

The Board of Trustees of the University of Central Arkansas convened in regular meeting Friday, August 14, 1992 at 3:00 p.m. in Baridon Hall with the following officers and members present, to-wit:

Chairman:	Mrs. Elaine Goode
Secretary:	Mr. Dalda F. Womack
	Mr. Madison P. Aydelott III
	Mr. Ben F. Burton
	Mr. Joe M. White

and with the following absent, to-wit:

Mr. Jerry Malone
Mr. Rush Harding III

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

Minutes of the last regular meeting, May 1, 1992, were approved as circulated on motion by Mr. White, seconded by Mr. Aydelott, and passed.

Minutes of two telephone conferences, June 2 and July 30, 1992, were approved as circulated on motion by Mr. Burton, seconded by Mr. Womack, and passed.

President Thompson requested that Old Business be addressed before the President's Report. The Board agreed.

OLD BUSINESS

Proposed Change in Role and Scope - Copies of the following statement from President Thompson were distributed:

"At the meeting on January 31, 1992, the Board of Trustees approved a proposed change in the role and scope of the University of Central Arkansas and a proposal to offer a doctorate (Ph.D.) in school psychology. With that approval, I submitted the proposals to the Department of Higher Education in February and March.

UCA staff and I have worked over the past several months to present to the Department staff all appropriate information about the proposed change in role and scope and the degree proposal itself.

At no point, to the best of my knowledge, has there been any real question about the need for more and better-trained school psychologists nationally and in the state of Arkansas. To the contrary, there seems to be a general recognition that with the increasing problems which school systems, juvenile courts, social service agencies, and churches are experiencing with drug and alcohol abuse, dysfunctional family backgrounds and a host of other societal programs endangering our youth, there is an enormous need for school psychologists not currently being met.

To the best of my knowledge, there has been no criticism of the degree proposal which UCA has offered. As Board Members know, I asked Dr. Michael Curtis, Chairman of the Accreditation, Credentialing, and Training Committee of the National Association of School Psychologists, to critically review the program and make suggestions for improvement. His report was very favorable. It suggests that the program will have no difficulty achieving accreditation and should be a 'a quality program of notable reputation.'

Furthermore, no one has questioned that the University of Central Arkansas, which has the largest graduate psychology program and the only graduate program in school psychology in the state, can offer the doctoral program in this field much less expensively than any other university in the state.

However, there has been concern about the expense of the program to the state of Arkansas and, to some degree, about possible reallocation of resources among academic programs at UCA if the doctorate is offered. These two concerns have been the chief ones suggested by the Department staff in making its negative recommendation to the Board of Higher Education.

Although I do not agree with the Department's analysis, members of the Board of Higher Education whom I have visited have mentioned that concern, and I recognize that UCA should address it directly.

I attempt to do so with the two resolutions which are attached. The first resolution modifies the Board's action at its meeting of January 31, 1992, by changing the wording of the requested change in role and scope. Rather than use the language 'to offer the doctoral degree' I recommend that our request to the Board of Higher Education be amended to read 'to offer a doctoral program in school psychology (PhD) in the College of Education.' This change should alleviate any concern about UCA offering degree programs which would compete with similar programs elsewhere in the state.

The second resolution addresses the perception of some that even though the doctoral program in school psychology will not result in significant additional costs, it will result in a reallocation of institutional resources.

If there is to be any reallocation, it should be from athletic programs to academic programs. Therefore, I recommend to the Board of Trustees that if the Board of Higher Education (1) approves the requested role and scope change (as modified above) and (2) approves UCA's doctoral program in school psychology, the university should take the significant--and in Arkansas unprecedented--step of phasing out the allowable \$450,000 funding of athletic programs from state general revenues and in so doing eliminating three athletic programs, (1) men's baseball, (2) men's track, and (3) women's track.

These programs have had a distinguished history at UCA. They have been staffed by fine coaches and, like other sports, have been enjoyed by generations of students who participated in them. They must, however, be recognized as less central to our mission, less crucial in our service to the state than our academic programs in general and the doctoral program in school psychology in particular.

Phasing out the \$450,000 of state funding for the remaining athletic programs will not be an easy adjustment for the remaining athletic programs. However, I have every confidence that we can make this adjustment while maintaining excellent team and individual sports in our new conference affiliation.

To avoid undue concern, let me offer my assurance that university employees affected by this decision will be given opportunities to transfer to other programs. Moreover, we will continue any financial aid to which student athletes in these three programs are entitled until those students have had a reasonable time to graduate. With the exception of the continuation of that aid, I anticipate that these programs would be terminated by the fall of 1993, when the doctoral program in school psychology is initiated.

I urge the Board of Trustees to adopt these resolutions and in doing so I express my hope that the Board of Higher Education will join us in this academic commitment to our students and to the people of Arkansas."

In response to a question from Mr. Aydelott, President Thompson explained that when an institution eliminates a program, the students who participate in that program are eligible for immediate transfer to another institution without penalty.

President Thompson stated that he has worked very closely with Mr. Bill Stephens, Athletic Director, and is pleased to report that Mr. Stephens recognizes the importance of the doctoral program in school psychology. Mr. Stephens has worked very hard to help UCA obtain approval of its proposal and supports the recommendations. President Thompson stated that the entire University owes Mr. Stephens a word of thanks for his cooperation in bringing this proposal to the Board.

Mr. Burton expressed his concern for the future of the three athletic programs if the doctoral proposal is not approved by the State Board of Higher Education. President Thompson explained that if approval is not obtained from the State Board he will discuss the matter with the Athletic Director and will report back to the Board at its next meeting.

Mr. Womack stated that after talking to President Thompson, Bill Stephens, and others involved, he feels that the proposal has been studied very carefully and thoroughly. The following resolution was adopted upon motion by Mr. Womack, seconded by Mr. Burton, and passed:

- I. **WHEREAS, ON JANUARY 31, 1992, THE UNIVERSITY OF CENTRAL ARKANSAS BOARD OF TRUSTEES ADOPTED A RESOLUTION APPROVING A CHANGE IN THE INSTITUTION'S ROLE AND SCOPE TO OFFER THE DOCTORAL DEGREE AND AUTHORIZING THE PRESIDENT TO REQUEST APPROVAL OF THAT CHANGE BY THE STATE BOARD OF HIGHER EDUCATION; AND**

WHEREAS, ON JANUARY 31, 1992, THE UNIVERSITY OF CENTRAL ARKANSAS BOARD OF TRUSTEES ADOPTED A RESOLUTION APPROVING THE INITIATION OF THE DOCTORAL DEGREE IN SCHOOL PSYCHOLOGY AND AUTHORIZING THE PRESIDENT TO REQUEST APPROVAL OF THIS DEGREE OFFERING BY THE STATE BOARD OF HIGHER EDUCATION; AND

WHEREAS, THERE HAS BEEN SOME CONCERN EXPRESSED BY ADHE STAFF AND MEMBERS OF THE STATE BOARD ABOUT THE EXPENSE OF THE PROGRAM TO THE STATE OF ARKANSAS;

THEREFORE, BE IT RESOLVED: THAT THE UNIVERSITY OF CENTRAL ARKANSAS BOARD OF TRUSTEES, IN ORDER TO ALLEVIATE ANY CONCERN ABOUT UCA OFFERING DEGREE

PROGRAMS WHICH WOULD COMPETE WITH SIMILAR PROGRAMS ELSEWHERE IN THE STATE, HEREBY MODIFIES THE PORTION OF THE RESOLUTION ADOPTED AT ITS JANUARY 31, 1992, MEETING WHICH CURRENTLY READS "THAT THE UNIVERSITY OF CENTRAL ARKANSAS BOARD OF TRUSTEES APPROVES A CHANGE IN THE INSTITUTION'S ROLE AND SCOPE TO OFFER THE DOCTORAL DEGREE" TO READ MORE RESTRICTIVELY AS FOLLOWS:

"THAT THE UNIVERSITY OF CENTRAL ARKANSAS BOARD OF TRUSTEES APPROVES A CHANGE IN THE INSTITUTION'S ROLE AND SCOPE TO OFFER A DOCTORAL PROGRAM IN SCHOOL PSYCHOLOGY (PhD) IN THE COLLEGE OF EDUCATION;"

AND

BE IT FURTHER RESOLVED, THAT THE BOARD AUTHORIZES THE PRESIDENT TO ADVISE THE DIRECTOR OF THE ARKANSAS DEPARTMENT OF HIGHER EDUCATION AND THE STATE BOARD OF HIGHER EDUCATION OF THE PASSAGE OF THESE RESOLUTIONS AS SOON AS POSSIBLE.

- II. WHEREAS, ON JANUARY 31, 1992, THE UNIVERSITY OF CENTRAL ARKANSAS BOARD OF TRUSTEES ADOPTED A RESOLUTION APPROVING A CHANGE IN THE INSTITUTION'S ROLE AND SCOPE TO OFFER THE DOCTORAL DEGREE AND AUTHORIZING THE PRESIDENT TO REQUEST APPROVAL OF THAT CHANGE BY THE STATE BOARD OF HIGHER EDUCATION; AND**

WHEREAS, ON JANUARY 31, 1992, THE UNIVERSITY OF CENTRAL ARKANSAS BOARD OF TRUSTEES ADOPTED A RESOLUTION APPROVING THE INITIATION OF THE DOCTORAL DEGREE IN SCHOOL PSYCHOLOGY AND AUTHORIZING THE PRESIDENT TO REQUEST APPROVAL OF THIS DEGREE OFFERING BY THE STATE BOARD OF HIGHER EDUCATION; AND

WHEREAS, THE BOARD OF TRUSTEES OF THE UNIVERSITY OF CENTRAL ARKANSAS ACKNOWLEDGES THAT STATE LAW PERMITS \$450,000 IN UNRESTRICTED EDUCATIONAL AND GENERAL FUNDS TO BE UTILIZED TO FUND ATHLETIC PROGRAMS AT FOUR-YEAR INSTITUTIONS; AND

WHEREAS, THE BOARD OF TRUSTEES OF THE UNIVERSITY OF CENTRAL ARKANSAS FURTHER ACKNOWLEDGES THE CONCERN WHICH HAS BEEN EXPRESSED THAT THE OFFERING OF A DOCTORAL PROGRAM BY UCA COULD NECESSITATE A POSSIBLE REALLOCATION OF RESOURCES FROM OTHER ACADEMIC PROGRAMS;

THEREFORE, BE IT RESOLVED: THAT, UPON APPROVAL BY THE STATE BOARD OF HIGHER EDUCATION OF THE REQUESTED CHANGE IN ROLE AND SCOPE AND UCA'S DOCTORAL PROGRAM IN SCHOOL PSYCHOLOGY, THE UNIVERSITY OF CENTRAL ARKANSAS BOARD OF TRUSTEES HEREBY AUTHORIZES AND DIRECTS THE PRESIDENT TO PHASE OUT, OVER A FOUR-YEAR PERIOD, THE \$450,000 ALLOWABLE ANNUAL ALLOCATION FROM GENERAL REVENUES FOR THE SUPPORT OF ATHLETIC PROGRAMS, ELIMINATING, IF NECESSARY, THE FOLLOWING THREE ATHLETIC PROGRAMS AND MAKING OTHER REDUCTIONS AS MAY BE REQUIRED: (1) MEN'S BASEBALL, (2) MEN'S TRACK, AND (3) WOMEN'S TRACK; AND

BE IT FURTHER RESOLVED, THAT THE BOARD AUTHORIZES THE PRESIDENT TO ADVISE THE DIRECTOR OF THE ARKANSAS DEPARTMENT OF HIGHER EDUCATION AND THE STATE BOARD OF HIGHER EDUCATION OF THE PASSAGE OF THESE RESOLUTIONS AS SOON AS POSSIBLE.

PRESIDENT'S REPORT

President Thompson reported on the following items:

Jimmy and Clede Driftwood Gift - President Thompson requested John Ward, Vice President of Public Affairs, to present this report. Mr. Ward stated that Mr. and Mrs. Driftwood have made a major gift to the university which consists of 620 acres in the Mountain View area in three different tracts, two homes, barns, and miscellaneous items. The deeds have been recorded and appraisals will be provided in the near future. The "Driftwood Barn" and related buildings were previously donated and are valued at \$125,000. Mr. and Mrs. Driftwood are retaining a life estate in their home. Ultimately all memorabilia and the home will be given to the university. The value of the gift will be announced as soon as appraisals are obtained.

President Thompson expressed his gratitude for Mr. and Mrs. Driftwood's generosity to UCA.

Mr. Womack suggested a resolution of gratitude to the Driftwoods be prepared for the next Board meeting. The Board agreed.

Math Science High School - President Thompson stated that although Hot Springs was selected as the site for the Math Science High School, preparing UCA's proposal gave an excellent opportunity to work with community leaders. There was cooperation between the financial institutions, community leaders, the city of Conway, Conway Corporation, the state's legislative delegation, and others too numerous to mention in putting together a very good proposal. President Thompson expressed his appreciation to UCA personnel and the community for their contributions to the effort.

Advance Enrollment - President Thompson requested Dr. Bill Berry, Vice President for Academic Affairs, to present a brief report. Dr. Berry reported that he and the registrar expect total fall enrollment to be 500 - 600 above last year's total which will set a new record. Total fall enrollment is projected to be between 9500 and 9600.

President Thompson reported that the size of the freshmen class appears to be approximately the same as the previous two years which indicates that the total enrollment is leveling off between 9,000 and 10,000 students. This stabilization of enrollment was predicted two years ago by Dr. Roger Lewis, Director of Institutional Research.

According to information received from the Department of Higher Education, the number of counties in UCA's draw area has increased during the past year from 56 to 60 which gives UCA the largest state-wide draw area when compared to other state institutions. The next largest number of counties in a draw area is 46 at the U of A Fayetteville.

Plans for Pinter Property - President Thompson displayed a sketch of the Pinter Property indicating the future utilization of the property. The plan is to develop over a period of time an intramural facility including fields for soccer, softball and touch football, jogging path, and tennis courts. Plans for the property have not been finalized. President Thompson hopes the property can be developed over the years as time and resources permit.

Underground Utilities, Phases II and III - At President Thompson's request Mr. Bennie Horton, Vice President for Administration, gave the following status report on the burial of electrical facilities on campus:

Phase II, which is in progress at this time, includes the installation of transformers, installing wire in the underground conduit and connecting the building equipment rooms to the underground system. The project includes Teaching and Human Development Center, Hughes Hall, State Hall, Snow Fine Arts Center, Arkansas Hall, Minton Hall, Laney site, Physical Education Building, Torreyson Library, Main, Ferguson Chapel, and Harrin Hall.

Phase III is complete with the exception of some site clean up. The project consists of trenching, installation of conduit, and constructing transformer pads. Buildings to be served by Phase III are Estes Stadium, Farris Center, Lewis Science Center, Doyne Health Sciences Center, Burdick Business Building, Administration Building, and Irby Academic Complex. The installation of transformers, installing wire in conduit, and connecting buildings to the system will be done at a later date.

Campus Lighting - This project includes the installation of 43 lights at various locations on the campus including the Student Center, Carmichael Hall, Ferguson Chapel, Main, Commons, Wingo Hall, Teaching and Human Development Center, Christian Cafeteria, State Hall, Arkansas Hall, Snow Fine Arts Center, Physical Education Building, Lewis Science Center, and Meadors Hall. The lighting project should be completed before the beginning of the fall term or shortly thereafter.

In response to a question from Mr. Aydelott, President Thompson explained that emergency telephones are located in seven of the campus parking lots. Additional emergency phones will be installed as modifications are made to existing lots.

Academic Clemency - During the May 1 Board meeting Mr. Malone expressed concern about ways in which to publicize the academic clemency policy. In response to those concerns President Thompson announced the following: a news release has been sent to all media,

including the UCA Echo; an article will appear in the October issue of Alumni Contact; an article will appear in the August 13 issue of Campus Contact; information is included in the Undergraduate Bulletin and will be included in the Student Handbook; the registrar's office provides the information in response to all inquiries about readmission. Copies of this information were distributed to Board members.

Budget Hearings - Departmental budget hearings have been completed at the Department of Higher Education and the first legislative budget hearings for the next biennium will take place in October. If the recommendations from the Department of Higher Education were fully funded by the legislature UCA would receive a 44% increase in funding in the first year of the next biennium. Realistically that will not occur but compared to other state institutions UCA received a significant funding increase. President Thompson will be working with Mr. Bob McCormack and Ms. Julie McDonald over the next few months to encourage the legislature to fund the Departmental request.

Financial Report - Copies of the financial report for fiscal year 1991-92 were distributed along with information which gives a picture over time of the allocation of institutional funds. This item will be placed on the agenda for the next Board meeting.

Legislative Audit FY 1991 - President Thompson stated that in the twelve years he has been in Arkansas higher education, this is the cleanest and best audit that he has seen from the State Legislative Audit Division. There were no exceptions and no significant problems. President Thompson complimented Mr. Bob McCormack, Vice President for Financial Affairs, Ms. Barbara Goswick, Controller, and Ms. Pam Jolly, Internal Auditor, for their work which insured a good audit for UCA.

CREF Statement of Investments - In response to a question from Mr. Malone in a previous Board meeting concerning investments in companies which do business in South Africa, President Thompson explained that the CREF fund does not include investments in South African stocks.

Bids on Bond Issues - The bond issue has been completed and the administration is very pleased with the rates contained in the bids. Plans are proceeding to begin construction of the facilities that will be funded with the bond issue.

Proposed Dates for 1992-93 Board Meetings - The proposed dates for 1992-93 Board meetings are October 30, 1992, March 26, 1993, and May 7, 1993. President Thompson hopes these dates are convenient for all Board members.

Mary Stallcup - President Thompson announced that Mary Stallcup will join the staff Monday, August 17. Ms. Stallcup served as Assistant Attorney General and, for a period of time, Attorney General.

FERPA Task Force - President Thompson is establishing a task force on campus to look at issues that arise under the Buckley Amendment and related questions under the Arkansas Freedom of Information Act. The Arkansas Freedom of Information Act requires the release of essentially all university documents with the exception of personnel matters. On the other hand, the Family Educational Rights and Privacy Act (the Buckley Amendment) requires that student academic records not be released. The question arises about Public Safety incident reports. Are those records that should be released under the Arkansas Freedom of Information Act or are those records which should be restricted either under the Buckley Amendment or under more general provisions of federal law and constitutional theory that protect people's privacy?

President Thompson will establish the task force group on campus to evaluate the amendments that Congress recently passed to the Buckley Amendment and try to reach a determination of how those questions should be handled. Because of privacy concerns, President Thompson believes that student names in incident reports should continue to be blacked out unless UCA is ordered by a court to release them, pending the work of the task force.

NEW BUSINESS

International Sponsored Student Administrative Fee - At President Thompson's request, Dr. Brian Bolter, Director of International Programs, presented the following report:

Over the past two years, a number of international students have enrolled at the University of Central Arkansas on sponsored student scholarships from a variety of organizations around the world. Sponsored students are students whose educational costs are paid for by either governmental or private organizations such as World Bank, United States Agency for International Development (USAID), ARAMCO, and Bechtel. The Office of International Programs is required to administer these scholarships at a substantial expenditure of financial and human resources. These costs include pre-arrival programming, monitoring, additional accounting and billing, and providing "Experience America" activities not normally considered part of the college experience.

To date, the cost of these activities has been absorbed by the Office of International Programs and not passed on to the sponsoring organizations. Most institutions, however, charge

a \$200.00 - \$300.00 fee for each student per semester to cover the cost of these activities. Some of these schools include the University of Arkansas Fayetteville; Michigan State University; Ohio State University; University of Texas; and the University of Alabama, Birmingham.

By allowing the Office of International Programs to charge a sponsored student administrative fee, UCA will be able to continue to attract first-rate students from around the world but will be reimbursed for some of the extraordinary expenses of those sponsored students.

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

"BE IT RESOLVED: THAT BOARD POLICY NUMBER _____ CONCERNING GENERAL REGISTRATION AND OTHER FEES BE AMENDED TO INCLUDE A SPONSORED INTERNATIONAL STUDENT ADMINISTRATIVE FEE OF \$250.00 PER STUDENT PER SEMESTER."

Baldrige Property - A revised agenda item was distributed to the Board. President Thompson asked Mr. Roy Whitehead, former university legal counsel, who has worked closely with the Baldridges in the development of the trust agreement, to explain the reason for the revision.

Mr. Whitehead stated that the original trust agreement conveyed the property directly to the university. There is an Arkansas statute that indicates that trust property may be conveyed to the state for the use and benefit of an institution of higher education. Mr. Whitehead discussed the matter with the Attorney General's office and came to the conclusion that it would be best to have the property conveyed to the state for the benefit of UCA. The revised Board agenda item reflects this change. This change does not affect the way in which the trust will be administered. The statute provides that upon acceptance of the conveyance the administration of the property will be strictly through the Board of Trustees of the receiving institution.

Mr. William Haught, attorney for Dr. and Mrs. Baldrige, is in agreement.

The revised agenda item is as follows:

In return for a specified life annuity, Dr. and Mrs. Doyle Baldrige have offered to the university property they own east of Donaghey Avenue on the unopened section of Elizabeth Street between Bruce Street and South Boulevard. Because of its close proximity to campus,

this property can provide married student housing as well as additional parking space near the center of campus.

Description of Property

The property consists of four (4) apartment buildings and land adjacent to the buildings, on some of which mobile homes are now located. The total acreage is approximately 2.09. The location and description of the apartment buildings is as follows:

1. 229 Elizabeth - A two-story brick and wood structure with eight (8) apartments. Built in 1984, it contains approximately 7,680 square feet of heated and cooled space and is in good condition.
2. 2003 Bruce - A two-story frame house with seven (7) apartments. This building contains approximately 6,000 square feet of heated and cooled space and is in poor condition with a useful life expectancy of 5 - 10 years.
3. 2005 Bruce - A one-story brick and wood structure with four (4) apartments. Built in 1983, it contains approximately 3,840 square feet of heated and cooled space and is in good condition.
4. 232 Elizabeth - A two-story brick house with four (4) apartments. This building contains approximately 3,393 square feet of heated and cooled space. Its condition is good.

We anticipate that if the university acquires the property, the mobile homes will be sold and that the buildings will continue to be leased.

Estimated Value of Property

An independent evaluation appraised the property at \$766,000.

Estimated Net Revenue Production of the Property

If an average annual occupancy of 90 percent is maintained, the apartment units will generate an estimated \$80,730.00 in income. The expenses for maintenance and management of the apartments are estimated to be between \$15,000 - \$25,000 annually. Therefore, the apartments should have an annual net income of \$55,000 - \$65,000.

Procedure

A.C.A. § 6-62-502-507 governs acceptance of trust property and provides that the property shall be held by the state for the benefit of the university, that acceptance of the property shall be evidenced by a proclamation of the governor, and that the administration of the trust property shall be through the Board of Trustees.

Life Annuity Requested

The life annuity requested by the Baldridges is \$62,500.00 annually. There should be adequate income from the apartments to pay this annuity. If additional funds are needed in future years, parking fees may be utilized to supplement the apartment income. Additional apartments may, in the future, be constructed.

The following resolution was adopted upon motion by Mr. Aydelott, seconded by Mr. Womack, and passed with Mr. White abstaining due to the fact that he owns property in close proximity to the Baldrige property:

"BE IT RESOLVED: THAT, CONTINGENT UPON COMPLIANCE WITH A.C.A. § 6-62-502-507, THE BOARD OF TRUSTEES AUTHORIZES THE PRESIDENT TO ACCEPT ADMINISTRATION OF THE DOYLE BALDRIDGE TRUST DESCRIBED ABOVE AND PAY DR. AND MRS. DOYLE BALDRIDGE AN ANNUAL LIFE ANNUITY IN THE AMOUNT OF \$62,500.00 PER YEAR IN ACCORDANCE WITH THE TERMS OF THE CHARITABLE REMAINDER ANNUITY TRUST AGREEMENT AND THE MEMORANDUM OF UNDERSTANDING."

DOYLE W. BALDRIDGE AND ELEANOR F. BALDRIDGE

CHARITABLE REMAINDER ANNUITY TRUST

THIS TRUST AGREEMENT dated the _____ day of _____, 1992, is made by Doyle W. Baldrige and Eleanor F. Baldrige of Shreveport, Louisiana (hereafter called the "grantors") and the University of Central Arkansas (acting by and through its Board of Trustees)

of Conway, Arkansas (hereafter called the "trustee"), as follows:

Article One

Creation and Funding of Trust

The grantors hereby create this trust for the purposes and duration hereafter stated and hereby declare that they have transferred to the trustee the property described on the attached Schedule of Trust Assets, to be held, invested, administered and distributed by the trustee in accordance with the following provisions.

Article Two

Provisions Relating to the Trustee

The University of Central Arkansas hereby agrees to serve as trustee of this trust. In the event the University of Central Arkansas is unable or unwilling to serve as the trustee of this trust, at any time, the grantors reserve to authority to name a successor trustee of this trust.

No trustee serving hereunder shall be required to give a bond or other security

Article Three

Administrative Powers

The trustees of this trust shall have all the powers enumerated in the Arkansas Fiduciary Powers Act (Act 153 of the 1961 Arkansas General Assembly), which may be independently exercised in such manner as the trustees shall deem appropriate in the administration of this trust, without the necessity for court authorization or approval, and the preceding Act is hereby incorporated in this trust declaration by reference.

In addition to (or in furtherance of) the powers enumerated in the preceding Act, the trustees shall have authority to independently exercise the following administrative powers:

(1) To hold, retain, acquire or invest in any type of property without regard to legal limitations on investments, lack of diversification or risk.

(2) To sell, exchange, dispose of, or grant options with respect to any property, for cash or credit, at public or private sale, and with or without security.

(3) To mortgage, pledge, lease, or grant options with respect to any property, without being limited as to the terms or duration thereof.

(4) To manage, insure, repair, improve, develop, subdivide, partition, alter, demolish or abandon any property.

(5) To borrow money for purposes related to the acquisition or improvement of property.

(6) To hold securities in the name of a nominee or in bearer form.

(7) To incorporate or transfer to a partnership any business or property and thereafter to be a stockholder or partner therein.

(8) To vote or refrain from voting any stock or other securities in person or by proxy or pursuant to a voting trust agreement.

(9) To exercise subscription and conversion rights and participate or refuse to participate in any type of corporate reorganization, liquidation or dissolution.

(10) To settle, compromise, abandon, arbitrate or litigate any claim or obligation.

(11) To renew, extend or modify any note, mortgage, bond or other indebtedness.

(12) To employ legal counsel, accountants, brokers, advisors, managers and other person and to pay their compensation and expenses.

(13) To allocate receipts and disbursements between income and principal, and to distribute in kind or partially in kind any property, in such manner as deemed equitable.

(14) To make or refrain from making equitable adjustments between the interests of any beneficiaries as a result of administrative or tax elections.

(15) In general, to exercise any additional powers in the management of the trust property which an individual owner of such property could exercise.

Nothing in this trust declaration shall be construed to restrict the trustees from investing the trust assets in a manner that could result in the annual realization of a reasonable amount of income or gain from the sale or disposition of trust assets.

Article Four

Dispositive Provisions

During the term of this trust, the trust property shall be held, administered and distributed as follows:

(1) Payment of Annuity Amount for Concurrent and Consecutive Lives of Doyle W. Baldrige and Eleanor F. Baldrige. In each taxable year of this trust, the trustee shall pay to Doyle W. Baldrige and Eleanor F. Baldrige (hereafter referred to as the "recipients"), in equal shares during their lifetimes, an annuity amount equal to \$62,500. Upon the death of the first of the recipients to die, the survivor recipient shall be entitled to receive the entire annuity amount. The annuity amount shall be paid in equal quarterly amounts of \$15,625 from income and, to the extent that income is not sufficient, from principal. Any income of the trust for a taxable year in excess of the annuity amount shall be added to principal.

(2) Payment of Estate Taxes Upon Death of First Recipient. The lifetime interest of the survivor recipient will continue in effect upon the death of the first recipient, only if the second recipient furnishes the funds for payment of any federal estate taxes or state death taxes for which the trustees may be liable upon the death of the first recipient.

(3) Proration of annuity Amount. In determining the annuity amount, the trustee shall prorate the same on a daily basis for a short taxable year and for the taxable year ending with the survivor recipient's death.

(4) Additional Contributions. No additional contributions shall be made to the trust after the initial contribution.

(5) Distribution to Charity. Upon the death of the survivor recipient, the trustee shall distribute all of the then principal and income of this trust (other than any amount due the recipients or recipients' estates, under the preceding paragraphs) to the University of Central Arkansas. If the University of Central Arkansas is not an organization described in sections 170(c), 2055(a), and 2522(a) of the Internal Revenue Code at the time when any principal or income of the trust is to be distributed to it, then the trustee shall distribute such principal or income to such one or more organizations described in sections 170(c), 2055(a), and 2522(a) as the trustee shall select in their sole discretion.

Article Five

Prohibited Transactions

The income of this trust for each taxable year shall be distributed at such time and in such manner as not to subject the trust to tax under section 4942 of the Internal Revenue Code. Except for the payment of the annuity amount to the recipients, the trustee shall not engage in any act of self-dealing, as defined in section 4941(d) of the Code, and shall not make any taxable expenditures, as defined in section 4945(d) of the Code. The trustee shall not make any investments that jeopardize the charitable purpose of the trust, within the meaning of section 4944 of the Code, or retain any excess business holdings, within the meaning of section 4943.

Article Six

Amendment and Construction

The grantors shall have no power to alter, amend or revoke this trust. The trustee shall be empowered, at any time during the term of this trust, to amend this agreement for the sole purpose of complying with requirements of section 664 of the Internal Revenue Code and related

regulations, or their successors, as written or interpreted from time to time.

Grantors intend by creating this charitable remainder annuity trust, to obtain the full benefit of any income, gift and estate tax charitable contribution deductions to which they (and their estates) may be entitled under the Internal Revenue Code and for this trust to qualify as a charitable remainder annuity under section 664 of the Code and regulations issued thereunder. Accordingly, this trust agreement shall be interpreted, managed, administered and distributed consistent with such intent.

Article Seven

Taxable Year

The taxable year of this trust shall be the calendar year.

Article Eight

Death Taxes

No estate, inheritance or other death taxes with respect to this trust shall be allocated to or recoverable from this trust.

Article Nine

Governing Law

The operation of this trust shall be governed by the laws of the State of Arkansas. However, the trustees are prohibited from exercising any power or discretion granted under said laws that would be inconsistent with the qualification of the trust under section 664 of the Code and corresponding regulations.

MEMORANDUM
OF UNDERSTANDING
REVISED - SEE MINUTES
OF OCT. 30, 1992 MEETING

MEMORANDUM OF UNDERSTANDING

This agreement, entered into on the 1st day of September, 1992, by and between the University of Central Arkansas, hereinafter called UCA, and Dr. Doyle W. Baldrige and Eleanor F. Baldrige of Shreveport, Louisiana, witnesseth:

For and in consideration of the establishment of a charitable remainder annuity to benefit Dr. and Mrs. Baldrige and the transfer of certain property to UCA as trustee and in consideration of the covenants and other considerations stated herein, the parties agree as follows concerning the transfer of the trust property to the trustee, University of Central Arkansas:

1. Contingent upon approval by the Board of Trustees the property will be transferred to the custody and control of the University of Central Arkansas at 12:00 noon central standard time September 1, 1992;
2. The parties will jointly notify all residents of the apartments to be transferred to the control of University;
3. The Baldridges will provide a list of all apartments and the amount of rent being paid by the residents of each apartment to the Vice President of Student Affairs of the University of Central Arkansas;
4. The Baldridges shall have six (6) calendar months from the date of transfer of the property to remove their mobile homes, at their expense, from the property;
5. During the six (6) month period or until the mobile homes are removed, the Baldridges will be responsible for the upkeep and care of the mobile homes;
6. The Baldridges shall have six (6) calendar months from the date of transfer of control of the property to remove the storage and maintenance shed located on the property;
7. Dr. Baldrige will provide a copy of the appraisal reports in his possession concerning the property to the Vice President of Student Affairs;
8. The Baldridges will make arrangements to transfer the security deposits to the Vice President of Student Affairs of the University of Central Arkansas;

9. The Baldridges will insure that the keys to all the apartments are provided and transferred to the Vice President of Student Affairs of the University of Central Arkansas upon transfer of control of the property;

10. The Baldridges will provide the University of Central Arkansas Vice President for Student Affairs all copies of warranties and service contracts concerning fixtures in the apartments;

11. The Baldridges will certify or have a reputable pest control agency, certify that the apartments are free of termites;
and

12. The University of Central Arkansas will designate the trust property consisted of four (4) apartment buildings and land adjunct to the buildings, consisting of about 2.09 acres, more or less, as the Baldrige complex.

IN WITNESS WHEREOF, the parties have hereunto set their hands this ____ day of _____, 1992.

University of Central Arkansas

Doyle W. Baldrige

Eleanor F. Baldrige

Larsen Property - The university has an opportunity to purchase the property owned by Mr. William A. Larsen at 314 Augusta. This property is located north of and adjacent to the English Annex and west of and adjacent to the Donaghey/Bruce Street parking lot.

The university has had two appraisals done on the property: one by Wayne Coats Appraisal Service in the amount of \$39,000 and Clay and Associates in the amount of \$39,300.

The building on the property may be temporarily useful to the university, but the long-term value of the property is that it will allow us to "square off" the Donaghey/Bruce Street parking lot when the unpaved portion of that lot is paved.

The President recommends to the Board that this property be purchased in the amount of \$40,000, which is the price Mr. Larsen has agreed to. Due to the amount of the appraisals, only \$39,000 can be paid from state funds. The remaining \$1,000 can be paid from UCA Foundation funds.

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

"BE IT RESOLVED: THAT THE PRESIDENT BE AUTHORIZED TO PURCHASE THE PROPERTY LOCATED AT 314 AUGUSTA IN THE AMOUNT OF \$40,000 AND THAT THE NECESSARY PROCEDURES SHOULD BE UNDERTAKEN WITH STATE OFFICES TO COMPLETE THE PURCHASE."

Easement for Southwestern Bell Telephone Company - At President Thompson's request Mr. Bennie Horton, Vice President for Administration, reported the following:

Southwestern Bell Telephone Company has contacted the university about purchasing a 15' X 20' easement on property located 150' south of Bruce Street on the east side of Farris Road.

The telephone company will locate telephone equipment on the site that will be used to serve growth in this area and meet the future needs of the University. The telephone company has agreed to do landscape work around the site that would maintain the aesthetic quality at this location. It has also agreed to pay the university \$500 for this easement.

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

"BE IT RESOLVED: THAT THE PRESIDENT BE AUTHORIZED TO GRANT A 15' X 20' EASEMENT TO SOUTHWESTERN BELL TELEPHONE COMPANY ON PROPERTY LOCATED 150' SOUTH OF BRUCE STREET ON THE EAST SIDE OF FARRIS ROAD. PROVIDED, THAT THE EASEMENT WILL BE GRANTED IN CONSIDERATION OF \$500 AND THE AGREEMENT OF SOUTHWESTERN BELL TO LANDSCAPE THE SITE ACCORDING TO UNIVERSITY SPECIFICATIONS."

Capital Projects:

1. **Snow Fine Arts Building/Art Gallery** - The Board of Trustees, at its meeting on Tuesday, June 2, 1992, approved the issuance of \$1,000,000 in bonds to fund educational and general projects, including the fly loft for the theater in the Snow Fine Arts Building and an art gallery. Preliminary estimates indicate that the fly loft and an elevator (which is needed to make all floors of the Snow Fine Arts building accessible to the handicapped) would cost approximately \$500,000. A preliminary estimate for the art gallery would be in the range of \$500,000. A more accurate estimate of the project cost for these two facilities will be available after discussions with architects and personnel in these two academic areas.

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

"BE IT RESOLVED: THAT THE PRESIDENT IS AUTHORIZED TO EMPLOY ARCHITECTS FOR THE ADDITION OF A FLY LOFT AND ELEVATOR TO THE SNOW FINE ARTS CENTER AND FOR THE CONSTRUCTION OF AN ART GALLERY FUNDED FROM THE 1992 BOND ISSUE. APPROXIMATELY \$500,000 WILL BE ALLOCATED TO THE SNOW FINE ARTS FLY LOFT AND ELEVATOR AND APPROXIMATELY \$500,000 TO THE ART GALLERY."

2. **Baldrige Property Improvements** - In the 1991 bond issue, \$2 million dollars were allocated in Series B for academic facilities. This included \$1,200,000 for the renovation and addition to the Snow Fine Arts Center and \$800,000 for other improvements including parking lots. Approximately \$124,000 of the original \$800,000 remains for additional parking facilities and other campus improvements.

If the Baldrige property is accepted by the Board at the August meeting, it is proposed that the remaining \$124,000 be made available to provide parking spaces and other improvements to the grounds of this property and elsewhere on campus. It is expected that most of the parking on the Baldrige property would be west of Elizabeth Street. The improvements would include lighting and landscaping.

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

"BE IT RESOLVED: THAT THE BOARD OF TRUSTEES AUTHORIZES THE EXPENDITURE OF APPROXIMATELY \$124,000 FROM THE 1991 SERIES B BOND PROCEEDS TO CONSTRUCT PARKING FACILITIES, LIGHTING AND LANDSCAPING IMPROVEMENTS ON THE BALDRIDGE PROPERTY AND ELSEWHERE ON CAMPUS."

3. Repairs and Improvements to Parking Lots - An engineer was employed recently to develop plans and specifications to repair the parking lots west of State Hall, north of the physical plant and southwest of THD.

The lot north of Physical Plant is in serious need of repairs. The asphalt has worn down to the soil in some places. The lot southwest of THD was originally built over a shale pit. Parts of the lot should be removed and replaced with a new base under the asphalt. The lot west of State Hall will need some repairs in order to improve the surface of the lot and landscape work to improve its appearance.

The estimated cost of these projects is \$145,000, including construction cost of \$117,000, engineering fees of \$9,000, lighting costs of \$16,000, and contingencies of \$3,000. There is \$100,000 in the parking lot construction account included in the 1992-93 university budget. The balance may be funded, in whole or in part from the remaining balance, if any, from the 1991 bond issue after the Baldrige property work is done.

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

"BE IT RESOLVED: THAT THE PRESIDENT IS AUTHORIZED TO UNDERTAKE PARKING LOT IMPROVEMENTS AND REPAIRS AT THE FOLLOWING LOTS: (A) NORTH OF THE PHYSICAL PLANT, (B) WEST OF STATE HALL, AND (C) SOUTHWEST OF THE CENTER FOR TEACHING AND HUMAN DEVELOPMENT AT AN ESTIMATED COST OF \$145,000."

Change in Departmental Name of Educational Media and Library Science to Applied Academic Technologies - On December 6, 1991, the Board of Trustees approved the reassignment of the departments of Industrial Technology and Business Education to the College of Education, where they will join the faculty of Educational Media and Library Science to form

a new department. Appropriate faculty and administrators have worked together to decide upon a department name and now propose that the name be Applied Academic Technologies. The name accurately reflects the nature of the department and will avoid a long, cumbersome name that would result from combining three existing department titles.

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

"BE IT RESOLVED: THAT THE BOARD OF TRUSTEES APPROVES THE DEPARTMENTAL NAME OF APPLIED ACADEMIC TECHNOLOGIES FOR THE RECENTLY MERGED DEPARTMENTS OF BUSINESS AND MARKETING EDUCATION, EDUCATIONAL MEDIA AND LIBRARY SCIENCE, AND TECHNOLOGY."

Establishment of Professional Education Council - The following report was presented by Dr. Bill Berry, Vice President for Academic Affairs, at President Thompson's request:

SUMMARY - In 1993, the professional education programs at UCA will be evaluated by the National Council for Accreditation of Teacher Education (NCATE) for purposes of reaccreditation. This occasion provides an opportune time for UCA to examine its professional educational programs and to make changes that will allow the College of Education to respond more fully and effectively to both professional and public mandates. Many recent studies of teacher training programs call for closer collaboration between education faculty and those in other colleges with departments that offer BSE degrees. Such studies have also urged greater collaboration between college faculty and school personnel. Responding to these arguments, NCATE encourages and in some matters requires that the College of Education foster greater collaboration among faculty across colleges and between college faculty and school personnel. It is necessary to formalize that collaboration by creating a broad-based council, charged with responsibility for overseeing professional education programs.

DESCRIPTION - The Professional Education Council will have general responsibility for overseeing professional education programs. Its duties include responsibility for developing/reviewing curricular offerings; standards for admission, selection and retention of students; graduation requirements; program monitoring and evaluation; certification matters; staffing decisions exclusive of employment and termination of faculty; and other instructional matters relevant to any and all professional education programs within the constraints imposed by applicable university policies and regulations. The membership of the council will consist of faculty and department chairs from academic departments/colleges that offer programs

terminating in teacher certification, public school personnel, and students engaged in professional education programs. The council will be chaired by the Dean of the College of Education.

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

"BE IT RESOLVED: THAT THE BOARD OF TRUSTEES APPROVES THE ESTABLISHMENT OF THE PROFESSIONAL EDUCATION COUNCIL WITH RESPONSIBILITY FOR OVERSEEING PROFESSIONAL EDUCATION PROGRAMS AT THE UNIVERSITY OF CENTRAL ARKANSAS."

Change in ARA Food Service Contract (Pizza Hut) - In June of 1989 the university authorized ARA Food Services to place an Itza Pizza Operation in the Student Center. Over the last year, ARA has discussed with the university the possibility of converting the Itza Pizza operation to a Pizza Hut Express. The Pizza Hut Express would be located in the Student Center where Itza Pizza is presently located. ARA feels that Pizza Hut Express will give name brand recognition which will enhance the program.

ARA pays the university 12% commission on sales for the Itza Pizza operation. It proposes to pay the university 5% commission on Pizza Hut Express sales. During the 1991-92 year, the commission earned by the university from the Itza Pizza operation was \$7,848. ARA projects the commission on Pizza Hut Express should be approximately \$12,800. ARA also proposes to guarantee a commission of \$7,848 for the 1992-93 year.

The remodeling and equipment costs in the Student Center to accommodate the Pizza Hut Express will be approximately \$30,000. ARA also proposes to do some remodeling in Christian Cafeteria in the tray return area that would cost approximately \$7,500. ARA will pay for these two remodeling jobs but request they be allowed 3 years to amortize the cost. The Board should be aware that if the university should for any reason terminate ARA's contract before the expiration of that three year period, it would be obligated to reimburse ARA for the unamortized balance at the date of the contract termination.

At the present time, ARA allows students to use its meal equivalency plan in the Itza Pizza operation. Due to the anticipated popularity of the Pizza Hut Express, ARA will not be able to offer the meal equivalency plan to boarding students. However, it will extend the menu and hours of the Bear's Pit to accommodate the elimination of the Itza Pizza meal equivalency.

Students have been surveyed by ARA personnel on the above changes and are in support of the changes. These proposals have also been presented to the Food Committee, composed of boarding students and Student Affairs staff members, which has also approved the plan.

In response to a question from Mr. Malone by letter, President Thompson explained that the difference in commission rate is because ARA will be paying a franchise fee of 7% to Pizza Hut. In any event, UCA is guaranteed to profit as much from this operation as from the previous one.

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

"BE IT RESOLVED: THAT ARA FOOD SERVICE BE AUTHORIZED TO REPLACE THE ITZA PIZZA OPERATION IN THE STUDENT CENTER WITH A PIZZA HUT EXPRESS. ARA WILL GUARANTEE THE UNIVERSITY 5% OF SALES OR \$7,848, THE CURRENT COMMISSION EARNED ON ITZA PIZZA OPERATION, WHICHEVER IS MORE. THE COST TO ARA OF RENOVATION IN THE STUDENT CENTER TO ACCOMMODATE THE PIZZA HUT EXPRESS AND THE COST OF RENOVATION IN THE CHRISTIAN CAFETERIA TRAY RETURN AREA IS ESTIMATED TO BE \$37,500. ARA WILL BE ALLOWED 3 YEARS TO AMORTIZE THIS RENOVATION COST BEGINNING SEPTEMBER 1992 AND EXTENDING THROUGH AUGUST 1995."

Other - President Thompson introduced Dr. Mike Kelley, President of the Faculty Senate, Ms. Margaret Wallace, President of the Staff Senate, and Ms. Angie Bradley, President of the Student Government Association.

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

EXECUTIVE SESSION

The following personnel adjustments, appointments, faculty development grants, leaves without pay, resignations, retirements, and sabbaticals as recommended by President Thompson were approved upon motion by Mr. White, seconded by Mr. Womack, and passed:

Adjustments:

1. Clemens Gruen, Professor, Applied Academic Technologies, seven-day transitional period from twelve-month department chair to nine-month professor, effective July 1 through July 10, 1992, @ a gross salary of \$1,609.00.
2. Patrick Desrochers, Chemistry, tenure track, effective August 15, 1992 through May 15, 1993, change from Instructor @ a gross salary of \$28,000.00 to Assistant Professor @ a gross salary of \$29,000.00.
3. Ben McNew, Professor, Economics, appointment with tenure, effective August 15, 1992 through May 15, 1993, change gross salary from \$58,801.00 to \$61,501.00 (current contract in the amount of \$58,801.00 plus Carmichael Fund in the amount of \$2,700.00).
4. Randall Pouwels, Associate Professor, History, appointment with tenure, effective August 15, 1992 through May 15, 1993, change gross salary from \$35,681.00 to \$26,761.00 (\$8,920.00 for one-half pay for August 15, 1992 through December 31, 1992, and \$17,841.00 for January 1, 1993 through May 15, 1993.)
5. Lydia Woods, change from First Summer Term, @ a gross salary of \$1,770.00, and Second Summer Term, @ a gross salary of \$3,540.00, plus Research, Second Summer Term, July 1 through August 15, 1992, @ a gross salary of \$1,770.00 to First Summer Term, @ a gross salary of \$1,770.00, and Second Summer Term including Research, @ a gross salary of \$3,540.00.
6. Kay Kraeft, Prep School Professor, part-time, Music, effective August 1, 1991 through June 30, 1992, change gross salary from an estimated \$1,000.00 to an estimated \$1,200.00.
7. Kevork Mardirossian, change from Assistant Professor, tenure track, Music, effective August 15, 1992 through May 15, 1993, @ a gross salary of \$32,354.00 to Assistant Professor/Artist in Residence in Violin, Music, Tenure Track, effective August 15, 1992 through May 15, 1993, @ a gross salary of \$38,000.00.

8. Karen Jenkins, Instructor, Nursing, effective December 20, 1991 through April 30, 1992, @ a gross salary of \$2,333.00, to fulfill terms of service contract with Arkansas Health Department for work and duties above and beyond regular duties.
9. Alice Nahley, Instructor, Nursing, effective December 20, 1991 through April 30, 1992, @ a gross salary of \$2,333.00, to fulfill terms of service contract with Arkansas Health Department for work and duties above and beyond regular duties.
10. Reta Zabel, Instructor, Physical Therapy, change from term, non-tenure track, effective August 15, 1992 through May 15, 1993, @ a gross salary of \$32,044.00 to tenure track, effective August 15, 1992 through May 15, 1993, @ a gross salary of \$34,044.00.
11. Martha Alman, Instructor, part-time, Speech-Language Pathology, change from first summer term, @ a gross salary of \$1,400.00 to first and second summer terms, @ a gross salary of \$700.00 each term.
12. Sheila Stoman, Assistant Professor, effective December 20, 1992 through April 30, 1992, @ a gross salary of \$2,334.00 to fulfill terms of service contract with Arkansas Health Department for work and duties above and beyond regular duties.
13. Ronnie Williams, change from Associate Dean/Minority Affairs, Student Affairs, non-faculty appointment, effective July 1, 1992 to July 1, 1993, @ a gross salary of \$39,128.00 to Associate Dean/Minority Affairs, Student Affairs, non-faculty appointment, effective July 1, 1992 to September 1, 1992, @ a gross salary of \$6,521.32 (based on an annual salary of \$39,128.00) and Director of University Relations/Director of Desegregation and Affirmative Action/Assistant to the President, Office of the President, non-faculty appointment, effective September 1, 1992 to July 1, 1993, @ a gross salary of \$40,166.66 (based on an annual salary of \$48,200.00).

Appointments:

1. Brenda Yelvington, Instructor, Accounting, term, non-tenure track, effective August 15, 1992 through May 15, 1993, @ a gross salary of \$28,500.00.
2. Patricia Phelps, Assistant Professor, Administration/Secondary Education, tenure track with three years toward tenure and three years toward promotion, effective August 15, 1992 through May 15, 1993, @ a gross salary of \$32,000.00.

3. Lyn Marie Brands, Assistant Professor, Art (Graphic Design), tenure track, effective August 15, 1992 through May 15, 1993, @ a gross salary of \$30,500.00.
4. Dean Hirschi, AEGIS Instructor, Biology, effective July 9 through July 24, 1992, @ a gross salary of \$1,105.00.
5. Norman Hoover, AEGIS Director/Instructor, Biology, effective July 6 through July 24, 1992, @ a gross salary of \$1,275.00.
6. Katherine Larson, Assistant Professor, Biology, tenure track with one year toward promotion and one year toward tenure, effective August 15, 1992 through May 15, 1993, @ a gross salary of \$30,000.00.
7. Michael Mathis, Assistant Professor, Biology, tenure track, effective August 15, 1992 through May 15, 1993, @ a gross salary of \$28,000.00.
8. Mike Rapp, AEGIS Instructor, Biology, effective July 9 through July 24, 1992, @ a gross salary of \$1,105.00.
9. Robert Koch, Assistant Professor, English, tenure track with two years toward promotion and two years toward tenure, effective August 15, 1992 through May 15, 1993, @ a gross salary of \$28,500.00.
10. Eric Sterling, Instructor, English, term, non-tenure track, effective August 15, 1992 through May 15, 1993, @ a gross salary of \$24,500.00.
11. Sherry Byrd, Director of Student Aid, Financial Aid, non-faculty appointment, effective July 1, 1992 to July 1, 1993, @ a gross salary of \$40,830.00.
12. Jose-Luis Martinez, Instructor, Foreign Languages, tenure track, effective August 15, 1992 through May 15, 1993, @ a gross salary of \$26,700.00.
13. Judy Boswell, Instructor/Coordinator Grants, Health Education, term, non-tenure track, effective June 1, 1992 through July 31, 1992, @ a gross salary of \$2,000.00.
14. Cindy Shelton, Instructor/Grants Evaluator, Health Education, term, non-tenure track, effective June 1 through June 30, 1992, @ a gross salary of \$1,000.00.

15. Bryan Williams, Instructor, Health Education, tenure track, effective August 15, 1992 through May 15, 1993, @ a gross salary of \$29,000.00.
16. Kenneth Barnes, Assistant Professor, History, tenure track with three years toward promotion and three years toward tenure, effective August 15, 1992 through May 15, 1993, @ a gross salary of \$34,500.00.
17. Lynn Ramage, Instructor, International Programs, term, non-tenure track, effective August 15, 1992 through May 15, 1993, @ a gross salary of \$18,900.00.
18. Debbie Purtle Beeman, Instructor, Mathematics/Computer Science, term, non-tenure track, effective August 15, 1992 through May 15, 1993, @ a gross salary of \$21,788.00.
19. Jo Ann B. Henry, Instructor, Mathematics/Computer Science, term, non-tenure track, effective August 15, 1992 through December 31, 1992, @ a gross salary of \$10,375.00.
20. Patricia Price, Instructor, Mathematics/Computer Science, term, non-tenure track, effective August 15, 1992 through May 15, 1993, @ a gross salary of \$22,877.00.
21. Michael Seger, Instructor, Mathematics/Computer Science, term, non-tenure track, effective August 15, 1992 through May 15, 1993, @ a gross salary of \$20,750.00.
22. Xiaoshen Wang, Assistant Professor, Mathematics/Computer Science, tenure track, effective August 15, 1992 through May 15, 1993, @ a gross salary of \$33,000.00.
23. Gilbert Baker, Assistant Professor, Music - Percussion Residency Program, appointment with tenure, effective May 11 through 29, 1992, @ a gross salary of \$1,638.00.
24. Kristina Belisle, Instructor, Music, tenure track, effective August 15, 1992 through May 15, 1993, @ a gross salary of \$28,000.00.
25. Sharyl Freeman Sain, Instructor, Nursing, term, non-tenure track, effective August 15, 1992 through May 15, 1993, @ a gross salary of \$31,000.00.
26. Julia VanDeusen, Professor, Occupational Therapy, appointment with tenure, effective August 15, 1992 through May 15, 1993, @ a gross salary of \$48,000.00.

27. Mark Hulbert, Assistant Professor, Philosophy, tenure track, effective August 15, 1992 through May 15, 1993, @ a gross salary of \$28,000.00. Appointment is contingent upon receipt of authorization to work in the United States.
28. William Thomas Myers, Instructor, Philosophy, term, non-tenure track, effective August 15, 1992 through December 31, 1992, @ a gross salary of \$11,413.00.
29. Rosemary Alcon-Eoff, Instructor, Physical Therapy, term, non-tenure track, effective July 13, 1992 to July 1, 1993, @ a gross salary of \$19,420.00 (based on a 12-month annual salary of \$20,000.00).
30. Ronnie Bernard Tucker, Sr., Instructor, Political Science, term, non-tenure track, effective August 15, 1992 through December 15, 1992, @ a gross salary of \$10,480.00.
31. R. Kevin Rowell, Instructor, Psychology and Counseling, tenure track, effective August 15, 1992 through May 15, 1993, @ a gross salary of \$27,000.00.
32. Richard A. Scott, Instructor, Psychology and Counseling, term, non-tenure track, effective August 15, 1992 through May 15, 1993, @ a gross salary of \$23,966.00.
33. Avram Zolten, Assistant Professor, Psychology and Counseling, tenure track, effective August 15, 1992 through May 15, 1993, @ a gross salary of \$28,000.00.
34. Jeffrey Kamakahi, Assistant Professor, Sociology, tenure track with one year toward promotion and one year toward tenure, effective August 15, 1992 through May 15, 1993, @ a gross salary of \$32,170.00.
35. Kathy McDaniel, Instructor, Speech-Language Pathology, term, non-tenure track, effective August 15, 1992 through May 15, 1993, @ a gross salary of \$25,755.00.
36. Edvard Thorsett, Instructor, Speech, Theatre, and Journalism, tenure track with one year toward tenure and one year toward promotion, effective August 15, 1992 through May 15, 1993, @ a gross salary of \$32,500.00.

Appointments, part-time:

1. Ruth Steele, Associate Professor, part-time, Administration/Secondary Education, term, non-tenure track, effective August 15, 1992 through May 15, 1993, @ a gross salary of \$14,880.00.
2. Jene Moore, Instructor, part-time, Chemistry, non-tenure track, effective August 15, 1992 through December 18, 1992, @ a gross salary of \$4,200.00.
3. Nancy Clark, Instructor, part-time, Health Education, non-tenure track, effective August 15, 1992 through December 31, 1992, @ a gross salary of \$2,800.00.
4. Robin Cole, Instructor, part-time, Health Education, non-tenure track, effective August 15, 1992 through December 31, 1992, @ a gross salary of \$2,800.00.
5. Patricia Enderlin, Instructor, part-time, Health Education, non-tenure track, effective August 15, 1992 through December 31, 1992, @ a gross salary of \$2,800.00.
6. Lynne Vinson, Instructor, part-time, Health Education, non-tenure track, effective August 15, 1992 through December 31, 1992, @ a gross salary of \$2,800.00.
7. Michael Vinson, Instructor, part-time, Health Education, non-tenure track, effective August 15, 1992 through December 30, 1992, @ a gross salary of \$1,400.00.
8. Patricia Bueter, Instructor, part-time, Home Economics, non-tenure track, effective August 15, 1992 through December 15, 1992, @ a gross salary of \$2,800.00.
9. Elizabeth Coffman, Instructor, part-time, Home Economics, non-tenure track, effective August 15, 1992 through December 15, 1992, @ a gross salary of \$2,800.00.
10. K. C. Poole, Instructor, part-time, Home Economics, non-tenure track, effective August 15, 1992 through December 15, 1992, @ a gross salary of \$2,800.00.
11. Beverly Tallent, Instructor, part-time, Home Economics, non-tenure track, effective August 15, 1992 through December 15, 1992, @ a gross salary of \$1,400.00.

12. Michael Blankenbeckler, Teaching Assistant, part-time, Honors College, non-tenure track, effective August 24, 1992 through December 18, 1992, @ a gross salary of \$1,200.00.
13. Sam Driggers, Prep School Instructor, part-time, Music, effective July 1, 1992 to June 30, 1993, @ an estimated gross salary of \$2,000.00.
14. Martha Griffith, Prep School Instructor, part-time, Music, effective July 1, 1992 to June 30, 1993, @ an estimated gross salary of \$2,000.00.
15. Richard Hobson, Prep School Instructor, part-time, Music, effective July 1, 1992 to June 30, 1993, @ an estimated gross salary of \$2,000.00.
16. Christina Powell Hockaday, Prep School Instructor, part-time, Music, effective July 1, 1992 to June 30, 1993, @ an estimated gross salary of \$2,000.00.
17. Wolfgang Oeste, Prep School Instructor, Music, effective July 1, 1992 to August 31, 1993, @ an estimated gross salary of \$500.00.
18. Sharon Thompson, Prep School Instructor, Music, effective July 1, 1992 to June 30, 1993, @ an estimated gross salary of \$4,000.00.
19. Janice Engelkes, Instructor, part-time, Psychology/Counseling, effective August 15, 1992 through December 15, 1992, @ a gross salary of \$1,400.00.
20. Terry Henderson, Instructor, part-time, Psychology and Counseling, effective August 15, 1992 through December 15, 1992, @ a gross salary of \$2,800.00.
21. Beverly McChristian, Instructor, part-time, Psychology and Counseling, effective August 15, 1992 through December 15, 1992, @ a gross salary of \$1,400.00.
22. Ann Woodruff, Instructor, part-time, Psychology and Counseling, effective August 15, 1992 through December 15, 1992, @ a gross salary of \$1,500.00.
23. Jess Dancer, Adjunct Professor, part-time, Speech-Language Pathology, effective August 27, 1992 through December 18, 1992, @ a gross salary of \$1,500.00.

Summer Appointments:

1. Christopher Kellner, Assistant Professor, part-time, Biology, effective second summer term, @ a gross salary of \$3,000.00.
2. Jack Mobley, Instructor, Biology, effective second summer term, @ a gross salary of \$3,150.00.
3. William Taylor, Assistant Professor, Chemistry, effective first and second summer terms, @ a gross salary of \$3,624.00 each term.
4. Karen Weaver, Assistant Professor, Chemistry, effective second summer term, @ a gross salary of \$1,834.00.
5. Joyce Fiddler, Instructor, Childhood Education, effective first summer term, @ a gross salary of \$1,400.00.
6. Brenda Tyler, Instructor, part-time, Childhood Education, effective first summer term, @ a gross salary of \$1,400.00.
7. Barbara McKinney, Instructor, Educational Media/Library Science, effective first summer term, @ a gross salary of \$1,400.00.
8. Kincaid Wood, Instructor, part-time, Education Media/Library Science, effective first and second summer terms, @ a gross salary of \$3,000.00.
9. Joan Wright, Instructor, part-time, Educational Media/Library Science, effective first summer term, @ a gross salary of \$466.66.
10. Janet Gingerich, Instructor, Foreign Languages, effective first summer term, @ a gross salary of \$1,400.00.
11. Paul Spillenger, Assistant Professor, Foreign Languages, effective first summer term, @ a gross salary of \$1,560.00.
12. George Balogh, Instructor, part-time, History, effective second summer term, @ a gross salary of \$1,400.00.

13. Vincent Hammond, Assistant Professor, History, effective second summer term, @ a gross salary of \$1,643.00.
14. William Richardson, Instructor, part-time, History, effective second summer term, @ a gross salary of \$1,400.00.
15. Susan Standridge, Instructor, part-time, History, effective first summer term, @ a gross salary of \$1,400.00.
16. Theola Baker, Instructor, part-time, International Programs' Intensive English Program, effective second summer term, @ a gross salary of \$650.00.
17. Josephine Hornix, Instructor, part-time, International Programs' Intensive English Program, effective second summer term, @ a gross salary of \$1,550.00.
18. Lynn Ramage, Instructor, International Programs, effective first and second summer terms, @ a gross salary of \$6,820.00.
19. Sarah Ashcraft, Prep School Instructor, Music, effective first and second summer terms, @ an estimated gross salary of \$200.00.
20. Lee Phillips, Instructor, part-time, Music, effective second summer term, @ a gross salary of \$1,000.00.
21. John Peck, Associate Professor, Physical Therapy, effective second summer term, @ a gross salary of \$4,448.00.
22. Gregory Blakey, Assistant Professor, Speech, Theatre, and Journalism, effective first summer term, @ a gross salary of \$1,902.00.
23. Anne Bolter, Instructor, part-time, Speech, Theatre, and Journalism, effective second summer term, @ a gross salary of \$1,400.00.
24. Paulette Walter, Instructor, Speech, Theatre, and Journalism, effective second summer term, @ a gross salary of \$1,614.60.

Faculty Development Grants:

1. Detri Brech, Assistant Professor, Home Economics, effective July 13 through 31, 1992, @ a gross amount of \$600.00.
2. Rebecca Lancaster, Assistant Professor, Nursing, effective June 1 through 30, 1992, @ a gross amount of \$600.00.
3. Lynne Seymour, Instructor, Nursing, effective June 1 through 30, 1992, @ a gross amount of \$600.00.
4. Catherine Acre, Instructor, Occupational Therapy, effective June 1 through 30, 1992, @ a gross amount of \$600.00.

Leaves Without Pay:

1. Robin Robinson, Childhood Education, 1992-93 academic year.
2. Charles Mullins, Mathematics and Computer Science, 1992-93 academic year.

Resignations:

1. Sara Dawson, English, effective May 15, 1992.
2. Susan DeBoard, English, effective May 15, 1992.
3. Susan Ray-Degges, Home Economics, effective May 15, 1992.
4. Margie Lewis, Learning Resource Center, effective May 15, 1992.
5. Caroline Hartig, Music, effective May 15, 1992.
6. Clayton Gable, Physical Therapy, effective August 14, 1992.
7. Glenda Winborn, Physical Therapy, effective July 10, 1992.

Retirements:

1. Robert Morrow, Psychology and Counseling, July 19, 1992.

Sabbaticals:

1. Gary Davenport, English, Spring, 1993.
2. John Erwin, Music, Spring, 1993.
3. Foy Lisenby, History, Spring, 1993.
4. John Choinski, Biology, Adjustment - from Fall, 1992 and Spring, 1993 to Fall, 1992.

Dr. Jon Bekken - Promotion Appeal - Mr. Aydelott stated that in view of earlier Board action (non-renewal of Dr. Bekken's contract) it was determined by the Board that Dr. Bekken's promotion appeal is moot at this time.

President Thompson explained that he recused himself from any role in this matter.

Open session was declared upon motion by Mr. Aydelott, seconded by Mr. White, and passed.

OPEN SESSION

The preceding personnel adjustments, appointments, faculty development grants, leaves without pay, resignations, retirements, and sabbaticals, as recommended by President Thompson, were approved upon motion by Mr. White, seconded by Mr. Womack, and passed.

Dr. Jon Bekken - Promotion Appeal - Mr. Aydelott stated that in view of earlier Board action (non-renewal of Dr. Bekken's contract) it was determined by the Board that Dr. Bekken's promotion appeal is moot at this time.

President Thompson explained that he recused himself from any role in this matter.

Distinguished Alumnus Award - President Thompson announced that the Distinguished Alumnus Selection Committee recommends that the late Arch W. Ford be named posthumously as Distinguished Alumnus for 1992. The committee's vote was unanimous and President Thompson concurs with the recommendation.

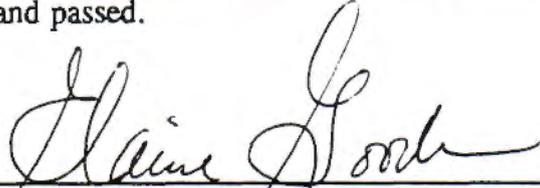
Mr. Ford (BSE-30) served in the Arkansas Department of Education for 37 years, the last 25 of those years as commissioner.

It was decided that Mr. Arch Ford be named posthumously as Distinguished Alumnus for 1992 upon motion by Mr. Burton which was seconded by Mr. White and passed. Mrs. Goode abstained due to the fact that Mr. Ford was her uncle by marriage.

Election of Officers - Mr. Aydelott congratulated Mrs. Goode on an outstanding job as Chair of the Board during the past year and expressed his and the Board's appreciation. Mr. Aydelott nominated Mr. Jerry Malone as Chairman, Mr. Dalda Womack as Vice Chairman, and Mr. Joe White as Secretary for 1992-93. The motion was seconded by Mr. White and passed with a negative vote by Mr. Burton.

On behalf of the Board Mr. Womack expressed appreciation to Dr. H. B. Hardy, Jr. for his years of service to the university and wished him well in his retirement (effective August 31). Each member of the Board and President Thompson individually thanked Dr. Hardy. Dr. Hardy thanked the Board and President Thompson in return.

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



Elaine Goode, Chairman



Dalda F. Womack, Secretary