

The Board of Trustees of the University of Central Arkansas convened in regular meeting Friday, February 9, 1996, at 2:00 p.m. in Room 214A in the Student Center with the following officers and members present, to-wit:

Chair:	Mr. Madison P. Aydelott III
Vice Chair:	Mr. Rush Harding III (present via telephone for bond issues only)
Secretary:	Dr. Harold Chakales Mrs. Elaine Goode Mr. Rickey Hicks Mr. Joe White Mr. Dalda Womack

and with the following absent, to-wit: None

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

Mr. Aydelott welcomed Mr. Rickey Hicks who was recently appointed to the Board of Trustees by Governor Tucker. Mr. Hicks replaces Mr. Jerry Malone.

Minutes of the December 8, 1995 meeting were approved as circulated upon motion by Mr. White with a second by Mr. Womack.

Minutes of the December 19, 1995 teleconference meeting - Board Policy No. 200 provides that the Board of Trustees must confirm all action taken at any meeting conducted by telephone conference call. On December 19, 1995 the Board of Trustees convened by telephone conference call, with a majority of the board members participating. The Board approved a memorandum of understanding with Conway Corporation and the City of Conway concerning the construction of a conference center on the UCA campus. In other action, the Board authorized the administration to employ a financial advisor in reviewing alternatives for securing capital funding.

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

**"BE IT RESOLVED: THAT THE BOARD OF TRUSTEES HEREBY CONFIRMS THE ACTIONS OF THE BOARD OF TRUSTEES TAKEN AT ITS DECEMBER 19, 1995 TELEPHONE CONFERENCE CALL."**

### **ACTION AGENDA**

**Resolution of Appreciation to Conway Corporation and Mr. Jim Brewer** - At its December 19, 1995, teleconference, the Board authorized the University to receive \$2.25 million dollars from Conway Corporation for the construction of a conference center to be included in the UCA/AETN telecommunications center. The conference center will serve the community by providing a suitable location for conferences and meetings of local businesses, civic groups, and other community organizations. By unanimous vote, the Board directed the administration to prepare a resolution of appreciation to Conway Corporation and Mr. Jim Brewer.

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

**WHEREAS, the Conway Corp., owned by the City of Conway, has throughout its history supported public and private education in Conway; and**

**WHEREAS, Conway Corp. has significantly assisted the University of Central Arkansas with campus growth and program development; and**

**WHEREAS, the Conway Corp. will provide \$2.25 million as a participant in the construction of a conference center in conjunction with the telecommunications center jointly planned by UCA and the Arkansas Educational Television Network; and**

**WHEREAS, Mr. Jim Brewer, retired general manager of the Conway Corp., had the principal role in leading and coordinating the efforts and procedures necessary for Conway Corporation's participation to become a reality; and**

**WHEREAS, Mr. Brewer, the City of Conway, and the Conway Corp. have throughout the years steadfastly supported the University of Central Arkansas in its mission to the State of Arkansas; now therefore be it**

**RESOLVED, that the Board of Trustees of the University of Central Arkansas does hereby extend its sincere appreciation and gratitude to Mr. Brewer, the City of Conway and the Conway Corp. for their vision, their initiative, and their invaluable support; and be it further**



**RESOLVED**, that these resolutions be made a part of the minutes of the University of Central Arkansas Board of Trustees meeting.

**Adopted this 9th  
day of February 1996  
in Conway, Arkansas**

\_\_\_\_\_  
**Chairman of the Board**

\_\_\_\_\_  
**Vice Chairman of the Board**

\_\_\_\_\_  
**Secretary of the Board**

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Legislative Audit Report - LEGISLATIVE AUDIT REPORT** - In accordance with Act 4 of 1991, the Board of Trustees is required to review audit reports and accompanying comments and recommendations relating to publicly funded institutions. This Act requires that the Board take appropriate action relating to each finding and recommendation contained in the audit report.

We recently received the audit report for fiscal year 1994 for the University of Central Arkansas. A copy of the report was mailed to Board members with the agenda for this meeting. Following are the findings and recommendations of the Arkansas Division of Legislative Audit concerning that audit and our response to those findings:

### **1. UNACCOUNTED FOR FIXED ASSETS**

#### **Findings and Recommendations**

**UNIVERSITY OF CENTRAL ARKANSAS BOOKSTORE** - The Agency determined that miscellaneous computer equipment with a total cost of \$1,227.00 was unaccounted for.

Our findings in this matter are being reported in accordance with Ark. Code Ann. 10-4-111 and 21-2-708.

### **Response**

Inventory and sales procedures have been tightened and includes more detail information as well as increased physical security referred to in item 2A which should reduce the risk of this recurring. This bookstore merchandise inventory is located in the Burdick Business Administration Building.

## **2. BURGLARY**

### **Findings and Recommendations**

**A. UNIVERSITY OF CENTRAL ARKANSAS BOOKSTORE, BUSINESS AND INDUSTRY RESEARCH AND TORREYSON LIBRARY** - The Agency reported burglaries occurring on May 6, 1994, December 17, 1994 and April 24, 1995 in which the following items of computer items of computer equipment were taken:

<u>DESCRIPTION</u>	<u>AMOUNT</u>	<u>Date of BURGLARY</u>
7 Power Mac 7100/66/8/250/CD CPU	\$ 17,384.32	December 17, 1994
1 BNDL Mac 180C 4/160 MOD H	2,455.00	May 6, 1994
1 BNDL Powerbook 520 4/160 BTS	1,926.02	December 17, 1994
1 BNDL Powerbook 150 4/120 BTS	1,212.64	December 17, 1994
Other Misc. computer equipment	334.96	
2 Apple 8100 A/V 16/500/CD CPU	8,990.00	December 17, 1994
1 Apple 7100 8/250/CD CPU	2,138.02	December 17, 1995
1 Infocus 550LS Projector	6,613.08	December 17, 1995
8 Apple Centris 610 8/80/CD CPU	12,221.12	December 17, 1995
1 Hitachi 7000 External CD ROM Drive	<u>662.31</u>	April 24, 1995
TOTAL	<u>\$ 53,937.47</u>	

A University of Central Arkansas Police Department investigation was inconclusive as to the identity of the burglar(s). The University filed an insurance claim with Hartford

Insurance. On January 23 and June 27, 1995, the University received \$43,458.16 and \$2,362.00 respectively.

Our findings in this matter are being reported in accordance with Ark. Code Ann. 10-4-111 and 21-2-708.

**Response:**

The investigation into this burglary is still open. The University of Central Arkansas Police Department has the description and serial numbers of the stolen equipment listed with the National Crime Information Center, as well as the Arkansas Crime Information Center. The University has implemented the following security measures to lessen the risk of future break-ins and thefts in the Burdick Business Administration Building and the Multi-Media Resources Center located in the Torreyson Library:

1. Deadbolts were placed on the entrance doors of the computer labs and computer storage areas.
2. Metal guards were installed on door facings and doors.
3. The door lock on the Multi-Media Resource Center was changed from a keypad locking mechanism to a double cylinder deadbolt with limited key access.
4. The southeast exterior door to the Burdick Business Administration Building was changed to a higher security door with a night latch function and a Bonduprin panic device.
5. UCAPD has increased its security patrol of this area.

**B. UNIVERSITY OF CENTRAL ARKANSAS MUSIC DEPARTMENT** - The Agency reported a burglary occurring on December 8, 1994 in which \$353.00 in cash had been taken. A University of Central Arkansas Police Department investigation was inconclusive as to the identity of the burglar.

Our findings in this matter are being reported in accordance with Ark. Code Ann. 10-4-111 and 21-2-708.



**Response:**

The investigation into the theft of the \$353.00 is still open. An internal audit was performed and the following cash control recommendations were implemented: cash/checks are deposited within 24 hours of receipt, all deposits are made intact, and a temporary change fund has been obtained.

The audit was filed by the Legislative Joint Auditing Committee at its December 8, 1995 meeting.

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

**"BE IT RESOLVED: THAT THE UCA BOARD OF TRUSTEES HAS REVIEWED AND ACCEPTS THE AUDIT REPORT FOR FISCAL YEAR 1995 AS PREPARED BY THE ARKANSAS LEGISLATIVE AUDIT DIVISION AND REVIEWED BY THE LEGISLATIVE JOINT AUDITING COMMITTEE."**

**Reimbursement of Expenses for Official Board Duties** - Act 1211 of 1995 provides that boards and commissions may, during their first regularly scheduled meeting of each calendar year, authorize expense reimbursement for each board member for performing official board duties. The Act states that the expense reimbursement must not exceed the rate established for state employees for state travel regulations.

The new act covers expense reimbursement for all official board functions. Therefore, the proposed policy would amend existing board policy No. 211, which concerns reimbursement for only those expenses that are unrelated to board meetings.

Mr. Aydelott requested that a copy of the travel regulations be sent to each member of the Board.

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

**“BE IT RESOLVED: THAT THE UCA BOARD OF TRUSTEES HEREBY AMENDS EXISTING BOARD POLICY NO. 211 AS FOLLOWS:**

~~STATE REGULATIONS REQUIRE THAT THE UCA BOARD OF TRUSTEES MUST APPROVE THE REIMBURSEMENT OF ACTUAL EXPENSES INCURRED BY MEMBERS OF THE BOARD OF TRUSTEES IN CONNECTION WITH OFFICIAL DUTIES PERFORMED AT TIME OTHER THAN OFFICIAL BOARD MEETINGS AND THAT A CERTIFIED COPY OF THE BOARD'S APPROVAL MUST ACCOMPANY THE CLAIMS. THEREFORE THE BOARD AUTHORIZES THE PRESIDENT TO APPROVE, FOLLOWING RECEIPT OF AN ESTIMATE OF THE EXPENSES INVOLVED, THE INCURRING OF REIMBURSABLE EXPENSES FOR OFFICIAL BUSINESS OR TRAVEL BY A BOARD MEMBER UNRELATED TO OFFICIAL BOARD MEETINGS PROVIDED THAT THE ACTUAL EXPENSES MUST BE REPORTED TO THE BOARD AT ITS NEXT MEETING OR AS SOON AS REASONABLY PRACTICAL THEREAFTER. THE BOARD APPROVES THE REIMBURSEMENT OF ACTUAL EXPENSES INCURRED FOR OFFICIAL BUSINESS OR TRAVEL BY A BOARD MEMBER UNRELATED TO OFFICIAL BOARD MEETINGS PURSUANT TO THIS POLICY.~~

**THE UCA BOARD OF TRUSTEES AUTHORIZES REIMBURSEMENT OF EXPENSES FOR EACH OF ITS BOARD MEMBERS FOR PERFORMANCE OF OFFICIAL BOARD DUTIES, TO INCLUDE ATTENDANCE AT BOARD MEETINGS, FULFILLMENT OF BOARD TRAINING REQUIREMENTS, AND ANY OTHER OFFICIAL BOARD DUTIES. THE EXPENSE REIMBURSEMENT AUTHORIZED HEREIN MUST NOT EXCEED THE RATE ESTABLISHED FOR STATE EMPLOYEES FOR STATE TRAVEL REGULATIONS, INCLUDING SPECIAL TRAVEL AUTHORIZATION. THE BOARD ALSO AUTHORIZES THE PRESIDENT TO APPROVE THE REIMBURSEMENT OF TRAVEL EXPENSES OF BOARD MEMBERS THAT ARE IN CONFORMANCE WITH THIS POLICY.”**



**Property Acquisitions - Beasley and Baldrige Properties:**

1. Beasley Property - Margaret and Tom Beasley, owners of property located on the southeast corner of the intersection of College Avenue and Farris Road, have agreed to sell approximately 4.32 acres (190,200 sq. ft.) upon which is located a 2,711 foot residence and other buildings for \$600,000. The following appraisals have been obtained for the property:

Coats Appraisal Service	\$580,000
Rogers Appraisals	\$618,500

The property is located northwest of the UCA baseball field and has a 415 foot common boundary with property owned by the university. The property is in close proximity to highly utilized university facilities including the Lewis Science Center, Farris Center and Estes Stadium. Although the university does not have immediate plans for its use, the property could be used for one or more of the following purposes:

- \* Relocation of the baseball field
- \* Location of a health, physical education & recreation facility
- \* Parking
- \* Student housing

If the university does not acquire the property, there is a likelihood that it will soon be sold for commercial development. If that were to occur, the university would have lost the opportunity to purchase one of the last pieces of largely vacant land in the vicinity of the campus.

In response to a question from Mr. Hicks concerning property values in Conway, Dr. Jim Dombek, Vice President for Academic Services, distributed and discussed, at President Thompson's request, information concerning comparable property purchases in the area.

In response to a question from Mr. White, President Thompson explained that the properties would be purchased with reserve funds.

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



**"BE IT RESOLVED: THAT THE ADMINISTRATION IS AUTHORIZED TO PURCHASE THE FOLLOWING PROPERTY FOR \$600,000 PLUS THE UNIVERSITY'S SHARE OF CLOSING COSTS:**

**PROPERTY OWNED BY MARGARET & TOM BEASLEY DESCRIBED AS FOLLOWS:**

- (i) PART OF THE WEST HALF (W ½) OF THE NORTHWEST QUARTER (NW 1/4) OF THE SOUTHEAST QUARTER (SE 1/4) OF SECTION ELEVEN (11), TOWNSHIP FIVE (5) NORTH, RANGE FOURTEEN (14) WEST, MORE PARTICULARLY DESCRIBED AS FOLLOWS: BEGINNING AT A POINT 150 FEET WEST OF THE NORTHEAST CORNER OF SAID WEST ½ NW 1/4 SE 1/4 AND RUNNING THENCE SOUTH 230 FEET; THENCE WEST 150 FEET; THENCE NORTH 230 FEET; THENCE EAST 150 FEET TO THE POINT OF BEGINNING, CONTAINING ¾ ACRE, MORE OR LESS.**
- (ii) PART OF THE NW 1/4, NW 1/4, SE 1/4, SECTION 11, TOWNSHIP 5 NORTH, RANGE 14 WEST OF FAULKNER COUNTY ARKANSAS, MORE PARTICULARLY DESCRIBED AS BEGINNING AT A POINT 300 FEET WEST OF THE NORTHEAST CORNER OF THE SAID NW 1/4, NW 1/4, SE 1/4; THENCE SOUTH 495.00 FEET; THENCE WEST 210.00 FEET, THENCE NORTH 150.00 FEET; THENCE WEST 150.00 FEET; THENCE NORTH 345.00 FEET; THENCE EAST 360.00 FEET, TO THE POINT OF BEGINNING, CONTAINING 3.574 ACRES MORE OR LESS."**

2. Baldrige Property - Mr. & Mrs. William Baldrige have contacted the university administration expressing interest in selling to the university property they own on Elizabeth Street between Bruce Street and South Boulevard. The property lies east of Elizabeth Street, directly across from UCA's "Baldrige Apartments" and a 100 - space parking lot. This property consists of lots 1, 2, 3, 6, 7, 8 & 9 upon which are located two residences of approximately 1500 square feet each and two mobile homes (UCA owns lots 4 & 5 upon which is located a quadraplex).

Mr. & Mrs. Baldrige have agreed to sell the property to the university for \$163,000, which is the amount of the lower of two appraisals.

The two residences located on the property could be added to the 21 rental units owned by the university in this area which have experienced high occupancy levels. The property is located near an area of the campus in which all existing parking is fully utilized. Development of vacant lots into parking facilities would ease parking problems in this area of the campus. Upon purchase of the Baldrige property, the university will own all the property accessible from Elizabeth Street for a distance of one block, making it likely that we will wish to petition the city to close the street for the length of that block.

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

**"BE IT RESOLVED: THAT THE ADMINISTRATION IS AUTHORIZED TO PURCHASE THE FOLLOWING PROPERTY FOR \$163,000 PLUS THE UNIVERSITY'S SHARE OF CLOSING COSTS, DESCRIBED AS:**

**LOTS 1,2,3,6,7,8,9, BLOCK 69, BOULEVARD ADDITION, CITY OF CONWAY, FAULKNER COUNTY, ARKANSAS."**

**Elimination of Low Productivity Degree Programs** - During the last several years, the MSE program in English has averaged less than one graduate per year, while the MA program has averaged 10.3 graduates per year. The MA degree fully meets the needs of public school teachers who wish to enhance their credentials. All appropriate committees and academic administrators, consequently, recommend the deletion of the MSE in English degree.

The appropriate administrators and committees also recommend deletion of the BA in Journalism. This degree program has averaged fewer than three graduates per year over the last five years, with no graduates for the last two years. Students presently enrolled in the journalism program are classified in the Bachelor of Science in Mass Communications degree program. If the resolution is approved, the BA in Journalism will no longer appear in the *Undergraduate Bulletin* beginning with the publication of the 1996-1998 edition.

President Thompson emphasized that elimination of these programs does not eliminate courses of study for students. In the case of English, the needs of students can be fully met by the master of arts degree; and, the bachelor of science degree will fully meet the needs of students in the case of journalism.



Following discussion the following resolution was adopted upon motion by Mrs. Goode with a second by Mr. White:

**“BE IT RESOLVED: THAT THE UNIVERSITY OF CENTRAL ARKANSAS BOARD OF TRUSTEES HEREBY AUTHORIZES THE DELETION OF THE MSE DEGREE IN ENGLISH AND THE BA IN JOURNALISM WITH THE UNDERSTANDING THAT STUDENTS CURRENTLY ENROLLED IN THE PROGRAMS WILL BE ALLOWED TO COMPLETE THEIR DEGREE, BUT THAT NO STUDENTS WILL BE ALLOWED TO ENROLL AFTER THE SPRING SEMESTER OF 1996.”**

**Elimination of Required Minors for Selected Degrees** - At the October 1995 meeting, the Board of Trustees eliminated the BSE degrees in the sciences because of low productivity. The appropriate administrators and committees now recommend the deletion of the requirement of a minor for those science students who will seek teacher certification. In effect, the requirements for teacher certification will substitute for the minor. The recommendation will affect the following degrees: BS in Biology, BSE in Biology, BS in Chemistry, BSE in Chemistry, BS in General Science, BSE in General Science, BS in Physical Science, BSE in Physical Science, BS in Physics, and BSE in Physics. This will reduce by 18 to 24 hours the total hours required of students who wish to teach science.

Mrs. Goode expressed strong concern about the need to counsel students that they may want these minors to improve their employability.

Following discussion the following resolution was adopted upon motion by Mr. White with a second by Mr. Hicks:

**“BE IT RESOLVED: THAT THE UNIVERSITY OF CENTRAL ARKANSAS BOARD OF TRUSTEES HEREBY APPROVES THE ELIMINATION OF THE REQUIRED MINOR COURSE OF STUDY FOR THE FOLLOWING DEGREES FOR THOSE STUDENTS WHO SEEK TEACHER CERTIFICATION: BS IN BIOLOGY, BSE IN BIOLOGY, BS IN CHEMISTRY, BSE IN CHEMISTRY, BS IN GENERAL SCIENCE, BSE IN GENERAL SCIENCE, BS IN PHYSICS, BSE IN PHYSICS, BS IN PHYSICAL SCIENCE, AND BSE IN PHYSICAL SCIENCE.”**

Dr. Chakales arrived at the meeting at this point.

**General Education Program Revision** - The current general education requirements, implemented in 1984, have served the university and its students well. However, new state mandates, articulation agreements among the state universities, accreditation recommendations, new technologies, and an increasingly interdependent world require a fresh examination of the general body of knowledge to which all students should be exposed.

On April 14, 1994, the Vice President for Academic Affairs (Provost) appointed a committee to examine the general education program and make recommendations concerning any revisions. The committee worked diligently throughout the 1994-1995 academic year. In addition to meetings with individual deans and other interested parties, the committee held a series of open forums on general education. It completed its discussions and submitted a report to the academic vice president (Provost) on May 10, 1995. That report was subsequently distributed to the faculty, who were invited to offer comments. Early in the fall, the Undergraduate Council began its review of the General Education Committee's proposal. It also held a series of open campus meetings. After careful further review, the Undergraduate Council submitted its recommendations to the academic vice president on October 24, 1995. The Council of Deans in turn held three special meetings to consider the recommendations submitted by the General Education Committee and the Undergraduate Council.

As a result of those discussions, the Council of Deans and Vice President for Academic Affairs (Provost) agreed on new general education requirements that propose the following major changes. The new program increases from 45 to 47 hours the total hours required. (Majors that require an especially great number of hours may apply for an exception that, if granted, will reduce the general education requirements to 44.)

The program introduces a new computer literacy requirement for graduation, as well as the requirement of six hours of classes designated as writing and/or speaking intensive. It also introduces a new category, "World Cultural Traditions," although the courses listed there are a part of the current general education program. In compliance with Act 969 of 1993, students, beginning with the fall term of 1997, must have completed two units of foreign language for unconditional admission to the university.

We continue to examine the place of foreign languages in the general education program and may return to the Board with an additional recommendation.

Following discussion the following resolution was adopted upon motion by Mr. White with a second by Mrs. Goode:



**“BE IT RESOLVED: THAT THE BOARD OF TRUSTEES APPROVES, AS THE GENERAL EDUCATION PROGRAM, THE COURSE OF STUDY ATTACHED AS APPENDIX A. THE BOARD FURTHER AUTHORIZES THE ADMINISTRATION TO CORRECT CLERICAL ERRORS AS MAY BE NECESSARY IN THE PROPOSED COURSE OF STUDY. THE NEW GENERAL EDUCATION PROGRAM WILL BECOME EFFECTIVE FOR STUDENTS ENTERING THE UNIVERSITY AFTER THE SPRING TERM 1996.”**

## THE PROPOSED GENERAL EDUCATION PROGRAM

### A SUMMARY OF THE COURSE OF STUDY

**The Program:** A maximum of forty-seven hours distributed over ten categories. Additions to previous general education programs include an oral communications course and a new category, World Cultural Traditions. A graduation requirement of six hours of courses designated as writing or speaking intensive is added. Students will also need to demonstrate computer literacy prior to graduation. Each category will have a specified credit hour requirement. A complete outline of the categories is attached.

Categories:	COMPOSITION	6 HOURS
	ORAL COMMUNICATION	3 HOURS
	MATHEMATICS	3 HOURS
	HISTORY/GOVERNMENT	3 HOURS
	FINE ARTS	3 HOURS
	SCIENCES	8 HOURS
	HEALTH STUDIES	3 HOURS
	WORLD CULTURAL TRADITIONS	9 HOURS
	HUMANITIES	3 HOURS
	SOCIAL SCIENCES	6 HOURS

**Options:** Students may use major requirements to satisfy general education requirements in the area of the major. Majors that require an especially great number of hours may apply for an exception that, if granted, will reduce the general education hours to forty-four.

Alternative and interdisciplinary courses may be developed that will satisfy general education requirements.



## THE GENERAL EDUCATION COURSE OF STUDY

COMPOSITION

6 hours minimum required from the following:

ENGL 1310 COMPOSITION I

ENGL 1320 COMPOSITION II

Other writing courses may be developed to fulfill this area

ORAL COMMUNICATION

3 hours minimum required:

A new communications course that is activity-based and focuses on the development of speaking and reasoning skills in various discursive contexts.

MATHEMATICS

3 hours minimum required from the following:

MATH 1360 MATHEMATICS FOR GENERAL EDUCATION

MATH 1390 COLLEGE ALGEBRA

MATH 1392 PLANE TRIG

MATH 1580 PRE-CALCULUS MATHEMATICS

MATH 1591 CALCULUS I

HISTORY AND GOVERNMENT

3 hours minimum required from the following:

HIST 2301 AMERICAN NATION I

HIST 2302 AMERICAN NATION II

PSCI 1330 US GOVERNMENT AND POLITICS

FINE ARTS

3 hours minimum required from the following:

ART 1XXX or 2XXX ART APPRECIATION  
MUS 1XXX or 2XXX MUSIC APPRECIATION  
SPTA 1XXX or 2XXX THEATER APPRECIATION

SCIENCES

8 hours minimum required. Both courses must include a laboratory.

4 hours required from:

BIOL 1400 BIOLOGY FOR GENERAL EDUCATION  
BIOL 1410 MOLECULAR AND CELLULAR PRINCIPLES OF BIOLOGY  
Other laboratory Biology courses  
4 hours required from:

CHEM 1400 CHEMISTRY IN SOCIETY  
PHYS 1400 PHYSICAL SCIENCE FOR GENERAL EDUCATION  
PHYS 1401 DESCRIPTIVE ASTRONOMY  
Other laboratory Chemistry and/or Physics courses

HEALTH STUDIES

3 hours minimum required:

Course or courses to be determined

WORLD CULTURAL TRADITIONS

9 hours minimum required from the following:

3 hours from World History I or World History II  
3 hours from World Literature I or World Literature II  
3 hours from World History, World Literature, World Religions, or other courses that may be developed



### HUMANITIES

3 hours minimum required:

Courses to be determined

### SOCIAL SCIENCES

6 hours minimum required and courses must be selected from two disciplines:

ECON 1310 MODERN POLITICAL ECONOMY

or

ECON 2320 PRINCIPLES OF MACROECONOMICS

GEOG 1305 PRINCIPLES OF GEOGRAPHY

PSCI 1330 US GOVERNMENT AND POLITICS

or

PSCI 2300 INTERNATIONAL RELATIONS

PSYC 1300 GENERAL PSYCHOLOGY

SOC 1300 PRINCIPLES OF SOCIOLOGY

or

SOC 1302 ANTHROPOLOGY

**Faculty Handbook - Causes for Dismissal or Non-Reappointment of a Tenured Faculty Member** - Over the past three years, the Administration has submitted portions of a new Faculty Handbook for Board review and approval. The Administration has worked with the Faculty Handbook Committee concerning this issue; just before the December 8 Board meeting, the President and the Handbook Committee reached agreement. The Board was asked to refrain from considering the issue until the Faculty Senate could review the agreed-upon Handbook section.

The Faculty Senate has now approved the causes for dismissal or non-reappointment. It also adopted a proposal to significantly revise the procedure for dismissal or non-reappointment. The Administration recommends that the Board adopt the agreed-upon language. The Administration will work with the Faculty Handbook Committee to address procedural changes and will make recommendations on this portion of the Handbook at a later date.

The proposed language would replace the existing Causes for Dismissal or Non-Reappointment at pages 61 and 62 of the 1983 Faculty Handbook. The proposal is as follows:

1. Causes for Dismissal or Non-Reappointment

Adequate cause for dismissal or non-reappointment of a faculty member with tenure may be established through demonstration by the university of ~~gross professional incompetence, gross neglect of professional responsibility, or moral turpitude.~~ failure to meet professional responsibilities or personal misconduct.

a. ~~Gross Professional Incompetence or Incapacity:~~

~~Demonstrated inability to perform, on an acceptable level, the duties of a position.~~

b. ~~Gross Neglect of Professional Responsibilities:~~

~~Repeated failure to comply with official directives and established university policies; repeated neglect of departmental and university duties; failure to keep current and maintain competency in one's field; general inaccuracy, ineffectiveness, and/or dishonesty in the performance of teaching and/or research duties; or failure to comply with such reasonable requirement that the university may prescribe for achieving professional improvement and growth.~~

c. ~~Moral Turpitude:~~

~~Any grave personal misconduct that substantially impairs an individual's fulfillment of institutional responsibilities or adversely reflects on the university.~~

a. Failure to Meet Professional Responsibilities:

Repeated failure to comply with official directives or established University policies; substantial and manifest neglect of faculty duties or substantial and manifest evidence of unsatisfactory performance of faculty duties; or demonstrated incompetence or dishonesty in teaching or research.

b. Misconduct:

Personal misconduct which substantially impairs one's fulfillment of faculty obligations.

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



**“BE IT RESOLVED: THAT THE UNIVERSITY OF CENTRAL ARKANSAS BOARD OF TRUSTEES HEREBY ADOPTS THE PROPOSED LANGUAGE AS SET OUT IN THE FOREGOING AGENDA ITEM TO REPLACE THE LANGUAGE UNDER THE HEADING ‘CAUSES FOR DISMISSAL OR NON-REAPPOINTMENT’ ON PAGES 61 AND 62 OF THE 1983 UCA FACULTY HANDBOOK; PROVIDED, HOWEVER, THAT THE ADMINISTRATION IS AUTHORIZED TO MAKE CORRECTIONS AND CHANGES OF A CLERICAL NATURE.”**

Mr. Hicks asked if the described conduct relates only to the faculty member's conduct in his official capacity on campus or if it carries over to off-campus activities and the faculty member's personal life.

President Thompson stated that in his opinion it refers primarily to professional conduct of an individual as a part of his responsibilities to the university; however, he is not sure that it should exclude completely an individual's off-campus conduct when that conduct reflects behavior which impacts the university community.

Mr. Don Adlong, Chairman of the *Faculty Handbook* Committee, stated that it is his understanding that it is not the intent of the administration to monitor the personal lives of faculty members away from campus. President Thompson agreed.

#### **STATEMENT FROM THE PRESIDENT OF THE STAFF SENATE**

**Mr. Bill Yates, President of the Staff Senate**, reported on the progress being made on the Senate's goals for this year. He stated that the university's reorganization has gone smoothly for the staff; plans are in progress to implement, effective July 1, the necessary re-alignment of Staff Senate positions due to the reorganization. Mr. Yates further stated that the Staff Senate is following very closely the developments at the state level concerning the new merit pay system.

Mr. Yates expressed his appreciation to the Board for approving the recent change in the Senate's constitution which allows an ex-officio position. Dr. Graham Gillis is serving in that role and doing an excellent job.

He reported that staff members are making progress in raising funds to endow the five Staff Senate scholarships by working at ball games and helping in the administration of the rising junior exam. Also, Mr. Alan Garret, UCA alumni and owner of U.S. Amusement Company, who has contracted to provide equipment to the game room in the student center, has volunteered to give 10% of his profits to the UCA Foundation Staff Senate Scholarship Fund.

Mr. Yates stated that UCA's HMO Arkansas representative has agreed to assist in the Senate's efforts to train staff members on how to use health care benefits more effectively. He further reported that committees are working on the Senate's quick-reference procedures manual and an orientation program for new employees. The Senate has also developed, in cooperation with the Counseling Center, a series of meetings including topics ranging from money management to retirement planning.

Mr. Yates thanked the Board for its continued support.

### **ACTION AGENDA (continued)**

Mr. Rush Harding joined the meeting via telephone to discuss the following items:

**Athletic and Educational and General Facilities Needs** - At several previous meetings, the Board has discussed the antiquated and deteriorating condition of the university's football stadium. Although Board members have expressed concerns about the costs, there has been general agreement that the existing west stands at Estes Stadium, built by the WPA in the Great Depression, should be replaced.

In those discussions, it has also been recognized that although our existing educational and general (e and g) facilities are probably better maintained than facilities at any other four-year university in the state, new projects and renovations are necessary for the improvement of our academic programs. Our rapidly growing programs in the health sciences and the related laboratory and classroom needs in the sciences present especially pressing challenges.

### **Athletic Facilities**

At the December 8, 1995 meeting, the Board approved the issuance of bonds for the athletic facilities, not to exceed amounts determined to be economically feasible by the Board of Higher Education. The authorization was made subject to provision by the administration to the Board of information about the source of funds for the repayment of the loans.

Following is an explanation of the proposed source of funds for the stadium renovation.

In the university's 1995-96 budget, an operating reserve of approximately \$500,000 was set aside. During the course of the budget year, much of that \$500,000 has been allocated. However, the allocations were primarily for one-time expenditures that have not been built into the university's base budget.



It is possible, therefore, to allocate funds from that reserve to retire bonds issued for the construction or renovation of athletic facilities so long as the \$450,000 limitation imposed by state law and the more specific regulatory requirements specified by the Board of Higher Education are not exceeded. Because of the existence of that reserve, this commitment of these funds can be made without impinging upon the current operating budget of any other university program and without increasing student fees.

### **Educational and General Facilities**

Although other university programs can demonstrate a need for more and better facilities, the President recommends to the Board that the most critical "e and g" capital needs not yet provided for by state funding are in the College of Health and Applied Sciences and, in the College of Natural Science and Mathematics. The needs in the College of Health and Applied Sciences are especially important because programs in that college, notably the physical therapy program, have grown rapidly in recent years and have become such important parts of the university's academic strength.

The President recommends to the Board that the university undertake a long-range effort to provide outstanding facilities for those programs, with priority being assigned to physical therapy. As discussed previously with the Board, the main components of those needs, and the approximate anticipated costs, are as follows:

Old Gymnasium Renovation	\$ 4,000,000
Lewis Science Center Laboratory Renovations	\$ 1,000,000
Speech Language Pathology Building Addition (max)	\$ 500,000
Health Sciences Center	\$15,000,000

The cost of the additions to the Speech-Language Pathology building are modest enough that we should be able to fund them from year-end balances and miscellaneous sources.

Leaving aside this modest cost, then, the foreseeable expenditures for athletics, the sciences, and the health sciences can be estimated as follows:

Estes Stadium	\$ 5,000,000
Health Sciences Center	\$15,000,000
Old Gymnasium Renovations	\$ 4,000,000
Lewis Science Center Laboratory Renovations	\$ 1,000,000
<b>TOTAL</b>	<b>\$25,000,000</b>

As desirable as it might be to make all these facilities available to our students immediately, and even though according to the Department of Higher Education calculations it would be economically feasible for the university to issue bonds in this amount, the Administration does not recommend so large a bond issue at one time, even with the favorable interest rates now prevailing.

A more cautious approach is to develop the project in phases so that the administration and the Board can analyze enrollment trends and other relevant factors over the next few years.

Even a more modest "e and g" bond issue cannot be undertaken without increasing student fees to some extent to cover the cost of present and future retirement of the bonds.

After careful weighing of the benefits to the students of constructing and renovating these facilities and the burden imposed by the increase of existing fees and establishment of new ones, the President recommends that the university proceed with Phase I of this \$25,000,000 project by the issuance of not to exceed \$10,000,000 in bonds.

He recommends that not less than \$2,500,000 and not more than \$5,000,000 be allocated to construction of athletic facilities at Estes Stadium (following the limitations specified by state law and the Department of Higher Education on this project).

He recommends that the balance of the \$10,000,000 in Phase I be allocated to the other three projects listed above (Health Sciences Center, Old Gymnasium Renovation, and Lewis Science Center Renovation).

He further recommends that final decision on the exact allocation of funds for the various projects be deferred pending the development of more detailed plans for the projects by university architects working in conjunction with the Deans of the College of Health and Applied Sciences, the Dean of the College of Natural Sciences and Mathematics, the Director of Athletics, and the President and his staff.

It is to be hoped that Phase II of the "e and g" projects may be undertaken if release of the \$5,000,000 appropriated by the legislature for a Health, Physical Education, and Recreation Building can be secured. The president intends also that the university should look at the possibility of a capital campaign to attempt to raise at least a portion of the Phase II cost.



### **Impact Upon Tuition and Fees**

The administration has previously shared with the Board information confirming that UCA's per student educational and general expenditures are lower than comparable expenditures at our peer institutions. Therefore, the administration does not recommend the reallocation of existing budgets to undertake additional "e and g" capital construction described above.

Rather, the President recommends an equipment and facility fee to cover these costs.

If imposed upon all students, an equipment and facility fee of approximately \$3.00 per credit hour (\$36 per semester) will produce sufficient revenue to cover the cost of \$7,500,000, the maximum in "e and g" bonds which would be authorized under this proposal.

Although it is not necessary (or possible) to finalize the university's 1996-97 budget at this meeting, the President requests in the attached resolution, that the Board authorize the imposition of a new facilities and equipment fee to cover the cost of not to exceed \$7,500,000 to construct the "e and g" facilities itemized above.

If the Board approves this resolution, the Administration will not request a general registration fee increase for current undergraduate students next year. Therefore, the total of tuition and fees for current undergraduate students returning to UCA will increase a modest 3-4 percent which is in line with current rates of inflation.

Tuition and fees for graduate students and new students will be presented to the Board at a later meeting.

The following resolution was recommended by President Thompson to the Board of Trustees:

**"BE IT RESOLVED: THAT THE ADMINISTRATION IS AUTHORIZED TO ISSUE NOT TO EXCEED \$10,000,000 IN BONDS TO BE REPAYED OVER A PERIOD NOT TO EXCEED 30 YEARS AT A RATE OF INTEREST NOT TO EXCEED 5.9 PER CENT PER ANNUM;**

**PROVIDED, HOWEVER, THAT NO MORE THAN \$5,000,000 SHALL BE USED FOR THE RENOVATION AND/OR CONSTRUCTION OF ATHLETIC FACILITIES AND THAT THE BALANCE SHALL BE UTILIZED TO FINANCE THE RENOVATION AND/OR CONSTRUCTION OF SUCH EDUCATIONAL AND GENERAL FACILITIES (WITH EMPHASIS UPON THE NEEDS OF THE COLLEGE OF HEALTH AND APPLIED SCIENCES AND THE COLLEGE OF**



NATURAL SCIENCES AND MATHEMATICS) AS MAY HEREAFTER BE SPECIFICALLY PROPOSED BY THE ADMINISTRATION AND APPROVED BY THE BOARD OF TRUSTEES.

PROVIDED FURTHER, THAT A TRANSFER OF NOT TO EXCEED \$450,000 FROM STATE APPROPRIATED FUNDS, AS AUTHORIZED BY LAW AND APPROVED BY THE BOARD OF HIGHER EDUCATION, IS AUTHORIZED AS NECESSARY TO REPAY ANY BONDS ISSUED FOR CONSTRUCTION AND/OR RENOVATION OF THE ATHLETIC STADIUM AND TO MEET OTHER ATHLETIC PROGRAM NEEDS; AND

PROVIDED FURTHER THAT THE ADMINISTRATION IS AUTHORIZED TO ESTABLISH AN EQUIPMENT AND BUILDING FEE OF \$3.00 PER SEMESTER CREDIT HOUR TO FUND THE RETIREMENT OF BONDS ISSUED FOR EDUCATIONAL AND GENERAL CONSTRUCTION PROJECTS APPROVED BY THE BOARD OF TRUSTEES”.

Mr. Harding suggested that the language in the first paragraph of the above resolution be amended to allow the university to have some flexibility in the rate of interest per annum.

Discussion turned to the following item:

**A Resolution Authorizing the Sale of Bonds to Refund UCA's Outstanding Series 1991 Bonds; and Prescribing Other Matters Relating Thereto** - President Thompson stated that since interest rates are at a historic low this would be an advantageous time to also refinance approximately \$5,000,000 in current bonds which were issued four years ago for construction of Baridon Hall. This refinancing could save approximately \$25,000 per year for the housing system. At President Thompson's request Mr. Bob McCormack, Vice President for Financial Affairs distributed copies of the proposed resolution. Mr. Paul Young, UCA's financial adviser, distributed and discussed "Review of Financing Alternatives."

Mr. Harding moved that the following resolution be adopted with an amendment to the language in Section 1, from "That the offering of the bonds is hereby authorized if the present value savings to UCA as a result of the refunding of the Prior Bonds is at least equal to 5 percent of the par amount refunded." to "That the offering of the bonds is hereby authorized if the present value savings to UCA as a result of the refunding of the Prior Bonds is **approximately** equal to 5% or greater of the par amount refunded." Mrs. Goode seconded the motion.

Following lengthy discussion concerning the selection process for and the cost of bond counsel the above motion by Mr. Harding and second by Mrs. Goode was passed unanimously:



**"WHEREAS, CURRENT BOND MARKET CONDITIONS MAKE IT POSSIBLE TO ACHIEVE SIGNIFICANT SAVINGS BY REFUNDING THE OUTSTANDING UCA BONDS, SERIES 1991 (THE "PRIOR BONDS"); AND**

**WHEREAS, IT IS APPROPRIATE THAT UCA PROCEED WITH THE OFFERING AND SALE OF ITS REFUNDING BONDS, SERIES 1996 (THE "BONDS") FOR THE PURPOSE OF REFUNDING THE PRIOR BONDS; AND**

**WHEREAS, T. J. RANEY & SONS AND THE ROSE LAW FIRM, THE BOND COUNSEL FOR THE PRIOR BONDS, ARE FAMILIAR WITH THE TERMS AND OTHER RELEVANT MATTERS RELATED TO THE PRIOR BONDS AND T. J. RANEY & SONS HAS PRESENTED INFORMATION TO UCA ABOUT THE OPPORTUNITY TO REFUND THE PRIOR BONDS AND SUCH FIRMS SHOULD, THEREFORE, BE AUTHORIZED TO ASSIST UCA WITH THE REFUNDING.**

**NOW THEREFORE, BE IT RESOLVED BY THE UCA BOARD OF TRUSTEES (THE "BOARD"):**

**SECTION 1. THAT THE OFFERING OF THE BONDS IS HEREBY AUTHORIZED IF THE PRESENT VALUE SAVINGS TO UCA AS A RESULT OF THE REFUNDING OF THE PRIOR BONDS IS APPROXIMATELY EQUAL TO 5 PERCENT OR GREATER OF THE PAR AMOUNT REFUNDED. THE BONDS MAY BE OFFERED IN A TOTAL PRINCIPAL AMOUNT NOT TO EXCEED THE AMOUNT REQUIRED, WITH OTHER AVAILABLE FUNDS, TO ACCOMPLISH THE REFUNDING.**

**SECTION 2. THE PRESIDENT, VICE PRESIDENT FOR FINANCIAL SERVICES AND OTHER UNIVERSITY OFFICIALS ARE AUTHORIZED TO COOPERATE WITH T. J. RANEY & SONS AND THE ROSE LAW FIRM IN THE PREPARATION OF A PRELIMINARY OFFICIAL STATEMENT AND IN EXECUTING SUCH WRITINGS AND TAKING SUCH ACTIONS AS MAY BE APPROPRIATE TO THE OFFERING OF THE BONDS OR ANY PORTION THEREOF.**

**AN ISSUANCE OF THE BONDS IS, UNDER ARKANSAS LAW, SUBJECT TO APPROVAL OF THE BOARD, BY RESOLUTION, ANY SALE OF THE BONDS WILL BE SUBJECT TO APPROVAL OF THE BOARD."**



The discussion returned to the "Athletic and Educational and General Facilities Needs" item. Mr. White and other Board members expressed concern that the Board, having received the proposed resolution by fax the morning of the meeting, did not have sufficient time to consider such a significant issue.

President Thompson apologized for the delay in furnishing this item to the Board.

Mr. White moved to postpone this item until the next regularly scheduled Board meeting or until a special called meeting could be scheduled. Mr. Hicks seconded the motion.

Dr. Chakales suggested that a special called meeting be scheduled to address this specific issue. Mr. Womack and Mr. Harding voiced agreement.

The above motion by Mr. White and second by Mr. Hicks passed unanimously.

Mr. Harding excused himself from the proceedings at this time.

#### **STATEMENTS FROM THE PRESIDENTS OF THE FACULTY SENATE AND THE STUDENT GOVERNMENT ASSOCIATION**

**Dr. Henry N. Rogers III, President of the Faculty Senate**, welcomed Mr. Hicks to the Board. He then complimented the Board on its decision to postpone discussion of athletic and educational and general facilities needs.

Dr. Rogers requested that the Faculty Senate President be placed on the agenda of each Board meeting. He then reported that the differences between the majority of the faculty and the central administration, centering primarily on issues of faculty governance and lack of trust between faculty and administration, remain the source of great concern and tension. Dr. Rogers stated that this fall the Faculty Senate had received a petition with approximately 60 signatures calling for a second vote of confidence/no confidence in President Thompson; and, numerous communications opposing such a vote. He reported that the Faculty Senate Executive Committee decided unanimously against sponsoring such a vote at this time since the Survey of Faculty Opinion of last spring strongly indicated that matters had further deteriorated; therefore, it seemed unlikely that another vote would reveal anything that the faculty, the administration, and the Board did not already know. Dr. Rogers reported that the situation remains grave and assured the Board that the Senate and the faculty continue to search for ways to improve relationships with the administration while retaining their proper roles and responsibilities within the UCA academic community.



Dr. Rogers stated that the faculty remains concerned about what appears to be inconsistency in the direction and leadership of the university. He reported that a team of faculty and administrators who attended a national conference on "Students in Transition" returned with strategies for successful retention including keeping lower-division classes small, encouraging the participation of tenured and tenure-track faculty in those courses, and rewarding faculty for a commitment to teaching them. Dr. Rogers stated that is an indication, in his opinion, of UCA's tradition of academic excellence that its tenured and tenure-track faculty have long shown support for such measures and a dedication to teaching freshman and lower-level courses. However, President Thompson has in the past stated that UCA could no longer afford to have tenured and tenure-track faculty staffing these offerings and proposed that the tenured faculty of the History Department, which offers freshman courses to all UCA students, be reduced by approximately half. More recently, the prospect of a continued decline in enrollment and minimal increases in state funding has intensified the administrations' consideration of measures not recommended by national experts on retention: increasing class size and teaching loads, and replacing tenured and tenure-track faculty with non-tenure track instructors in lower division courses. Dr. Rogers further stated that increasing financial constraints appear to be exerting increasing pressure on the university to save money in the short term through strategies that may in the long run harm retention and educational quality and therefore UCA's financial and academic standing.

Dr. Rogers stated that the priorities of the university's leadership become more significant during the financially straitened times that the university now faces. He expressed his concern about the proposed renovation of Estes Stadium stating that it "looms as such a problematic issue, not only in itself, but for what it may reveal about the current and future direction of UCA." Dr. Rogers reported that the Budget Advisory Committee, on which he served, found that academic, administrative, and operational areas would benefit greatly from additional financial support. Therefore, the committee found that it could not recommend the transfer of \$450,000 for the university's educational and general funds to help finance the renovation of Estes Stadium. Dr. Rogers stated that the committee's judgment reflects the opinion that those needs most essential to UCA's educational mission should receive highest priority, in funding as well as in other respects. And, that it also points to larger questions of the priorities and direction of the university's central administration and their implications for faculty, staff, and students.

Dr. Rogers concluded his remarks by posing the following questions to the Board:

1. Do we adhere to a tradition from which you and thousands of other UCA alumni have benefitted for over 80 years, one which national research finds essential for retention and economic viability, and keep our finest and most committed faculty teaching at all levels, or do we find ourselves unable to afford it?



2. Do we reallocate already limited resources from lower level general education courses taken by all our students, those which are least expensive to provide and which generate the most revenue, in order to support other programs which, whatever their merits, are more expensive and serve only a limited number of students?
3. Do we seek ways to fund special projects, however desirable they may be, and then discover a need to obtain additional monies, through tuition increases or other means, to prove for those ongoing university expenses, whether in instruction, support services, administration, or maintenance, which should receive first priority?

Dr. Rogers stated that the answers to such questions will furnish the answer to the more fundamental questions -- what is the direction of the central administration?; and, what is its vision of the future of the institution?"

**Ms. Bethany Briscoe, President of the Student Government Association,** reported that since she last spoke to the Board there have been many positive changes in the relationship between the student body and the administration. She stated that the administration is stepping towards a greater way of communicating with the students. Ms. Briscoe expressed her appreciation to President Thompson for his cooperation and effort.

Ms. Briscoe also expressed her appreciation to the Board for the opportunity to address questions at each Board meeting. She asked that the President of SGA still be allowed the five minute statement to the Board each semester.

Ms. Briscoe stated that she was pleased to see that University Council was listed on the Board's information agenda. She emphasized the student support for this project. Ms. Briscoe stated that having the Council would help prevent misinformation on university issues and create lines of communication between all areas of the campus.

Ms. Briscoe reported that the SGA is sponsoring an open forum on student issues. She stated that the president and vice presidents have been very receptive to the idea of attending the forum and addressing questions from the students.

Ms. Briscoe announced that the SGA will not support a tuition increase if, as before the increase in 1994, students are not allowed to understand the need for the increase. She stated that she was encouraged by the idea that new students would pay a steeper increase. She reported that the student attitude is being inflamed by talk of a tuition increase because there have been many changes but not a lot the students have requested. Ms. Briscoe stated that it is very frustrating to hear "there isn't enough money for the \$100,000 co-ops program so we will most probably have a



student fee” and then see the Board say that there is enough money for a \$5 million football stadium that the students do not want. She requested that the Board not consider the issues of tuition and the football stadium together. Ms. Briscoe stated “If we must have a new football stadium, so be it, but the students haven’t shown a desire for it, and definitely don’t want to pay for it.”

Ms. Briscoe stated that another issue of importance to the students is scholarships. She reported that currently, any student receiving an academic scholarship may not receive additional scholarships for which they may be eligible. She expressed her desire that this policy be changed.

Ms. Briscoe expressed her concern about student housing options. She stated that there should be more choices for living arrangements. She also expressed concern about the present advising system and was pleased to see the recommendation for a centralized advising system in the agenda.

In closing, Ms. Briscoe encouraged the Board to think of the students and what issues are important to them in the future. She stated that at times it is very difficult for students to have their voices heard; however, extreme efforts to do so have been made this year by the Board and the administration. Ms. Briscoe expressed her desire to continue and extend these positive acts in the future.

### **EXECUTIVE SESSION**

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

### **OPEN SESSION**

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

**"BE IT RESOLVED: THAT THE UCA BOARD OF TRUSTEES APPROVES THE FOLLOWING: APPOINTMENTS, APPOINTMENTS FROM RESTRICTED/GRANT FUNDS, SABBATICALS, RETIREMENTS, RESIGNATIONS, ADJUSTMENTS, CORRECTION FROM FEBRUARY 9, 1996 PERSONNEL LIST, ADDITIONAL ASSIGNMENTS/COMPENSATION (FULL-TIME & PART-TIME), AND DESIGNATION AS DISTINGUISHED PROFESSOR EMERITUS, AND PROVIDED, HOWEVER, THAT THE ADMINISTRATION IS AUTHORIZED TO MAKE CORRECTIONS AND CHANGES OF A CLERICAL NATURE."**

**APPOINTMENTS:****Part-time:**

1. Rosemary Alcon, Instructor, part-time, Health Sciences, effective Spring semester @ a salary of \$1,333.00.
2. Robert Anthony, Instructor, part-time, Administration and Secondary Education, effective Spring semester @ a salary of \$1,333.00.
3. George Antolik, Instructor, part-time, Honors College, effective Spring semester @ a salary of \$2,000.00.
4. Brooks T. Atchison, Instructor, part-time, Marketing and Management, effective Spring semester @ a salary of \$2,000.00.
5. Robert Balentine, Instructor, part-time, Economics and Finance, effective Spring semester @ a salary of \$2,000.00.
6. Suzanne Banister, Instructor, part-time, Music, effective Spring semester @ a salary of \$4,050.00.
7. Ralva Bass, Instructor, part-time, Physics and Astronomy, effective Spring semester @ a salary of \$4,000.00.
8. Marck L. Beggs, Instructor, part-time, English, effective Spring semester @ a salary of \$4,000.00.
9. Marck L. Beggs, Instructor, part-time, Honors College, effective Spring semester @ a salary of \$2,000.00.
10. Jean A. Bennett, Instructor, part-time, Speech, Theatre, and Mass Communication, effective Spring semester @ a salary of \$2,000.00.
11. Pamela J. Bennett, Instructor, part-time, Family and Consumer Science, effective Spring semester @ a salary of \$6,000.00.
12. Mary Ellen Blount, Instructor, part-time, English, effective Spring semester @ a salary of \$4,000.00.
13. James Brent, Instructor, part-time, History, effective Spring semester @ a salary of \$2,000.00.



14. Denise Brewer, Instructor, part-time, History, effective Spring semester @ a salary of \$4,000.00.
15. Michelle Briggler, Lab Supervisor, part-time, Physical Therapy, effective Spring semester @ a salary of \$3,840.00.
16. Perry Brown, Instructor, part-time, Geography, Political Science and Sociology, effective Spring semester @ a salary of \$4,000.00.
17. Susan Burks, Instructor, part-time, English, effective Spring semester @ a salary of \$4,000.00.
18. Marsha Carson, Instructor, part-time, Marketing and Management, effective Spring semester @ a salary of \$6,000.00.
19. Susan Chambers, Instructor, part-time, Art, effective Spring semester @ a salary of \$4,000.00.
20. Elizabeth Coffman, Instructor, part-time, Family and Consumer Science, effective Spring semester @ a salary of \$4,000.00.
21. William Crow, Instructor, part-time, Professional Field Services, effective Spring semester @ a salary of \$6,000.00.
22. Michael A. Davis, Instructor, part-time, History, effective Spring semester @ a salary of \$2,000.00.
23. Jennifer Deering, Instructor, part-time, International Programs /Intensive English Program, effective Spring semester @ a salary of \$6,225.00.
24. Joanne Dussourd, Instructor, part-time, Biology, effective Spring semester @ a salary of \$4,000.00.
25. Betty Farrar, Instructor, part-time, Foreign Languages, effective Spring semester @ a salary of \$2,000.00.
26. Felice Farrell, Instructor, part-time, Music, effective Spring semester @ a salary of \$6,000.00.
27. John Fincher, Instructor, part-time, Professional Field Services, effective Spring semester @ a salary of \$6,000.00.
28. Christine Franklin, Instructor, part-time, Music, effective Spring semester @ a salary of \$9,333.00.

29. Ellen T. Frazier, Instructor, part-time, Family and Consumer Science, effective Spring semester @ a salary of \$4,000.00.
30. Kathryn French, Instructor, part-time, Health Sciences, effective Spring semester @ a salary of \$3,999.00.
31. Gail Fry, Instructor, part-time, English, effective Spring semester @ a salary of \$4,000.00.
32. Jan Gaughan, Instructor, part-time, English, effective Spring semester @ a salary of \$4,000.00.
33. Gerry Gibson, Instructor, part-time, Music, effective Spring semester @ a salary of \$1,450.00.
34. Laura Gillis, Clinical Supervisor, part-time, Nursing, effective Spring semester @ a salary of \$4,424.00.
35. Phillip Gould, Instructor, part-time, History, effective Spring semester @ a salary of \$4,000.00.
36. Kathleen Green, Instructor, part-time, Marketing and Management, effective Spring semester @ a salary of \$2,000.00.
37. Kathleen Griffin, Instructor, part-time, Music, effective Spring semester @ a salary of \$2,025.00.
38. Carol A. Hambuchen, Instructor, part-time, Marketing and Management, effective Spring semester @ a salary of \$4,000.00.
39. Jim Hatch, Instructor, part-time, Music, effective Spring semester @ a salary of \$3,000.00.
40. Troy Helm, Instructor, part-time, Music, effective Spring semester @ a salary of \$2,000.00.
41. Helen Heron, Instructor, part-time, Psychology and Counseling, effective Spring semester @ a salary of \$6,000.00.
42. Lorraine J. Hill, Clinical Supervisor, part-time, Nursing, effective Spring semester @ a salary of \$5,005.00.
43. Judith Hipp, Instructor, part-time, Professional Field Services, effective Spring semester @ a salary of \$6,000.00.



44. Terry Holmes, Instructor, part-time, Music, effective Spring semester @ a salary of \$4,500.00.
45. Ariel B. Imber, Instructor, part-time, Philosophy, effective Spring semester @ a salary of \$2,000.00.
46. Doyle Jackson, Instructor, part-time, Mathematics and Computer Science, effective Spring semester @ a salary of \$2,000.00.
47. Mary A. Jones, Instructor, part-time, English, effective Spring semester @ a salary of \$4,000.00.
48. Molly Jones, Instructor, part-time, Honors College, effective Spring semester @ a salary of \$2,000.00.
49. Kate Kamakahi, Instructor, part-time, English, effective Spring semester @ a salary of \$4,000.00.
50. Julie Kordsmeier, Clinical Supervisor, part-time, Nursing, effective Spring semester @ a salary of \$2,805.00.
51. Joseph LaFace, Instructor, part-time, Economics and Finance, effective Spring semester @ a salary of \$2,000.00.
52. Kay Lambert, Instructor, part-time, English, effective Spring semester @ a salary of \$4,000.00.
53. Foy Lisenby, Instructor, part-time, History, effective Spring semester @ a salary of \$4,000.00.
54. Angela Longinotti, Instructor, part-time, Mathematics and Computer Science, effective Spring semester @ a salary of \$2,000.00.
55. Elizabeth Ann Machen, Instructor, part-time, Kinesiology and Physical Education, effective Spring semester @ a salary of \$2,000.00.
56. Leslie Mangiamele, Instructor, part-time, Art, effective Spring semester @ a salary of \$4,000.00.
57. Jason Martin, Instructor, part-time, History, effective Spring semester @ a salary of \$2,000.00.
58. Michael S. Martin, Instructor, part-time, Biology, effective Spring semester @ a salary of \$5,000.00.

59. Rebecca H. Martin, Instructor, part-time, Marketing and Management, effective Spring semester @ a salary of \$2,000.00.
60. Dorothy Mattison, Instructor, part-time, Professional Field Services, effective Spring semester @ a salary of \$6,000.00.
61. Lauren Maxwell, Instructor, part-time, Economics and Finance, effective Spring semester @ a salary of \$2,000.00.
62. Teri McMoran, Instructor, part-time, English, effective Spring semester @ a salary of \$2,000.00.
63. Phillip Melton, Instructor, part-time, Honors College, effective Spring semester @ a salary of \$4,000.00.
64. Anna Mosbo, Instructor, part-time, Professional Field Services, effective Spring semester @ a salary of \$6,000.00.
65. Michael L. Murphy, Instructor, part-time, Geography, Political Science and Sociology, effective Spring semester @ a salary of \$2,000.00.
66. Martha J. Nehus, Instructor, part-time, Family and Consumer Science, effective Spring semester @ a salary of \$2,000.00.
67. Leonard Nethercutt, Instructor, part-time, Economics and Finance, effective Spring semester @ a salary of \$4,000.00.
68. John Nunes, Instructor, part-time, History, effective Spring semester @ a salary of \$4,000.00.
69. Ginny Nutter, Instructor, part-time, Family and Consumer Sciences, effective Spring semester @ a salary of \$4,000.00.
70. Shawna Oliver, Instructor, part-time, History, effective Spring semester @ a salary of \$4,000.00.
71. Leslie O'Malley, Instructor, part-time, English, effective Spring semester @ a salary of \$4,000.00.
72. Beverly Oswalt, Instructor, part-time, Marketing and Management, effective Spring semester @ a salary of \$6,000.00.
73. Suzanne Patterson, Instructor, part-time, English, effective Spring semester @ a salary of \$4,000.00.



74. Alberta Pearson, Instructor, part-time, Art, effective Spring semester @ a salary of \$2,000.00.
75. Michael Pelt, Instructor, part-time, Philosophy, effective Spring semester @ a salary of \$2,000.00.
76. Tami Phillips, Instructor, part-time, English, effective Spring semester @ a salary of \$4,000.00.
77. Tami Phillips, Instructor, part-time, University Studies, effective Spring semester @ a salary of \$720.00.
78. W. Travis Plumlee, Instructor, part-time, Geography, Political Science and Sociology, effective Spring semester @ a salary of \$4,000.00.
79. K.C. Poole, Instructor, part-time, Family and Consumer Sciences, effective Spring semester @ a salary of \$5,500.00.
80. Robert Price, Instructor, part-time, Applied Academic Technologies, effective Spring semester @ salary of \$2,000.00.
81. Mitzi Pyland, Instructor, part-time, Family and Consumer Sciences, effective Spring semester @ a salary of \$1,333.00.
82. Lisa Ray, Instructor, part-time, Geography, Political Science and Sociology, effective Spring semester @ a salary of \$2,000.00.
83. Janet B. Rector, Instructor, part-time, Marketing and Management, effective Spring semester @ a salary of \$2,000.00.
84. William Richardson, Instructor, part-time, History, effective Spring semester @ a salary of \$4,000.00.
85. Lisa Ritchie, Instructor, part-time, Family and Consumer Science, effective Spring semester @ a salary of \$2,000.00.
86. Cynthia Roach, Instructor, part-time, Geography, Political Science and Sociology, effective Spring semester @ a salary of \$6,000.00.
87. Jennifer Roe, Instructor, part-time, Physical Therapy, effective Spring semester @ a salary of \$2,915.00.
88. Saroj Runge, Instructor, part-time, Biology, effective Spring semester @ a salary of \$2,000.00.

89. William Schlientz, Instructor, part-time, English, effective Spring semester @ a salary of \$4,000.00.
90. Hazel Seay, Instructor, part-time, Professional Field Services, effective Spring semester @ a salary of \$6,000.00.
91. Raymond Simon, Instructor, part-time, Administration and Secondary Education, effective Spring semester @ a salary of \$2,000.00.
92. Randy Sims, Instructor, part-time, Accounting, effective Spring semester @ a salary of \$2,000.00.
93. Henry Smiley, Instructor, part-time, English, effective Spring semester @ a salary of \$4,000.00.
94. Deedra Smith, Instructor, part-time, Health Sciences, effective Spring semester @ a salary of \$1,333.00.
95. Kimberly Smith, Instructor, part-time, Family and Consumer Science, effective Spring semester @ a salary of \$2,000.00.
96. Don Spitler, Instructor, part-time, English, effective Spring semester @ a salary of \$4,000.00.
97. Susan Standridge, Instructor, part-time, History, effective Spring semester @ a salary of \$2,000.00.
98. Lynnette Stanley, Instructor, part-time, Music, effective Spring semester @ a salary of \$2,025.00.
99. Jim Stone, Instructor, part-time, Professional Field Services, effective Spring semester @ a salary of \$4,000.00.
100. Dan Such, Instructor, part-time, History, effective Spring semester @ a salary of \$4,000.00.
101. Karen Tchougourian, Instructor, part-time, Music, effective Spring semester @ a salary of \$2,300.00.
102. Margie Towery, Instructor, part-time, Health Sciences, effective Spring semester @ a salary of \$2,666.00.
103. Luz K. Trevino, Instructor, part-time, Foreign Languages, effective Spring semester @ a salary of \$4,000.00.



104. Cathy Urwin, Instructor, part-time, History, effective Spring semester @ a salary of \$4,000.00.
105. Lynne Vinson, Instructor, part-time, Health Sciences, effective Spring semester @ a salary of \$3,999.00.
106. Michael Vinson, Instructor, part-time, Health Sciences, effective Spring semester @ a salary of \$2,666.00.
107. Eva Warner, Instructor, part-time, Geography, Political Science and Sociology, effective Spring semester @ a salary of \$4,000.00.
108. Jan Watson, Instructor, part-time, Nursing, effective Spring semester @ a salary of \$4,424.00.
109. Marcia Wilkinson, Instructor, part-time, Honors College, effective Spring semester @ a salary of \$2,000.00.
110. Jimmie Lee Williams, Instructor, part-time, Speech, Theatre and Mass Communication, effective Spring semester @ a salary of \$4,000.00.
111. Glenda Winborn, Instructor, part-time, Physical Therapy, effective Spring semester @ a salary of \$2,450.00.
112. Ann Woodruff, Instructor, part-time, Psychology and Counseling, effective Spring semester @ a salary of \$4,000.00.
113. Merrie Lynn Wright, Instructor, part-time, English, effective Spring semester @ a salary of \$4,000.00.
114. Joel S. Young, Instructor, part-time, Applied Academic Technologies, effective Spring semester @ a salary of \$4,000.00.

Full-time:

1. Martha Antolik, Lecturer, Music, effective Spring semester @ a salary of \$10,500.00.
2. Paul Dickinson, Lecturer, Music, effective Spring semester @ a salary of \$8,450.00.
3. James Fletcher, Instructor, Physical Therapy, effective Spring semester @ a salary of \$17,500.00.
4. David Kim, Visiting Assistant Professor, Marketing and Management, effective Spring semester @ a salary of \$22,500.00.

5. Caroline Kinsey, Lecturer, Music, effective Spring semester @ a salary of \$3,000.00.
6. Momoro Ono, Lecturer, Music, effective Spring semester @ a salary of \$7,500.00.
7. Carl R. Redden, Lecturer, Geography, Political Science and Sociology, effective Spring semester @ a salary of \$6,000.00.
8. Barron South, Instructor, Physical Therapy, effective Spring semester @ a salary of \$17,500.00.
9. Frances Thomas, Lecturer, Music, effective Spring semester @ a salary of \$6,000.00.
10. Kathleen Underwood, Lecturer, Undergraduate Studies, effective Spring semester @ a salary of

#### **APPOINTMENTS FROM RESTRICTED/GRANT FUNDS:**

##### **Full-time:**

1. Robin Hayes, Americorps Grant Coordinator, Health Sciences, effective January 1, 1996 through June 30, 1996 @ a salary of \$12,150.00.

#### **SABBATICALS:**

1. Anne Patterson, Music, Summer 1996.
2. Rick Scott, Geography, Political Science and Sociology, Fall 1996.
3. Michael Schaefer, English, Fall 1996.
4. Harry Readnour, History, Spring 1997.

#### **RETIREMENTS:**

1. Jimmy Shelton, Philosophy, July 1, 1996.

#### **RESIGNATIONS:**

1. A. J. Zolten, Psychology and Counseling, May 15, 1996.



**ADDENDUM****Adjustments:****Full-Time:**

1. Gregory W. Mason, change Instructor /Staff Accompanist, Music, effective August 16, 1995 through May 15, 1996 @ a salary of \$22,500.00 to Instructor /Director of Accompanying, Music, effective August 16, 1995 through May 15, 1996 @ a salary of \$26,000.00.
2. Gary Roberts, change Dean of Students, Housing, effective July 1, 1995 to June 30, 1996 @ a salary of \$53,793.00 to Acting Vice President for Student Services, Student Services, effective January 1, 1996 through June 30, 1996 @ a salary of \$29,169.15 (based on \$59,172.00 per annum).
3. William E. Stephens, change Director of Athletics, Athletic Department, effective July 1, 1995 to July 1, 1996 @ a salary of \$66,936.00 to Director of Athletics /Governmental Affairs, Athletics Administration /Governmental Affairs, effective November 1, 1995 to July 1, 1996 @ a salary of \$46,666.64 (based on \$70,000.00 per annum).

**Part-Time:**

1. Suzanne Banister, Instructor, Music, effective Spring semester change salary from \$4,050.00 to \$4,275.00.
2. Margie Towery, Instructor, Health Sciences, effective Spring semester change salary from \$2,666.00 to \$3,999.00.

**Appointments:****Full-Time:**

1. Momoro Ono, Lecturer, Music, effective August 16, 1995 through May 15, 1996 @ a salary of \$13,500.00.
2. Charles Wade, Acting Assistant Football Coach /Kinesiology and Physical Education Instructor, Athletics /Kinesiology and Physical Education, effective January 2, 1996 to July 1, 1996 @ a salary of \$20,000.00 (based on \$40,000.00 per annum).

**Part-Time:**

1. Deya Deynova, Instructor, Music, effective January 15, 1996 through June 30, 1996 @ a salary of \$3,000.00.
2. Galina Korsak, Instructor, Foreign Languages, effective Spring semester @ a salary of \$3,500.00.
3. Tami Phillips, Instructor, Undergraduate Studies, effective January 4, 1996 through January 6, 1996 @ a salary of \$165.00.
4. Barron South, Lab Instructor, Physical Therapy, effective December 5, 1995 through December 15, 1995 @ a salary of \$385.00.

**Appointments from Restricted /Grant Funds:****Part-Time:**

1. Janice Haner, Lecturer, Small Business Center, effective January 5, 1996 @ a salary of \$150.00.
2. Martha Nehus, Instructor, Family and Consumer Sciences, effective October 19, 1995 through December 30, 1995 @ a salary of \$450.00.

**Correction from February 9, 1996 Personnel List:****Full-Time:**

1. Kathleen Underwood, Lecturer /Research Associate, Undergraduate Studies, effective August 16, 1995 through May 15, 1996 change salary from \$24,617.00 to \$28,719.50.

**Additional Assignments /Compensation:****Full-Time:**

1. Gilbert Baker, Instructor, University Studies, effective Spring semester @ a salary of \$360.00.
2. Freddie Bowles, Test Administrator and Instructor, International Programs /Intensive English Program, effective January 2 and 5, 1996 @ a salary of \$125.00.
3. Rebecca Gatlin, Instructor, Instructional Development Center, effective November 13, 15, 20, and 22, 1995, @ a salary of \$400.00.



4. James A. Gifford, Instructor, English, effective Spring semester @ a salary of \$2,000.00.
5. Robin Hayes, Instructor, Health Sciences, effective Spring semester @ a salary of \$2,666.00.
6. Barbara Holmes, Instructor, University Studies, effective Spring semester @ a salary of \$360.00.
7. William Jenkins, Instructor, English, effective Spring semester @ a salary of \$2,000.00.
8. Michael A. Kelley, Professor, Geography /Political Science /Sociology, effective Spring semester @ a salary of \$2,000.00.
9. Caroline Kinsey, Lecturer, Music, effective Spring semester @ a salary of \$3,000.00.
10. Art Lichtenstein, Instructor, Educational Media Library Science, effective Spring semester @ a salary of \$1,334.00.
11. Kathy McDaniel, Clinical Supervisor, Speech-Language Pathology, effective December 18, 1995 through January 6, 1996, @ a salary of \$1,250.00.
12. Terry Love, Instructor, Health Sciences, effective Spring semester @ a salary of \$1,333.00.
13. Lou Ann Norman, Instructor, Transitional Studies, effective Spring semester @ a salary of \$2,000.00.
14. Harold Pray, Instructor, Physics and Astronomy, effective Spring semester @ a salary of \$2,000.00.
15. Dwight Pierce, Instructor, Health Sciences, effective December 16, 1995 @ a salary of \$200.00.
16. Gerald Reynolds, Associate Professor, Geography /Political Science /Sociology, effective Spring semester @ a salary of \$2,000.00.
17. Gerald Reynolds, Instructor, University Studies, effective Spring semester @ a salary of \$360.00.
18. Richard A. Scott, Instructor, University Studies, effective Spring semester @ a salary of \$360.00.
19. Jo Karen Smith, Instructor, Transitional Studies, effective Spring semester @ a salary of \$2,000.00.

20. Ellen P. Stengel, Instructor, Transitional Studies, effective Spring semester @ a salary of \$2,000.00.
21. R. Lawson Veasey, Professor /Interim Chair, Geography /Political Science /Sociology, effective January 31, 1996 through June 30, 1996 @ a salary of \$1,500.00.

**Part-Time:**

1. Jennifer Deering, Test Administrator and Instructor, International Programs /Intensive English Program, effective January 2, 1996 through January 6, 1996 @ a salary of \$225.00.

**Retirements:**

1. Joe Finnell, Physical Therapy, June 30, 1996.

**Designation As Distinguished Professor Emeritus:**

1. Fletcher Lowry, Physical Education.

Mr. Aydelott announced that Dr. Fletcher Lowry, retired professor and chairman of the Department of Physical Education has been named Distinguished Professor Emeritus.

**INFORMATION AGENDA**

**University Council** - Bethany Briscoe, President of the Student Government Association and Dr. John Smith have discussed the idea of establishing a university council consisting of faculty, staff, and student representatives. This Council would consider and make recommendations on a number of issues before they are forwarded to the President and the Board of Trustees. President Thompson stated that, in his opinion, this process would be very beneficial for the administration and the various groups on campus. Dr. Thompson will continue to work with Ms. Briscoe and other appropriate individuals to possibly implement the University Council during the next year or so.

**Board Meeting Schedule :**

1. The March 29 meeting has been rescheduled for Friday, April 5, 1996;
2. The May 3 meeting has been rescheduled for Friday, May 10, 1996;
3. Friday, August 9, 1996.

President Thompson stated that a special called meeting will be scheduled during the next week or so to resolve the question of the bond issue discussed earlier in this meeting.



Mr. Aydelott requested Board members to contact the president's office as soon as possible if they have conflicts in their schedules.

**AGB Meeting** - President Thompson reported that he and Chairman Aydelott have been invited to participate in an AGB Leadership Institute just prior to the Association of Governing Boards National Conference on Trusteeship which is scheduled for March 30 - April 2, 1996 in Chicago.

President Thompson and Mr. Aydelott encouraged Mr. Hicks to attend the national conference which offers a special seminar for new trustees.

**Litigation Report:**

The following is a report on the status of litigation involving UCA as of January 17, 1996.

**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 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 parties have filed cross motions for summary judgment asking the court to enter a decision based upon the legal documents filed in the case. This matter is set for hearing on March 14, 1996.

**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 case has been set for trial the week of February 12, 1996.

Betty Dickson v UCA, EEOC No. 251-96-0172. Dr. Dickson is a professor in the Department of Childhood and Special Education. Dr. Dickson has charged that she was denied a promotion to the rank of associate professor and that she was denied tenure due to her race, her sex, her age, and unlawful retaliation. EEOC has issued a determination that it did not find a statutory violation.

Angela Jackson v UCA, EEOC No. 251-96-0160. Ms. Jackson contends that she was denied assignments as Coordinator of Academic Advising and Interim Coordinator of Undergraduate Studies due to her race. UCA has denied the charge and is awaiting an EEOC determination.

Betty Rogers v UCA, EEOC No. 251-95-1683. Dr. Rogers, a faculty member in the College of Business Administration, has filed an EEOC charge contending that she was denied tenure due to unlawful sex discrimination. UCA has denied the charge and is awaiting a determination by EEOC.

James Armstrong v UCA, 96-076-7N-CC. Mr. Armstrong has asked the Arkansas State Claims Commission to award him \$17,665. He contends that UCA wrongfully withheld child support and income tax deductions from the settlement payment in his discrimination suit against UCA. He also contends that UCA wrongfully released the dollar amount of his settlement payment, thereby subjecting him to "public embarrassment." The Administration believes the charges are frivolous, and has filed a motion to dismiss the action.

**Initiatives to Improve Retention and Graduation Rates** - Among the most frequently discussed problems in higher education today, in this state and elsewhere, is the need to improve retention and graduation rates. During the last two years, the University of Central Arkansas has taken several steps designed to improve retention. The measures include:

1. Cluster Learning Program, Fall 1993.

Faculty, chairs, and deans coordinated classes across three disciplines for a small group of incoming freshman students. The clustering of classes has continued through 1995. It provides faculty an opportunity to collaborate and show connections across fields. It offers students the opportunity to see connections and build a sense of community. We are currently refining the process and expect to extend it.



2. University Center for Academic Success(UCAS), Fall 1994.

The UCAS was created to offer students additional academic support. Services include computer-assisted reading, writing, and mathematics programs; audio and video instruction; and faculty and peer tutoring.

3. Residential Instructional Program (RIP), Fall 1994.

The RIP program was initiated in cooperation with the Division of Student Affairs. Peer tutors receive room and board for meeting with students in the residence halls to offer supplemental instruction in four identified general education courses.

In May of 1994, a committee was formed to examine the "freshman year experience." The committee spent a year studying ways to ease the transition involved in entering college. In March of 1995, it submitted its report. The report received widespread discussion on campus, and its recommendations have been endorsed by the Council of Deans and the Provost. Perhaps the most important recommendation was to centralize advising for freshmen and transfer students under the supervision of the undergraduate studies office. This will allow better coordination, review, and improvement of advising, as well as the linking of advising to other support services available through undergraduate studies. It will give entering students an academic home. We plan to implement a centralized advising system beginning with the fall term 1996.

### OTHER

**Resolution of Appreciation for Jerry Malone** - The following resolution was adopted upon motion by Mrs. Goode with a second by Dr. Chakales:

**WHEREAS, Jerry L. Malone is a graduate of the University of Central Arkansas; and**

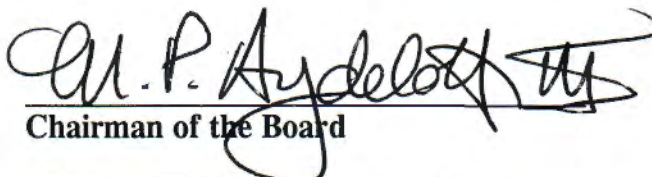
**WHEREAS, Mr. Malone has served, by appointment of the Governor of Arkansas, for six years on the Board of Trustees of the University of Central Arkansas; and**

**WHEREAS, Mr. Malone has executed his duties as a member of the Board of Trustee with a commitment that reflects great interest in the university and in higher education in Arkansas; and**

**WHEREAS, Mr. Malone has displayed his allegiance to the University of Central Arkansas by giving generously of his time and talent not only as a member of the Board and but also as an alumnus concerned with the progress and well-being of students; therefore be it**

**RESOLVED**, that we, the Board of Trustees of the University of Central Arkansas do hereby express to Mr. Jerry L. Malone our gratitude and appreciation for his service to education and this institution, and extend best wishes for a full, satisfying and prosperous life in the years to come.

Adopted this 9th  
day of February, 1996  
in Conway, Arkansas

  
Chairman of the Board

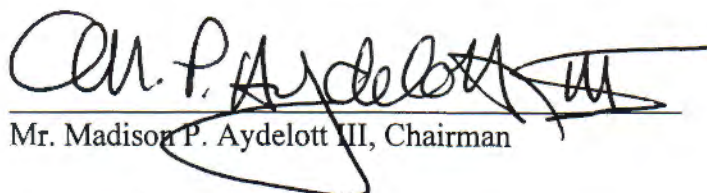
\_\_\_\_\_  
Vice Chairman of the Board

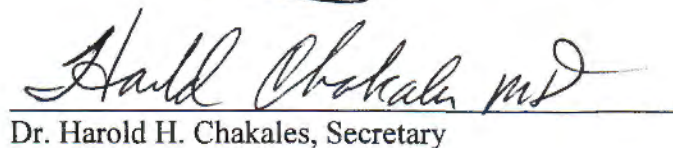
\_\_\_\_\_  
Secretary of the Board

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Mr. Aydelott reported that he had received a thank you note from Mrs. Barbara McLauchlin expressing her appreciation to the Board for the resolution honoring her late husband Dr. Robert McLauchlin, former Dean of the Graduate School and Director of Sponsored Programs. The note was circulated to other members of the Board.

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. Madison P. Aydelott III, Chairman

  
Dr. Harold H. Chakales, Secretary