

The Board of Trustees of the University of Central Arkansas convened in regular meeting Thursday, December 6, 1990, at 3:30 p.m. in 220 Burdick, 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
 Mr. Jerry Malone
 Dr. Harold H. Chakales

and with the following absent, to-wit: None

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

Minutes of the last regular meeting, September 20, 1990, were approved as circulated on motion by Mr. White, seconded by Mr. Womack, and passed.

PRESIDENT'S REPORT

President Thompson reported on the following items:

College Savings Bonds - In a meeting with President Thompson, Dr. Diane Gilleland, Director of the Department of Higher Education, assured UCA's allocation for equipment and library books for early in 1991, with seven million to be received in August 1991 for the construction of the Academic Complex. Recommendations from architects of the Stuck Mott Group are to demolish Irby Hall and locate the Academic Complex in that area, or to locate the new building in the area that the tennis courts and Laney Building now occupy. The Academic Dean, Dr. Bill Berry, will make the recommendations on which departments will be housed in the new building.

Legislative Up-date - Julie McDonald, Director of Governmental Affairs, presented a report on the October 24 legislative budget hearing. The budget request by DHE calls for \$408,000,000 (30% increase) in the first year of the biennium and \$462,000,000 in the second year. UCA's portion would be \$31,000,000 (34% increase) for the first year and \$35,000,000 for the second year of the biennium. Monies received this year were all of Categories A and A-, and 40% of B category.

UCA received favorable recommendations on most of the additional positions in faculty and support personnel. Remediation is still an important item, as well as the reorganization of Vo-Tech schools into community colleges and how it will affect the four year institutions.

Phase I of the Academic Complex (Library 3rd Floor Contract) - At the August 10, 1990, Board meeting, the President was granted authority to negotiate a contract for the construction of a third floor on the library addition at an estimated cost of \$1.5 million.

The architectural firm of Wilkins-Sims was instructed to develop the preliminary plans for the third floor to include classrooms and faculty offices. Additionally, the firm was instructed to examine the feasibility of moving large numbers of students to the third floor without substantial interruption to the library functions on the first and second

floors. After considerable discussion with university academic personnel, including the director of the library, plans have been developed which should provide excellent instructional space on the third floor without significant disruptions to the library functions.

The architect developed detailed plans and specifications, which have been presented to James Cone Construction Company of Little Rock, the contractor for the library. Cone Construction Company has submitted, and the University has accepted, an offer to construct the third floor for \$1,269,742. The construction cost, architect fees, contingencies, and furnishings, bring the total estimated cost to \$1,493,464 as outlined below.

Estimated Cost

Construction	\$1,269,742
Architect Fee (6%)	76,185
Contingency (5%)	63,487
Furnishings	<u>84,050</u>
Total Estimated Project Cost	<u>\$1,493,464</u>

The third floor will contain 27,700 gross square feet and will house 21 classrooms, 1 seminar room, 23 faculty offices, and space for secretarial and clerical support staff to serve the faculty housed on this floor.

Old Gym/Physical Therapy Space - Renovation of the Old Gym to provide additional physical therapy space was discussed at the March 2, 1990, Board meeting. Additional discussion occurred at the August 10, 1990, meeting, when approval was granted to complete detailed plans for this project. The architectural firm of Roark, Perkins and Perry developed the detailed plans and specifications for the project. On November 1, 1990, bids were received from eleven qualified bidders, with base bids ranging from a low of \$446,744 to a high of \$493,421. The low bidder is Bell Construction of North Little Rock, Arkansas.

The estimated cost and the source of funds for the project are as follows:

Estimated Cost

<u>Construction</u>	
Base Bid	\$446,744
Built-In Equipment (Not in Contract)	49,450
<u>Architect Fees (8.5%)</u>	42,176
<u>Contingencies (10%)</u>	44,674
TOTAL BASE COST	\$583,044
<u>Furniture and Equipment</u>	<u>1/</u>
ESTIMATED TOTAL PROJECT COST	<u>\$583,044</u>

Source of Funds

University Cash Funds \$583,044

1/ The amount of funds needed and sources of funding for teaching equipment and furniture for this project will be determined at a later date. The remaining resources needed to fund this project were allocated from 1989/90 year-end funds.

The construction contract has been awarded to Bell Construction. Construction should begin by December 1, 1990 and is scheduled for completion by June 14, 1991.

Betty Christian Cafeteria Renovation - With the demands for additional space in the cafeteria due to the rapid growth of the student body, a decision was made to redesign space by opening the Red Room for general use rather than add on to the building at this time.

McAlister Hall Report - Bids were received on this project on July 25, 1990, and the construction contract was awarded to Vratsinas Construction Company of Little Rock based on Board approval granted August 10, 1990. Early estimates by the architect was that this facility would be completed by late July 1990. Due to the efficient manner in which Vratsinas Construction Company executes its work, it appears that this project will be completed earlier than originally anticipated. The demolition has been completed, a large portion of the plumbing and mechanical work has been completed and about 70% of the sheetrock has been installed. It appears that this facility will be completed in the early part of the summer of 1991, perhaps sooner. This will permit a more orderly move back into the building in preparation for the fall term of 1991.

Housing Report - John Smith, Vice President for Student Affairs gave the following housing report:

- a. New Residence Hall - Construction plans are progressing well. It is hoped that construction will begin no later than May 15, 1991, with the facility ready for occupancy for Fall semester of 1992.
- b. Facility Needs - A chart on long-range facility needs was distributed and questions answered pertaining to asbestos removal. Members of the Board requested that attempts be made for recovery of payment for asbestos removal which was not satisfactory;
- c. Housing Deposit Refund Date - The deadline date for obtaining a refund of the Housing deposit is being changed from July 15 to July 1. Fifty dollars of the \$100.00 deposit will be refunded if a student cancels his/her application for Housing between July 1 and the opening of the residence halls for the Fall semester. Students canceling their applications after the residence halls open for the Fall semester will forfeit their entire Housing deposit. These changes are being made in an attempt to reduce the number of "no-shows" for the Fall semester and to better identify the available Housing for students.

- d. **Method of Assigning Residence Hall Rooms** - If the Admissions Committee recommendation is approved as currently submitted, we will offer Fall housing to those students that must take remedial courses during summer school if space is available and they successfully complete the appropriate remedial courses.

Effective with the Fall 1991 semester, the Department of Housing will guarantee housing for all ACT scholarship recipients that apply for housing before June 1. ACT scholarship recipients applying for housing after June 1 will be assigned a room if space is available.

Earthquake Insurance - In response to the current concern about the possibility of an earthquake in the New Madrid Fault, we have purchased \$6 million of earthquake insurance. The annual premium for this insurance is \$5,764 and will provide up to a maximum of \$6 million in damage to our buildings and contents resulting from an earthquake. The University would be responsible for assuming the first \$10,000 of the damage from an earthquake.

ROTC Cross Enrollment - On July 13, 1990, the United States Army, foreseeing reduced need for personnel, announced that it would close the ROTC programs at UCA, Hendrix, HSU, OBU, and ATU. However, military authorities, recognizing that UCA has more ROTC students on army scholarships than any other institution in Arkansas, have recently designated UCA as a "hub instructional center." This means that students from UCA, Hendrix, and ATU will receive ROTC instruction on the UCA campus.

A current member of UCA's military science faculty, Major David Hoffman, and a secretary will remain at UCA. The University will provide a budget of \$15,547 to cover secretarial and M & O costs (estimated for FY 1990-91). UCA will also allocate the necessary space required for offices and classrooms. Faculty in the military science department at UALR, along with Major Hoffman, will teach courses on the UCA campus.

This arrangement will give UCA two primary advantages. First, students will not be required to commute to the UALR campus. Second, in contrast to the other institutions that will cross-enroll with UALR, UCA will continue to grant three and four-year military science scholarships.

Education Renewal Consortium - Dr. Bill Berry reported on the Education Renewal Consortium. The Arkansas Education Renewal Consortium comprises fourteen school districts and five universities that have voluntarily joined together for the purpose of improving school practices and the education of public school teachers. The Consortium, now in its fifth year of operation, is a non-profit organization, one of only fourteen state organizations that are affiliated with Dr. John Goodlad's National Network for Education Renewal. The National Network provides access to recognized authorities in pertinent fields and enhances opportunities to obtain external grants.

Membership in the Arkansas Consortium links schools and universities that are looking at new ways to serve the needs of students and to develop close school/university partnerships. The AERC Board of Directors and its task force

have designed major issues to be discussed including the professionalization of staff (certified and non-certified), curriculum revision, school restructuring, at-risk students, school/university partnerships, and state education policy advocacy. The AERC recently received a \$5000 grant from the Education Commission of the States to foster a statewide dialogue focusing on issues of teacher education.

The AERC will be housed in the Center for Academic Excellence of the College of Education beginning December 19, 1990. Although the AERC will function as an independent organization, the arrangement will enhance the college's opportunities for collaboration with the public schools. There will be no additional costs to the University.

Athletic Conference Affiliation - Chairman Branscum requested a report by the next Board meeting from the Athletic Committee regarding a change from NAIA to NCAA in conference affiliation.

When budget preparation starts, President Thompson plans to recommend the use of student fees to supplement the \$350,000 athletic allocation by the Department of Higher Education.

North Central Association Letter - The University of Central Arkansas received notification of the continuance of accreditation by North Central Association of Colleges and Schools effective October 19, 1990.

Other -

1. Announced that Dr. Conrad Carroll will step down as Dean of College of Business and return full-time to the classroom. President Thompson commended Dr. Carroll on the successful accreditation of the undergraduate and graduate programs in the College of Business under his leadership.
2. Announced that Dr. Willie Hardin, Director of Libraries has been named Dean of Libraries.
3. Reports:
 - a. Search to fill the minority affairs position;
 - b. Blass/Chilcote firm drawing plans on campus parking and traffic;
 - c. The first \$25,000 installment of \$100,000 for an endowed chair in the College of Business has been received from Acxiom Corporation;
 - d. China trip - No substantial agreement was made on an exchange of students;
 - e. Moscow trip - Exchange prospects are expected from the recent trip to Moscow made by Brian Bolter, Director of International Programs;
 - f. Although there were numerous rumors recently, there have been no reports of forcible rape on campus this year.

NEW BUSINESS

Health Insurance Contract - The present health insurance contract with Blue Cross/Blue Shield and HMO Arkansas for University employees will expire on December 31, 1990. Blue Cross/Blue Shield submitted four (4) proposals for renewal of our health insurance plan. The proposals are as follows:

1. We may keep our current program of two (2) separate plans and renew the HMO for an 11% increase and the standard plan for 41.9% increase;
2. If we want to combine the two plans the average increase for both plans will be 27.1%;
3. If we adopt an HMO for all employees the proposed increase will be 22.9%; and,
4. If we adopt a standard plan for all employees the proposed increase will be 31.6%.

The proposals have been studied by the Fringe Benefits Committee. The Committee, expressing its concern about the high cost of the standard plan, recommended that the University provide only the HMO plan. While the Committee's rationale in making the recommendation is reasonable because, at some point, the University must adopt a single plan, the recommendation has a dramatic impact on the choice of individuals who wish to remain separate from the HMO. It is apparent that those individuals will be deprived of the opportunity to seek care from their established primary physicians or specialists.

There is, however, an option that will allow the University to provide the HMO plan for those employees who are so inclined, while at the same time, providing a choice to those individuals who are willing to pay extra for the opportunity to exercise that choice. The funds available for health insurance within the University's 25% cap on fringe benefits is \$112.00 per employee. The University may provide HMO coverage for those employees who choose the HMO plan for \$110.64 per month. For those employees who select the standard plan choice, the University funds will provide \$112.00 of the \$153.41 in monthly costs. Those individuals who desire to exercise a choice may do so by paying an additional \$41.41 per month for individual coverage.

It seems that the two proposed plans, at this time, will continue to provide the current level of benefits to the University employees, and give a choice to those employees who are willing to pay to remain in the standard plan.

The two proposed plans are as follows:

1. HMO Arkansas: This plan requires that an employee make selections of primary care physicians and recommended sub-specialist. Employees will be required to pay \$10.00 for each office visit, \$100.00 for the first five (5) days of a hospital stay and \$5.00 for each prescription drug. The plan provides for 100% coverage for services in these categories after these payments have been made by the employee. The rates for this plan are as follows:

EMPLOYEES WITH HMO RETAINING HMO FOR 1991

	CURRENT RATES 1990	PROJECTED RATES (11% INC.) 1990	EMPLOYER COST 1991	EMPLOYEE COST 1991	CURRENT EMPLOYEE COST 1990	ADDITIONAL EMPLOYEE COST FOR 1991
Individual	\$ 99.68	\$110.64	\$110.64	-0-	-0-	-0-
Two Party	199.36	221.29	110.64	\$110.65	\$ 99.68	\$ 10.97
Family	289.08	320.88	110.64	210.24	189.40	20.84
Special Family (Both Spouses Employed)	289.08	320.88	221.28	99.60	89.72	9.88

EMPLOYEES WITH STANDARD PLAN (1990) CHANGING TO HMO (1991)

	CURRENT STANDARD PLAN 1990	PROJECTED HMO RATES (11% INC.) 1991	EMPLOYER COST 1991	EMPLOYEE COST 1991	CURRENT EMPLOYEE COST 1990	ADDITIONAL EMPLOYEE COST FOR 1991
Individual	\$108.11	\$110.64	\$110.64	-0-	-0-	-0-
Two Party	218.06	221.29	110.64	\$110.65	\$109.95	\$ 0.70
Family	323.41	320.88	110.64	210.24	215.30	<5.06>
Special Family (Both Spouses Employed)	323.41	320.88	221.28	99.60	107.19	<7.59>

2. Standard Plan: The Blue Cross/Blue Shield comprehensive major medical insurance with a \$300.00 deductible and a \$5,000.00 stop loss. Monthly rates for this plan are as follows:

EMPLOYEES WITH STANDARD PLAN (1990) RETAINING STANDARD PLAN (1991)

	CURRENT RATES 1990	41.9% INCREASE STANDARD PLAN 1991	EMPLOYER COST 1991	EMPLOYEE COST 1991	CURRENT EMPLOYEE COST 1990	ADDITIONAL EMPLOYEE COST FOR 1991
Individual	\$108.11	\$153.41	\$112.00	\$ 41.41	-0-	\$ 41.41
Two Party	218.06	309.43	112.00	197.43	\$109.95	87.48
Family	323.41	458.92	112.00	346.92	215.30	131.62
Special Family (Both Spouses Employed)	323.41	458.92	224.00	234.92	107.19	127.73

In order to continue to provide the current level of benefits to our employees, and to give a choice to those employees who are willing to contribute to remain in the standard plan, it is recommended that both the HMO and the standard plan options be provided. The University is examining other benefit plans with the assistance of the consultant that the Board authorized last August and, may, when appropriate, recommend a self-insurance or some other plan.

After discussion by Mr. White, Dr. Chakales, Mr. Steve Madigan, Insurance Consultant, and Mr. Roy Whitehead, Benefits Committee Chair, on costs and options of the insurance programs offered by Blue Cross/Blue Shield, Dr. Chakales requested that a questionnaire be circulated in April to the faculty and staff for reaction to the experience of the insurance program.

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

"BE IT RESOLVED: That the President is authorized to enter into an employees health insurance contract with Blue Cross/Blue Shield of Arkansas and HMO Arkansas for the period of January 1, 1991 through June 30, 1991, at the rates indicated above."

Dental Insurance Contract - The dental insurance contract with Jefferson-Pilot Insurance Company expired on November 30, 1990. Jefferson-Pilot has submitted the following proposal for renewal of our dental insurance plan. The proposal is as follows:

Dental Plan	Current Rates	Renewal Rates	Renewal Cost	Employee Cost	Present Employee Cost	Payroll Deduction Increase
Individual	\$ 8.60	\$10.32	\$10.32	-0-	-0-	-0-
2-Party (Employee & Spouse)	17.20	20.64	10.32	\$10.32	\$ 8.60	\$ 1.72
Employee & Child	20.09	24.11	10.32	13.79	11.49	2.30
Family	28.69	34.43	10.32	24.11	20.09	4.02
Special Family (Both spouses employed)	28.69	34.43	20.64	13.79	11.49	2.30

The proposal has been studied by the Fringe Benefits Committee and the Committee has recommended that the University contract with Jefferson-Pilot Insurance Company to maintain the current dental plan.

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

"BE IT RESOLVED: That the President is authorized to enter into a dental health insurance contract with Jefferson-Pilot Insurance Company for the period of December 1, 1990 to June 30, 1991, at the rates indicated above."

Partial Renovation of Arkansas Hall - The Administration previously presented various options to the Board of Trustees for renovation of existing residence halls versus construction of a new residence hall. Because of the high cost for major renovation of Arkansas and Minton Halls, the Board authorized the construction of a new residence hall with approximately 300 beds.

The possibility of doing a partial renovation of Arkansas Hall using funds from the Housing budget has been investigated. A partial renovation of Arkansas Hall can be made during the summer of 1991 using savings from the 1990-91 and 1991-92 budgets. This partial renovation will cost approximately \$675,000 and include asbestos abatement, bathroom renovation, replacement of some doors, replacement of floor tile, painting of student rooms and public areas, replacement of room furniture, replacement of ceiling tile and grid in hallways and selected students rooms, and replacement of fire alarm system and smoke detectors.

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

"BE IT RESOLVED: That the UCA Board of Trustees authorizes the partial renovation of Arkansas Hall for an estimated cost of \$675,000. This renovation will be funded through the use of savings in the 1990-1991 and 1991-1992 Housing budgets."

Standards and Procedures for Involuntary Administrative Withdrawal - Occasionally, an incident occurs involving a student who appears to have a mental, emotional, or behavioral disorder that compels the student to commit actions that threaten the safety of others. Generally, University disciplinary procedures are not drawn with this type of problem in mind. Most universities have developed a policy and procedure to make possible mandatory withdrawal of students who present a medical or psychiatric problem that poses a danger of causing physical harm to self or others, or engages, or threatens to engage, in behavior which would cause significant property damage, or directly substantially impedes the lawful activities of others.

There are significant constitutional considerations that must be considered in drafting and adopting a mandatory withdrawal policy. The proposed policy has been carefully drafted to conform to the constitutional requirements. Another factor that must be considered is the possible liability of the University for failing to protect students and faculty from individuals who present a clear and present danger due to their psychiatric or medical condition.

The proposed policy was drafted relying heavily on the proposed standards and procedures suggested by Dr. Gary Pavela, Director of Judicial Programs at the University of Maryland, College Park, who is considered to be the nations' leading expert in this field. He is the author of a book and many articles concerning the mandatory withdrawal of troubled students.

The proposed policy reads as follows:

STANDARDS AND PROCEDURES FOR
INVOLUNTARY ADMINISTRATIVE WITHDRAWAL

I. STANDARDS FOR WITHDRAWAL

1. A student will be subject to involuntary administrative withdrawal from the University, or from University housing, if it is determined, by a preponderance of evidence, that the student is suffering from a mental disorder (as defined by the current American Psychiatric Association Diagnostic Manual), and, as a result of the mental disorder:
 - (a) engages, or threatens to engage, in behavior which poses a danger of causing physical harm to self or others, or,
 - (b) engages, or threatens to engage, in behavior which would cause property damage, or directly and substantially impede the lawful activities of others and the University's accomplishment of its mission.
2. These standards do not preclude removal from the University, or University housing, in accordance with provisions of the residence hall contract, or other University rules and regulations.

II. REFERRAL FOR EVALUATION

1. The Dean of Students may refer a student for evaluation by an independent licensed psychiatrist or psychologist chosen by the institution, if the Dean, after consultation with the Director of Counseling Services, reasonably believes that the student may meet the criteria set forth in Section I., 1., or if a student subject to disciplinary charges wishes to introduce relevant evidence of any mental disorder.
2. Students referred for evaluation in accordance with this section shall be so informed in writing, either by personal delivery or by certified mail, and shall be given a copy of these standards and procedures. The evaluation must be completed within five business days from the date of the referral letter, unless an extension has been granted by the Dean in writing. Students may be accompanied by a licensed psychologist or psychiatrist of their choice, at their own expense, who may observe but not participate in the evaluation process. Legal representation will not be permitted.
3. Any pending disciplinary action may be withheld until the evaluation is completed, in the discretion of the Dean of Students.
4. A student who fails to complete the evaluation in accordance with these standards and procedures may be withdrawn on an interim basis, as set forth in Section III, 1-4, or referred for disciplinary action, or both.

III. INTERIM WITHDRAWAL

1. An interim administrative withdrawal may be implemented immediately if a student fails to complete an evaluation, as provided by Section II., 1-2, of these standards and procedures. Also, an interim withdrawal may be implemented immediately if the Dean of Students or a designee, in consultation with the Director of Counseling Services of designee, determines that any student may be suffering from a mental disorder, and the student's behavior poses an imminent danger of:
 - (a) causing serious physical harm to the student or others, or,
 - (b) causing property damage, or directly and substantially impeding the lawful activities of others and the University's accomplishment of its mission.
2. A student subject to an interim withdrawal shall be given notice of the withdrawal either by personal delivery, by certified mail, or by verbal notice with written confirmation provided within 24 hours and shall be given a copy of these standards and procedures. The student shall then be given an opportunity to appear personally before the Dean of Students, or a designee, within two business days from the effective day of the interim withdrawal, in order to review the following issues only:
 - (a) the reliability of the information concerning the student's behavior;
 - (b) whether or not the student's behavior poses a danger of causing imminent, serious physical harm to the student or others, causing property damage, or directly and substantially impeding the lawful activities of others and the University's accomplishment of its mission;
 - (c) whether or not the student has completed an evaluation, in accordance with these standards and procedures.
3. A student subject to interim withdrawal may be assisted in the proceeding specified at Section III, 2., by a family member and a licensed psychologist or psychiatrist, or in lieu of a licensed psychologist or psychiatrist, by a member of the faculty or staff of the institution.* Furthermore, the student may be accompanied by legal counsel, although the role of counsel will be limited to providing legal advice to the student. Students will be expected to speak for themselves whenever possible.
4. An informal hearing, as provided in section IV, will be held within five business days after the student has been evaluated by the appropriate mental health professional. Such evaluation should be undertaken within two business days after the student submits a proper request for an appointment. The student will remain withdrawn on an interim basis pending completion of the informal hearing, but will be allowed to enter upon the campus to attend the hearing, or for other necessary purposes, as authorized in writing by the Dean of Students.

*In this section, and in Section IV, 1.(d), a university faculty or staff member who is an attorney will be regarded as "legal counsel."

IV. INFORMAL HEARING

1. Students subject to an involuntary withdrawal shall be accorded an informal hearing before the Dean of Students, or a designee. The following guidelines will be applicable:

- (a) Students will be informed of the time, date and location of the informal hearing, in writing, either by personal delivery or certified mail, at least three business days in advance.
- (b) The entire case file, including an evaluation prepared pursuant to Section II, 1., of these standards and procedures, and the names of prospective witnesses, will be available for inspection by the student in the Dean of Students' office during normal business hours.

That file, which should be available at least two business days before the informal hearing, need not include the personal and confidential notes of any institutional official or participant in the evaluation process.

- (c) The informal hearing shall be conversational and non-adversarial. Formal rules of evidence will not apply. The Dean or designee shall exercise active control over the proceedings to avoid needless consumption of time and to achieve the orderly completion of the hearing. Any person who disrupts the hearing may be excluded.
- (d) The student may choose to be assisted by a family member and a licensed psychologist or psychiatrist, provided at his/her own expense, or, in lieu of a licensed psychologist or psychiatrist, by a member of the faculty or staff of the institution. Furthermore, the student may be accompanied by legal counsel, although the role of counsel will be limited to providing legal advice to the student.
- (e) Those assisting the student, except for legal counsel, will be given reasonable time to ask relevant questions of any individual appearing at the informal hearing, as well as to present relevant evidence.
- (f) The informal hearing may be conducted in the absence of a student who fails to appear after proper notice.
- (g) The informal hearing shall be tape recorded by the Dean or designee. The tape(s) shall be kept with the pertinent case file for as long as the case file is maintained by the institution.
- (h) A written decision will be rendered by the Dean or designee within five business days after the completion of the informal hearing. The written decision, which will be mailed or personally delivered to the student, will contain a statement of reasons for any determination leading to

involuntary withdrawal. The student will also be advised as to when a petition for reinstatement would be considered, along with any conditions for reinstatement.

- (i) The decision of the Dean or designee shall be final and conclusive and not subject to appeal.
- (j) If the student has been charged with a disciplinary violation, and a decision is made not to involuntarily withdraw the student, the student will be returned to the disciplinary process for a hearing on the charges.

V. PROCEDURES IF STUDENT IS CHARGED WITH A VIOLATION OF DISCIPLINARY REGULATIONS

1. A student accused of violating University disciplinary regulations may be diverted from the disciplinary process and withdrawn in accordance with these standards, if the student, as a result of mental disorder:
 - (a) lacks the capacity to respond to pending disciplinary charges, or
 - (b) Students subject to disciplinary charges who wish to introduce relevant evidence of any mental disorder must so inform the Dean of Students in writing at least two business days prior to any disciplinary hearing. If the Dean determines that the evidence may have merit, the case shall then be resolved in accordance with these standards and procedures. Thereafter, if it is determined that the student does not meet the criteria set forth in part three, the case will be returned to the disciplinary process. Evidence of any mental disorder may not be admitted into evidence or considered by the hearing panel at any disciplinary proceeding.

VI. DEVIATIONS FROM ESTABLISHED PROCEDURES

1. Reasonable deviations from these procedures will not invalidate a decision or proceeding unless significant prejudice to a student may result.

Dr. John Smith, Vice President for Student Affairs, and Mr. Roy Whitehead, University Counsel discussed the legal aspects of the policy.

The following resolution was adopted upon motion by Dr. Chakales, seconded by Mr. White, and passed with Mr. Malone abstaining, as Board Policy Number _____:

"BE IT RESOLVED: That the Board approves the above proposed standards and procedures for the involuntarily administrative withdrawal of students as Board Policy Number _____."

1992-93 Calendar - It is necessary for us to have an official calendar of critical University dates identified in advance. The appropriate University councils and officials have reviewed the following proposed calendars.

CALENDAR 1992-1993

Fall Semester 1992

August 24,25, Monday, Tuesday	Orientation and Payment of Fees
August 21, Wednesday	Registration
August 27, Thursday	Instruction Begins
September 4, Friday	Last Date to Register and Add Classes
September 7, Monday	Labor Day Recess
October 21, Wednesday,12:00 Noon	Mid-semester Grades Due in Registrar's Office
October 21, Wednesday	Final Date to Apply for Degree for Students completing work in December
October 30, Friday	Final Date to Drop a Course with WP if Passing Course
November 25,Wednesday,12:00 Noon	Thanksgiving Recess Begins
November 30, Monday, 8:00 a.m.	Instruction Resumes
**December 14-18, Monday-Friday	Semester Examinations

Spring Semester 1993

January 11,12, Monday, Tuesday	Orientation and Payment of Fees
January 13, Wednesday	Registration
January 14, Thursday	Instruction Begins
January 21, Thursday	Last Date to Register and add Classes
February 5, Friday	Final Date to Apply for Degree for Students Completing Work in May
March 10, Wednesday, 12:00	Noon Mid-semester Grades Due in Registrar's Office
March 19, Friday	Final Date to Drop Course with WP if Passing Course
March 20, Saturday	Spring Recess Begins After Classes Saturday
March 29, Monday, 8:00 a.m.	Instruction Resumes
April 30, Friday	Final Date to Drop Courses with "W" (24 hours or fewer attempted). Final date to withdraw from the University
May 10-14 Monday-Friday	Semester Examinations
May 15, Saturday	Commencement

Summer 1993

June 7, Monday	Registration for First Term
June 8, Tuesday	Instruction Begins
June 11, Friday	Final Date to Apply for August Graduation

June 11, Friday	Last Day to Register and Add Classes
July 5, Monday	Independence Day Recess
July 6, Tuesday	Final Date to Drop Courses with "W" (24 hours or fewer attempted). Final date to withdraw from the University
July 9, Friday	First Term Examinations
July 12, Monday	Registration for Second Term Instruction Begins
July 13, Tuesday	
July 16, Friday	Last Day to Register and Add Classes
August 6, Friday	Final Date to Drop Courses with "W" (24 hours or fewer attempted). Final date to withdraw from the University
August 13, Friday	Second Term Examinations and Commencement and Graduation

*Students are urged to consult the Semester Schedule of Classes for additional critical dates and deadlines.

**Students enrolled in Directed Teaching and assigned to an elementary or high school for this activity will observe the holidays of the school to which they are assigned.

The following resolution as Board Policy Number _____ was adopted upon motion by Mr. White, seconded by Mr. Malone, and passed:

"BE IT RESOLVED: That the preceding calendar is adopted as the official University calendar for 1992-93 school year."

Community Development Institute - The Community Development Institute is operated by UCA's Division of Continuing Education. It was created in 1987 to train community officials, advocates and activists in the techniques and nuances of modern leadership and management of community development efforts. The curriculum consists of three one-week long training seminars.

In four years, 262 participants from twenty-two states have attended the Institute. Seventy-seven students have completed all three years.

Organizations and individuals who find the Institute of interest include chambers of commerce, private and public sector community and economic developers, utility companies, planners, banks, extension services, municipal and county officials, and grassroots community leadership and development groups.

The Institute faculty is comprised of corporate, academic and governmental development professionals.

Tuition for each week-long session has been constant at \$250 from the outset.

The Institute curriculum committee, which consists of representatives from Arkansas, Missouri and Mississippi, recommends a tuition fee of \$350 per individual for first time enrollees beginning in July 1991. Participants who entered the program prior to 1991 will be permitted to complete the three-year program at a cost of \$250 per session. The Division of Continuing Education concurs in this recommendation.

The following resolution as an addition to Board Policy Number _____ was adopted upon motion by Mrs. Goode, seconded by Dr. Chakales, and passed:

"BE IT RESOLVED: The Board of Trustees approves the proposal from the Division of Continuing Education to set a tuition fee of \$350 per session for individuals enrolling in the Community Development Institute beginning with the class of 1991."

Financial Report - Mr. Robert McCormack, Vice President for Financial Affairs, discussed long-term indebtedness, rise in enrollment, state revenues as anticipated, and current year excess 1.8 million over expenditures.

Mr. Branscum requested Mr. McCormack to provide a breakdown on bonded indebtedness.

Other - President Thompson reported that the residence hall occupancy rate is almost 100%. Married student housing needs to be considered.

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

EXECUTIVE SESSION

The following adjustments, appointments, resignations, and sabbatical leaves were approved upon motion by Mrs. Goode, seconded by Mr. White, and passed:

Adjustments:

1. Willie Hardin, change from Library Director/Professor, Torreyson Library, to Professor/Dean of Torreyson Library.
2. Jessica Shaver, change from Instructor, part-time, Music, fall semester, @ a gross salary of \$2,625.00. to Instructor, part-time, Music, fall semester, @ a gross salary of \$3,187.00.
3. Conrad Carroll, change from Dean/Professor, College of Business, to Professor, Marketing and Management, effective June 30, 1991.

Appointments:

1. John Choinski, Associate Professor, Biology, effective January 1, 1991 to May 15, 1991, @ a gross salary of \$14,782.00.
2. Judy Boswell, Instructor/Grants Evaluation Coordinator, Health Education, term, non-tenure track, effective October 1, 1990 to July 1, 1991, @ a gross salary of \$19,875.00.
3. Carolyn Brown, Instructor, Music, fall semester, @ a gross salary of \$9,000.00.

Appointments, continued:

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4. Valaree Hesse, Instructor, Occupational Therapy, effective November 1, 1990 to May 15, 1991, @ a gross salary of \$24,556.00.
5. Sharon Loftis, Instructor/Assistant, Physical Therapy, effective November 5, 1990 to July 1, 1991, @ a gross salary of \$13,709.08.
6. Susan Louks, Instructor/Director Benton Services Center, Physical Therapy, effective November 12, 1990 to July 1, 1991, @ a gross salary of \$24,645.76.

Appointments, part-time:

1. Dorothy Webb, Instructor, part-time, English, effective November 2, 1990 to December 31, 1990, @ a gross salary of \$1,050.00.
2. Daniel Steiling, Instructor, part-time, Geography, spring semester, @ a gross salary of \$6,000.00.
3. James Herr, Instructor, part-time, Industrial Technology, spring semester, @ a gross salary of \$1,400.00.
4. Darryl Coleman, Instructor, part-time, Marketing and Management, spring semester, @ a gross salary of \$2,800.00.
5. Lauren Maxwell, Instructor, part-time, Marketing & Management, spring semester, @ a gross salary of \$2,800.00.
6. Pam Milburn, Instructor, part-time, Marketing & Management, spring semester, @ a gross salary of \$2,800.00.
7. Kari Jo Allan, Instructor, part-time, Music Prep School, effective September 1, 1990 to July 1, 1991, @ a gross salary of \$2,000.00.
8. Carl Anthony, Associate Professor, part-time, Music Prep School, effective September 1, 1990 to July 1, 1991, @ a gross salary of \$4,000.00.
9. Gilbert Baker, Assistant Professor, part-time, Music Prep School, effective September 1, 1990 to July 1, 1991, @ a gross salary of \$4,000.00.
10. Tony Baker, Instructor, part-time, Music Prep School, effective September 1, 1990 to July 1, 1991, @ a gross salary of \$2,000.00.
11. Jann Bryant, Graduate Assistant, part-time, Music Prep School, effective September 1, 1990 to July 1, 1991, @ a gross salary of \$2,000.00.
12. Sam Driggers, Professor, part-time, Music Prep School, effective September 1, 1990 to July 1, 1991, @ a gross salary of \$2,284.00.
13. John Erwin, Associate Professor, part-time, Music Prep School, effective September 1, 1990 to July 1, 1991, @ a gross salary of \$2,500.00.
14. Patrick Hasty, Associate Professor, part-time, Music Prep School, effective September 1, 1990 to July 1, 1991, @ a gross salary of \$2,000.00.

Appointments, part-time, continued:

15. Eva Hoffman, Instructor, part-time, Music, effective September 1, 1990 to July 1, 1991, @ a gross salary of \$2,000.00.
16. Chuck Hughes, Graduate Assistant, part-time, Music Prep School, effective September 1, 1990 to July 1, 1991, @ a gross salary of \$2,000.00.
17. Scott Johnson, Assistant Professor, part-time, Music Prep School, effective September 1, 1990 to July 1, 1991, @ a gross salary of \$2,500.00.
18. Patrick Kinnison, Instructor, part-time, Music Prep School, effective September 1, 1990 to July 1, 1991, @ a gross salary of \$2,000.00.
19. Richard Kriehn, Instructor, part-time, Music Prep School, effective September 1, 1990 to July 1, 1991, @ a gross salary of \$2,000.00.
20. Jackie Lamar, Assistant Professor, part-time, Music Prep School, effective September 1, 1990 to July 1, 1991, @ a gross salary of \$2,000.00.
21. Kevork Mardirossian, Instructor, part-time, Music Prep School, effective September 1, 1990 to July 1, 1991, @ a gross salary of \$8,000.00.
22. Michael Marlin, Instructor, part-time, Music Prep School, effective September 1, 1990 to July 1, 1991, @ a gross salary of \$2,000.00.
23. Brian Mickey, Instructor, part-time, Music Prep School, effective September 1, 1990 to July 1, 1991, @ a gross salary of \$2,000.00.
24. Patricia Oeste, Instructor, part-time, Music Prep School, effective September 1, 1990 to July 1, 1991, @ a gross salary of \$4,000.00.
25. Lee Phillips, Instructor, part-time, Music Prep School, effective September 1, 1990 to July 1, 1991, @ a gross salary of \$4,000.00.
26. Neil Rutman, Assistant Professor, part-time, Music Prep School, effective September 1, 1990 to July 1, 1991, @ a gross salary of \$4,000.00.
27. Sharon Thompson, Instructor, part-time, Music Prep School, effective September 1, 1990 to July 1, 1991, @ a gross salary of \$4,000.00.
28. John Sauls, Instructor, part-time, Music, effective September 1, 1990 to June 30, 1991, @ a gross salary of \$2,000.00.
29. Warren Maddox, Instructor, part-time, Music Prep School, effective September 1, 1990 to June 30, 1991, @ a gross salary of \$2,000.00.
30. Sarah Daugherty, Instructor/Assistant, part-time, Nursing, effective January 15, 1990 to May 15, 1991, @ a gross salary of \$6,000.00.

Appointments, part-time, continued:

31. Susan Berkley, Instructor/Assistant, part-time, Physical Therapy, effective November 5, 1990 to December 15, 1990, @ a gross salary of \$1,080.00.
32. Dennis Shaffer, Instructor, part-time, Physical Therapy, effective September 20, 1990 to January 15, 1991, @ a gross salary of \$1,575.00.
33. Mark Harris, Instructor, part-time, Physical Therapy, effective November 12, 1990 to January 30, 1991, @ a gross salary of \$1,160.00.
34. Ralva Bass, Instructor, part-time, Physics, spring semester, @ a gross salary of \$2,800.00.

Resignations:

1. Kathy Scoggins, Occupational Therapy, effective January 1, 1991.
2. Doris Tucker, Nursing, effective December 31, 1990.
3. Darrell Beauchamp, Educational Media and Library Science, effective December 31, 1990.

Sabbatical Leaves:

1. Phillip Anderson, English, 1991-92 academic year.
2. Bonnie Melchoir, English, 1991-92 academic year.
3. Jim Brodman, History, 1991-92 academic year.
4. Paul Butt, Geography, 1991-92 academic year.*

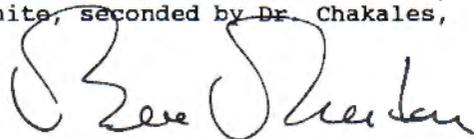
* Subject to Presidential approval of arrangement for remuneration during period of sabbatical leave.

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

OPEN MEETING

The preceding adjustments, appointments, resignations, and sabbaticals were approved upon motion by Mrs. Goode, seconded by Mr. White, and passed.

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



Mr. Herby Branscum, Chairman



Mrs. Elaine Goode, Secretary