

The Board of Trustees of the University of Central Arkansas convened in regular meeting Friday, August 15, 1997, at 3:00 p.m. in the Fireplace Room in McCastlain Hall with the following officers and members present, to-wit:

Chair:	Mr. Rush F. Harding III
Vice Chair:	Dr. Harold H. Chakales
Secretary:	Mrs. Elaine W. Goode
	Mr. Madison P. Aydelott III
	Mr. Joe M. White

and with the following absent, to-wit:

Mr. Rickey H. Hicks  
Mr. Dalda F. Womack

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

**Minutes of the May 9, 1997, Board meeting and Minutes of the July 2, 1997, Teleconference Board Meeting and Confirmation of Action Taken** were unanimously approved as circulated upon motion by Dr. Chakales with a second by Mr. Aydelott.

**Introductions** - President Thompson made the following introductions:

1. Robert Everding - Dean of the College of Fine Arts and Communication;
2. Tom Oxner - Chair of the Department of Accounting
3. Carol Knipscheer - Interim Director of International Programs;
4. Willie Hardin who was recently elected Chair of the AMIGOS Board of Trustees;
5. Neil Hattlestad who recently completed his three-year term with the Commission on Accreditation in Physical Therapy Education including one term as Chair of the Commission. Ms. Lisa Zuber, Associate Director of the Department of Accreditation of the American Physical Therapy Association, presented a certificate of appreciation to Dr. Hattlestad.

### **ACTION ITEM**

Mr. Aydelott presented the following resolution to honor Professor Simms McClintock for his thirty-one years of service as the founder and director of the Model United Nations program:

IN recognition of Mr. Simms McClintock's thirty-one years of service as the founder and director of its highly successful Model United Nations program, the University of Central Arkansas declares:

WHEREAS, Mr. Simms McClintock created a program which enriched the intellectual lives of thousands of high school and college students from the state of Arkansas.

WHEREAS, Mr. Simms McClintock informed and enlightened the youth of Arkansas about the importance of international relations and the United Nations in an increasingly interdependent world.

WHEREAS, the Model United Nations program was instrumental in recruiting highly qualified students and bringing public recognition to the University of Central Arkansas.

WHEREAS, the Model United Nations program brought students into contact with leading political and intellectual figures from the state. Now therefore be it

RESOLVED, that the Board of Trustees does hereby extend its sincere appreciation and gratitude to Mr. Simms McClintock for his vision, his initiative and invaluable contributions; and be it further

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

Adopted this 15 day  
of August 1997  
in Conway, Arkansas

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

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

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

The above resolution was unanimously approved upon motion by Mr. Aydelott with a second by Mr. White. Mr. Harding, on behalf of the Board, expressed appreciation to Mr. McClintock for his years of service.

## PRESIDENT'S REPORT

### Construction Report:

1. Harrin Hall - The development of plans and State Building Services review of this project continue with an estimated bid date of September or October of 1997.
2. Physical Therapy Facilities - Plans are being developed and reviewed by State Building Services and the bid date is expected to be sometime in November of 1997.
3. Performing Arts Center and Conference Center - On June 11, 1997, a contract grant agreement was consummated between the University of Central Arkansas and the Donald W. Reynolds Foundation. The grant from the Foundation will total \$5,616,585 to finance the construction of the Donald W. Reynolds Performance Hall. This will be a 1,200 seat performance hall and will be built adjacent to the conference center. The University is required to initiate a fund drive to provide an endowment fund for the maintenance of this facility in the amount of approximately \$1.2 million or 20 percent of the grant. This facility and the conference center is expected to be bid in the late spring or early summer of 1998. Detail plans and specifications have already been completed for the conference center and the University has been waiting to bid the conference center pending the receipt of this grant. The two facilities will be constructed simultaneously in an effort to obtain economy of scale.
4. Health, Physical Education, and Recreation Building - This facility is expected to cost approximately \$20 million in current dollars. The architects have examined different designs which could accommodate construction of the building in phases as funds become available. The first phase, which would be primarily devoted to intramurals and recreational facilities, is estimated to cost in the range of \$4 to \$5 million, depending upon the total square footage and the types of materials used on the exterior of the structure.

In June of 1997, the Governor allocated \$1 million to this project from the state's general improvement fund. We hope to receive another \$1 million sometime in fiscal year 1997-98 from the same state funding source. An additional \$2 million is available from student facilities fees which are not currently committed to a bond issue.

5. Retirement Center - Consultant's Report - The Covenant Group of Dallas, Texas has completed its report regarding the market demand and financial analysis of a retirement center to be affiliated with the University of Central Arkansas. The conclusion is that there is sufficient demand for the development of a 100-unit independent living retirement facility which should be located on the campus or adjacent to it. The facility would consist of 20 studio apartments with approximately 400 sq. ft., at a rental rate of \$975 per month; 60 one-bedroom units with approximately 550 sq. ft., at a \$1345 monthly rate, and 20 two-bedroom units with approximately 800 sq. ft., at a \$1545 monthly rate. The 100-unit facility is estimated to cost approximately \$6.7 million, including financing, closing costs, pre-marketing, and working capital funds. The annual operating budget

would be in the range of \$1.5 to \$1.8 million and is projected to provide sufficient net operating income by the second year to be totally self-sufficient. University personnel are currently considering if the facility should be owned by the University of Central Arkansas, by a non-profit corporation with university affiliation, or some other organizational arrangements. A copy of the consultant's report has been presented to the Board in a separate document.

President Thompson and Mr. Bob McCormack, vice president for financial services, discussed this item, including possible locations for the facility, and answered questions from Board members.

6. New Residence Hall - The architects have submitted their final report concerning construction of a new residence hall. Their recommendation is to construct a 76,000 square foot facility on the parking lot west of Hughes Hall and Mashburn Hall. Either a three- or four-story residence hall can be constructed on this lot. Since the residence hall will eliminate an existing parking lot, a site for a new parking lot will have to be identified to serve the west side of campus.

The cost of construction is preliminarily estimated to be \$6,500,000. The addition of fees, furnishings, and contingency, would put the total project cost at approximately \$7,500,000. The architects have been instructed to research other options that may help in reducing the total cost up to \$1,000,000.

Dr. John Smith, vice president for administrative services, answered questions from members of the Board and gave a brief report on housing occupancy.

7. Estes Stadium - Demolition work began in early July. The new stadium is projected to be completed by June 1, 1998.

8. Speech-Language Pathology Building - An addition to the building is nearing completion and will be ready for the fall semester.

9. New Parking Lots - Approximately 250 new parking spaces are being added on the north and east sides of campus. These new parking lots will be completed in early September.

10. Lewis Science Center - Phase I is nearing completion and will be ready for fall semester. Phase II will be bid in September.

11. Conway Hall Roof - State Building Services has recommended that the roof on Conway Hall be replaced. This project will cost approximately \$78,000 and is being funded with the housing repair and replacement account.

12. Dr. Joe Hatcher, vice president for institutional advancement, presented the following report regarding UCA Foundation Projects :

Two recent developments provide the UCA Foundation and the University with both a significant challenge and a significant opportunity. As explained below, the institution needs to raise at least two million dollars in the next two to three years in conjunction with opportunities to add a new Performance Hall and an Alumni House to campus facilities. Dr. Hatcher will be meeting with individual board members in the near future to discuss these projects.

a. Performing Arts Center - As noted in the previous report on current construction projects, the grant from the Reynolds Foundation for the Performing Arts Center enables the University to proceed with construction plans for the facility. As a condition of the Reynolds grant, the University is required to initiate a fund drive to provide an endowment fund for the maintenance of this facility in the amount of approximately \$1.2 million, or 20 percent of the grant. Personnel in the development, alumni and UCA Foundation offices are in the process of developing a fund raising initiative that will require the support of the board of trustees, the Foundation board of directors and alumni and friends.

b. Alumni House - At its May 9, 1997, meeting, the Board of Trustees voted to authorize the administration to enter into negotiations with Pi Kappa Alpha fraternity to acquire the fraternity house on Bruce Street. The UCA Foundation, Inc., and the Alumni Association have expressed an interest in the facility for use as an alumni house/Foundation office. The University has subsequently entered into a lease agreement with the Pi Kappa Alpha Housing Corporation which allows the University to use the facility to temporarily house female students for the upcoming fall semester. The Foundation plans to purchase the property after the lease agreement expires. The boards of directors of both the alumni association and the UCA Foundation have approved and endorsed the purchase. The Foundation is beginning a fund raising program to secure funds for the purchase.

13. Bond Issue - Mr. Bob McCormack reported that after taking appropriate steps, UCA is in position to sell approximately \$9 million in bonds. Mr. McCormack explained that \$6.5 million will be used to partially finance the new residence hall; approximately \$550,000 will be used to purchase land for parking; and \$2 million will be used to partially finance phase I of the Health/Physical Education/Recreation building. Mr. McCormack stated that after requesting and receiving proposals from bond counsels, UCA is in the process of awarding a contract to the Mitchell Firm.

**Litigation Report** - Jack Gillean, General Counsel, presented the following report on the status of litigation involving UCA:

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. Both parties filed motions for summary judgment, and the case was set for hearing. On March 14, 1996, the circuit court ruled from the bench granting UCA's motion for summary judgment. On May 17, 1996, the court entered a written order finding that Amendment 33 gave the UCA Board the power to approve doctoral programs and that this power could not be transferred to the State Board. On May 20, 1996, the State Board appealed the decision to the Arkansas Supreme Court. The opening brief for the State Board and an amicus brief filed on behalf of the Arkansas Legislative Council were filed on November 22, 1996. A brief was filed on behalf of the UCA Board on December 20, 1996, and the State Board filed its reply brief on January 3, 1997. The UCA Board has requested that an oral argument be held. At the July 25 meeting of the Arkansas Higher Education Coordinating Board, Director Lu Hardin announced his intention to reconsider UCA's doctoral proposals.

Crawford v. Davis, et al., No. LR-C-95-092 (Federal District Court). 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. After the District Court granted partial summary judgment in favor of UCA, UCA appealed the remaining

issues to the Eighth Circuit Court of Appeals. The Eighth Circuit did rule favorably to the university on one issue when it found that the District Court improperly denied the motion for summary judgment of UCA and defendants Thompson and Williams in their official capacities with respect to Ms. Crawford's respondent superior claim. However, the Court's ruling means that other claims against UCA and defendants Thompson and Williams remain. Therefore, UCA remains a party to this lawsuit. Pursuant to the decision of the Eighth Circuit, the District Court has set this matter for a jury trial the week of September 22, 1997.

Crawford v. UCA, et al., No. LR-C-96-334 (Federal District Court). Ms. Michelle Crawford has filed a complaint challenging the validity of UCA's traffic and parking regulations, seeking to certify a class action to contest the regulations, and alleging that she was denied due process in the appeal of her parking tickets. The University has filed an answer denying the complaint. The Attorney General's Office is representing the university. Although this case had been set for a jury trial the week of July 14, 1997, the trial was continued at the request of the Attorney General's Office and no new trial date has been set.

Dickson v. Board of Trustees of UCA, et al., No. LR-C-96-148 (Federal District Court). Dr. Betty Dickson was an assistant professor in the Department of Childhood and Special Education. Dr. Dickson has filed a race and age discrimination suit against the UCA Board of Trustees, the board members in their official capacities only; Winfred Thompson, President; William Berry, Provost; Jim Bowman, Dean of the College of Education, and Freddie Litton, Dr. Dickson's department chair. Dr. Dickson claims that she was denied tenure and promotion to associate professor based on age and race. Just prior to the non-jury trial which had been scheduled for the week of May 5, 1997, the parties reached a settlement in this matter. As such, the complaint has been dismissed with prejudice, subject to being reopened solely for purposes of enforcement of the settlement.

Brent Philpot v. Winfred Thompson, No. LR-C-96-824 (Federal District Court). Brent Philpot, a sight-impaired student at UCA, has filed this lawsuit alleging that UCA failed to provide a reader for a course in which he was enrolled in the summer of 1996. Specifically, he seeks an injunction that would require UCA to provide him a reader for all courses he registers to take at UCA. He also seeks unspecified damages and attorney's fees. The plaintiff recently attempted to file an amended complaint in this matter. When the District Court denied his request to be allowed to file the amended complaint, the plaintiff moved to dismiss the case without prejudice. Thus, the plaintiff has taken a voluntary non-suit. It is possible that the complaint may be refiled. However, this case has been resolved without an adverse judgment or a settlement.

Earl Croston, Jr., v. UCA, No. LR-C-96-303 (Federal District Court). On November 12, 1996, Mr. Croston, filed a complaint alleging race discrimination by a supervisor or supervisors in the Physical Plant department. The lawsuit follows the issuance of a right-to-sue letter issued as the result of an EEOC complaint filed by Mr. Croston. The Attorney General's office filed an answer denying the allegations. This case went to trial on August 11, 1997. The court ruled from the bench in UCA's favor and rejected the plaintiff's claims. An appeal is expected.

UCA v. Throneberry, et al., No. CIV-96-608 (Faulkner County Circuit). On December 16, 1996, the UCA Board of Trustees filed a complaint seeking to condemn a small parcel of property adjacent to and just north of the existing parking lot at the corner of Donaghey and Bruce Streets. This property will be used to expand the parking structure. The defendants have filed an answer challenging UCA's stated need for the property and have asked that the case be transferred to chancery court for a determination of UCA's need for this property. The defendants have taken Dr. John Smith's deposition. The previous hearing date of July 7, 1997, was continued at the request of both parties and the hearing has been rescheduled for September 10, 1997.

Mr. Gillean reported that, as a result of action taken by the Board during the July 2 teleconference, and because UCA was unsuccessful in negotiating the purchase of the Owens property located on Western Avenue, a suit has been filed to condemn the property.

**Informational Items** - The following charts were distributed and discussed:

1. Degrees Conferred From Academic Years 1987-88 Through 1996-97;
2. Summary of ADHE Publication - Fall 1996 Student Enrollments;
3. Comparison of 1996-97 Average Nine-Month Faculty Salaries by Rank and Geographic Areas; and
4. Average Salary Increase of Continuing Faculty by Rank for the Fiscal Years 1990-91 Through 1997-98.

**Associate of Arts Degree in General Studies** - UCA will offer the Associate of Arts Degree in General Studies beginning fall 1997. The Associate of Arts Degree in General Studies, previously authorized by a resolution of the UCA Board of Trustees at its meeting on August 11, 1995, is a program of 62 hours of collegiate level work with a general education core of forty-seven hours and fifteen hours of electives. The associate degree provides an additional option for students as they finalize their educational plans.

Dr. Bill Berry, Provost, stated that the UCA at Night program makes it possible for students to earn the Associate of Arts Degree in General Studies by attending courses available at night. Dr.

Berry reported that there are students who are nearing completion of their associate degrees through the UCA at Night program.

**Interdisciplinary Religious Studies Program** - On March 18, 1994, the Board of Trustees approved an interdisciplinary program in religious studies that leads to a bachelor of arts degree. The board has also since approved a minor in religious studies, December 6, 1996. These programs respond to numerous requests from students. They will provide a valuable opportunity to our students and will meet a need that no other state school is currently serving. These programs rely on faculty and curriculum in several disciplines and will only require courses that will also be used for other degree programs. The university intends to offer the Bachelor of Arts in Religious Studies program beginning with the fall term 1997.

**Interdisciplinary Minor in Latin American Studies** - On December 6, 1996, the Board of Trustees approved an interdisciplinary program in Latin American Studies. This program was developed to respond to an increasing emphasis in our society on globalization and the growing importance of Latin America in the world economy. The program was designed to integrate existing courses and new courses into a more focused and carefully designed course of study for students. The university intends to offer the Minor in Latin American Studies beginning with the fall term 1997.

### **ACTION AGENDA**

**Institutional Animal Care and Use Committee (IACUC)** - The current description of the IACUC is no longer in compliance with the U.S. Public Health Service (PHS) regulations, which states that all members must be appointed by the Chief Executive Officer of the institution. On March 11, the Faculty Senate approved changes in the description of the IACUC.

Since it is probable that a grant proposal to the PHS will be funded this summer, UCA will be asked to submit an Animal Welfare Assurance to the Office for Protection from Research Risks. The IACUC should be in compliance with federal regulations before submitting an assurance.

The following resolution was adopted unanimously upon motion by Mr. White with a second by Dr. Chakales as an amendment to the UCA Faculty Handbook:

**"BE IT RESOLVED: THAT THE BOARD OF TRUSTEES APPROVES THE ATTACHED REVISION IN THE MEMBERSHIP OF THE INSTITUTIONAL ANIMAL CARE AND USE COMMITTEE."**

### Institutional Animal Care and Use Committee

1. Charge: To implement federal guidelines as required by federal law.
2. Membership: Members will serve five-year terms.
  - a. One doctor of veterinary medicine selected by the provost from recommendations of the chairs of the biology and psychology departments. (Permanent member.)
  - ~~b. Two members who have had scientific laboratory experience with animals:
 
    - ~~1) The faculty senate selects one from three faculty recommended by psychology department chair.~~
    - ~~2) The faculty senate selects one from three faculty recommended by biology department chair.~~~~
  - b. Three members who have had scientific laboratory experience with animals.**
    - 1. The president selects one from three faculty recommended by the psychology department chair.**
    - 2. The president selects one from three faculty recommended by the biology department chair.**
    - 3. The president selects one from three faculty recommended by the dean of the College of Health and Applied Sciences.**
  - c. The university general counsel as the member required whose concern is not primarily scientific. (Permanent member.)
  - d. One non-affiliated member (no immediate relative affiliated with the institution) selected by the provost from three recommendations made by the chairs of the biology and psychology departments
  - e. The chair will be elected by the committee for a two-year term from the two faculty senate appointees to the committee.
3. Meetings: on call
4. Reports to: provost

**Child Study Center - Change in Tuition and Program Format** - The Child Study Center requests an increase in tuition and an addition to the daily program format to be implemented during the 1997-98 fiscal year. The Child Study Center requires these changes as a result of the move to a new facility and increased costs. It has been seven years since tuition was raised and the new rates proposed below no more than offset inflation. The present \$40.00 per week rate for the full-day program compares to local daycare charges that range from \$65.00 - \$70.00. If approved, the new weekly full-day rate will be \$43.75.

The Child Study Center, established in January 1982, provides a model learning center where classroom theory can be demonstrated; a site for university students to gain practical experience with young children; and a site for research and study of young children. The Center offers a half-day pre-kindergarten program along with a full day kindergarten program. A two-week summer program for gifted primary level children is available.

As a result of the acquisition and renovation of the former University Police building on Farris Road, the Child Study Center has a larger and more desirable facility with additional space both inside and outside. This will allow the addition of a third program option for three- and four-year-olds to attend three days a week or two days a week -- an option requested by many parents. This option would allow a limited number of pre-kindergarten children to "stay-and-play" through the afternoon.

Current tuition for the pre-kindergarten program is \$640.00 per school year, \$1280 for the full day kindergarten program, and \$100.00 for the Early Learners Summer Program.

Proposed tuition adjustments are as follows:

FULL DAY KINDERGARTEN PROGRAM	\$1,400.00
HALF DAY PRE-KINDERGARTEN PROGRAM (5 DAYS)	720.00
HALF DAY PRE-KINDERGARTEN PROGRAM (3 DAYS)	480.00
HALF DAY PRE-KINDERGARTEN PROGRAM (2 DAYS)	320.00
AFTERNOON STAY AND PLAY (PER DAY)	10.00

All appropriate councils and committees have endorsed the recommendation.

Board Policy No. 637, "Fees-Child Study Center," was amended to read as follows by unanimous vote following a motion by Mr. Aydelott with a second by Dr. Chakales:

UNIVERSITY OF CENTRAL ARKANSAS  
BOARD POLICY

Policy Number: 637

Subject: Fees - Child Study Center

Page 1 of 1

Date Adopted: 4/80Revised: 4/90, 5/94

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Full-day kindergarten students will be charged ~~\$1,280.00~~ **\$1,400.00** per child per school year. Pre-kindergarten students will be charged ~~\$20.00~~ **\$22.50** per week for 32 weeks, or ~~\$640.00~~ **\$720.00** per year. **The additional pre-kindergarten program tuition will be \$480.00 for three days, \$320.00 for two days, and an additional \$10.00 per day for the stay-and-play option.** The fee for the Early Learners Program will be \$100.00 per child.

**Correspondence Study Program - Changes in Fee Structure** - One of the programs administered by the Division of Continuing Education is a ninety-course independent study program by correspondence. During the last fiscal year, enrollment in this program increased 26 per cent. Fiscal year 1997 enrollment was 2740, an increase of 557 over the previous year. Two-thirds of these enrollments were out-of-state residents from as far away as Maine and California. Progress is being made on converting course delivery to access over the Internet, thereby enhancing worldwide distribution.

A recent study confirms that tuition rates and other fees for the correspondence study program at UCA are low by comparison to other institutions, including the two other Arkansas universities that offer correspondence study. Payments to faculty for revising courses and grading exams are also comparatively low.

The "Correspondence Courses" section of Board Policy No. 631 was amended to read as follows by unanimous vote following a motion by Mr. White with a second by Mr. Aydelott:

UNIVERSITY OF CENTRAL ARKANSAS  
BOARD POLICY

Policy Number: 631

Subject: Fees - Continuing Education

Page 1 of 1

Date Adopted: 12/75 Revised: 8/89, 4/90, 4/92, 3/93, 3/94 5/95, 8/96

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Fees for students enrolling in on-campus credit classes through the Division of Continuing Education will be the same as mandatory fees charged other students. Students enrolling in off-campus credit courses and non-credit classes through the Division of Continuing Education will pay only the general registration fee.

Correspondence Courses

~~—A correspondence course registration fee of \$48.00 per credit hour will be charged to in-state students and a fee of \$60.00 per credit hour will be charged to out-of-state students.~~

~~—An additional fee of \$10.00 will be charged for the rental of each textbook for correspondence courses.~~

**The payment schedule for correspondence courses is as follows:**

**TUITION (FOR IN-STATE AND OUT-OF-STATE RESIDENTS)  
\$70 PER CREDIT HOUR.**

**POSTAGE FEE  
INSIDE U.S. - \$10 PER COURSE  
OUTSIDE U.S. - INTERNATIONAL RATE +\$10 PER COURSE**

**TEXTBOOK RENTAL - \$20 PER COURSE**

**COURSE RENEWAL FEE - \$40 PER COURSE**

**COURSE EXCHANGE FEE - \$40 + \$7 FOR EACH LESSON  
SUBMITTED.**

**TOTAL INSTRUCTOR PAY - \$63 PER STUDENT FOR THREE  
SEMESTER HOUR COURSE (\$27 UPON  
ENROLLMENT, \$36 UPON COMPLETION)**

**COURSE REVISION FEE PAYMENT TO FACULTY -  
\$400 PER 3 HOUR COURSE**

**REFUND POLICY -  
WITH FIRST MONTH - 65% OF  
FEE LESS \$7 PER LESSON SUBMITTED.  
WITHIN SECOND MONTH - 50% OF FEE  
LESS \$7 PER LESSON SUBMITTED.**

#### Late Payment on External Agencies' Contracts

The Division of Continuing Education may impose a ten percent late payment fee on contracts with external agencies and/or groups that fail to pay their bills within thirty days of the date of billing.

#### Community Development Institute

Revised 5/97

A tuition fee of \$400.00 per session will be charged for individuals enrolling in the Community Development Institute.

The administration is responsible for establishing other fees and charges for not-for-credit conferences, seminars, training and community education classes that the Division of Continuing Education originates and sponsors.

#### Alumni Association Discount

Revised 5/97

A forty percent discount will be given in registration fees for UCA Alumni Association members enrolling in non-credit courses.

**UCA Board of Trustees Quasi Endowment Fund (use of earnings)** - At the suggestion of Board members, President Thompson appointed a committee of UCA Vice Presidents and Presidents of the three UCA Senates to consider the use of income from the UCA Board of Trustees Quasi-Endowment Fund. The committee discussed two basic issues, the first being how much of the earnings should be expended and what type of projects should receive funding from the proceeds of the endowment. The committee met twice and presented recommendations.

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

**“BE IT RESOLVED THAT THE UCA BOARD OF TRUSTEES APPROVES THE FOLLOWING USE OF FUNDS FROM THE BOARD OF TRUSTEES ENDOWMENT:**

- 1. THE 1996-97 FISCAL YEAR EARNINGS FROM THIS ENDOWMENT WILL BE EXPENDED IN FISCAL YEAR 1997-98 ;**
- 2. THESE FUNDS WILL BE USED TO IMPROVE STUDENT AND STAFF ACCESS TO COMPUTER LABORATORIES IN THE LIBRARY AND OTHER ACADEMIC FACILITIES. THE VICE PRESIDENTS WHO ARE ADMINISTRATIVELY RESPONSIBLE FOR THE LIBRARY AND ACADEMIC PROGRAMS WILL WORK WITH THE APPROPRIATE PERSONNEL TO DEVELOP A SPECIFIC EXPENDITURE PLAN TO BE RECOMMENDED TO THE PRESIDENT.**

**Fee Remission for Dependents of Employees** - The current IRS code permits educational institutions to provide non-taxable undergraduate-level tuition reductions to employees of the institution and their spouses and dependents. If a child is not a dependent by IRS definition, then the tuition reduction could be a taxable benefit to the employee. Past practice has been to provide tuition discounts only for those individuals who could be claimed as a dependent on income tax returns, but the Fee Remission Policy statement may be unclear on this point. In order to avoid a misunderstanding of the policy, it is recommended that the policy be revised to more clearly define the term “dependent”.

The following resolution was adopted unanimously upon motion by Mr. White with a second by Mrs. Goode as an amendment to Board Policy No. 623, “Fee Waiver for Employees”:

**“BE IT RESOLVED: THAT THE BOARD OF TRUSTEES APPROVES THE PROPOSED “FEE WAIVER FOR EMPLOYEES POLICY” AS PRESENTED BELOW, AS A REVISION TO BOARD POLICY NO. 623.”**

UNIVERSITY OF CENTRAL ARKANSAS  
BOARD POLICY

Policy Number: 623

Subject: Fee Waiver - Employees

Page 1 of 2

Date Adopted: 4/67 Revised: 6/67, 6/68, 11/68, 11/72, 3/73, 9/75, 1/77,  
8/77, 6/83, 6/84, 12/85, 4/87, 8/91, 8/91,  
4/95, 6/96, 2/97

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Beginning with the first semester or summer term commencing after the starting date of employment, a full-time faculty/staff member, a spouse and/or child of a full-time faculty/staff member may receive fee remission benefits for undergraduate resident courses. A fee of \$20.00 per hour registered will be charged, with a maximum of \$240.00 per semester along with the activity fees assessed other students. The fee remission for children remains in effect for six consecutive years following initial enrollment.

The fee waiver or remission authorized by this policy provides only a reduction in fees otherwise due to the University. In no circumstance does it create an obligation on the part of the University to make a payment to an individual entitled to this benefit of the policy nor may it be combined with other financial aid to reduce the registration fee due from the student below the minimum amounts stated above.

Only unmarried children by birth, legal adoption, and stepchildren ~~living with the employee~~, who are eligible to be claimed as a dependent on federal income tax returns will be eligible for fee remission. To qualify, they must enter the University within thirty months of their date of high school graduation. A spouse may enroll at anytime.

If an employee resigns or is terminated during the semester which he/she, or spouse or children are receiving this benefit, the employee will be required to pay a prorata portion of the fee represented by the part of the semester remaining following his/her resignation or termination. If an individual receiving fee remission benefits moves from a dependent status to a non-dependent status during a term, the employee will be required to pay a prorata portion of the fee represented by the part of the semester remaining following the change in dependent status. If an employee dies or becomes disabled during the years in which any

dependents are receiving fee remission, the dependents shall retain their eligibility as if that employee were still employed by the University. The fee remission will be available for younger children of deceased or disabled employees providing they enter the University within thirty months of their date of high school graduation. The fee remission plan will remain in effect for six consecutive years following initial enrollment. For dependents of a deceased or disabled employee to be eligible for this benefit the employee must have been an employee of UCA for five consecutive years prior to death or disability."

There are no restrictions for enrolling in courses scheduled after working hours. An employee may enroll for a course scheduled during the working hours under the following circumstances:

1. The employee must have approval by his/her supervisor and the appropriate vice president before enrolling for a course scheduled during the employee's working hours.
2. During the fall semester and summer term the employee shall forfeit one week of accumulated vacation to compensate for the time lost or the employee's salary will be reduced by 7% during the period in which the course is attended.
3. During the spring semester the employee will not be required to forfeit one week of accumulated vacation nor will the employee's salary will not be reduced by 7% during the term in which the course is attended.
4. No employee may enroll for more than one three-hour course during working hours in any one semester or one summer term.

**Early Retirement Policy** - During the 1994-95 and 1995-96 fiscal years, the university adopted limited time frame early retirement incentive policies which provided a cash payment for employees who had been with the university at least 10 years and were age 62 or who had at least 30 years service with the university. A total of 12 employees participated in these programs. During the 1996-97 fiscal year, the university adopted a Revised Early Retirement Program which permitted employees age 55 through 61, who had at least 10 years of service with the university, to retire and receive the same benefits available to employees who retired at age 62 or older. Of the eighty-six (86) employees who were eligible to retire under the revised policy, only ten (10) chose to do so. The revised policy expired on November 1, 1996.

Although the number of employees who chose to retire under these Early Retirement Incentive Policies was relatively small, the savings from salaries and fringe benefits amount to several hundreds of thousands of dollars.

Before the implementation of the Early Retirement Incentive Policies described above, concern was expressed that an unacceptably large number of employees would choose to participate. The experience of the last three years demonstrates that the concern was unfounded.

During 1995-96 an ad hoc committee appointed by the President, consisting of faculty, staff and administrators, unanimously recommended that a Revised Retirement Policy be adopted which would lower the current early retirement age of 62. The Fringe Benefits Advisory Committee adopted a resolution during the spring of 1997 supporting the implementation of such a policy. Both committees expressed the belief that employees need more than a few months to plan and make a decision about retirement and recommended that any revised policy be in effect for an extended period of time (at least two or three years).

The Fringe Benefits Advisory Committee also recommend that employees who have 30 years service with the university be allowed to retire with full early retirement benefits.

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

**“BE IT RESOLVED: THAT THE EARLY RETIREMENT POLICY IN THE OCTOBER 4, 1996 FACULTY HANDBOOK (PAGE 46) BE REVISED AS FOLLOWS:**

**THE UNIVERSITY PROVIDES AN EARLY RETIREMENT PROGRAM FOR FACULTY WHO HAVE REACHED THE AGE OF 62 59½ AND**

**HAVE TEN CONTINUOUS YEARS OF SERVICE AT UCA OR WHO HAVE 30 YEARS OF SERVICE AT ANY AGE PRIOR TO THE DATE OF APPLICATION ELECTED FOR EARLY RETIREMENT.**

**BE IT FURTHER RESOLVED: THE EARLY RETIREMENT BENEFITS SECTION OF THE DECEMBER 6, 1991 STAFF HANDBOOK (PAGE 30) BE REVISED AS FOLLOWS:**

**AN EMPLOYEE MAY RETIRE AT ANY TIME AFTER EXPIRATION OF THE CONTRACT UNDER WHICH THE EMPLOYEE REACHES AGE 62; 59½ OR IF A NON-CONTRACT EMPLOYEE, AFTER THE EXPIRATION OF THE FISCAL YEAR IN WHICH THE EMPLOYEE REACHES AGE 62 59½. THE EMPLOYEE MUST HAVE A MINIMUM OF TEN (10) FULL YEARS CONTINUOUS SERVICE AT UCA PRIOR TO THE EFFECTIVE DATE OF THE EARLY RETIREMENT PLAN. EMPLOYEES WHO HAVE THIRTY YEARS OF SERVICE AT UCA MAY ENTER THE EARLY RETIREMENT PROGRAM AT ANY AGE.**

**BE IT FURTHER RESOLVED: THE PROVISIONS OF THE ABOVE- STATED REVISIONS WILL EXPIRE ON AUGUST 1, 1999.**

**Property Exchange** - On October 4, 1996, the Board of Trustees authorized the President to exercise every reasonable effort to obtain the property located at 338 Augusta Avenue owned by the Throneberry Group. When efforts to negotiate the purchase failed, the Board authorized the university to condemn the property. A lawsuit seeking to condemn the property was filed on December 12, 1996.

The parties have entered into discussions with the owners of the property and have reached a tentative agreement with them that could result in a settlement of this lawsuit.

The university recently acquired the property located at 307 Farris Road. Tentatively, the university has reached an agreement with the Throneberry Group to exchange our property located at 307 Farris Road for their property located at 338 Augusta Avenue. As a part of the agreement, the university has agreed to petition the city to have the property at 307 Farris Road re-zoned and to seek variances to accommodate the intended use of the property by the Throneberry Group. In addition, the university has agreed to remove the house from the lot and any undesired trees. Once these things have been accomplished, it is believed that the value of the two lots will be approximately equal although the university may have to pay an amount of money to the Throneberry Group to make an even exchange.

Dr. John Smith, who discussed this item at President Thompson's request, suggested that the last paragraph of the resolution which reads: "BE IT FURTHER RESOLVED: THAT UCA AND THE THRONEBERRY GROUP EACH PAY HALF OF THE CLOSING COSTS ASSOCIATED WITH THIS EXCHANGE" be amended to read: "BE IT FURTHER RESOLVED: THAT UCA WILL PAY ITS SHARE OF THE CLOSING COSTS ASSOCIATED WITH THIS EXCHANGE."

During discussion regarding this issue, Mrs. Goode stated that the Gray property located on the corner of Bruce and Farris may be of benefit to the University even though it is not within the projected growth area.

Mr. Aydelott requested that the last paragraph of the resolution be amended to read: BE IT FURTHER RESOLVED: THAT UCA AND THE THRONEBERRY GROUP EACH PAY THEIR SHARE OF THE CLOSING COSTS ASSOCIATED WITH THIS EXCHANGE."

Mrs. Goode moved that the following resolution, as amendment by Mr. Aydelott, be adopted. The motion, which was seconded by Dr. Chakales, passed unanimously:

**"BE IT RESOLVED: THAT THE UNIVERSITY IS AUTHORIZED TO EXCHANGE PROPERTY THE UNIVERSITY OWNS AT 307 FARRIS ROAD FOR PROPERTY OWNED BY CHRISTOPHER THRONEBERRY,**

**TODD TOWNSELL AND JAMES THOMPSON (“THRONEBERRY GROUP”) LOCATED AT 338 AUGUSTA AVENUE.**

**BE IT FURTHER RESOLVED: THAT THE UNIVERSITY IS AUTHORIZED TO PAY A REASONABLE AMOUNT OF MONEY TO MAKE AN EQUAL EXCHANGE.**

**BE IT FURTHER RESOLVED: THAT UCA AND THE THRONEBERRY GROUP EACH PAY THEIR SHARE OF THE CLOSING COSTS ASSOCIATED WITH THIS EXCHANGE.”**

**Donald W. Reynolds Foundation Grant** - The University was notified recently that it would receive a grant of \$5,616,585 for a Performing Arts Center to be named the Donald W. Reynolds Performance Hall. The Construction Grant Agreement requires the Board to adopt a resolution authorizing acceptance of the grant.

The Construction Grant Agreement also requires the university to take certain actions. The Agreement requires Board approval of these acts. The most significant action required by the agreement is that the land provided by the university for the construction of the Reynolds Performance Hall be encumbered for a period of 21 years from the date of completion of the Project. The encumbrance creates a restriction on the use of the land and any breach would result in a reversion to the Reynolds Foundation.

During a discussion regarding the Construction Grant Agreement, Mr. Aydelott suggested that the language concerning the encumbrance of the land for a period of 21 years from the date of completion of the project be incorporated into UCA’s agreement with Arkansas Educational Television Network (AETN).

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

**“BE IT RESOLVED, THAT THE BOARD OF TRUSTEES OF THE UNIVERSITY OF CENTRAL ARKANSAS AUTHORIZES THE PRESIDENT TO ACCEPT THE GRANT OFFERED BY THE DONALD W. REYNOLDS FOUNDATION IN THE AMOUNT OF \$5,616,585 FOR A PERFORMING ARTS CENTER TO BE NAMED THE DONALD W. REYNOLDS PERFORMANCE HALL; AND,**

**BE IT FURTHER RESOLVED, THAT THE BOARD AGREES TO PERFORM ALL ACTS REQUIRED BY THE CONSTRUCTION GRANT AGREEMENT; AND,**

**BE IT FURTHER RESOLVED, THAT THE BOARD EXPRESSES ITS APPRECIATION TO THE REYNOLDS FOUNDATION FOR AWARDED THIS GENEROUS GRANT TO THE UNIVERSITY OF CENTRAL ARKANSAS.”**

**Selection of Architects and Contractors for Privately Funded Construction Projects -**

Act 961 of the 1997 General Assembly was designed to streamline the process for awarding contracts for public construction projects using private funds. This act exempts public institutions of higher education from the requirements of certain state laws and the rules and regulations of State Building Services when the construction project exceeds \$5 million and at least 80 percent of the estimated cost of the project, excluding the cost of the land, is paid from private sources. However, before these exemptions can be claimed, the governing board of the public institution of higher education must adopt a resolution and procedures setting forth the method by which the architect, engineer, construction manager, contractor, and major subcontractors are to be selected.

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

**“BE IT RESOLVED: THAT IN CONSTRUCTION PROJECTS INVOLVING PRIVATE FUNDS IN EXCESS OF FIVE MILLION DOLLARS AND WHERE SUCH AMOUNT CONSTITUTES AT LEAST EIGHTY PERCENT OF THE ESTIMATED CONSTRUCTION COST, THE BOARD OF TRUSTEES OF THE UNIVERSITY OF CENTRAL ARKANSAS AUTHORIZES THE PRESIDENT OF THE UNIVERSITY OR HIS DESIGNEE TO SELECT ARCHITECTS, ENGINEERS, CONSTRUCTION MANAGERS, AND MAJOR SUBCONTRACTORS BY PUBLIC NOTICE. EACH CONSTRUCTION BID SHALL PROVIDE FOR A PAYMENT AND PERFORMANCE BOND IN AN AMOUNT EQUAL TO THE FACE AMOUNT OF THE CONTRACT; AND,**

**BE IT FURTHER RESOLVED: THAT THE PRESIDENT OR HIS DESIGNEE SHALL BASE SELECTION OF THE ARCHITECT, ENGINEER OR OTHER CONSTRUCTION PROFESSIONAL ON THE SUBMITTED PROPOSAL, PERSONAL INTERVIEWS, AND PAST RECORD OF**

**PERFORMANCE/COMPLETION OF SIMILAR PROJECTS. HOWEVER, WHEN DEEMED NECESSARY AND SUITABLY DOCUMENTED, THE CONTRACT WILL BE AWARDED BASED ON OTHER SELECTION METHODS; AND,**

**BE IT FURTHER RESOLVED: THAT THE PRESIDENT OR HIS DESIGNEE IS AUTHORIZED TO AWARD A CONSTRUCTION CONTRACT TO CONTRACTORS ON THE SUBMITTED BID AND THE BIDDER'S PAST RECORD OF PERFORMANCE/COMPLETION OF SIMILAR PROJECTS. HOWEVER, WHEN DEEMED NECESSARY AND SUITABLY DOCUMENTED, THE CONTRACT WILL BE AWARDED BASED ON NEGOTIATION OF FINAL CONTRACT TERMS AND CONDITIONS SATISFACTORY TO THE UNIVERSITY. UPON AWARD OF A CONSTRUCTION CONTRACT, THE PRESIDENT SHALL NAME A REPRESENTATIVE TO MANAGE AND SUPERVISE THE CONSTRUCTION PROCESS ON BEHALF OF THE UNIVERSITY."**

#### **EXECUTIVE SESSION**

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

OPEN SESSION

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

**“BE IT RESOLVED: THAT THE UCA BOARD OF TRUSTEES APPROVES THE FOLLOWING ADJUSTMENTS, APPOINTMENTS, ADDITIONAL ASSIGNMENTS/COMPENSATION, APPOINTMENTS FROM RESTRICTED/GRANT FUNDS, SABBATICALS, RESIGNATIONS, AND TERMINATION, PROVIDED, HOWEVER, THAT THE ADMINISTRATION IS AUTHORIZED TO MAKE CORRECTIONS AND CHANGES OF A CLERICAL NATURE.”**

ADJUSTMENTS:

1. A. T. Bell, change from Instructor to Lecturer, Computer Science, effective August 18, 1997.
2. Freddie Bowles, Instructor, Intensive English Program, effective August 18, 1997 to May 16, 1998 change salary from \$20,794.00 to \$24,121.00.
3. Jann Bryant, Instructor/Director of Community School, Music, change salary from \$19,848.00 to \$22,048.00 effective July 1, 1997 to July 1, 1998.
4. James S. Dombek, change from Vice President for Academic Services to Executive Assistant to the President/Director of Affirmative Action, effective July 1, 1997.
5. Donald M. Epperson, change title from Instructor to Lecturer, Computer Sciences, effective August 16, 1997.
6. Donna H. Foss, Interim Chair/Associate Professor, Mathematics, effective July 1, 1997 to July 1, 1998 change salary from \$60,898.00 to \$61,618.00.
7. Jack Gillean, change from General Counsel to Director of Governmental Relations, President's Office, effective July 1, 1997 to July 1, 1998, change salary from \$65,500.00 to \$70,500.00.
8. Linda K. Griffith, Associate Professor, Mathematics, effective July 1, 1997 to July 1, 1998, change salary from \$45,674.00 to \$55,456.00.

9. Joe B. Hatcher, change from Consulting Vice President for Institutional Advancement to Vice President for Institutional Advancement, effective July 1, 1997 to July 1, 1998 change salary from \$75,000.00 to \$80,000.00.
10. Barbara Holmes, change from Chair to Associate Professor, Administration and Secondary Education, effective August 18, 1997 through May 16, 1998, change salary from \$66,052.00 to \$52,181.00.
11. Carol Knipscheer, change from Instructor/Coordinator of Intensive English to Interim Director of International Programs/Instructor effective August 1, 1997, change salary from \$35,326.00 to \$37,326.00.
12. J. Mike Lar, change from Instructor to Lecturer I/Director of Channel 6, Speech, Non-tenure Track effective July 1, 1997 to July 1, 1998, change salary from \$34,607.00 to \$35,000.00.
13. Fred Litton, change from Professor/Chair, Childhood and Special Education to Professor/Interim Dean, College of Education, effective July 1, 1997 to July 1, 1998, change salary from \$69,774.00 to \$76,500.00.
14. James C. Mainord, change from Professor to Interim Chair/Professor, Childhood and Special Education, effective July 1, 1997 to July 1, 1998, change salary from \$62,069.00 to \$82,444.00.
15. David Peterson, Professor/Director of Ozark Institute, effective August 18, 1997 through May 16, 1998 change salary from \$53,266.00 to \$53,396.00.
16. Lynn Ramage Shaefer, Instructor, Intensive English Program, effective August 18, 1997 through May 16, 1998, change salary from \$21,598.00 to \$24,622.00.
17. Jo Ann Royster, Mathematics, effective August 18, 1997 change title from Instructor to Lecturer.
18. Billy Smith, Professor, Psychology and Counseling, change from effective July 1, 1997 to July 1, 1998 to effective August 18, 1997 through May 16, 1998.
19. John W. Smith, V.P. for Administrative Services, effective July 1, 1997 to July 1, 1998, change salary from \$81,347.00 to \$84,347.00.

20. David Skotko, change from Chair, Psychology and Counseling, to Chair/Interim Chair, Psychology and Counseling/Administration and Secondary Education, effective July 1, 1997 to July 1, 1998, change salary from \$77,586.00 to \$80,586.00.
21. Ryan Strong, Men's Soccer Coach/KPED Instructor, effective July 1, 1997 to July 1, 1998, change salary from \$24,440.00 to \$26,940.00.
22. Jim Thurman, change from Associate Professor/Interim Chair to Professor, Speech Language Pathology, change from effective July 1, 1997 to July 1, 1998 to effective August 18, 1997 through May 16, 1998.
23. Darrell Walsh, Assistant Women's Basketball Coach/Instructor, Athletics/Health Education, effective July 1, 1997 to July 1, 1998, change salary from \$26,483.00 to \$32,483.00.
24. Debra L. Worthington, change from Instructor to Assistant Professor, Speech, effective August 18, 1997 through May 16, 1998, change salary from \$27,000.00 to \$32,000.00.

### **APPOINTMENTS:**

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

1. Theola Baker, Instructor, Intensive English Program, Non-tenure Track, effective August 18, 1997 through December 19, 1997 @ a salary of \$10,000.
2. Daniel J. Barrington, Instructor/Coordinator of Pre-Professional Field Services, Non-tenure Track, effective August 18, 1997 to May 16, 1998 @ a salary of \$27,500.00.
3. Walter E. Block, Department Chair/Associate Professor, Economics/Finance, Tenure Track Appointment, effective August 18, 1997 through May 16, 1998 @ a salary of \$70,000.00.
4. Gary Borjesson, Visiting Assistant Professor, Philosophy, Non-tenure Track, effective August 18, 1997 through May 16, 1998 @ a salary of \$31,000.00.
5. Kareen Cooper, Director Disability Support Services/Asst. Director of Minority Services, Non-faculty Appointment, effective July 1, 1997 to July 1, 1998 @ a salary of \$28,000.00.

6. Paul Dickinson, Assistant Professor of Theory, Music, Tenure Track, effective August 18, 1997 through May 16, 1998 @ a salary of \$34,000.00.
7. Debra K. Gordon, Clinical Instructor, Nursing, Non-tenure Track, effective August 16, 1997 through May 16, 1998 @ a salary of \$34,000.00.
8. John M. Hankiewicz, Instructor, University Writing Program, Non-tenure Track, effective August 18, 1997 to May 16, 1998 @ a salary of \$23,000.00.
9. Hollie Harris, Interim Women's Soccer Coach/KPED Instructor, Non-tenure Track, effective July 1, 1997 to July 1, 1998 @ a salary of \$32,000.00.
10. Helen Heron, Instructor, Psychology and Counseling, Non-tenure Track, effective August 18, 1997 through May 16, 1998 @ a salary of \$25,000.00.
11. Lisabeth A. Hoffman, Clinical Instructor, Nursing, Non-tenure Track, effective August 18, 1997 through May 16, 1998 @ a salary of \$33,000.00.
12. Brooks Hollingsworth, Assistant Football Coach/Instructor, Athletics/Kinesiology, Non-tenure Track, effective July 1, 1997 to July 1, 1998 @ a salary of \$42,000.00.
13. Craig Kesselheim, Assistant Professor, Biology, Tenure-Track Appointment, effective August 18, 1997 through May 16, 1998 @ a salary of \$38,000.00.
14. Robert Lancaster, Visiting Assistant Professor, Chemistry, Non-tenure Track, effective August 18, 1997 through May 16, 1998 @ a salary of \$31,500.00.
15. Jean J. McGehee, Assistant Professor, Mathematics, Tenure Track Appointment with one year credit for promotion and tenure, effective August 18, 1997 through May 16, 1998 @ a salary of \$36,000.00.
16. Jack E. Mobley, Jr., Instructor, Biology, effective August 18, 1997 through December 19, 1997 @ a salary of \$13,635.00.
17. Dara Parker, Clinical Supervisor, Speech-Language Pathology, Non-tenure Track, effective August 18, 1997 through May 16, 1998 @ a salary of \$29,500.00.

18. Suzanne N. Patterson, Instructor, University Writing Program, Non-tenure Track, effective August 18, 1997 through May 16, 1998 @ a salary of \$23,000.00.
19. Judith A. Roberts, Instructor, Music, Non-tenure Track, effective August 18, 1997 through May 16, 1998 @ a salary of \$33,000.00.
20. Byron Ross, Instructor, Speech Language Pathology, Non-tenure Track, effective August 18, 1997 through May 16, 1998 @ a salary of \$29,500.00.
21. Michael J. Rubach, Assistant Professor, Marketing and Management, Tenure Track, effective August 18, 1997 through May 16, 1998 @ a salary of \$58,000.00
22. Glenn C. Shell, Visiting Assistant Professor, Mathematics, Non-tenure Track, effective August 18, 1997 through May 16, 1998 @ a salary of \$31,000.00.
23. Sloan Swindle, Visiting Assistant Professor, Economics and Finance, Non-tenure Track, effective August 18, 1997 through December 19, 1997 @ a salary of \$25,000.00.
24. Shauna Thieman. Lecturer/Director of Forensics, Speech, Non-tenure Track, effective August 18, 1997 through May 16, 1998 @ a salary of \$27,000.00.
25. Stephanie M. Vanderslice, Visiting Assistant Professor, University Writing Program, Non-tenure Track, effective August 18, 1997 through May 16, 1998 @ a salary of \$28,500.00.
26. Eva I. Warner, Instructor, Geography, Political Science, and Sociology, Non-tenure Track, effective August 18, 1997 through May 16, 1998 @ a salary of \$25,000.00.
27. Ginny Nutter Wood, Clinical Instructor, Family and Consumer Sciences, Non-tenure Track, effective August 18, 1997 through May 16, 1998 @ a salary of \$33,000.00.
28. Hui Wu, Lecturer, University Writing Program, Non-tenure Track, effective August 18, 1997 through May 16, 1998 @ a salary of \$28,000.00.

**ADDITIONAL ASSIGNMENTS/COMPENSATION:**

1. James Barr, Assistant Dean, College of Business Administration, effective July 1, 1997 through August 15, 1977 @ a salary of \$9,854.00.
2. Audrey Rambough, Athletic Trainer, effective June 1-30, 1997 @ a salary of \$800.00.

**APPOINTMENTS FROM RESTRICTED/GRANT FUNDS:**

1. Carl Frederickson, Assistant Professor, Physics and Astronomy, effective July 14-August 15, 1997 @ a salary of \$1,034.00.
2. C. Denise Johnson, SILO MENTOR, Childhood and Special Education, effective June 1-30, 1997 @ a salary of \$558.00.
3. Jacqueline W. Dyer, Instructor, Mathematics, effective July 1-August 31, 1997 @ a salary of \$6,668.00.
4. Robin Hayes, Instructor/Grant Coordinator, Health Sciences, effective July 1-December 31, 1997 @ a salary of \$15,431.00.
5. Billy F. Miller, Director, Corporate Relations, effective July 1, 1997 to July 1, 1998 @ a salary of \$55,850.00.
6. Lois L. Moody, Project Coordinator, Corporate Relations, effective July 1, 1997 to July 1, 1998 @ a salary of \$27,263.00.
7. Charles Mullins, Project Director, Mathematics, effective June 9-July 11, 1997 @ a salary of \$1,300.00.

**SABBATICALS-SPRING 1998**

1. Don Adlong, Mathematics
2. Andrew Cohen, Art
3. Don Collins, Music

4. Neil Rutman, Music
5. Wayne Stengel, English

**RESIGNATIONS:**

- |    |                                     |                 |
|----|-------------------------------------|-----------------|
| 1. | Simon Cushing, Philosophy           | May 20, 1997    |
| 2. | Andrew Glenn, Economics and Finance | May 15, 1997    |
| 3. | Kirsta Glenn, Economics and Finance | May 15, 1997    |
| 4. | Janice Haworth, Music               | May 17, 1997    |
| 5. | James E. Mason, Sociology           | August 15, 1997 |
| 6. | Momoro Ono, Music                   | May 17, 1997    |
| 7. | John Peck, Physical Therapy         | May 17, 1997    |
| 8. | Doug Podoll, International Programs | July 31, 1997   |

**ADDENDUM**

**ADJUSTMENTS:**

1. Jim Thurman, change from Associate Professor to Associate Professor/Interim Chair, Speech-Language Pathology, effective August 16, 1997 to July 1, 1998, change salary from \$52,436.00 to \$59,619.00.
2. William Yates, change title from Director-Career Services to Director-Cooperative Education/Career Services effective September 1, 1997.

**APPOINTMENTS:**

1. William Baker, Instructor, Honors College/Liberal Arts, Non-tenure Track, effective Fall Semester @ a salary of \$13,000.00.

2. Scott Burket, Assistant Professor, Kinesiology and Physical Education, Non-tenure Track, effective August 18, 1997 through May 16, 1998 @ a salary of \$30,000.00.
3. Pamela Denise Cobb, Instructor, Geography, Political Science and Sociology, Non-tenure Track, effective August 18, 1997 through May 16, 1998 @ a salary of \$29,000.00.
4. Phillip Melton, Instructor, Honors College, Non-tenure Track, effective Fall Semester @ a salary of \$10,000.00.
5. Jack Mobley, Jr., Instructor, Biology, Non-tenure Track, effective Fall Semester @ a salary of \$13,635.00.
6. Mary Sue Passe-Smith, Laboratory Instructor, Geography, Political Science, and Sociology, Non-tenure Track, effective August 14, 1997 through June 30, 1998 @ a salary of \$18,500.00.
7. Melanie Perreault, Assistant Professor, History, Tenure Track, effective August 18, 1997 through May 16, 1998 @ a salary of \$34,500.00.
8. Thomas O. Shea, Assistant Football Coach/Instructor, Football/Kinesiology, Non-tenure Track, effective July 1, 1997 to July 1, 1998 @ a salary of \$40,000.00.

**RESIGNATIONS:**

- |    |   |         |
|----|---|---------|
| 1. | Christine Daley, Psychology and Counseling                  | 5-17-97 |
| 2. | Tom Dillard, Library  | 7-31-97 |
| 3. | Graham Gillis, Assistant Vice President for Human Resources | 8-15-97 |
| 4. | John Hendon, Marketing and Management                       | 8-19-97 |
| 5. | Jack Mobley, Sr., Biology                                   | 5-17-97 |
| 6. | Anthony Onwuegbuzie, Admin. & Secondary Education           | 7-31-97 |
| 7. | Allison Shutt, History                                      | 5-17-97 |

8. Ronnie Tucker, Political Science 5-17-97
9. Sandra Williams, Speech Theatre 5-17-97

**TERMINATIONS:**

1. James Brock, Student Financial Aid 6-11-97

**Election of Officers** - Mr. White moved that the Board continue the practice of rotation of officers, thereby electing Dr. Chakales as Chairman, Mrs. Goode as Vice Chair, and Mr. Hicks as Secretary for 1997-98. The motion was seconded by Mr. Aydelott and passed unanimously.

There being no further business to come before the board, the meeting was adjourned upon motion by Dr. Chakales with a second by Mr. Aydelott.

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Mr. Rush F. Harding III, Chairman

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Mrs. Elaine W. Goode, Secretary