

The Board of Trustees of the University of Central Arkansas convened in regular meeting Thursday, September 20, 1990, at 3:30 p.m. in East Commons, with the following officers and members present, to-wit:

Chairman: Mr. Herby Branscum
 Vice Chairman: Mr. Ben F. Burton
 Mrs. Elaine Goode
 Mr. Joe M. White
 Mr. Dalda F. Womack
 Dr. Harold H. Chakales

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

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

Minutes of the last regular meeting, August 10, 1990, were approved as circulated on motion by Mr. Burton, seconded by Dr. Chakales, and passed.

PRESIDENT'S REPORT

President Thompson reported on the following items:

President's Planning Council - President Thompson has recently appointed a committee as a coordinating council to set up procedures and recommendations for a planning process.

NCA Up-date - Additional materials for the accreditation evaluation were mailed on September 19 to each member of the Reader's Panel of the North Central Association of Colleges and Schools for consideration at the next Commission on Institutions of Higher Education meeting on October 18-19, 1990.

Enrollment Figures - Enrollment reported on the 11th day of fall classes was 8,396, up 919 more than 1989; 444 students are enrolled for 7 a.m. classes, 65 for Saturday classes, and 1,859 for night classes.

Dormitory Occupancy - Dr. John Smith reported 2,074 students housed in dormitories - 67 over normal occupancy.

Bear's Pit Fire and Repair - The recently damaged Bear's Pit in the Student Center is expected to be back in use by Monday, September 24, at an approximate cost of \$640,000 with a \$5,000 insurance deductible.

Number of ACT Scholarships - A comparison of ACT scholarships for a three year period shows 793 for 1990, 601 for 1989, and 370 for 1988. 46% of entering freshmen need remedial math; 47% of UCA student body requires remediation classes compared to a state average of 59%.

Increase in Staff Pay - A 1% increase has been authorized for classified personnel effective October 1, 1990, to complete the provision of a 3% increase under Act 793 of 1989. A 2% increase was given July 1. Cost to the University is \$5,000 per month.

Telephone Report - State Purchasing and the Department of Computer Services are in the process of awarding the UCA telephone system to Centel Communications System. The cost of the initial system, including phone sets, wiring, cabling, and conduit, is estimated to be \$1,100,000. This amount will be financed for five years at approximately 8% interest. The first year cost is estimated to be approximately \$425,000 and as the telecommunication system grows, the annual cost will increase. Completion date projected is April/May 1991.

Underground Utilities - Conway Corporation started Phase I of the Underground Utility Project which includes a run from south of Wingo going west across the south side of the campus to south of Christian Cafeteria where the system will turn south to the Physical Plant. This phase will include trenching, conduit, and transformer pads. Phase I will include four projects of approximately \$50,000 each and should be complete within 45-60 days.

Third Floor for Library - The agreement on the final decision for completing the third floor of the library is expected by mid October.

100% Reimbursement to Any Student Called into Service - Any student in the National Guard who is called into service will be reimbursed in full by the University; those who are called during the second half of the semester will have the option of finishing the semester.

Scottie Pippen Dinner - The Scottie Pippen dinner was successful, clearing approximately \$2,500.00. He plans to make a donation to the athletic program.

Married Student Housing - Discussion was held on the necessity of planning in the near future for married student housing; other institutions are providing this type of housing.

Health Cost - The Fringe Benefits Committee is considering benefit options due to the increase in health insurance cost.

Cafeteria - There will be a proposal at the next Board meeting for additional space in the cafeteria.

President's Home Repair - Dr. H. B. Hardy reported that \$13,513 of the allotted \$20,000 has been spent to refurbish a guest bedroom and bath in the President's Home; fence replacement cost was \$6,463 of the allotted \$10,000.

Athletic Change - Mr. White requested at the last Board meeting that a study be made on the feasibility of switching from the NAIA conference to NCAA. President Thompson will give the charge for a study as soon as the committee structure is complete.

OLD BUSINESS

UCA 2000: The Challenge - At its meeting on April 25, 1990, the Board adopted a document entitled "UCA 2000: The Challenge" to serve as the initial planning document for the University of Central Arkansas for the 1990s.

Item No. 6 under "Assumptions" stated: "The first priority for our physical plant must be to maintain, and if necessary, renovate existing facilities. Planned for the 1990s are a possible addition to Snow Fine Arts Center and a new academic complex." Due to recent decisions and priorities of the Board, this particular section needs to be updated prior to publication.

The following resolution was adopted upon motion by Dr. Chakales, seconded by Mr. White, and passed:

"BE IT RESOLVED: That Item No. 6 under the heading 'Assumptions' in the document 'UCA 2000: The Challenge' as adopted by the Board on April 25, 1990 (Board Policy No.____) be amended to read as follows:

"The first priority for our physical plant must be to maintain and, if necessary, renovate existing facilities. Plans for the 1990s include: a major addition to Torreyson Library, renovation of McAlister Hall, remodeling and adaptation of the Old Gym, an addition to Snow Fine Arts Center, renovation or demolition of Laney Hall, renovation of the Performing and Visual Arts Annex, a climate control system and other renovations in Main Hall and Ida Waldran Auditorium, renovations of residence halls, and construction of an academic complex."

Use of Bond Proceeds - At the June 18, 1988, meeting of the UCA Board of Trustees, a \$2,000,000 bond issue was approved for 20 years at a rate not to exceed 10 percent. These funds were authorized to be used to partially finance the construction of McAlister Hall and the Commons project. Institutional cash funds were used to finance the renovation of the Commons building, leaving the authorization for a \$2,000,000 bond issue to be used entirely on the McAlister Hall renovation.

Due to the current financial condition of the University of Central Arkansas and the fact that the McAlister Hall renovation project has already begun, sufficient institutional cash funds will be available to finance this project. However, because of the need for additional academic space caused by growth in student enrollment, other academic projects could be funded by this bond issue. It seems appropriate that the proceeds of the bond issue be designated for academic facilities which may be approved by the Board of Trustees rather than specifically limited to McAlister Hall.

The following resolution was adopted upon motion by Mr. Womack, seconded by Mrs. Goode and passed:

"BE IT RESOLVED: That the proceeds from the bond issue approved by the Board of Trustees on June 18, 1988, be used for academic facilities which may be approved by the Board of Trustees, including, but not limited to, the renovation of McAlister Hall, the renovation of and addition to Snow Fine Arts Building, and the third floor addition to Torreyson Library."

NEW BUSINESS

New Dormitory Authorization - Over the last two years, the University has experienced a significant increase in first-time entering freshmen and total enrollment. Historically, the demand for on-campus housing has fluctuated with the number of entering freshmen. Therefore, if the size of the freshman class holds steady or continues to grow, the demand for on-campus housing should be high for the foreseeable future.

The University currently has capacity for 2,007 students in the residence hall system. All of the residence halls, except Wingo and Bernard Halls, were built in the 1960's. Wingo and Bernard Hall were renovated in the 1980's and Short Hall and Denney Hall were partially renovated in 1990. The women's residence halls (Bernard, Carmichael, Conway, Denney, Hughes, Short, and Wingo) are in basically good condition. The men's residence halls (Arkansas, Minton, and State) are in need of immediate attention.

As we enter the 1990's, the University must address two critical issues related to student housing: How do we house an increasing number of students entering the University and how do we respond to aging and deteriorating facility conditions?

During the 1989-90 school year, Brooks Jackson Architects, Inc. was hired to develop budget estimates for the renovation of Arkansas, Minton, and State Halls. A description of the renovation options was presented at the August Board meeting. Because of the very high cost estimated for renovation (\$80 per square foot), Brooks Jackson was requested to develop budget estimates to build a new residence hall complex.

After considering extensive renovation of existing halls versus construction of a new residence hall complex, the administration is recommending that one new residence hall be constructed to accommodate approximately 300 students in suite arrangements. Minor renovations will be made to existing residence halls as funds are available and time permits. The total cost for the new residence hall (construction, architect fees, and furnishings) is estimated to be \$6,000,000. This new residence hall will be financed through the issuance of bonds. We may propose additional housing at a later date if circumstances warrant.

Dr. John Smith discussed location of the new residence hall (southeast of Christian Cafeteria), suite type rooms, with a cost of \$85 per square foot, including furniture and architectural fees. Renovation of Minton Hall would cost \$84.31 per square foot, which could be done if the space is needed after the new building is completed.

The following resolution was adopted upon motion by Mr. Burton, seconded by Dr. Chakales, and passed:

"BE IT RESOLVED: That the Board of Trustees approves the construction of a new residence hall of approximately 300 beds at a cost not to exceed \$6,000,000. The Board authorizes the financing of the facility in the issuance of not to exceed \$6,000,000 in bonds at rates not to exceed nine percent (9%) over a period not to exceed thirty years and further authorizes the administration to retain bond counsel, and to make all necessary arrangements and obtain all necessary approvals for construction and financing of the project."

Engineer for Parking Study - The University has need to retain an engineer to develop plans and specifications for paving parking lots that are surfaced with crushed stone, and repair and resurface some of the existing paved lots. Parking will be lost in the location of the dormitory; additional parking facilities will be located in the pine grove east of the Physical Plant.

The engineer would also be used to develop plans and specifications for additional parking spaces occasioned by enrollment increases and location of additional University buildings. Mr. Branscum requested that the engineer make recommendations on relocating the radio tower.

In answer to Mr. Womack's question on plans for the drainage ditch, President Thompson discussed a study to be performed by the Arkansas Highway Department.

The following resolution was adopted upon motion by Mr. White, seconded by Mr. Womack, and passed:

"BE IT RESOLVED: That the Board of Trustees authorizes the employment of an engineer for the purpose of developing plans and specifications to surface and repair existing lots and develop additional parking."

Acquisition of Real Property - Pinter - The rapid growth experienced by the University of Central Arkansas and anticipated future growth make it imperative that the University position itself to provide for its future needs. The University has identified property generally located south of the University and west of Donaghey Street consisting of a 34.95 acre tract, more or less, and 3 vacant lots fronting on Arkansas Hwy. 286 that is suitable to fulfill the requirements of the University.

The University administration has negotiated with Mr. Philip J. Pinter, individually and on behalf of the Pinter Limited Partnership, for a period of several months in an attempt to purchase the property. After obtaining a professional appraisal of the property the administration made a good faith offer that was rejected. Finally, after being given the opportunity to do so, Mr. Pinter indicated that he did not desire to submit a counter offer. The appropriate officers of the University have exercised every reasonable effort to obtain the property in question by negotiation and tendering a good faith offer.

Because the needed property cannot be obtained by negotiation, the administration believes it is in the best interest of the University that the Board of Trustees authorize the appropriate administrators and the General Counsel to institute condemnation proceedings in the Circuit Court of Faulkner County, Arkansas, pursuant to the eminent domain power of the Board of Trustees of the University of Central Arkansas, to obtain the property required for UCA's present and future needs and to allow a jury to properly determine the fair market value of the property.

Dr. Thompson discussed projected uses for this property: 1. - relocate the baseball field to the Pinter property, freeing up the current baseball field area for parking and creating an exit to College Avenue; 2 - use the rest of the Pinter property for married student housing; 3 - move the football field to Hwy. 286 and Farris Road, creating space for the academic complex.

The following resolution was adopted upon motion by Mr. Womack, seconded by Mr. Burton, and passed:

"BE IT RESOLVED: That the Board of Trustees of the University of Central Arkansas finds that the University has used every reasonable means to obtain the below described property by negotiation and hereby authorizes the appropriate administrators and the General Counsel to institute an action for condemnation of the following described real property (subject to any corrections that a subsequent professional survey will require) located in Faulkner County, Arkansas:

The SE 1/4 of the NE 1/4 of Section 14, Township 5 North, Range 14 West, LESS AND EXCEPT the following tracts:

Lots 1 through 6, Block 1, University Park Subdivision to the City of Conway, Faulkner County, Arkansas;

ALSO LESS AND EXCEPT:

A part of the SE 1/4 SE 1/4 NE 1/4, more particularly described as follows: Beginning 5.00 chains west of the SE Corner of the SE 1/4 NE 1/4, and run from thence west 3.16 1/3 chains;

thence North 3.16 1/3 chains; thence East 3.16 1/3 chains; thence South 3.16 1/3 chains to the point of beginning, containing 1 acre, more or less;

Also save and except a part of the S 1/2 SE 1/4 NE 1/4, more particularly described as follows:

Beginning at a point 8.16 1/3 chains west of the SE Corner of said S 1/2 SE 1/4 NE 1/4, and run from thence west 104.5 feet; thence north 208.7 feet thence east 104.5 feet, thence south 208.7 feet to the point of beginning, containing one-half acre, more or less.

In the aggregate containing 34.95 acres, more or less.

Subject to the following 15 foot sewer right of way and easement on, over, across, and under the following described lands, situated in Faulkner County, Arkansas to-wit:

7.5 feet either side of a line from a point 355' South of the North West corner of the Southeast 1/4 of the Northeast 1/4 of Section 14, T5 North, R14 West, and extending in a straight line to a point approximately 50' east and 450' South of the Northwest corner of the Southeast 1/4 of the Northeast 1/4 of Section 14, T5 North, R14 West, All located in the North 1/2 of the Southeast 1/4 of the Northeast 1/4 of Section 14, T5 North R14 West.

Also subject to the following utility right of way and easement fifteen feet wide on, over, across and under the following described lands, situated in Faulkner County, Arkansas, to-wit:

Said easement 15' wide shall be a part of the Southeast Quarter of the Northeast Quarter of Sec. 14, T5N, R14W, Faulkner Co., Ark., more particularly described as follows: Said easement shall begin at a point 207.4' north of the SW Corner of the Southeast Quarter of the Northeast Quarter of Section 14 described above; thence running East 993 feet; thence running North 15'; thence running West 993'; thence running South 15'; thence running West 993'; thence running South 15' to the point of beginning.

AND

Lots 2, 4, and 5, Block 1, University Park Subdivision to the City of Conway, Faulkner County, Arkansas.

"The Board finds that the acquisition of the foregoing property is necessary for the use and benefit of the present and future needs of the University of Central Arkansas. The purpose for which the property is to be condemned is to provide for development and expansion of the University and for other related purposes incidental to the educational mission of the University of Central Arkansas. From the records of Faulkner County, Arkansas, it appears that the property is owned by the Pinter Limited Partnership and Philip J. Pinter and Marie H. Pinter, husband and wife."

Acquisition of Real Property - Erbach - The rapid growth experienced by the University of Central Arkansas and anticipated future growth make it imperative that the University position itself to provide for its future needs. The University has identified a four acre tract of property located immediately south of the University, and about 400 feet west of Donaghey Street, that is suitable to fulfill the requirements of the University and also provides access to the property described in the previous resolution.

After obtaining a professional appraisal of the property the administration tendered a good faith offer to the owner of the property, Mrs. Thomas Erbach. Mrs. Erbach, and a member of her family, have indicated that she is unwilling to sell the property to the University. The appropriate officers of the University have exercised every reasonable effort to obtain the property in question by negotiation and tendering a good faith offer. It should be noted that the four acre tract to be acquired is not the site of Mrs. Erbach's residence. Her residence is located on a two acre tract that is located between the tract to be acquired and Donaghey Street.

Because the needed property cannot be obtained by negotiation, the administration believes that in the best interest of the University that the Board of Trustees authorize the appropriate administrators and the General Counsel to institute condemnation proceedings in the Circuit Court of Faulkner County, Arkansas, pursuant to the eminent domain power of the Board of Trustees of the University of Central Arkansas, to obtain the property required for UCA's present and future needs and to allow a jury to properly determine the fair market value of the property:

After discussion on attempting to negotiate further with the property owners before the next Board meeting, the following resolution was tabled upon motion by Mr. White, seconded by Dr. Chakales:

"BE IT RESOLVED: That the Board of Trustees of the University of Central Arkansas finds that the University has used every reasonable means to obtain the below described property by negotiation and hereby authorized the appropriate administrators and the General Counsel to institute an action for condemnation of the following described real property (subject to any corrections that a subsequent professional survey will require) located in Faulkner County, Arkansas:

A part of the Northeast Quarter of the Northeast Quarter of Section Fourteen, Township 5 North of the base line in Range Fourteen west of the Fifth Principal Meridian, more particularly described as follows: Beginning at

point 435.6 feet west of the Southeast Corner of Said NE 1/4 NE 1/4 and thence north 200 feet; thence west 435.6'; thence south 200 feet; thence east 435.6 feet to the point of beginning, containing 2 acres more or less

AND

Part of the Northeast Quarter of the Northeast Quarter of Section 14, Township 5 North, Range 14 West of the 5th Principal Meridian, described as: Beginning 861.2 feet west of the Southeast Corner of said NE 1/4 NE 1/4; Section 14, T5N, R14W, and thence North 200 feet; thence West 458 feet, to the West Boundary line of said NE 1/4 NE 1/4; thence South 200 feet; thence East 458 feet to the point of beginning, 2 acres, more or less.

"The Board finds the acquisition of the foregoing property is necessary for the use and benefit of the present and future needs of the University of Central Arkansas. The purpose from which the property is to be condemned is to provide for development and expansion of the University and for other related purposes incidental to the educational mission of the University of Central Arkansas. From the records of Faulkner County, Arkansas, it appears that the property is owned by Mrs. Thomas Erbach."

Snow Fine Arts Renovation and Addition - At the December 1, 1989 meeting, the Board of Trustees authorized the employment of an architect to plan the renovation of and an addition to the Snow Fine Arts Building. Mr. Jerry Wilcox has been employed as the architect for this project and has developed plans and specifications.

Those plans include a 10,000 foot addition to the west end of the first floor of this facility. This addition contains music studios, two classrooms and a band/orchestra practice room.

In addition to increasing the height of the fly loft in the center stage, a 2,000 square foot addition to the northeast end of this facility is proposed to accommodate the drama department, and the height of the fly loft in the theater is increased.

The renovation of existing portions of the building will convert art studios to music studios and drama offices and improve the acoustical conditions in the music practice rooms and studios.

With the completion of PVAA and McAlister Hall, the art department will move into those facilities leaving the Snow Fine Arts building almost exclusively for music and drama.

Renovation of the existing 51,470 square feet in this facility and the addition of approximately 12,000 square feet are expected to cost approximately \$1,200,000, but deductive alternates allowing a reduction of total cost to approximately \$900,000 will be included in the bid documents. If all approvals are received in a timely manner, it is possible that the addition and renovation could be completed by September 1991.

The following resolution was adopted upon motion by Dr. Chakales, seconded by Mr. White, and passed:

"BE IT RESOLVED: That the UCA Board of Trustees approves the renovation, conversion, and expansion of the Snow Fine Arts Building for an estimated cost of \$1,200,000, and approves the design of the facility as presented at this meeting."

Additional Funds for Chiller Replacement in Center for Teaching and Human Development - The December 1, 1989, Board meeting authorized the expenditure of \$150,000 to replace one of the two chillers in the Center for Teaching and Human Development at an estimated cost of \$150,000.

Bids were opened recently and additional equipment and services will be required above those anticipated in December 1989. The additional equipment and services are as follows:

1. The cooling tower system will need to be replaced;
2. Placement of cooling tower on roof will require some structural change;
3. Mechanical room doorway will need to be enlarged for installation of chiller.

The items listed above will increase the cost by another \$50,000. This project will qualify for an energy grant of approximately \$65,000 because the new system will reduce energy consumption considerably.

The following resolution was adopted upon motion by Mr. Burton, seconded by Mr. White, and passed:

"BE IT RESOLVED: That the University administration be authorized to replace one of the two chillers in the Center for Teaching and Human Development, replace the cooling tower, make the necessary structural changes on the roof to accommodate the cooling tower and make other repairs and adjustments as necessary at an estimated cost of \$200,000."

UCA Preparatory School of Music Fees - Faculty and students in the Department of Music have been offering private instruction to persons in the community for more than twenty years. This activity, which occurs after normal working hours, has been beneficial as a feeder program for UCA. This summer an informal survey has been conducted to determine the amount of private instruction in Snow Fine Arts Center. The results support the department's effort to structure the activity in order to control the quality of instruction. The proposed structures and fees parallel the practice of numerous music departments around the country. The program at UALR, for instance, has proven to be extremely successful. The following fees will be charged and deposited according to established UCA Business Office procedures.

Class Instruction

Class Piano for Adult Beginners (Includes a Music Theory Course)	\$110 per semester
Piano Instruction (Age 7 & Up) Includes:	\$110 per semester
1) Beginner Classes--1 Hour Weekly	
2) Musicianship Classes--1 Hour Weekly	
3) Special Classes as Announced	

Private Instruction

All Areas--1/2 Hour Weekly semester	\$90 - \$195 per
All Areas--1 Hour Weekly	\$245 - \$385 per semester

Suzuki Instruction

Piano and Violin	\$125 per semester
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The following resolution was adopted upon motion by Dr. Chakales, seconded by Mrs. Goode, and passed:

"BE IT RESOLVED that the UCA Board of Trustees approves the schedule of fees above for the UCA Preparatory School of Music."

Affirmative Action 5 Year Program - Act 99 of 1989 requires all state supported colleges and universities to prepare affirmative action programs for the recruitment of blacks and other members of minorities for faculty and staff positions and for enrollment as students. The plans are to be prepared on a continuing basis for five year periods. The first plans are to be filed with the Governor, the Department of Higher Education, the President and Board of Trustees of UCA, and the Joint Interim Committee on Education of the Arkansas General Assembly by September 30, 1990. The provisions of this Program are to be considered supplemental to the existing Affirmative Action Plan and Policies of the University of Central Arkansas.

The following resolution was adopted upon motion by Mr. White, seconded by Dr. Chakales, and passed, in order to comply with Act 99 of 1989, (to become Board Policy No. ____):

"BE IT RESOLVED: That the Board of Trustees of the University of Central Arkansas approves the following Affirmative Action Program for the Recruitment of Blacks and Other Members of Minorities for Faculty and Staff Positions and for Enrollment as Students, pursuant to Act 99 of 1989."

UNIVERSITY OF CENTRAL ARKANSAS

An Affirmative Action Program for the Recruitment of Blacks and Other Members of Minorities for Faculty and Staff Positions and For Enrollment As Students, pursuant to Act 99 of 1989.

INTRODUCTION:

The provisions of this Program are to be considered supplemental to the existing Affirmative Action Plan and Policies of the University of Central Arkansas which were designed primarily to deal with the recruitment and employment of Blacks. The Affirmative Action Advisory Committee which is established under this Program will be charged with reviewing the existing Affirmative Action Plan and Policies and recommending changes, if any, necessitated by UCA's changing administrative structure and/or by an analysis of the results of the 1990 Census. The Plan and Policies will also be reviewed for any changes needed to bring them into compliance with recent legislation involving minority, sex, handicapped and age discrimination.

The strategies recommended in this Program are suggested strategies and are not mandatory. It is hoped that strategies will be evaluated and refined--that those which do not work will be supplanted by those that do. Because of personnel and budget constraints, long range planning will be necessary to implement some of these strategies.

MINORITIES DEFINED:

For the purposes of this Program, the following groups are considered to be minorities:

1. Black, Non-Hispanic
2. American Indian or Alaskan Native (includes American Indian, Eskimo, and Aleut).

3. Asian or Pacific Islander (includes Japanese, Chinese, Filipino, Korean, Asian Indian, Vietnamese, Hawaiian, Guamanian, and Samoan)
4. Hispanic

Note: "Labor Market Information For Affirmative Action Programs," a report prepared by the Arkansas Employment Security Division in accordance with the minimum requirements of OFCC, utilizes five major racial groups: White, Black, Native American, Asian and Pacific Islander, and Remaining Races. Remaining Races is defined as Total Less White, Black, Native American, and Asian and Pacific Islander. "Total Minority Group" includes Black, Native American, Asian and Pacific Islander, and Remaining Races. Persons of Hispanic origin may be of any race. The EEO-6 Report utilized by the Equal Employment Opportunity Commission, the Office for Civil Rights of the Department of Education, and the Office of Federal Contract Compliance Programs of the Department of Labor utilizes the following five race/ethnic categories: White, Black, Hispanic, Asian or Pacific Islander, and American Indian or Alaskan Native.

GOALS:

1. To increase the number (and corresponding percentage) of minority entering freshmen UCA students by 1995, so that the proportion of minority high school graduates in Arkansas who enter UCA will be at least equal to the proportion of white high school graduates in Arkansas who enter UCA. The goal should be to recruit 7% of the minority high school graduates in the state.
2. To increase the number (and corresponding percentage) of minority undergraduate UCA students by 1995, so that the proportion of UCA's minority to white undergraduate student enrollment will be consistent with the minority to white proportion of available post-secondary aged students within Arkansas. The goal range should be from 13% to 19%.
3. To increase the retention and graduation rates for minority undergraduate UCA students by 1995, so that the minority retention and graduation rates for minority undergraduate students will be at least equal to the retention and graduation rates for white undergraduate UCA students. (Note: Act 267 of 1989 directed the Department of Higher Education to work with the public colleges and universities to develop a system for collecting and reporting data on student retention and graduation rates. The estimated timeline for the redesigned information system to be operational is fall 1992.)
4. To increase the number (and corresponding percentage) of minority graduate UCA students from by 1995, so that the proportion of minority students who complete undergraduate degrees and enter graduate school will be at least equal to the proportion of white graduates who enter graduate school. The immediate goal is to increase the number of minority graduate UCA students from 109 (10.9%) in the fall 1989 semester to at least 180 by the fall of 1991.

5. To increase the number (and corresponding percentage) of minority full-time faculty members of all ranks at UCA to 2.2% for positions requiring the doctoral degree (full professors and associate professors) and to 7.5% for positions not requiring the doctoral degree (assistant professors and instructors) by 1995, so that the proportion of minority faculty will at least equal the proportion of minority individuals with the credentials required for such positions in the relevant labor market nationwide.
6. To increase the number (and corresponding percentage) of minority professionals (non-faculty) at UCA from 2.2% for positions requiring the doctoral degree and to 7.5% for positions not requiring the doctoral degree by 1995, so that the proportion of minority professionals will at least equal the proportion of minority individuals with the credentials required for such positions in the relevant labor market nationwide.
7. To increase, if necessary, the number (and corresponding percentage) of minority support staff at UCA to the percentages listed below by 1995, so that the proportion of minority support staff will at least equal the proportion of minority individuals in each specific job category (as defined in the EEO-6 Report) in the relevant labor market area:

Clerical	7%	Faulkner Co.
Technical/Para-professionals	7%	Faulkner & Pulaski Counties
Skilled Crafts	1%	Faulkner & Pulaski Counties
Service/Maintenance	7%	Faulkner County

OVERALL STRATEGIES:

1. Encourage an atmosphere supportive of multicultural diversity at every level of the university through public pronouncements, speeches and publications.
2. Continue to publicize the University's commitment to equal employment opportunity and affirmative action.
3. Establish an affirmative action advisory committee to review UCA's existing Affirmative Action Policy and Plan, to recommend changes, to recommend new strategies and goals if needed, to revise and update this Program, and to monitor progress toward achieving the goals. (See Page 8).
4. Educate appropriate personnel concerning goals and progress.
5. Continue to make known to administrators that their efforts toward achieving affirmative action goals will be considered in evaluating their performances.

STRATEGIES:

1. Goal: Increase Number of Minority Entering Freshmen.
 - a. Develop specific minority recruiting programs in the Admissions Office, such as concentrating more travel by recruiters to those counties in UCA's draw and/or service areas with high minority populations.

- b. Involve more currently enrolled minority students in the recruitment process.
 - c. Involve minority alumni in identifying potential minority students and in recruiting.
 - d. Capitalize on special minority related events on campus to visit with parents and friends of current minority students.
 - e. Encourage black student organizations to sponsor programs that involve minority high school students from around the state.
 - f. Offer special minority academic scholarships.
 - g. Continue to work collaboratively with public school officials to build programs to help expand the pool of minority students interested in college and qualified to enroll.
 - h. Consider the possibilities of hiring a full-time minority assistant director of admissions to concentrate on reaching more directly prospective minority students.
- 2. Goal: Increase Number of Minority Undergraduate Students.
 - 3. Goal: Improve Minority Retention and Graduation Rates.

In addition to those items under #1:

- a. Staff the newly created position in the Division of Student Affairs which is to be responsible for the development, implementation, and evaluation of a comprehensive student development program for minority students (along with other responsibilities).
- b. Develop a mentoring program that involves minority upperclassmen and underclassmen.
- c. Continue to encourage the development of a program whereby minority faculty and professionals both on and off campus serve as role models and counselors for selected groups of minority students.
- d. Encourage minority alumni to take an interest in current UCA minority students by scheduling special activities for them during Homecoming and other campus events.
- e. Continue to survey students' interest in and need for certain student services, paying particular attention to those utilized more often by minority students.
- f. Encourage the use of additional counseling and tutorial services.
- g. Issue a special charge to the Retention Committee to review minority retention statistics and graduation rates and to develop specific suggestions for improvement.
- h. Utilize summer "bridge" programs to accustom minority students to college-level coursework and the campus atmosphere before they begin college.

4. Goal: Increase Number of Minority Graduate Students.
 - a. Collect and make information more widely available on minority graduate student scholarships, fellowships, and other financial opportunities.
 - b. Solicit federal, state, or private funds from alumni, foundations, organizations, etc. to set up minority fellowships and scholarships.
 - c. Publicize the recent increase in graduate assistant stipends to a more competitive level.
 - d. Make special provisions to reallocate assistantships to those departments, schools and colleges which successfully identify and recruit minority graduate assistants.
 - e. Contact local businesses to determine what types of graduate level courses are desired and use that process to identify potential minority graduate students.
 - f. Solicit the help of minority alumni in identifying and recruiting potential minority graduate students.
 - g. Have the Career Planning and Placement Office prepare information on enhanced job opportunities and salaries available to minorities with graduate degrees, and make this information widely available to undergraduates.
5. Goal: Increase Number of Minority Faculty.
 - a. Use the "Grow Your Own" concept, i.e., identify quality minority students who may be interested in completing graduate school with UCA's help-with the agreement of returning to the University to teach afterwards.
 - b. Establish relationships with graduate schools across the nation in hopes of identifying minority graduates who are ABD and would like employment while completing their dissertations.
 - c. Formulate a program which encourages the hiring of minority faculty who lack a doctorate, but who possess potential for earning that degree. The program should (a) identify promising minority faculty who have the potential for earning doctoral degrees, (b) offer incentives for the hiring of these individuals; (c) provide faculty with financial incentives for returning to school; (d) require faculty participants to return to the "home" campus for a mandatory period; and (e) contain penalties for those who elect to move to other institutions outside the University before they complete the mandatory pay-back period.
 - d. Encourage the utilization of the Faculty Development Program by faculty for the completion of terminal degrees.

- e. Develop a mutual arrangement with local business and industry leaders to locate quality minority professionals who might be interested in teaching on a part-time basis at UCA.
 - f. Continue to commit funds needed for the recruitment of minority faculty.
 - g. Make special provisions to allot additional positions to those departments, schools and colleges which successfully identify and recruit minority prospective faculty, to the extent that such additions are consistent with the institutional mission.
 - h. Train search committee and/or department chairs in effective affirmative-action techniques; have the affirmative action officer brief each search committee before a faculty search is initiated.
 - i. Solicit the help of minority alumni in other states to recommend quality minority faculty members.
 - j. Invite minorities taking sabbatical leave from other institutions to assume residencies at UCA.
 - k. Promote faculty exchanges with historically black institutions.
 - l. Give priority to recruiting minority faculty into those departments, schools and colleges where current utilization is lowest and where availability is greatest.
 - m. Continue to advertise all faculty positions in national publications and in media which reach minority audiences.
 - n. Continue to communicate with predominantly black colleges and universities (particularly doctorate granting institutions) for recruiting purposes.
 - o. Develop a minority vita bank, or make arrangements to utilize one developed by others.
6. Goal: Increase Number of Minority Professionals.
- a. Most of the strategies listed for faculty can also be utilized for minority professionals.
 - b. Look for opportunities to recruit professional minority workers from state government and/or other institutions with which UCA personnel interact on a regular basis.
 - c. Request the aid of all current faculty and professional staff to network and informally communicate the University's commitment identifying and recruiting more minority professional staff.

7. Goal: Increase Number of Minority Support Staff.
 - a. Seek names of potential minority employees from current minority workers.
 - b. Provide encouragement and/or incentives for support staff to improve job skills so that they can compete for jobs with greater responsibilities, if available.
 - c. Continue to advertise jobs in the Arkansas State Press and other periodicals.
 - d. Continue to work through the Employment Security Division in recruiting minority support staff.
 - e. Communicate with vocational-technical and proprietary schools in recruiting minority employees for jobs with certain required job skills.

AFFIRMATIVE ACTION ADVISORY COMMITTEE:

Charge:

1. Review UCA's existing Affirmative Action Plan and Policies and recommend any needed changes including strategies and/or goals.
2. Revise and update this five-year Affirmative Action Program for UCA as required by Act 99 of 1989.
3. Conduct a periodic review of EEO-6 employment reports and other statistical data to monitor the University's compliance with its affirmative action plan, policies, and programs and to monitor UCA's performance in meeting its goals.
4. Serve as a forum for the concerns of UCA personnel and students concerning affirmative action.

Composition:

- Director of Affirmative Action (1)
- Presidents of each of the Faculty, Staff, and Student Senates (3)
- Two faculty members, one of whom shall be chosen from the membership of the Retention Committee (2)
- Two minority student leaders (2)
- One chairperson of an academic unit (1)
- One admissions officer (1)
- Dean of Undergraduate Studies (or designee) (1)
- Graduate Dean (or designee from Graduate Council) (1)
- One representative from the Division of Student Affairs (1)
- Director of Institutional Research (non-voting)
- General Counsel (non-voting)
- Personnel Director (non-voting)

DESIGNATION OF ACT 99 PERSONNEL:

Pursuant to Section 1(d) of Act 99 of 1989, the following UCA employees are designated to assist UCA in the recruitment of blacks and other members of minorities for faculty and staff positions and for enrollment as students:

Staff	
Professional	Dr. H.B. Hardy, Jr., Assistant to President; Director, Affirmative Action
Support	Ms. Helen Russell, Personnel Director
Faculty	Ms. Joan Pritchard, Asst. to Vice President of Academic Affairs
Students	
Graduate	Dr. Robert M. McLauchlin, Graduate Dean
Undergraduate	Ms. Kimberly Thomas, Assistant Director of Admissions; Minority Program Coordinator

Drug-Free Schools and Campuses Policy - The Drug-Free Schools and Community Act Amendments of 1989 require that each institution of higher education that receives Federal financial assistance certify to the U.S. Department of Education by October 1, 1990, that it has adopted and implemented a program to prevent the illicit use of drugs and abuse of alcohol by students and employees.

The final regulations for the drug-free schools and campuses policy, published in the Federal Register on August 16, 1990, require each institution of higher education to accomplish the following:

1. An annual distribution of a drug-free school and campuses policy, in writing, to each student and employee;
2. Adopt standards of conduct that clearly prohibit, at a minimum, the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on its property or as a part of any of its activities;
3. Provide a description of applicable legal sanctions under local, state, or federal laws;
4. Provide a description of health risks associated with the use of illicit drugs and abuse of alcohol;
5. Provide a description of available drug or alcohol counseling, treatment, or rehabilitation or re-entry programs;
6. Adopt a clear statement of the disciplinary sanctions that will be imposed on students and employees; and
7. Conduct a biennial review of its program to determine its effectiveness, implement changes, and ensure that disciplinary sanctions are consistently enforced.

The following resolution was adopted upon motion by Mr. Womack, seconded by Mr. White, and passed, in order to carry out the foregoing policy that is mandated by the Drug-Free Schools and Communities Act Amendments of 1989, as board policy number ____:

"BE IT RESOLVED: The Board of Trustees approves the following Drug-Free Schools and Campuses Policy, effective October 1, 1990."

UNIVERSITY OF CENTRAL ARKANSAS
DRUG-FREE SCHOOLS AND CAMPUSES POLICY

This policy is mandated by and complies with the provisions of the Drug-Free Schools and Communities Act Amendments of 1989 (Public Law 101-226).

I. ANNUAL DISTRIBUTION OF POLICY, IN WRITING, TO EACH STUDENT AND EMPLOYEE:

The Vice President for Student Affairs will be responsible for providing a copy of the "Drug-Free Schools and Campuses Policy" on an annual basis to all students. The Director of Personnel will provide a copy of this policy to all faculty and staff.

II. STANDARDS OF CONDUCT THAT CLEARLY PROHIBIT, AT A MINIMUM, THE UNLAWFUL POSSESSION, USE, OR DISTRIBUTION OF ILLICIT DRUGS AND ALCOHOL BY STUDENTS AND EMPLOYEES ON ITS PROPERTY OR AS PART OF ANY OF ITS ACTIVITIES:

The University is committed to the maintenance of a drug and alcohol free workplace and the *encouragement of a standard of conduct for employees and students that discourages the unlawful possession, use, or distribution of controlled substances and alcohol on its property or as a part of any of its activities.*

Therefore, the unauthorized or unlawful possession, use, manufacture, or distribution of controlled substances or alcohol by students and employees on property of the University or as a part of any of the University's activities is expressly prohibited.

III. A DESCRIPTION OF APPLICABLE LEGAL SANCTIONS UNDER LOCAL, STATE, OR FEDERAL LAWS.

The following legal sanctions, at a minimum, may occur for violation of law:

Manufacture or Delivery of Controlled Substance: It is unlawful for any person to manufacture, deliver, or possess with intent to manufacture or deliver, a controlled substance. Penalties for the manufacture or delivery of a controlled substance can range from three (3) years to life in prison, and fines up to \$250,000, depending on the quantity and type of drug. In addition, real and personal property used in the manufacture, delivery, or importing of controlled substances may be forfeited to the government.

Manufacture or Delivery of a Counterfeit Substance: It is unlawful for any person to create, deliver, or possess with intent to deliver, a counterfeit substance purporting to be a controlled substance. Penalties for the creating and/or delivery of a counterfeit substance can range for 1 to 20 years in prison, and fines up to \$15,000 depending on the type of drug being counterfeited.

Possession of a Controlled or Counterfeit Substance: It is unlawful for any person to possess a controlled substance or counterfeit substance. Penalties for possession of a controlled or counterfeit substance can range from 1 to 10 years in prison, and fines up to \$10,000, depending on the type of drug (or counterfeit) possessed.

Driving while Intoxicated: A person who drives a motorized vehicle while influenced or affected by the ingestion of alcohol, a controlled substance, or any intoxicant commits the offense of driving while intoxicated. Penalties for such offense may include:

- (1) Suspension of license for 90 to 120 days for first offense (and additional days for subsequent offenses);

- (2) Placement on probation for first offenders who plead guilty or nolo contendere prior to an adjudication of guilt;
- (3) Imprisonment for no less than 24 hours and no more than one year for the first offense (with additional imprisonment for subsequent offenses);
- (4) Fines of no less than \$150 and no more than \$1,000 for the first offense (with stiffer fines for subsequent offenses);
- (5) Payment of an additional \$250 in court costs;
- (6) Or as an alternative to payment, public service work as deemed appropriate by the court; and
- (7) A requirement to complete an alcohol education program as prescribed and approved by the Arkansas Highway Safety Program, or an alcoholism treatment program as approved by the Office on Alcohol and Drug Abuse Prevention.

(.05 evidence) = A blood alcohol level of 0.5 may be considered with other competent evidence in determining guilt or innocence.

(.10 persuasive) = A blood alcohol level of .10 or more shall give rise to a presumption of intoxication.

Public Intoxication: A person commits the offense of "Public Intoxication" if (1) he appears in a public place manifestly under the influence of alcohol or a controlled substance to the degree that he is likely to endanger himself or other persons or property, or that he unreasonably annoys persons in his vicinity or (2) he consumes an alcoholic beverage in a public place. Public Intoxication is a Class C misdemeanor, and can result in (1) a fine of up to \$100, and/or (2) imprisonment in the county jail (or other authorized institution) for up to 30 days.

Contributing to Delinquency of a Minor: A person commits the offense of "Contributing to the Delinquency of a Minor" if, being an adult, he knowingly purchases or provides alcoholic beverage for a minor. Such an offense is a Class A misdemeanor, and can result in (1) a fine of up to \$1,000 and/or (2) imprisonment in the county jail (or other authorized institution) for up to one full year.

Federal Penalties and Sanctions for Illegal Possession of a Controlled Substance

21 U.S.C. 844(c) - 1st conviction: Up to 1 year imprisonment and fined at least \$1000 but not more than \$100,000, or both.

After 1 prior drug conviction: At least 15 days in prison, not to exceed 2 years and fined at least \$2,500 but not more than \$250,000, or both.

After 2 or more prior drug convictions: At least 90 days in prison, not to exceed 3 years and fined at least \$5,000 but more than \$250,000, or both.

Special sentencing provisions for possession of crack cocaine: Mandatory at least 5 years in prison, not to exceed 20 years and fined up to \$250,000, or both if:

- (a) 1st conviction and the amount of crack possessed exceeds 5 grams.
- (b) 2nd crack conviction and the amount of crack possessed exceeds 3 grams.
- (c) 3rd or subsequent crack conviction and the amount of crack possessed exceeds 1 gram.

21 U.S.C. 853(a)(2) and 881(a)(7) - Forfeiture of personal and real property used to possess or to facilitate possession of a controlled substance if that offense is punishable by more than 1 year imprisonment. (See special sentencing provisions re: crack).

21 U.S.C. 881(a)(4) - Forfeiture of vehicles, boats, aircraft or any other conveyance used to transport or conceal a controlled substance.

21 U.S.C. 844a - Civil fine of up to \$10,000 (pending adoption of final regulations).

21 U.S.C. 853a - Denial of Federal benefits, such as student loans, grants, contracts, and professional and commercial licenses, up to 1 year for first offense, up to 5 years for second and subsequent offenses.

19 U.S.C. 922(g) - Ineligible to receive or purchase a firearm.

Miscellaneous - Revocation of certain Federal licenses and benefits, e.g., pilot licenses, public housing tenancy, etc., are vested within the authorities of individual Federal agencies.

IV. DESCRIPTION OF HEALTH RISKS ASSOCIATED WITH THE USE OF ILLICIT DRUGS AND ABUSE OF ALCOHOL:

Alcohol consumption causes a number of marked changes in behavior. Even low doses significantly impair the judgement and coordination required to drive a car safely, increasing the likelihood that the driver will be involved in an accident. Low to moderate doses of alcohol also increase the incidence of a variety of aggressive acts, including spouse and child abuse. Moderate to high doses of alcohol cause marked impairments in higher mental functions, severely altering a person's ability to learn and remember information. Very high doses cause respiratory depression and death. If combined with other depressants of the central nervous system, much lower doses of alcohol will produce the effects just described.

Repeated use of alcohol can lead to dependence. Sudden cessation of alcohol intake is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucinations, and convulsions. Alcohol withdrawal can be life-threatening. Long-term consumption of large quantities of alcohol, particularly when combined with poor nutrition, can also lead to permanent damage to vital organs such as the brain and liver.

Mothers who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. These infants have irreversible physical abnormalities and mental retardation. In addition, research indicates that children of alcoholic parents are at greater risk than other youngsters of becoming alcoholics.

V. DESCRIPTION OF AVAILABLE DRUG OR ALCOHOL COUNSELING, TREATMENT, OR REHABILITATION OR RE-ENTRY PROGRAMS:

There are a number of groups, offices, agencies, and hospitals in central Arkansas that offer drug treatment and rehabilitation services/programs. Information about some of these is given below. Additional resources can be located in the yellow pages of the telephone directory under the headings "Alcoholism Information and Treatment Centers" and "Drug Abuse and Addiction Information and Treatment."

Alcoholic Anonymous
420 Willow Street
Conway, AR 72032
329-2151

This is a self-help group for persons with drinking problems. No fee.

Counseling Associates
Beth Turner, Clinical Director
1622 North Donaghey
P.O. Box 1528
Conway, AR 72032
327-7706

Services include: counseling, psychiatric services, children's services, consultation and education, senior adult program, services to older adults, alcohol and drug services, alcohol safety school, and community support, rehabilitation program, and a 24 hour emergency line.

The Bridgeway
50 Westwind Drive
North Little Rock, AR 72118
771-1500

Has a separate 12-bed unit to serve adolescents and adults who are experiencing alcohol and drug abuse problems.

Arkansas Rehabilitation Institute Recover - Care Unit
9601 Interstate 630, exit 7
Little Rock, AR 72205
223-7507

Services offered: treatment program at Recovery is built around the Alcoholics Anonymous philosophy. It consists of three phases - detoxification/orientation, rehabilitation and aftercare. All patients are required to participate in each of the assigned program activities. Individual sessions, group programs and family therapy are all part of the patient's recovery process.

The UCA Counseling Center (313 Bernard Hall, 450-3138) can provide referrals for those with alcohol and other drug problems.

VI. CLEAR STATEMENT OF THE DISCIPLINARY SANCTIONS THAT WILL BE IMPOSED ON STUDENTS AND EMPLOYEES:

Students violating the University policy on alcohol or drugs are subject to sanctions up to and including expulsion from the University and referral for prosecution. Any student allowed to remain in the University will, at a minimum, be required to successfully complete a University sponsored alcohol and drug education course. Any employee violating any criminal drug statute while in the work place will be subject to discipline up to and including termination.

VII. BIENNIAL REVIEW OF ITS PROGRAM TO DETERMINE ITS EFFECTIVENESS, IMPLEMENT CHANGES, AND ENSURE THAT DISCIPLINARY SANCTIONS ARE CONSISTENTLY ENFORCED.

The Drug-Free Schools and Campuses policy will undergo a biennial review by the University Alcohol and Drug Abuse Prevention Committee. This committee makes recommendations to the Vice President for Student Affairs.

Revised 9/5/90

Arkansas College Savings General Obligation Bonds - After discussing support for the Issuance of Arkansas College Savings General Obligation Bonds in the November 6, 1990, general election, Mr. White introduced the following resolution which was adopted upon motion by Mrs. Goode, seconded by Dr. Chakales, and passed:

"WHEREAS: Act 683 of the General Assembly, Regular Session, 1989, authorized the Arkansas Development Finance Authority, with the consent of a majority of the qualified electors voting on the question in the general election of 1990, to issue general obligation bonds to finance higher education projects;

"WHEREAS: The bonds issued under that authority offer Arkansans of modest means a convenient and safe way to save money for college expenses, with earnings exempt from state and federal income taxes;

"WHEREAS: The University of Central Arkansas, like other colleges and universities in the state, has substantial building and equipment needs and increasing demands for library acquisitions;

"WHEREAS: The Department of Higher Education has allocated \$7 million of the proposed bond issue proceeds for the construction of an academic complex at UCA, \$473,342 for equipment purchases, \$691,050 for major maintenance, and \$155,831 for library acquisitions;

"THEREFORE, BE IT RESOLVED: That the Board of Trustees urges the electors of Arkansas, and in particular the alumni friends, and supporters of the University of Central Arkansas, to vote "For Issuance of Arkansas College Savings General Obligation Bonds" in the November 6,m 1990, general election."

Executive session for the purpose of considering personnel was declared upon motion made by Mr. White, seconded by Mr. Womack, and passed.

EXECUTIVE SESSION

The following adjustments, appointments, and sabbatical were approved upon motion by Mr. Womack, seconded by Mr. White, and passed:

Adjustments:

1. Beverly Fithen, Chemistry, change from Instructor, tenure-track, effective August 15, 1990 to May 15, 1991, @ a gross salary of \$24,600.00, to Assistant Professor, tenure-track, effective August 15, 1990 to May 15, 1991, @ a gross salary of \$25,600.00.
2. Marjorie McMinn, English, change from Instructor, part-time, fall semester, @ a gross salary of \$2,800.00, to Instructor, term, non-tenure track, fall semester, @ a gross salary of \$9,750.00.
3. Michael Buchan, Mathematics and Computer Science, part-time, fall semester, change from \$2,800.00 to \$1,400.00.

Appointments:

1. Richmond Edwards, Instructor, Biology, term, non-tenure track, fall semester, @ a gross salary of \$10,000.00.
2. Rayona Webster, Instructor, Biology, fall semester, term, non-tenure track, @ a gross salary of \$9,500.00.
3. Cynthia Anderson, Instructor, English, term, non-tenure track, effective August 15, 1990 to May 15, 1991, @ a gross salary of \$19,500.00.
4. Sara McNeil, Instructor, English, term, non-tenure track, effective August 15, 1990 to May 15, 1991, @ a gross salary of \$19,500.00.
5. Theresa Wesley, Instructor, English, term, non-tenure track, effective August 15, 1990 to May 15, 1991, @ a gross salary of \$20,000.00.
6. Margaret Hankins, Instructor, English, term, non-tenure track, effective August 15, 1990 to May 15, 1991, @ a gross salary of \$19,500.00.
7. Anne Marie Black, Instructor, English, term, non-tenure track, effective August 15, 1990 to May 15, 1991, @ a gross salary of \$19,600.00.
8. Dale Rorex, Assistant Professor, History, term, non-tenure track, fall semester, @ a gross salary of \$11,750.00.
9. Carolyn Brown, Instructor, Music, fall semester, @ a gross salary of \$9,000.00.
10. James Cox, Jr., Instructor, Mathematics and Computer Science, term, non-tenure track, effective August 15, 1990 to May 15, 1991, @ a gross salary of \$20,000.00.
11. Rachel Peot, Project Coordinator/Creative Writer, Public Affairs, effective September 4, 1990, to July 1, 1991, @ a gross annual salary of \$22,500.00.
12. Sharon Ross, Instructor, Speech/Language Pathology, term, non-tenure track, effective August 15, 1990 to May 15, 1991, @ a gross salary of \$23,000.00.
13. Sheri Carder, Instructor, Speech, Theatre and Journalism, term, non-tenure track, fall semester, @ a gross salary of \$9,750.00.
14. Michael Vinson, Project Coordinator/Drug Abuse and Prevention Program, Student Affairs, effective September 1, 1990, to July 1, 1991, @ a gross annual salary of \$25,480.00.

Appointments, part-time:

1. Frank Shaw, Instructor, part-time, Accounting, fall semester, @ a gross salary of \$3,000.00.
2. Robert Robertson, Instructor, part-time, Accounting, fall semester, @ a gross salary of \$1,400.00.
3. Jesse Thompson, Instructor, part-time, Accounting, fall semester, @ a gross salary of \$1,500.00.
4. Michael Sutterfield, Instructor, part-time, Accounting, fall semester, @ a gross salary of \$1,500.00.
5. Raymond Simon, Adjunct Professor, part-time, Admin./Secondary Education, effective August 15, 1990 to May 15, 1991, @ a gross salary of \$1,400.00.
6. Susan Boone, Instructor, part-time, Childhood Education/Professional Early Field Experiences, fall semester, @ a gross salary of \$2,800.00.
7. Joseph LaFace, Assistant Professor, part-time, Economics and Finance, fall semester, @ a gross salary of \$1,500.00.
8. Cheryl Doss, Instructor, part-time, Economics and Finance, fall semester, @ a gross salary of \$1,400.00.
9. Robert Price, Instructor, part-time, Educational Media/Library Science, fall semester, @ a gross salary of \$1,500.00.
10. Delores Rogers, Instructor, part-time, English, fall semester, @ a gross salary of \$1,400.00.
11. Kathlyn Smith, Instructor, part-time, Foreign Languages, fall semester, @ a gross salary of \$1,400.00.
12. Cathryn O'Brien, Instructor, part-time, Foreign Languages, fall semester, @ a gross salary of \$1,400.00.
13. George Balough, Instructor, part-time, History, fall semester, @ a gross salary of \$1,400.00.
14. James Allen Brent, Instructor, part-time, History, fall semester, @ a gross salary of \$2,800.00.
15. Mary Landreth, Instructor, part-time, History, fall semester, @ a gross salary of \$2,800.00.
16. Keith Mariott, Instructor, part-time, History, fall semester, @ a gross salary of \$2,800.00.
17. William Musgrove, Instructor, part-time, History, fall semester, @ a gross salary of \$1,400.00.
18. Susan Standridge, Instructor, part-time, History, fall semester, @ a gross salary of \$2,800.00.
19. Cathy Urwin, Instructor, part-time, History, fall semester, @ a gross salary of \$1,500.00.
20. Marilou Brodie, Instructor, part-time, Home Economics, fall semester, @ a gross salary of \$1,400.00.
21. Lauren Maxwell, Instructor, part-time, Marketing and Management, fall semester, @ a gross salary of \$1,400.00.
22. Martha Antolik, Instructor, part-time, Music, fall semester, @ a gross salary of \$7,000.00.
23. Suzanne Banister, Instructor, part-time, Music, fall semester, @ a gross salary of \$4,040.00.

Appointments, part-time, continued:

24. Sue Evans, Instructor, part-time, Music, fall semester, @ a gross salary of \$1,400.00.
25. Connie Bellinghausen, Instructor, part-time, Music, fall semester, @ a gross salary of \$1,000.00.
26. Brian Conatser, Staff Accompanist, part-time, Music, fall semester, @ a gross salary of \$3,800.00.
27. Gerry Gibson, Instructor, part-time, Music, fall semester, @ a gross salary of \$2,713.00.
28. Frances Monday, Instructor, part-time, Music, fall semester, @ a gross salary of \$2,900.00.
29. Gay Pappin, Instructor, part-time, Music, fall semester, @ a gross salary of \$1,875.00.
30. Lee Phillips, Staff Accompanist, Music, part-time, fall semester, @ a gross salary of \$2,250.00.
31. Jessica Shaver, Instructor, part-time, Music, fall semester, @ a gross salary of \$2,625.00.
32. Charlotte Smith, Instructor, part-time, Music, fall semester, @ a gross salary of \$1,485.00.
33. Sharon Thompson, Instructor, part-time, Music, fall semester, @ a gross salary of \$3,750.00.
34. Suzanne Baker, Practicum Coordinator, part-time, Occupational Therapy, fall semester, @ a gross salary of \$2,800.00.
35. Gary Gray, Instructor, part-time, Philosophy, fall semester, @ a gross salary of \$2,800.00.
36. Ronnie Tucker, Instructor, part-time, Political Science, fall semester, @ a gross salary of \$2,800.00.
37. Michael Murphy, Instructor, part-time, Political Science, fall semester, @ a gross salary of \$3,000.00.
38. Kenneth Cates, Instructor, part-time, Psychology/Counseling, fall semester, @ a gross salary of \$3,000.00.
39. Donna Bull, Instructor, part-time, Sociology, fall semester, @ a gross salary of \$1,400.00.
40. Willene Lensing, Instructor, part-time, Sociology, fall semester, @ a gross salary of \$2,800.00.
41. Kathy Roberts, Instructor, part-time, Speech/Language Pathology, fall semester, @ a gross salary of \$6,000.00.
42. Shirley Pine, Instructor, part-time, Speech/Language Pathology, fall semester, @ a gross salary of \$1,500.00.

Sabbatical:

1. Greg Urwin, History, Spring Semester

Open meeting was declared upon motion by Mr. White, seconded by Mr. Womack, and passed.

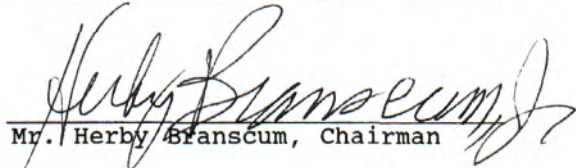
OPEN MEETING

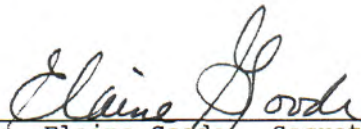
The preceding adjustments, appointments, and sabbatical were approved upon motion by Mr. Womack, seconded by Mr. White, and passed.

Mr. McCormack presented the final financial report for the 1989-90 fiscal year.

Mr. White requested that the city and State Highway Department be contacted regarding the installation of a traffic light at Highway 286 and Donaghey intersection.

There being no further business to come before the Board, motion to adjourn was made by Dr. Chakales, seconded by Mr. Burton, and passed.


Mr. Herby Branscum, Chairman


Mrs. Elaine Goode, Secretary