendment 33 to the Arkansas Constitution. Amendment 33 prohibits the transfer of power from the UCA Board to any other entity, absent consolidation or abolition of the university itself. Because the UCA Board has had the power to determine the role and scope of UCA and to establish degree programs for the university, these powers may not lawfully be transferred to the State Board. UCA contends that the State Board rules regarding approval of new programs were outside its authority and violated the Administrative Procedure Act. UCA also asks for a declaratory judgment that the relevant statute and State Board rules are unconstitutional as applied to UCA and for a permanent injunction restraining the Board from enforcement of the statute. The State Board has moved to dismiss the complaint, alleging that the court has no jurisdiction over the case and that the case can only be filed in Pulaski County. UCA has opposed the motion and the court has set a hearing date of September 6, 1995 for consideration of the motion to dismiss.

Crawford v. Davis, et al., No. LR-C-95-092 (E.D.Ark.). Ms. Michelle Crawford, a UCA student, has filed this sexual harassment lawsuit in federal district court against Michael Davis, a former UCA instructor; Ronnie Williams; the University of Central Arkansas; and Winfred L. Thompson. Ms. Crawford alleges that Mr. Davis sexually

harassed her during the part of a semester that she was a student in his class. She alleges that UCA's sexual harassment policy fails to provide adequate protection, that UCA faculty and staff were not properly educated concerning the policy, and that Mr. Williams and Dr. Thompson applied the policy in a manner that deprived the plaintiff of her federally protected rights. The plaintiff is asking for an unspecified amount of damages, attorney's fees, and costs. The Attorney General's Office is representing UCA, Dr. Thompson and Mr. Williams and has filed an answer denying the allegations. Mr. Davis, acting as his own attorney, has also denied the allegations. The matter has been set for trial on November 28, 1995.

Hill v Board of Trustees of UCA, et al., No. LR-C-94-345 (E.D.Ark.). Mr. Wilton Hill, a Department of Public Safety Officer, sued UCA in federal court for race and age discrimination and retaliation. Mr. Hill contends that UCA discriminated against him on the basis of his race by paying him a lower salary than a white employee with less seniority. Mr. Hill claims that he was subsequently denied a promotion to Uniform Commander based on his race, his age and in retaliation for filing the previous discrimination complaint. Mr. Hill is seeking promotion to the position of Uniform Commander, back pay, compensatory damages in excess of \$50,000, punitive damages in excess of \$50,000, attorney fees and costs. UCA has filed a motion for summary judgment in this case. The matter is set for trial on October 2, 1995.

Gibson v UCA, EEOC No. 251-94-0303. Ms. Gibson contends that she was not selected for the position of Director of Disability Services/Assistant Director of Minority Affairs due to her race, white, and her disability. UCA has denied the charge and EEOC has determined that no discrimination occurred.

Barthel Huff v UCA, EEOC No. 251-94-0944. This is Dr. Barthel Huff's second age discrimination charge based upon UCA's failure to select him for a second faculty vacancy in the Department of Mathematics and Computer science. UCA has denied the charge and is awaiting a decision by EEOC.

Walter Hathaway v UCA, EEOC No. 251-94-0809. Mr. Hathaway filed a second charge alleging that he was discharged from his position as Equipment Operator I in retaliation for his filing an age discrimination claim against UCA. The university has denied the charge and is awaiting a determination from EEOC.

Emergency Response Plan - A university-wide committee (Disaster Preparedness Committee) was appointed to prepare university administrative units, students, faculty, and staff on the campus to cope with disaster and to preserve life and property in the event of a disaster. The primary charge of the committee was to develop a written blueprint for response to disasters in accordance with the Arkansas Emergency Services Act 511 of 1973 and consistent with guidelines established by the Arkansas Office of Emergency Services, Emergency Operations Plan for Faulkner County, and the Faulkner County Emergency Management Planning Committee upon which the university is represented.

The committee recently completed its initial work with the development of an Emergency Response Plan designed to be set in operation whenever an emergency affecting the university reaches proportions that cannot be handled by routine measures. The plan established an Emergency Response Team (ERT), responsibilities and coordinating duties of ERT members, and response priorities. It also provides general information regarding initial efforts of the university during an emergency, and the roles of various supervisors and managers. This plan will be distributed to all administrative heads of the university.

The committee also developed an Emergency Procedures Quick Reference Guide designed to provide quick reference for various minor and major emergencies, what first actions should be taken, and how to obtain assistance. This desk brochure is intended for use by all university community members and will be distributed to department heads, faculty and staff members, and all campus residents.

Copies of the *Emergency Response Plan* and the *Emergency Procedures Quick Reference Guide* were given to members of the Board.

International Student Health Insurance: Case of NG, Chee Mun - President Thompson reported on a transfer student from INTI College in Malaysia who suffered a right intracranial hemorrhage that required immediate emergency surgery at Baptist Hospital in Little Rock. After two surgeries, extensive stays in intensive care and neural recovery units, Chee Mun was transferred to Baptist Rehabilitation Institute to receive physical, occupational, and speech therapy. On July 19, 1995 Chee Mun was discharged by the Institute and flew home to Malaysia. Mr. Ng must still undergo extensive therapy before he will be able to return to university studies.

UCA's international student medical benefits plan provides for a lifetime benefit maximum of \$250,000 and includes a medical evacuation benefit. Mr. Ng's care in this case is estimated to fall between \$200,000 and \$250,000. The insurance company has paid every

claim regarding this case up to this date, which includes the cost of Mr. Ng's return ticket to Malaysia and the cost of the round-trip ticket for an escort.

President Thompson commended the Office of International Programs and Baptist Hospital for the handling of this case.

Mr. Aydelott requested that the Board be informed if and when Mr. Ng returns to UCA.

Retirement Community for UCA - President Thompson discussed the possibility of developing a retirement community on the southwest corner of the campus. He stressed that the idea is in a VERY preliminary stage of discussion.

President Thompson stated that there are instances in which UCA retirees have moved to other cities because Conway does not presently have a retirement community. He further stated that the community could provide differing levels of services from independent living quarters to a full-care nursing home. Also, the facility could be available to UCA retirees exclusively or open to anyone with UCA retirees having priority. If there is not enough of a market for retirees, the facility could be used for faculty and staff housing.

Several Board members expressed interest and agreed that President Thompson should continue his preliminary exploration of the idea.

Miscellaneous Items - Copies of the following items were distributed to members of the Board:

1. A portion of a survey of Conway residents conducted by the Conway Regional Medical Center which indicates that the response in respect to UCA was very favorable.
2. Comparison of 1995/96 Budgeted Athletic Expenditures Among Arkansas Four Year Public Universities.
3. Non-Athletic Generated Revenues Allocated to Athletics - Budgeted Fiscal Year 1995/96.
4. ADHE Summary of 1995-96 Athletic Certification Data From Institutional Boards of Trustees.

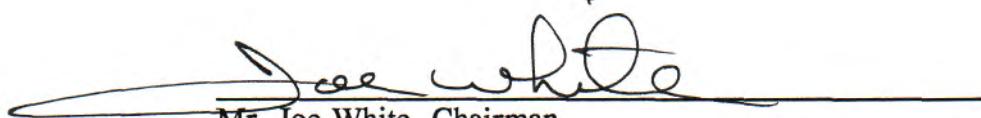
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Mr. Aydelott requested the administration to analyze what the impact would be on other university programs if \$450,000 of E & G resources is transferred to the athletic budget. He requested that this item be placed on the agenda of a future board meeting.

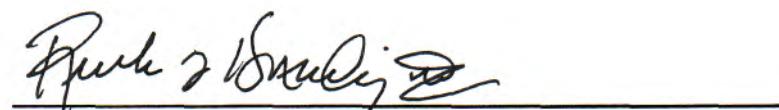
Mr. Aydelott asked about the possibility of increasing athletic resources by other methods (i.e. souvenir sales, etc.).

Mr. White pointed out that UCA has received some very good publicity concerning the UCA Police Department. He expressed his appreciation to Mr. Larry James, Chief of the UCAPD, and his staff for their accomplishments.

There being no further business to come before the Board, the meeting was adjourned upon motion by Dr. Chakales with a second by Mrs. Goode.



Mr. Joe White, Chairman



Mr. Rush Harding III, Secretary