

The Board of Trustees of the University of Central Arkansas convened in regular meeting Friday, August 13, 1993 at 3:00 p.m. in the Administration Building with the following officers and members present, to-wit:

Chairman:	Mr. Jerry Malone
Vice Chairman:	Mr. Dalda Womack
Secretary:	Mr. Joe White
	Mr. Madison P. Aydelott III
	Mr. Rush Harding III
	Mr. Ben F. Burton
	Mrs. Elaine Goode

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

Minutes of the last regular meeting, May 7, 1993, were approved as circulated on motion by Mr. White, seconded by Mrs. Goode, and passed.

President Thompson introduced Ms. Pat Gray, designated liaison between the State Board of Higher Education and UCA.

PRESIDENT'S REPORT

President Thompson reported on the following items:

Future Board Meetings - Meetings have tentatively been set for Friday, November 5, 1993; Friday, March 25, 1994; Friday, May 6, 1994; and Friday, August 12, 1994 followed by Commencement. President Thompson asked Board members to check their calendars for conflicts and let the President's Office know if these dates are acceptable.

Board Travel - The President's Office approved travel by a member of the Board of Trustees (other than for Board meetings) as follows: Jerry Malone, \$897.41, for attendance at the Association of Governing Boards of Universities and Colleges Annual National Conference on Trusteeship in New Orleans, Louisiana April 17-20, 1993. Mr. Malone distributed copies of an outline of a roundtable discussion which he led at the AGB conference and asked that a copy be attached to the minutes of this Board meeting (See Attachment A). Mr. Malone explained that his registration fee was waived due to his participation in the conference.

Litigation Update - The following is a report on the status of litigation or potential litigation against UCA as of July 28, 1993.

Pending or Threatened Litigation

Bekken v UCA Board of Trustees et al., No. LR-C-92-772 (E.D.Ark.). On December 9, 1992, Dr. Bekken filed a complaint alleging that UCA had violated his First Amendment right to freedom of speech and the university's Academic Freedom Policy as protected by the Fourteenth Amendment by failing to renew his contract as a journalism instructor. Dr. Bekken seeks reinstatement, unspecified damages, fees and costs. UCA has denied the allegations in the complaint. Discovery is ongoing and must be completed by August 25, 1993. The case is set for jury trial on October 25, 1993.

Denton v Smith et al., No. E-93-245 (Faulkner County Chancery). On March 11, 1993, Heather Denton, a UCA student, filed a petition for a temporary restraining order seeking to prevent UCA from suspending her from school for three years for violation of the UCA policy prohibiting possession of weapons on campus. Ms. Denton claimed that she did not know the gun was in her possession. The court entered the temporary restraining order and subsequently granted a permanent injunction, finding that the policy violated the student's right to substantive due process. The court denied the plaintiff's request for attorney's fees and costs. The case is on appeal to the Arkansas Supreme Court.

Mannis v Smith, No. E-93-455 (Faulkner County Chancery). On May 14, 1993, Bradley Mannis, a UCA student, filed a petition asking for reinstatement after the plaintiff had been suspended for violation of the UCA weapons policy. (Due to the circumstances of the case, the automatic three-year suspension was waived and Mr. Mannis was suspended for one-and one-half years.) Mr. Mannis knowingly drove on campus with a hunting rifle in his vehicle. He contends that he should not be suspended because he did not know that his actions violated a UCA policy. The court denied UCA's motion to dismiss and required UCA to reinstate Mannis until a hearing on the merits of his claim. A trial date has been set for October 13, 1993.

Veazy et al. v Ming Fang Wang et al., No. 92L-1621 (DuPage County Cir. Ct., Ill.). On August 12, 1992, Mr. Veazy and his wife filed this complaint against Dr. Wang (a UCA professor), UCA and the State of Arkansas for over \$300,000 in damages for physical injury, loss of consortium, and pain and suffering

resulting from an automobile accident near Chicago, Illinois. Dr. Wang was driving a state vehicle, with insurance policy limits of \$65,000. In addition, Dr. Wang has a personal insurance policy for \$25,000. The parties are conducting medical discovery. This case has not been set for trial.

UCA v Super-Chef Manufacturing Co., Inc. et al., No. Civ 92-87 (Faulkner County Cir. Ct). This is an insurance company subrogation lawsuit. UCA has already received compensation from Liberty Mutual Insurance Company for damages sustained in a fire on the campus. Liberty Mutual is bringing this subrogation action in UCA's name. The matter has not been set for trial. UCA has no financial liability in this matter.

Dennis Charles v UCA, No. LR-C-93-312 (E.D. Ark.) Mr. Charles, a Physical Plant employee, claimed that he was terminated on the basis of his sex. EEOC found no cause to believe that discrimination occurred. Acting as his own attorney, Mr. Charles has filed suit alleging both sex and race discrimination. UCA has moved to dismiss the race claims. Mr. Charles has asked for a court-appointed attorney.

Wilton Hill v UCA, EEOC No. 251-93-0644. Mr. Hill, an officer in UCA's Department of Public Safety, claimed that he has been paid less than a less experienced white officer on the basis of race. UCA has denied the charge and is awaiting a determination from EEOC.

Wilton Hill v UCA, EEOC No. 251-93-0960. Mr. Hill has filed a second charge claiming that he was denied promotion to the position of Uniformed Shift Commander based on his age, his race, and in retaliation for filing his previous EEOC charge. UCA has filed a response denying the charge and explaining that the selectee was chosen due to his superior qualifications.

EPA Removal Action, Marco of Iota Drum Site, Iota, Acadia Parish, LA. In June 1990, UCA contracted for disposal of certain laboratory chemicals. The U.S. Environmental Protection Agency determined that the chemicals may have instead been placed in an illegal dump site in Louisiana. In April 1992 EPA informed UCA that it was a potentially responsible party ("PRP") for cleanup of the illegal dump site. However, EPA indicated that parties supplying specified documentation would not be pursued as PRP's. On April 14, 1993, EPA notified UCA that UCA had supplied the required documentation, and that EPA did not intend to take action against UCA. EPA's determination does not legally prevent

the U.S. Attorney General from bringing a lawsuit; however, EPA's opinion reduces the likelihood of such a suit to near zero.

Bailey v ARCO Construction and UCA Board of Trustees, No. 93-906 (Pulaski Cty. Cir. Ct.). On February 12, 1993, Mr. Bailey filed suit seeking unspecified damages for physical injury allegedly incurred when the plaintiff was working as a construction worker for ARCO on the UCA campus. Mr. Bailey failed to achieve service on any of the Board members within 120 days as required by the Arkansas Rules of Civil Procedure.

UCA does not anticipate any liability in this action. Even if some liability were found, UCA would be covered by a builders risk insurance policy.

Claims by UCA

In May, 1993 UCA made a claim against Morrilton Security Bank for losses suffered when UCA checks were stolen by a UCA employee in the Athletic Department and deposited in the employee's account at the Bank. The Bank has reimbursed UCA for the value of the checks, and the Bank will pursue restitution from the former employee.

Sponsored Program Awards - The University received \$2.28 million in external awards for 65 funded projects between July 1, 1992, and June 30, 1993. This productivity compares very favorably with only \$324,813 for 14 funded projects in 1989-90.

Increases in funding have been to support:

instruction with improved equipment, student financial aid primarily for international and graduate students, expanded occupational therapy and physical therapy programs, an interdisciplinary program for handicapped infants and toddlers, a program in rehabilitation for traumatically head-injured patients, and an instructional development center for the improvement of teaching;

research with reassigned time, laboratory equipment, student assistant help, and operating expenses; and

public service with reassigned time, additional staff, and operating expenses to provide assistance in such areas as drug prevention in the

schools, math and science training for school teachers, school restructuring, and small business administration.

An increased number of proposals are being submitted to Federal agencies and foundations for larger and multiple-year awards. Examples include two National Science Foundation Awards for research laboratory equipment in biology and the social sciences, a Helene Fuld Health Trust Fund for equipment in nursing, a four-year grant from the U.S. Department of Education for interdisciplinary training of personnel to work with disabled infants and toddlers, and a continuing award from the U.S. Small Business Administration for a Small Business Advancement National Center.

President Thompson commended Dr. Bob McLauchlin, Dean of the Graduate School and Director of Sponsored Programs, and faculty members for their efforts.

Funding for Student Organizations - Board members were given copies of a proposal from a Student Government Task Force concerning the student activity fee allocation process. The proposal was submitted by Angie Bradley, Student Government Association President for 1992-93. (See Attachment B.) President Thompson did not propose any action by the Board at this time. Dr. Thompson stated that he would like an opportunity to talk with the incoming president of the SGA to get his views on the adoption of the proposal before making a recommendation to the Board.

Mr. Malone asked if consideration had been given to placing a minority affairs designee on the Student Activity Funding Committee. President Thompson stated that he will check with the Student Government Association.

The Echo - In response to Mr. White's request for information concerning the *Echo* during the May 7 Board meeting President Thompson presented the following report prepared by Mary Stallcup, General Counsel, and Pam Jolly, Internal Auditor:

During the May Board of Trustees meeting, Mr. Joe White requested information concerning the policies, practices and funding of the Echo. This memo is in response to Mr. White's request.

There is no charter, mission statement or other document establishing the purpose or functions of the Echo. The first issue of the paper was published in 1909, apparently by the school literary societies. For almost 20 years the Echo was funded from subscription

fees and advertising revenues. The literary societies solicited subscriptions from students, faculty and others in the local community.

In 1927 the Board adopted a fee of \$2 per term to cover "admission to athletic events, debates and subscription to the college weekly paper." The activity fee was included in part of the student matriculation fee.

In 1959 a new student senate was formed. Its constitution required the senate to determine the policies of the student publications and to assist in screening the applicants for Echo editor. In 1972 the Student Senate debated whether enough students wanted the Echo and the Scroll (UCA yearbook) to justify charging their expense to all students. The Senate decided to seek a campus-wide referendum on use of the activity fee.

Based upon student body elections, in 1974 the Board of Trustees increased the student activity fee to \$7.00 and designated \$3.00 to the Scroll (UCA yearbook), \$3.50 to the Student Senate, and \$.50 to the Echo. In 1977, the Board approved a request by the students to increase the activity fee from \$7.00 to \$10.00. The students submitted their proposed allocation of the \$10.00 fee between the Scroll, Echo and Senate. Based upon this information, the Board approved the increases. In 1981 the students voted in a campus-wide referendum to increase the activity fee from \$10.00 to \$15.00. The students voted to give \$3.75 of the increase to the Student Senate, \$1.00 to the Scroll and \$.25 to the Echo. Again, the Board was assured that the fee would be distributed in conformance with the student election. The Board resolution approved the increase to \$15.00 without specifying the method of allocation.

The 1983 Faculty Handbook created a Publications Committee to approve the editors for the Echo and the Scroll and to oversee the financial management of the publications. The committee is composed of faculty advisors for the Echo and Scroll, the Vice President for Financial Affairs, and four faculty members appointed by the Faculty Senate.

In late 1983 the Student Senate asked the Board of Trustees to lower the summer student activity fee from \$7.50 per term to \$5.00 per term. Reasons for the reduction were that the Echo is not published during the summer and student entertainment options were limited. The Board approved this request in 1984.

In March 1984 the Student Senate considered but rejected a change in the apportionment of the student activity fee. The current distribution of the activity fee is \$10.25 to the

Student Government Association (formerly Student Senate), \$2.75 to the Scroll and \$2.00 to the Echo.

Since at least 1974, it appears that the Board has approved increases in the student activity fee based upon elections by the student body. The students have voted to levy the fee and to apportion the amount between the student government, the Scroll and the Echo. In 1977 and 1982, the Board resolution specified only the total amount of the fee and not the apportionment. It therefore appears that SGA may have authority to determine the allocation of the student activity fund, as long as they remain within the \$15.00 approved by the Board. This interpretation would be consistent with SGA's duty under its constitution to administer student activity funds.

Currently, the Echo is supported by its part of the student activity fee and its advertising revenues. In addition, the University grants 1/4 reassigned time to a journalism faculty member to serve as the Echo's adviser, and the Echo is given rent-free space in the Student Center with all utilities paid. Under some circumstances, journalism students are allowed academic credit for their work at the Echo.

The Echo editor is selected by the Publications Committee. The editor then selects the rest of the staff. The Echo purchases its equipment using the student activity fee. The staff members receive scholarships from the Echo student activity account. The following is a list of monies paid to Echo staff from their student activity fund during fiscal year 1992-93:

Kim Green	\$ 3,600.00
Donald Sewell	2,000.00
Lynda Wilson	1,400.00
Steve Jackson	1,000.00
Alexander Kienlen	500.00
Vincent Sims	500.00
Jason Felts	925.00
Chuck Allen	800.00
Wendi Fletcher	1,325.00
Charlotte Smith	1,400.00
Bill Alderson	1,200.00
Wendy Smith	1,600.00
Greg Moody	400.00
Lenisa Martin	600.00
April Tomlinson	100.00

Shannan Nelke	500.00
Arrel Carter	850.00
Phillip Seaton	365.00
Lisa Leftwick	<u>250.00</u>
TOTAL	<u>\$19,315.00</u>

The Echo is described in the current student handbook as "a student-run, independent newspaper for the campus community." Consistent with that statement and with the requirements of the First Amendment, the editorial policy of the Echo is determined by the students and is not dictated by the University. However, the title portion of the Echo contains the designation "University of Central Arkansas," and the paper does not contain any disclaimers that the views expressed therein are solely those of the Echo staff.

New Student and Parent Summer Orientation - President Thompson commended Mr. Hank Phelps for planning and conducting four summer orientation sessions for freshmen and their parents. Approximately 200 students and 125 parents participated. Reactions were very favorable.

1991-92 Legislative Audit - There were no exceptions to the audit account and no significant suggestions from the legislative auditors. President Thompson recognized Mr. Bob McCormack, Vice President for Financial Affairs, Ms. Barbara Goswick, Controller, and Ms. Pam Jolly, Internal Auditor, for the excellent audit reviews received by UCA.

1992-93 Financial Report - President Thompson thanked Mr. Bob McCormack and his staff, Ms. Barbara Goswick in particular, for the many extra hours of work to prepare the financial report for today's Board meeting. President Thompson stated that although resources are limited UCA is fiscally sound. The year ended with an unrestricted current fund balance of \$592,196 compared to \$319,518 in 1992. The cumulative balance in unrestricted educational and general funds is \$3,384,662 compared to \$3,113,983 in 1992. The auxiliary fund balance (primarily housing and bookstore) increased to \$999,625 from \$684,667 in 1992.

Mr. Malone asked how close student enrollment and housing occupancy are to projections for 1993-94. President Thompson stated that although it is difficult to predict the number of last minute applicants, it appears that enrollment and housing occupancy are fairly close to projections. Total enrollment is predicted to be between 100 and 300 over last year.

Construction Update -

Irby Hall is near completion and will be open for Fall classes.

University Church of Christ Building - renovation of this facility is going well. The project is slightly behind schedule but should be completed shortly after the beginning of the Fall semester if not before.

Tennis Courts are under construction and should be completed shortly after the beginning of the Fall semester.

Laney Hall - an action item concerning this project is on today's agenda and will be addressed during the Old Business portion of the meeting.

Handicap Access - a great deal of work has been completed during the summer particularly around parking lots and sidewalks.

Art Gallery - bids will be opened next week; information will be forwarded to Board members as soon as it becomes available.

Selection of Bond Counsel - Mr. George Campbell of the Rose Law Firm has been hired as bond counsel for the preparation of Student Center bonds which the Board authorized previously with the collection of a special student fee. A preliminary sketch of the project was displayed.

I-20's Issued for Fall 1993 - Copies of a list of I-20's (student visas) issued to international students for Fall 1993 were given to Board members to give them some indication of the range of countries represented.

Mr. Malone asked if anything is being done to increase the number of African students. President Thompson deferred to Dr. Brian Bolter, Director of International Programs, who stated that there are seven African students arriving for the Fall semester. Dr. Bolter explained that students from several developing countries receive funding from the U.S. Agency for International Development. Approximately four years ago the Agency decided to place its resources into elementary education in Africa which has resulted in limited resources for secondary education in that country; the rationale being that the colonizing countries in Europe should be the ones to sponsor African students. Therefore, most African students are going to Europe and the colonizing countries are responsible for the college-level resources for African students. Dr. Bolter stated that UCA is very aggressive in recruiting African students.

Admission materials have been placed in every U.S. embassy in Africa. UCA presently has its largest body of African students.

Mr. Malone asked if there are alternative financial arrangements available to the African students. Dr. Bolter stated that at the present time five African students are on in-state tuition waivers which is a special program to attract students from under-developed countries. He explained that UCA is continually trying to be creative in giving tuition waivers and scholarships to students from Africa.

Introduction of the New Director of Public Safety - President Thompson introduced Mr. Larry James who was named Director of Public Safety effective August 1, 1993.

Responses to Questions From Last Board Meeting - President Thompson furnished Board members copies of a memo which responds to questions asked during the last board meeting concerning (1) bids from minority firms on campus improvement projects, and (2) the number of students affected by student aid satisfactory progress policy changes.

At Mr. Harding's request President Thompson reviewed the selection process for bond counsel for the Student Center Bonds mentioned above. Information packets were mailed to four interested firms. The proposals were then evaluated before a selection was made.

Mr. Malone requested that a report on the success of the Minority Purchasing Program be furnished at the next Board meeting.

OLD BUSINESS

Laney Hall - Bids for the construction of the Laney Hall replacement were received on June 17, 1993, from nine construction companies. The high base bid was \$4,147,000 and the apparent low bid was \$3,677,777. This exceeded the approved total project cost of \$3,500,000. Moreover, the bids were declared invalid by State Building Services because of failure of subcontractors to meet state requirements.

The project was redesigned and bids were again received at 2:00 p.m. on July 20, 1993, from four contractors. The bids ranged from a high of \$3,763,900 to an apparent low bid of \$3,497,555 submitted by James H. Cone Construction Company of Little Rock. When the other costs, including site preparation of \$160,614 and furniture and equipment, fees, contingencies, etc., of \$385,910, are added, the project totals \$4,044,079.

The Board of Trustees previously approved \$3,500,000 for the project, with \$2,500,000 from UCA bond funds and \$1,000,000 from the State college savings bond fund. An additional \$544,079 will be required to construct the building as bid, including the Chemistry facilities and a faculty office wing for the Physical Therapy department.

This amount can be funded by using the \$3,500,000 previously approved, and by transfer of \$471,000 from the Snow Fine Arts fly loft and elevator project, which the President recommends be deferred, and \$73,079 from 1992-93 year-end funds.

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

"BE IT RESOLVED: THAT THE BOARD OF TRUSTEES AUTHORIZES THE EXPENDITURE OF \$4,044,079 TO CONSTRUCT THE LANEY REPLACEMENT BUILDING TO BE FUNDED FROM THE ORIGINAL AUTHORIZATION OF \$3,500,000, BOND FUNDS OF \$471,000 ORIGINALLY ALLOCATED TO THE FLY LOFT AND ELEVATOR/SNOW FINE ARTS AND \$73,079 FROM 1992-93 YEAR-END FUNDS."

NEW BUSINESS

Summer Athletic Camps - Act 707 of 1981 (Ark. Code Ann. §6-62-401 (1987)) governs the use of campus facilities by employees of state institutions of higher education to conduct certain outside work for private compensation. While the Act authorizes boards of trustees to grant permission for such activities, it requires that the boards make express findings of fact in certain areas. It also requires that the boards reduce this permission to writing, which must include a statement of charges to be paid to UCA for the costs associated with operating and maintaining the facilities that will be temporarily devoted to the particular activity conducted by that employee.

The Board last granted such permission for the 'Scottie Pippen Basketball Camp' in March of 1991.

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

"WHEREAS, THERE ARE THREE PRIMARY PURPOSES FOR HOSTING THE 'SCOTTIE PIPPEN BASKETBALL CAMP' ON THE UCA CAMPUS: (1) AS A PUBLIC SERVICE TO YOUNGSTERS THROUGHOUT THE STATE BY PROVIDING INTENSIVE INSTRUCTION IN ATHLETIC SKILLS; (2) AS A SOURCE OF SUPPLEMENTARY INCOME FOR THE MEMBERS OF THE ATHLETIC STAFF WHO DEVELOP AND CONDUCT THE CAMP PROGRAM; AND (3) AS A SUPPLEMENTAL SOURCE OF SUPPORT FOR THE AUXILIARY PROGRAMS OF THE UNIVERSITY OF CENTRAL ARKANSAS; AND

WHEREAS, THE 'SCOTTIE PIPPEN BASKETBALL CAMP' INVOLVES NO CONFLICT OF INTEREST WITH THE MISSION AND PURPOSE OF THE UNIVERSITY OF CENTRAL ARKANSAS; AND

WHEREAS, THE 'SCOTTIE PIPPEN BASKETBALL CAMP' BRINGS TO THE CAMPUS A SIGNIFICANT NUMBER OF YOUNGSTERS WHO ARE POTENTIALLY FUTURE STUDENTS WHO MIGHT TEND TO ENROLL AT THE UNIVERSITY AS A RESULT OF THEIR EXPOSURE TO ITS FACILITIES AND ITS PERSONNEL WHILE ENGAGED IN THE CAMP; AND

WHEREAS, THE 'SCOTTIE PIPPEN BASKETBALL CAMP' GENERATES FUNDS TO BE PAID TO THE UNIVERSITY OF CENTRAL ARKANSAS FOR HOUSING, MEALS, AND FOR THE USE OF OTHER INSTITUTIONAL FACILITIES AND RESOURCES WHICH PRODUCE SIGNIFICANT REVENUES IN SUPPORT OF THE AUXILIARY FUNCTIONS OF THE CAMPUS, AND

WHEREAS, THE 'SCOTTIE PIPPEN BASKETBALL CAMP' DOES NOT READILY FALL INTO ANY OF THE FOUR CATEGORIES IDENTIFIED AS 'UNIVERSITY ACTIVITIES' FOR DETERMINING FEE ASSESSMENT IN THE UNIVERSITY'S CURRENT SPACE UTILIZATION POLICIES AND PROCEDURES;

THEREFORE, BE IT RESOLVED: THAT THE BOARD HEREBY APPROVES THE 'SCOTTIE PIPPEN BASKETBALL CAMPS' CONDUCTED ON CAMPUS DURING THE SUMMERS OF 1992 AND 1993 AND APPROVES THE FOLLOWING STATEMENT OF CHARGES PAID

**TO THE UNIVERSITY AS THE COSTS ASSOCIATED WITH
OPERATING AND MAINTAINING THE FACILITIES WHICH WERE
TEMPORARILY DEVOTED TO THE CAMP:**

SCOTTIE PIPPEN BASKETBALL CAMP - 1992

Sponsor	Scottie Pippen	
Instruction	Arch Jones, Camp Director Tommy Reed, Assistant Director	
Facilities	5 days in Farris Center @ \$150/day =	\$ 750.00
	5 days in Old Gym @ \$150/day =	750.00
	Lifeguard Fee =	25.00
Housing	154 participants X 4 nights X \$6.50 =	\$4,004.00
	13 counselors X 4 nights X \$6.50 =	338.00
Food Service	160 participants X 4 days X \$9.81 =	\$6,278.40
	5 books of lunch tickets =	164.60
	Total of \$6443 x 12% =	773.16*
Cont. Educ.	\$1 per day (5) per camper (200) =	\$1,000.00**

*Food services are contracted with ARA Services. UCA receives a 12% commission.

**The Scottie Pippen Basketball Camps utilized some administrative services of the Division of Continuing Education at UCA. The provision for such service was negotiated separately.

Cost per session was \$250 for resident campers and \$175 for commuting campers.

SCOTTIE PIPPEN BASKETBALL CAMP - 1993

Sponsor	Scottie Pippen
Instruction	Arch Jones, Camp Director Tommy Reed, Assistant Director

Facilities	5 days in Farris Center @ \$150/day =	\$ 750.00
	5 days in Old Gym @ \$150/day =	750.00
	Lifeguard Fee =	25.00
Housing	152 participants X 4 nights X \$6.50 =	\$3,952.00
	13 counselors X 4 nights X \$6.50 =	338.00
Food Service	172 participants X 4 days X \$9.51 =	\$6,542.88
	6 books of lunch tickets =	193.80
	Total of \$6736.68 x 12% =	808.40*
Cont. Educ.	\$1.00 per day (5) per camper (194) =	\$ 970.00**

*Food services are contracted with ARA Services. UCA receives a 12% commission.

**The Scottie Pippen Basketball Camp utilized some administrative services of the Division of Continuing Education at UCA. The provision for such service was negotiated separately.

Cost per session was \$260 for resident campers and \$185 for commuting campers.

BE IT FURTHER RESOLVED: THAT EMPLOYEES OF THE UNIVERSITY PARTICIPATE IN THE 'SCOTTIE PIPPEN BASKETBALL CAMP' FOR PRIVATE COMPENSATION ONLY AFTER THEY HAVE DISCHARGED FULLY THEIR EMPLOYMENT RESPONSIBILITIES FOR THE UNIVERSITY; AND

BE IT FURTHER RESOLVED: THAT EACH EMPLOYEE AUTHORIZED HEREUNDER TO CONDUCT OUTSIDE WORK FOR PRIVATE COMPENSATION ON OR IN CAMPUS FACILITIES IS TO, WITHIN SIXTY DAYS AFTER COMPLETION OF THE EMPLOYMENT, SUBMIT A COMPLETE FINANCIAL REPORT RELATING TO THE EMPLOYMENT TO THE CHIEF FINANCIAL OFFICER OF THE UNIVERSITY, WHO WILL SUBMIT TO THE BOARD OF TRUSTEES ON AN ANNUAL BASIS A SUMMARY OF ALL SUCH FINANCIAL REPORTS RECEIVED."

The following is a summary of financial reports for the 1991, 1992, and 1993 Scottie Pippen Basketball Camps:

<u>Year</u>	<u># Participants</u>	<u>Income</u>	<u>Expenses</u>	<u>Profit <Loss></u>
1991	171	\$33,622.40	\$20,866.40	\$12,756.00
1992	200	45,465.00	25,260.32	20,204.68
1993	194	44,700.00	28,542.99	16,157.01

Private compensation was paid to UCA personnel who took vacation leave in order to perform work for the Scottie Pippen Basketball Camps as follows:

1991	Arch Jones	\$2,500.00
	Tommy Reed	300.00
1992	Arch Jones	\$3,000.00
	Tommy Reed	350.00
1993	Arch Jones	\$3,000.00
	Tommy Reed	400.00

Firearms Policy Revision -

FIREARMS POLICY FOR STUDENTS

For many years, the UCA Student Handbook has prohibited the

[u]nauthorized possession, storage, use of weapons, firearms, knives and fireworks on University-controlled property or at University sponsored or supervised functions.

Similar policies prohibit the possession, use or distribution of controlled substances and alcoholic beverages as follows:

Possession, use, or distribution of narcotics, hallucinogens, barbiturates, or amphetamines and other controlled substances defined by Arkansas statutes, except as expressly permitted by law.

Possession, consumption, sale, manufacture, or furnishing of alcoholic beverages on University property or in its housing.

None of these policies requires the university to prove that the student intended to possess a weapon, an illegal drug, or an alcoholic beverage. The university has utilized the ordinary definition of the word "possession," "the act of having or taking into control." *Webster's Ninth New Collegiate Dictionary* (1983 ed.) Where contraband is found in property over which a student exercises custody or control, the student has been found in violation of the policy. Any change to this practice will affect not only the weapons policy but also the drug and alcohol policies.

On December 18, 1992, the UCA Board of Trustees approved the following revision to the policy on firearms:

BE IT RESOLVED: Any student possessing, storing, or using a firearm on university controlled property or at university sponsored or supervised functions, unless authorized by the university, will be suspended from UCA for a period of not less than three years unless a waiver of the suspension is granted by the President upon the recommendation of the Vice President for Student Affairs."

Both the United States Supreme Court and the Arkansas Supreme Court have stated that a government may penalize an act without requiring that the act be intentional. Morrisette v. United States 342 U.S. 246 (1952); Kirkham v. City of North Little Rock, 227 Ark. 789 (1957).

In Morrisette, the court noted that legislation designed to protect the public welfare often dispensed with the requirement of intent. Otherwise, individuals could avoid prosecution merely by claiming ignorance and the protection of the public would be nullified.

Some confusion on this issue has been generated by the fact that the Arkansas General Assembly has determined that possession of a handgun on a university campus does not constitute a crime unless the person has the gun readily available for use with a purpose to use it as a weapon against a person. However, educational institutions may and often do implement policies prohibiting acts that are not illegal.

The courts have specifically recognized that schools may adopt stricter disciplinary standards than the criminal law. A student may be expelled for possessing 3.2% malt liquor, even where Arkansas law specifies that intoxicating liquors must have 5% or greater alcoholic content. Wood v. Strickland, 420 U.S. 308 (1975). A student may be expelled for possessing diet pills, even though they are not considered illegal drugs under criminal law. Springdale Board of Education v. Bowman, 294 Ark. 66, 740 S.W.2d 909 (1987).

Attached is a list of firearms policies from universities in the region. Note that all of the policies prohibit possession of firearms. Only the University of Mississippi relies upon state criminal law to define its firearms policy. Arkansas State University's policy prohibits illegal or unauthorized possession of the weapons. Therefore, UCA's prohibition against any possession of firearms, past and present, is consistent with that of major universities in the area.

However, the Faulkner County Chancery Court, Honorable Watson Villines presiding, has issued an order finding that the current UCA firearms policy violates the students' constitutional right to substantive due process. The order is on appeal to the Arkansas Supreme Court. During the pendency of the appeal, UCA may not enforce its existing firearms policy. The following resolution would retain the current policy but pending resolution of the matter by the Arkansas Supreme Court adds the requirement of a culpable mental state of negligence or greater as defined in A.C.A. 5-2-202.

Following lengthy discussion Mr. Aydelott suggested that the resolution include all four definitions of negligence as stated in A.C.A. 5-2-202.

In response to a question from Mr. Malone concerning distribution of the revised policy President Thompson stated that copies of the revised firearms policy will be circulated on campus, distributed to all student organizations and all residents of campus dormitories, and be published in the *Student Handbook* as a part of the normal order of business. President Thompson pointed out that representatives of the *Echo* were present; therefore, the information is also available to the student press. President Thompson stated that the revised policy will be made as widely known to students as possible, as was done in the previous case.

The following resolution, which includes Mr. Aydelott's suggested amendment, was adopted upon motion by Mr. Aydelott, seconded by Mr. White and passed as revised Board policy No. _____. Mr. Malone abstained to be "consistent with the position taken on the earlier two votes and a continued concern regarding notification of opportunities to establish mitigating circumstances."

"BE IT RESOLVED: ANY STUDENT POSSESSING, STORING, OR USING A FIREARM ON UNIVERSITY CONTROLLED PROPERTY OR AT UNIVERSITY SPONSORED OR SUPERVISED FUNCTIONS, UNLESS AUTHORIZED BY THE UNIVERSITY, WILL BE SUSPENDED FROM UCA FOR A PERIOD OF NOT LESS THAN THREE YEARS UNLESS A WAIVER OF THE SUSPENSION IS GRANTED BY THE PRESIDENT UPON THE RECOMMENDATION OF THE VICE PRESIDENT FOR STUDENT AFFAIRS. IN ORDER TO BE GUILTY OF VIOLATING THIS POLICY, A STUDENT MUST HAVE A CULPABLE MENTAL STATE OF NEGLIGENCE OR GREATER AS DEFINED IN A.C.A. 5-2-202.

THE STATUTORY DEFINITIONS ARE AS FOLLOWS:

(1) "PURPOSELY." A PERSON ACTS PURPOSELY WITH RESPECT TO HIS CONDUCT OR A RESULT THEREOF WHEN IT IS HIS CONSCIOUS OBJECT TO ENGAGE IN CONDUCT OF THAT NATURE OR TO CAUSE SUCH A RESULT;

(2) "KNOWINGLY." A PERSON ACTS KNOWINGLY WITH RESPECT TO HIS CONDUCT OR THE ATTENDANT CIRCUMSTANCES WHEN HE IS AWARE THAT HIS CONDUCT IS OF THAT NATURE OR THAT SUCH CIRCUMSTANCES EXIST. A PERSON ACTS KNOWINGLY WITH RESPECT TO A RESULT OF HIS CONDUCT WHEN HE IS AWARE THAT IT IS PRACTICALLY CERTAIN THAT HIS CONDUCT WILL CAUSE SUCH A RESULT;

(3) "RECKLESSLY." A PERSON ACTS RECKLESSLY WITH RESPECT TO ATTENDANT CIRCUMSTANCES OR A RESULT OF HIS CONDUCT WHEN HE CONSCIOUSLY DISREGARDS A SUBSTANTIAL AND UNJUSTIFIABLE RISK THAT THE CIRCUMSTANCES EXIST OR THE RESULT WILL OCCUR. THE RISK MUST BE OF A NATURE AND DEGREE THAT DISREGARD THEREOF CONSTITUTES A GROSS DEVIATION FROM THE STANDARD OF CARE THAT A REASONABLE PERSON WOULD OBSERVE IN THE ACTOR'S SITUATION;

(4) "NEGLIGENTLY." A PERSON ACTS NEGLIGENTLY WITH RESPECT TO ATTENDANT CIRCUMSTANCES OR A RESULT OF HIS CONDUCT WHEN HE SHOULD BE AWARE OF A SUBSTANTIAL AND UNJUSTIFIABLE RISK THAT THE CIRCUMSTANCES EXIST OR THE

RESULT WILL OCCUR. THE RISK MUST BE OF SUCH A NATURE AND DEGREE THAT THE ACTOR'S FAILURE TO PERCEIVE IT, CONSIDERING THE NATURE AND PURPOSE OF HIS CONDUCT AND THE CIRCUMSTANCES KNOWN TO HIM, INVOLVES A GROSS DEVIATION FROM THE STANDARD OF CARE THAT A REASONABLE PERSON WOULD OBSERVE IN THE ACTOR'S SITUATION."

FIREARMS POLICIES FROM SURROUNDING UNIVERSITIES

1. University of Arkansas Fayetteville. Firearms, explosives air guns, and other similar weapons not supervised by the ROTC Departments may not be kept or used on the campus or in University buildings, residence halls, or fraternity or sorority houses. Students are permitted to store firearms in the area designated by and under the supervision of the Director of Public Safety.
2. Arkansas State University. Illegal or unauthorized possession or use of firearms, fireworks, other weapons, or chemicals which are of an explosive or corrosive nature will subject a student to disciplinary action.
3. Louisiana State University. Possession of firearms, ammunition, explosives, fireworks, or dangerous weapons is prohibited.
4. University of Missouri. The possession of and discharge of firearms, weapons and explosives on University property including University farms is prohibited except in regularly approved programs or by University agents or employees in the line of duty.
5. University of Oklahoma. Possession or use of firearms, including air rifles and pistols, fireworks, explosives, or incendiary devices of any description on the University campus or in University housing is prohibited conduct.
6. Southern Methodist University.
 1. Students are prohibited from the use and possession of dangerous weapons or facsimiles of dangerous weapons on university property. These items include but are not limited to:
 - a. Firearms
 - b. Explosives

- c. Fireworks
 - d. Dangerous weapons
 - e. Incendiary Devices
 - f. Cross bows
 - g. Pellet guns
 - h. Blow guns
 - i. Stun guns
 - j. Swords or other sharp blades
 - k. Nunchuks
 - l. Throwing darts
 - m. Spear guns
 - n. Tear gas (This does not include self defense sprays legally sold over the counter for personal defense.)
 - o. Look-a-like facsimiles or toys
2. Student-owned sporting firearms or other weapons (including all BB and pellet guns) must be registered and stored through arrangements with the SMU Department of Public Safety.
 3. Any violation of this policy is considered a serious offense, and will be dealt with accordingly by:
 - a. SMU Department of Public Safety
 - b. SMU Judiciary
 - c. Office of the Dean of Student Life
 4. Members duly authorized by University or other accredited law enforcement offices may carry firearms in performance of their duty.
 5. If weapons or reasonable facsimile of weapons are used, pursuit and attack games including but not limited to Gotcha, Assassin and Dungeons & Dragons, are not permitted on campus.
 6. University of Georgia. Students are prohibited from possession of firearms and other dangerous instruments on University property. Weapons may be stored at the Department of Public Safety.

7. Baylor University. Use or possession of firearms, explosives, fireworks, or weapons on campus without the approval of the Vice President for Student Life is considered student misconduct.
8. Texas A & M University. Unauthorized use, possession or storage of any weapon, fireworks or explosive on University premises or at any University-sponsored activity is prohibited. The term weapon may be defined as any object or substance designed to inflict a wound, cause injury or incapacitate. Weapons may include, but are not limited to, all firearms, pellet guns, martial arts devices, switchblade knives and clubs.
9. Memphis State University. The storing, possession, or detonation of firearms (including BB and pellet guns), weapons, ammunition, or explosives, including fireworks of any kind are not permitted in the students' rooms. No one, including a student employed by a guard or security service, may keep on his person or in his room any of these items. Contact the Memphis State University Security Department to arrange storage.
10. University of Mississippi. Under Mississippi criminal statutes, it is unlawful for any student to possess on campus any deadly weapon as defined by state law (i.e., rifle, shotgun, pistol, revolver, or any type of firearms, etc.). The University prohibits students from possessing on campus firearms or other deadly instruments including but not limited to fireworks, explosives, dangerous chemicals, ammunition, airguns, bows and arrows, switchblades, and martial art weapons.
11. Mississippi State University. Possession of any type of firearm, which includes handguns, shotguns, rifles, or other weapons, is prohibited on the Mississippi State University campus. In addition, concealed firearms are prohibited by state law within a two-mile distance of any university campus, including Mississippi State.

Simple Possession of Firearms

Students who are found in possession of firearms on the Mississippi State University campus will be immediately suspended from the University. A disciplinary hearing will be scheduled within five class days of the incident to determine the future status of the student at Mississippi State University.

Discharge or Displaying Firearms in a Threatening Manner

Students who use firearms threateningly against others or discharge firearms on the campus will be arrested and charged in the Civil Courts as well as being immediately suspended from the University.

Special cases. While any type of firearm is prohibited on the university campus, the administration does recognize that many students engage in the sport of hunting. The university allows students to log and store hunting weapons in special storage lockers at the Mississippi State University Police Department. Students who wish to bring hunting weapons to campus are required to store them with the Police Department *immediately* after bringing the weapons to campus. Mississippi State's Police Department, located in the Stone Building, is open 24 hours a day, seven days a week.

Hunting weapons found in an individual's possession on campus--unless in the process of storage or checkout--will be treated as illegal firearms, and all sanctions will be applied.

Policy on Skateboards, Roller Skates, Roller Blades, and Other Similar Wheeled Devices - Damage to university property by skateboards, roller skates, roller blades or other similar wheeled devices has occurred at several locations on campus. Permanent non-repairable damage to new stonework and sidewalks has occurred to the front of Torreyson Library and the front of Baridon Hall. Repairable damage has also occurred to a number of flower bed and landscaped areas on campus. The damage was reported after faculty and staff members observed persons skateboarding and rollerblading in the area. The damage occurring is in the form of scratches and gouges in the stonework, concrete, and landscaped areas.

The following resolution was adopted upon motion by Mr. Harding, seconded by Mr. Burton, and passed as Board Policy No. _____:

"BE IT RESOLVED: THE UNIVERSITY OF CENTRAL ARKANSAS DESIGNATES LIMITED AREAS FOR THE USE OF SKATEBOARDS, ROLLER SKATES, ROLLER BLADES, OR OTHER SIMILAR WHEELED DEVICES. EXCEPT AS PROVIDED BELOW, NO PERSON MAY SKATEBOARD, ROLLER SKATE, OR USE ROLLER BLADES OR ANY OTHER SIMILAR WHEELED DEVICE IN OR ON ANY UNIVERSITY BUILDINGS, OR SIDEWALKS, ROADWAYS, OR PARKING AREAS ON UNIVERSITY LANDS, EXCEPT AS SPECIFICALLY AUTHORIZED IN WRITING IN ADVANCE BY THE PRESIDENT OR PRESIDENT'S DESIGNEE. THIS POLICY SHALL BE ENFORCED BY THE DEPARTMENT OF PUBLIC SAFETY.

DESIGNATED AREAS: SKATEBOARDS, ROLLER SKATES, ROLLER BLADES, OR ANY OTHER SIMILAR WHEELED DEVICES MAY BE USED ON SIDEWALKS AND WALKWAYS, PROVIDED THAT AT THE TIME OF THE USE THE ACTIVITY DOES NOT CREATE A SAFETY HAZARD OR OTHERWISE INTERFERE WITH PEDESTRIAN TRAFFIC AND, PROVIDED FURTHER, THAT SKATEBOARDS MAY NOT BE USED WITHIN 50 FEET OF ANY UNIVERSITY-OWNED BUILDING, RESIDENCE HALL, OR OTHER STRUCTURE.

PROHIBITED AREAS: AS GUIDANCE IN THE INTERPRETATION OF THIS POLICY, THE FOLLOWING PROHIBITED AREAS ARE EXPRESSLY NOTED: SKATEBOARDS, ROLLER SKATES, ROLLER BLADES OR SIMILAR WHEELED DEVICES MAY NOT BE USED IN THE FOLLOWING LOCATIONS: (A) INSIDE ANY BUILDING OR OTHER ENCLOSED FACILITY; (B) ON STAIRS, STEPS, CURBS, BENCHES, LEDGES, LOADING DOCKS, RAMPS FOR DISABLED, AND OTHER SIMILAR FIXED-LOCATION, DESIGNATED-PURPOSE EXTERNAL SITES; (C) ON ANY STREETS OR IN ANY PARKING LOTS OCCUPIED BY VEHICLES; (D) ANY LOCATION WITHIN 50 FEET OF TORREYSON LIBRARY; (E) IN ALL AREAS AND RAMPS IMMEDIATELY ADJACENT TO THE FARRIS CENTER; (F) IN ALL AREAS WITHIN AND ADJACENT TO ESTES STADIUM, INCLUDING THE TRACK."

ACT/Athletic Scholarships Policy - Under current UCA Board policy, students receiving athletic scholarships who are also eligible for ACT scholarships have not been allowed to receive the ACT scholarship. In order to place a greater emphasis on student athletes with good academic records, it is proposed that an ACT scholarship be applied first, and only such other funds as are needed to bring the athlete up to his maximum eligibility be funded from either athletic scholarships or need-based student financial aid programs.

This change will be consistent with the action taken by the Board in December of 1985 when it adopted a similar policy authorizing the offering of "Combination Scholarships" to outstanding music students which allowed an ACT scholarship award to be combined with a Performing Scholarship award. Previously, the scholarship awards had been mutually exclusive.

This proposal would not affect the maximum scholarship that an athlete is entitled to receive under the new athletic conference rules, nor will it increase the net cost to the university

for the scholarship assistance. It merely charges the scholarship first to the academic scholarship and draws the balance (if any) from athletic scholarship accounts.

The following resolution was adopted upon motion by Mr. Aydelott, seconded by Mr. Harding, and passed as an addition to Board Policy No. _____:

"BE IT RESOLVED: THAT ACT SCHOLARSHIPS BE APPLIED TO A STUDENT ATHLETE'S SCHOLARSHIP ELIGIBILITY, AND ANY OTHER FUNDS NEEDED TO BRING THE ATHLETE UP TO HIS MAXIMUM ELIGIBILITY BE FUNDED FROM EITHER ATHLETIC SCHOLARSHIPS OR NEED-BASED STUDENT FINANCIAL AID PROGRAMS."

Catastrophic Leave Bank Program Policy - The UCA Board of Trustees approved a catastrophic leave program for UCA's regular, full-time, classified employees on December 6, 1991, pursuant to Act 169 of 1991. Act 441 of 1993 allows institutions of higher education to extend this program, which had previously been limited to classified employees, to include non-faculty non-classified employees. The Act sets forth certain provisions which must be included in an institutionally established program and provides that the Department of Finance and Administration will promulgate necessary rules and regulations.

Mr. Malone asked if there is a category of non-classified, faculty employees that is not covered by the policy. President Thompson explained that faculty employees are non-classified. However, the program does not cover faculty members because they are under a separate sick-leave policy. The term "non-classified, non-faculty employees" is used to clarify that the policy covers non-classified employees who do not hold faculty rank.

The following resolution to amend Board Policy No. _____ was adopted upon motion by Mr. Womack, seconded by Mr. White, and passed:

"BE IT RESOLVED: THAT IT SHALL BE THE POLICY OF THE UNIVERSITY OF CENTRAL ARKANSAS TO PERMIT ELIGIBLE, REGULAR, FULL-TIME, CLASSIFIED OR NON-CLASSIFIED, NON-FACULTY EMPLOYEES TO VOLUNTARILY DONATE ACCRUED ANNUAL AND/OR SICK LEAVE TO THE CATASTROPHIC LEAVE BANK PROGRAM. IT SHALL ALSO BE THE POLICY OF THE UNIVERSITY OF CENTRAL ARKANSAS TO PERMIT ELIGIBLE, REGULAR, FULL-TIME, CLASSIFIED OR NON-CLASSIFIED, NON-FACULTY EMPLOYEES TO VOLUNTARILY RECEIVE LEAVE FROM

THE CATASTROPHIC LEAVE BANK PROGRAM. THE CATASTROPHIC LEAVE BANK PROGRAM DOES NOT CREATE ANY EXPECTATIONS OR PROMISES OF CONTINUED EMPLOYMENT WITH THE UNIVERSITY OF CENTRAL ARKANSAS AND IS MERELY A MEANS OF ASSISTING ELIGIBLE UNIVERSITY EMPLOYEES THROUGH MEDICAL EMERGENCIES, INJURIES AND ILLNESS SHOULD THEY EXHAUST ALL EARNED SICK, ANNUAL, HOLIDAY AND COMPENSATORY LEAVE TIME. THE CATASTROPHIC LEAVE COMMITTEE SHALL BE COMPOSED OF SEVEN MEMBERS WHO REPRESENT A RELATIVE DEMOGRAPHIC CROSS-SECTION OF THE UNIVERSITY'S WORK FORCE AND SHALL BE APPOINTED BY THE PRESIDENT OF THE UNIVERSITY. PARTICIPATION SHALL BE VOLUNTARY AND THE ADMINISTRATION OF THE CATASTROPHIC LEAVE BANK PROGRAM SHALL BE IN ACCORDANCE WITH ACTS 169 OF 1991 AND 441 OF 1993; AND

BE IT FURTHER RESOLVED: THAT THE PRESIDENT IS AUTHORIZED TO AMEND THE EXISTING UNIVERSITY CATASTROPHIC LEAVE BANK PROGRAM TO COMPLY WITH THE ABOVE POLICY. THE PROGRAM WILL OPERATE IN ACCORDANCE WITH ACTS 169 OF 1991 AND 441 OF 1993 AND BE MADE AVAILABLE TO CLASSIFIED AND NON-CLASSIFIED, NON-FACULTY EMPLOYEES WHO MEET THE CRITERIA OUTLINED IN THE LEGISLATION."

Approval of Sections of the Faculty Handbook - The current *Faculty Handbook* has been in effect since 1983. After extensive discussions, faculty representatives and the administration now propose a revision of the handbook to the Board of Trustees. The attached sections cover university administration and basic support units, and have been recommended favorably by all appropriate committees, councils, and administrators. Other sections will be brought to the Board as the reviews by faculty and the administration are completed.

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

"BE IT RESOLVED: THAT THE UNIVERSITY OF CENTRAL ARKANSAS BOARD OF TRUSTEES HEREBY ADOPTS THE ATTACHED SECTIONS OF THE *FACULTY HANDBOOK*, PROVIDED, HOWEVER, THAT THE ADMINISTRATION IS AUTHORIZED TO MAKE CORRECTIONS AND CHANGES OF A CLERICAL NATURE."

INTRODUCTION

I. Role and Scope

A. Overview

The University of Central Arkansas is a residential university offering undergraduate and graduate preparation in a variety of fields and disciplines. The university enrolls students from every county in the state. The primary service area, as defined by the Arkansas Department of Higher Education, is the widest of any university in the state.

Although the university was established in 1907 as a state-wide teacher-training institution, its mission has broadened since World War II. The academic programs are organized into undergraduate colleges and a graduate school. Current and future areas of particular emphasis include the liberal arts and humanities; the broad area of business administration; teacher education; the fine and applied arts; and the health sciences. The university offers master's degree programs in each of these areas.

B. Commitments

The unique features of the university are and will continue to be found in the commitment the university has made to high quality instructional programs; emphasis on remaining a residential institution in which well organized programs of campus life are an integral part of student development; research; public service; and an effective affirmative action program that encourages racial and cultural diversity and interaction among its faculty, students, and staff.

1. In order to fulfill its commitment to quality instruction, the university emphasizes those activities that provide:
 - a. Accreditation for all appropriate programs in the university;
 - b. Opportunities for superior students through honor programs;
 - c. Program review on both the undergraduate and graduate levels;

- d. Quality library service, information resources, and collections; and
 - e. Excellent classroom faculty.
2. As a residential institution where campus life is considered important to student development, the university:
- a. Emphasizes the important role of the Counseling Center and the services offered;
 - b. Recognizes the importance of a good work ethic and provides career counseling;
 - c. Encourages programs designed to promote student activities as learning experiences; and
 - d. Places importance on cultural activities from which both the student and the community profit.
3. Research advances knowledge and contributes to instruction and in doing so is a vital part of any university. Consistent with its obligations, the University of Central Arkansas:
- a. Encourages research efforts by both faculty and students as part of its commitment to the academic disciplines;
 - b. Encourages the dissemination of research findings;
 - c. Facilitates opportunities for both faculty and students to address problems facing society through university funded and sponsored programs; and
 - d. Recognizes that in different disciplines research and creative scholarly activity may take different forms and require different kinds of resources and effort.

4. The public service commitment is fulfilled by emphasizing:
 - a. Continuing education programs offering both credit and non-credit courses;
 - b. Service/research projects and public programs, such as workshops, lectures, and concerts, designed to meet the needs of business, industry, professions, and labor;
 - c. Undergraduate and graduate courses offered beyond the confines of the university campus to help update the professional preparation of the citizens of Arkansas; and
 - d. Provision of faculty expertise to various organizations and agencies.
5. Finally, the commitment to promoting interaction and understanding among diverse groups means that the university:
 - a. Supports those goals outlined in the University of Central Arkansas Affirmative Action Plan;
 - b. Emphasizes programs and activities designed to meet the goals of that plan;
 - c. Offers international exchange opportunities for American students; and
 - d. Welcomes students from other countries to participate in its educational programs.

UNIVERSITY ADMINISTRATION

Since the University of Central Arkansas is a member of the higher education community of tax assisted colleges and universities in the State of Arkansas, it is subject to all of the laws of the state affecting higher education.

The State Board of Higher Education has the comprehensive responsibility for strengthening and coordinating the development of higher education in Arkansas. The University of Central Arkansas has its own Board of Trustees.

I. State Board of Higher Education

A State Board of Higher Education was established in 1971, replacing an earlier Commission for the Coordination of Higher Educational Finance. While the Act establishing the board seeks to strengthen the efforts of the state for the orderly development of higher education, the Boards of Trustees of the colleges and universities retain their autonomy. These boards continue to perform their respective duties in the management and operation of their institutions.

The State Board of Higher Education consists of thirteen (13) members appointed by the governor. Their terms are ten (10) years. No more than three (3) members may be appointed from any one (1) 1951 congressional district; nor may more than three (3) members be graduates of any one (1) state university or college, with no more than two (2) graduates of any one (1) state university or college serving on a panel.

II. Board of Trustees

The Board of Trustees is charged with the management and control of the University of Central Arkansas. The board has seven (7) members appointed by the governor of the state and approved by the Arkansas State Senate. Each member of the board serves for seven (7) years, with one (1) member's term expiring each year. The board elects its chair, vice-chair and secretary. The university was created to serve the entire state; consequently, there are no geographical limitations within Arkansas in the selection of trustees.

The Board of Trustees possesses constitutional autonomy in the establishment of university programs and policies. Trustees have authority only when acting as a board legally in session.

A statement of the responsibilities of the Board of Trustees was adopted by the board during its meeting on June 25, 1969. Copies of this statement may be obtained from the President's Office.

III. Officers of the University

A. The President

The president is responsible for the general administration of the university. As the chief executive officer of the university, the president is the principal representative of the institution to the public and to the sources of institutional control and, in turn, represents these groups to the university. The president is finally responsible for the determination of all policies of the university, other than those established by superior authority, and for the execution of all university policies. The president appoints, with the approval of the Board of Trustees, officers who work under the president's supervision and control to direct the programs and practices in their respective administrative areas.

The president meets regularly with other university administrators, and serves *ex officio* on all university councils and committees.

B. Vice President for Academic Affairs

The Vice President for Academic Affairs and Dean of the Faculty is responsible for instructional programs, academic personnel, and policies related thereto. With the assistance of the deans, the vice president develops procedures for assessing the effectiveness of the instructional, scholarly, and service activities of the faculty. The Assistant to the Vice President for Academic Affairs, the Dean of Graduate School and Director of Sponsored Programs, the Dean of Undergraduate Studies, the Dean of Continuing Education, the Dean of the Library, and the college deans report to the Vice President for Academic Affairs.

The Vice President for Academic Affairs also supervises the activities of the Honors College and the Registrar's Office.

The Vice President for Academic Affairs chairs the Council of Deans and is an *ex officio* member of all university committees related to academic affairs.

C. Vice President for Administration

The Vice President for Administration is responsible for the physical plant, campus security, personnel, the computer center, campus mail, telecommunications, and the campus post office.

D. Vice President for Financial Affairs

The Vice President for Financial Affairs is responsible for all fiscal affairs of the university. Included are such matters as operating budget development and control, accounting, payroll, cashiering, purchasing and all disbursement activities, bookstore, central duplicating, student financial aid, institutional research, and UCA supply storeroom.

E. Vice President for Public Affairs

The Vice President for Public Affairs has the general responsibility for external university relationships including student recruitment, alumni affairs, development, public relations, information services, publications, and public appearances.

F. Vice President for Student Affairs

The Vice President for Student Affairs is responsible for all matters dealing with student life and student development. Offices represented include: Housing, Minority Affairs, Disabled Student Services, Student Activities, Intramurals, Health Services, Career Planning and Placement Center, the Counseling Center, and the Student Center. Other areas of responsibilities are food service, student orientation, and recreation. The vice president is an *ex officio* member of all committees concerned with student life.

G. Executive Assistant to the President

The Executive Assistant to the President assists the president with assigned administrative responsibilities. The Executive Assistant to the President serves on both the Council of Vice Presidents and the Administrative Council. A primary area of responsibility is the coordination of activities that involve more than one (1) of the university's five (5) administrative divisions. The Executive Assistant to the President serves as the head of intergovernmental relations. In emergency situations, the Executive Assistant to the President acts for the president in the president's absence.

H. Assistant to the President (Affirmative Action Officer and Travel Administrator)

The Assistant to the President assists the president with assigned administrative responsibilities and serves on both the Council of Vice Presidents and the Administrative Council. A primary area of responsibility is the coordination of activities that involve more than one of the university's five (5) administrative divisions. Other responsibilities include ensuring compliance with the university's affirmative action policies and procedures and final approval for all university travel.

I. Assistant to the Vice President for Academic Affairs

The Assistant to the Vice President for Academic Affairs serves as the principal assistant to the Vice President for Academic Affairs. Duties include providing leadership in the areas of faculty development and evaluation and monitoring of the academic budget. The Assistant to the Vice President for Academic Affairs is a member of the Sabbatical Leave Committee and serves in other administrative functions as assigned.

IV. Academic Organizations

A. Overview

For administrative purposes, the academic programs of the university are organized into colleges with the dean serving as the chief administrative officer of each college.

All colleges consist of a number of departments, each having a chair responsible for the activities of that department. Some colleges have coordinators for certain specialized programs. The university bulletin provides a current list of departments within each college.

In addition to the colleges, the university's Graduate School offers work at the masters and specialist levels through the various departments of the colleges. The Graduate School is administered by the Dean of the Graduate School.

The Torreyson Library provides support to UCA's academic programs through its information services and collections. A dean is the chief administrative officer of the library.

Because of the significance of the university commitment to "general education," to student academic assessment (testing, advising and evaluating) and to student services, the Dean of Undergraduate Studies is authorized to coordinate special efforts in this area.

The Division of Continuing Education, under the leadership of a dean, guides the efforts of the university to respond to the growing needs for increased services and instruction. All credit activity offered through Continuing Education must have the approval of the appropriate academic offices.

B. Officers and Functions

1. Deans

a. College Deans

The college deans are responsible for fiscal and academic planning, personnel decisions, and recommendations in their respective colleges. They are responsible for implementing, administering, and monitoring all university policies and procedures, for maintaining appropriate records and for providing periodic reports as are required.

In fulfillment of these responsibilities, the deans meet regularly with department chairs and establish appropriate college committees. The deans provide leadership to the department chairs and faculty, facilitating and encouraging the establishment of departmental committees to assure faculty involvement in the departments' decision-making process.

The college deans report to the Vice President for Academic Affairs and are members of the Council of Deans and the President's Administrative Council.

b. Dean of the Graduate School and Director of Sponsored Programs

The Dean of the Graduate School has the overall responsibility for administering the graduate program in compliance with policies and procedures developed by the Graduate Council and approved by the university. The dean is also responsible for evaluating those policies and procedures as well as monitoring their appropriate application.

The Graduate Dean supervises the admission of graduate students to the university, monitors student progress, validates the completion of degree requirements, and keeps appropriate official records.

The Graduate Dean coordinates the assignment and selection of graduate assistantships.

As chair of the Graduate Council, the Graduate Dean brings to that group recommendations from the various departments for graduate faculty appointments, course and program recommendations, as well as recommendations which will enhance the quality of graduate programs.

As Director of Sponsored Programs, the Graduate Dean encourages the preparation of, and processes proposals for external funds as well as monitors the administration and completion of funded projects. Sponsored program funds are allocated by the director to assist and recognize faculty and staff preparation of sponsored program proposals, using guidelines developed in conjunction with a Sponsored Program Faculty/Staff Advisory Committee.

In overseeing the university's commitment to research, the Graduate Dean and Director of Sponsored Programs chairs the Research Council.

c. Dean of Undergraduate Studies

The Dean of Undergraduate Studies has general administrative responsibility in the areas of academic services for students, developmental education, and academic support services. The dean provides leadership in the areas of core curriculum, assessment, academic advising, transfer credit, and articulation with community colleges. The Dean of Undergraduate Studies chairs the Undergraduate Council and serves on the President's Administrative Council and the Council of Deans.

d. Dean of Continuing Education

The Dean of Continuing Education develops, organizes, and administers off-campus credit courses, the correspondence study program, all non-credit courses and programs, community education courses, and youth camps. The

Dean of Continuing Education reports to the office of the Vice President for Academic Affairs.

In conjunction with the colleges, the Dean of Continuing Education assists in the planning and implementation of special academic programs. It is the responsibility of the Dean of Continuing Education to promote, stimulate, and coordinate efforts in attracting professional meetings to the university campus and to assist the groups in the conduct of their meetings.

The colleges provide the necessary academic expertise to implement programs sponsored by the Division of Continuing Education. The programs, with few exceptions, use university faculty.

e. Dean of the Library

The Dean of the Library plans and administers a program of Library services that includes Archives and Special Collections and Audio-Visual Services. The dean submits recommendations on library policy and services to the Vice President for Academic Affairs.

The dean coordinates the activities of the library's public services and technical services divisions, develops and coordinates departmental budgets, and controls expenditures to administer the approved budget. The dean works closely with university deans to ensure that sufficient information resources are provided to support the academic curriculum.

2. Department Chairs

The department chair is responsible for effective, efficient use of all departmental resources toward the achievement of departmental goals and objectives. Inherent in this assignment is the review, evaluation, and development of curricular and academic program matters, the assignment of faculty time, the development of an effective academic advising program, the accommodation of instructional support services, the identification of departmental needs, the administration of the budget, the administration of university policies, and the initiation of personnel evaluation procedures and practices. The chair serves as departmental liaison with the Business Office.

Because of the scope and importance of these obligations, departmental chairs are encouraged to organize departmental faculty committees to study departmental concerns and to provide assistance and advice.

3. Faculty

The faculty of the university are organized into a Faculty Association. Faculty elect representatives to the Faculty Senate, which serves as the official representative body of the faculty of the university.

V. Faculty Senate Constitution

ARTICLE I. MEMBERSHIP AND ORGANIZATION OF THE FACULTY

- Section 1.** The faculty shall include those full-time employees of the university who hold the rank of Instructor, Assistant Professor, Associate Professor, or Professor and who have tenure or who enjoy tenure-track appointment.
- Section 2.** The Faculty Senate, hereinafter referred to as the Senate, shall serve as the representative body of the faculty of the University of Central Arkansas.

ARTICLE II. FUNCTION OF THE SENATE

- Section I.** Within the limitations stated in the remainder of this article, the Senate shall have the responsibility to review university policies in all areas which directly pertain to the academic function of the University of Central Arkansas, such as curriculum and standards; academic programs; faculty affairs; and continuing education.
- Section 2.** To facilitate timely review of policy proposals which pertain to the academic function of the university, each university standing committee shall forward copies of its minutes to the Senate membership and shall make available to the Senate for its review any proposals which emanate from said standing committee. The Senate may call on chairs of university standing committees to discuss policy proposals which the Senate may wish to review.

- Section 3.** The Senate shall provide for representation of the faculty in matters affecting the welfare of the faculty.
- Section 4.** The Senate shall establish such committees as it deems necessary to carry out its functions.
- Section 5.** The Senate shall consider all matters proposed by university and Senate committees, by individual faculty members, by the Vice President of Academic Affairs, or by the President of the University, if placed on its agenda.
- Section 6.** The Senate shall serve as the Faculty Committee on Committees for the selection of faculty members on all university standing committees.

ARTICLE III. MEMBERSHIP OF THE SENATE

- Section 1.** The Senate shall consist of *ex officio* and elected members as follows:
- A. *Ex Officio:* The Vice President for Academic Affairs
 - B. Elected:
 - 1. College Senators: Three (3) faculty members from each academic college of the university shall be elected by a secret ballot of the faculty of the respective colleges in accordance with the provisions of the constitution.
 - 2. At-Large Senators: Six (6) faculty members shall be elected by a vote of the entire faculty.
- Section 2.** No more than two (2) senators shall be from any single department and no more than two (2) chairs shall be elected from each college.
- Section 3.** Elected senators shall serve for a term of three (3) years and vacancies shall be filled by Senate appointment until the next regularly scheduled election. However, no person shall serve more than two (2) successive full terms.

- Section 4.** Each group of senators is divided into three (3) classes, such that within each group, one (1) of the three (3) classes is elected each year.
- Section 5.** Vacancies for Senate positions shall be filled each year in two (2) stages. By April 1, the faculty shall elect by secret ballot two (2) senators to fill the vacancies caused by the expiration of the terms of one (1) class of senators and shall fill other vacancies as may be required. Subsequent to the election of the At-Large Senators, but no later than April 30, each college shall elect by secret ballot one (1) senator to fill the vacancy caused by the expiration of the term of one (1) class of senators and shall fill other vacancies in the ranks of college senators as may be required.
- Section 6.** The term of office for newly-elected senators shall begin on May 1.

ARTICLE IV. OFFICERS

- Section 1.** The officers of the Senate shall be as follows: President; Vice President who shall serve as President-elect; Secretary-Treasurer; and Parliamentarian.
- Section 2.** Eligibility for election to an office shall be restricted to elected members of the Senate.
- Section 3.** The term of office for any Senate officer shall be one (1) year or until a successor has been chosen and qualified.
- Section 4.** The officers of the Senate shall be elected by vote of the elected members of the Senate before May 15 each year.
- Section 5.** The President of the Senate shall be eligible for reassigned time as approved by the Vice President for Academic Affairs, so that the functions of the office may be properly carried out. The Secretary-Treasurer shall notify the Vice President for Academic Affairs of the name of the person selected as Senate Vice President (President-Elect) so that any necessary schedule planning may be effected.
- Section 6.** The President and Vice President of the Senate shall serve as members of the Budget Advisory Committee.

ARTICLE V. MEETINGS

- Section 1.** The Senate shall hold regularly scheduled meetings each month of the academic year.
- Section 2.** The Senate may be called into special session by the President of the Senate or by request of a majority of the Senate.
- Section 3.** Any faculty member may attend any regular or special session of the Senate and may participate in its deliberations with the consent of the presiding officer. Only Senate members shall be eligible to propose a motion or to vote.
- Section 4.** A quorum for any meeting of the Senate shall consist of a majority of the members.
- Section 5.** The rules of parliamentary procedure contained in *Robert's Rules of Order, Revised* shall govern the proceedings of the Senate, subject to such special rules as may be adopted by the Senate.

ARTICLE VI. AMENDMENTS

- Section 1.** An amendment to this constitution may be proposed at any regular meeting of the Senate by a majority vote of the membership, provided a copy of the proposed amendment has been presented to each member in attendance at the immediately preceding meeting.
- Section 2.** Any amendment proposed by the Senate shall be submitted to a vote of the faculty. Each faculty member shall be notified at least two (2) weeks in advance of such a vote and at the time be furnished with a copy of the proposed amendment.
- Section 3.** Any proposed amendments to the constitution which are submitted by the Faculty Senate to the Faculty Association for a vote will be submitted for such a vote (by secret, written ballot) at the next general faculty meeting.
- Section 4.** In order for an amendment to pass and thus become a part of the constitution, over half of the Faculty Association members must vote and a proposed amendment must receive "do pass" from at least two-thirds of those voting.

ARTICLE VII. RATIFICATION

- Section 1.** This constitution, after approval by a majority of the membership of the Faculty Council, shall be submitted to faculty at a called meeting. At least fourteen (14) calendar days before that meeting, the council shall provide each member of the faculty with a copy of this constitution.
- Section 2.** This constitution shall be considered ratified upon approval by a majority of the faculty members present at the called meeting, by the President of the University, and by the Board of Trustees of the University of Central Arkansas.

UNIVERSITY SUPPORT UNITS

Integral to the functioning of the university are the many support services that facilitate and enhance the efforts of the university in meeting its obligations to students, faculty, and the public.

Faculty members are urged to familiarize themselves with the services provided by these several offices and, more especially, to advise students of services provided by the university in their behalf.

This section of the handbook provides in alphabetical order a brief description of support units.

I. Admissions Office

The Admissions Office is responsible for all matters directly related to new freshmen and transfer applicants to the university. The office is responsible for the identification of prospective freshmen, dissemination of accurate and pertinent information to these prospects, processing of freshmen and transfer applications, maintaining a liaison with high school personnel, representing the university at high school college-planning programs, scheduling summer advance registration activities, coordination of all activities for the admissions student volunteer support organization, assisting with plans and preparation for all admissions publications, and planning of special visitation days for parents and students.

The director is responsible for developing all procedures for processing undergraduate student admission applications, and coordinating the academic scholarship program for all new students to the university. The director also rules on all applications for admission and residency classification.

Additional information may be obtained from the Admissions Office.

II. Affirmative Action Office

The University of Central Arkansas, in making decisions regarding employment, student admission, and other functions and operations, adheres to a policy of non-discrimination and complies with all federal and state statutes and regulations. In addition, the university has adopted a sexual harassment policy that prohibits any form of sexual harassment. It is the policy of the university to comply with the nondiscrimination provisions of all State and Federal regulations by assuring that efforts to recruit, hire, and promote in all job classifications will be conducted in a non-discriminatory manner.

The Affirmative Action Plan of the university, revised and updated, is available for faculty perusal. Copies with supporting documents are available from the Affirmative Action Office. The Affirmative Action Plan dictates that the university will:

1. Take positive and corrective steps to overcome the effects of past discrimination, and
2. Ensure that future actions do not cause reoccurrence of these effects. The plan lists specific objectives and procedures for accomplishing the stated objectives and is periodically evaluated and updated to eliminate ineffective procedures and incorporate new procedures. The intent is to have the plan serve as a framework for guaranteeing equal opportunity for all.

The Director of Affirmative Action reports to the President of the University.

III. Audio Visual Services

Audio Visual Services provides audio visual support to all instructional activities on campus. Audio visual equipment includes a variety of recorders, projectors and limited television equipment. This office also houses the university's film collection. Appointments to have film shown in one of the film rooms or to have equipment delivered for use elsewhere on campus should be made with the Director of Audio Visual Services.

IV. Bookstore

The University Bookstore, located in the Student Center, serves both faculty and student needs.

Orders for textbooks and required supplies must be placed with the bookstore through the office of the department chair, who is responsible for coordinating such activities. The bookstore will contact the department chair to ascertain departmental needs. Textbooks will be used for a two-year period unless there are compelling reasons to change more frequently. Such plans to change texts should be communicated to the bookstore at the earliest opportunity. Paperbacks and other supplementary texts may be used in courses as appropriate.

Special orders for textbooks or trade books are accepted. The bookstore can order academic regalia for faculty.

The Director of the Bookstore is located in the Student Center and may be contacted for more detailed information.

V. Career Planning and Placement Center

The Career Planning and Placement Center provides programs to assist students in determining and realizing career and educational choices.

Through group counseling and individual consultation and testing, the Career Planning and Placement Center helps students better understand themselves, their interests and abilities.

Placement services are also provided for students seeking employment. These services are available to students seeking both part-time and full-time employment. All students are requested to register and establish confidential placement papers with the Career Planning and Placement Center before graduation.

VI. Central Duplication Office

Central Duplication is equipped to produce most of the standard copy material with some color work. Additional services offered include stapling, collating, folding, cone binding, and printing personalized note pads. The fee for work done is charged to the account of the appropriate department. A requisition, signed by the department chair and specifying the work to be done, is required. Most work will be completed in one (1) day. Additional information may be obtained by calling the Central Duplication Office.

VII. Computer Center

The Computer Center provides computer and network support services to the faculty for research, instruction, and other academic applications, as well as providing support services to the university administration. The facilities consist of a mainframe computer, a Unix-based mini-computer, multiple Intel-based LAN servers, computer terminals, and microcomputers. These facilities provide access to several software packages as well as to electronic mail and Internet. They may be used when:

1. The results of the project are primarily of academic benefit to the professional growth of the faculty member.

2. The project is a class project in which participation will be of instructional benefit to the student participants.

Faculty members may be authorized to use the facilities for projects for nonprofit organizations. The organization normally will be required to reimburse UCA for expenses incurred on the project. Authorization for such use must be granted by the Director of Computer Services.

Machine grading of examinations and detailed analyses of test results are also available. Further information may be obtained from the Director of Computer Services.

VIII. Counseling Center

The Counseling Center provides a range of services:

A. Personal-Social Counseling

Individual counseling is offered to help a person develop better coping strategies, resolve conflicts, and handle crises.

B. Outreach Programming

Presentations, workshops, and seminars on psychoeducational topics are given as requested for classes, residence halls, groups, and organizations.

C. Study Skills Counseling

Students can receive individualized training in developing skills related to studying.

D. Referral

The Counseling Center will make referrals to appropriate agencies, offices, and individuals for services not provided at UCA.

Services are free and are available for faculty as well as students. Additional information can be obtained by calling the Counseling Center.

IX. Department of Public Safety

The Department of Public Safety is responsible for the safety and security of the campus community, the supervision of campus traffic and parking, and the enforcement of state and federal laws, and university traffic and parking regulations.

All university personnel wishing to operate or park a vehicle on campus must purchase a parking permit from the Department of Public Safety. Copies of traffic regulations are available at the Public Safety Office.

Faculty members are expected to secure their offices and other areas for which they are responsible. Outside doors on buildings are generally secured at 5:00 p.m. Faculty members entering or leaving after that time should lock doors to their building. Public Safety will open and secure outside doors to buildings used for classes or activities after 5:00 p.m. provided the event has been scheduled in advance through the Master Calendar Office.

The Department of Public Safety provides assistance to the university community whenever possible with problems such as dead batteries, keys locked in the car, the airing up of tires, etc.

X. Division of Continuing Education

The Division of Continuing Education provides life-long educational opportunities and services for community residents. The division serves as the community-university liaison office. The office maintains the university master calendar through which activities and facilities on campus are scheduled.

The Division is charged with providing various community education programs, off-campus credit courses, independent study, workshops, conferences, and seminars. Faculty members often instruct or otherwise serve in many of these activities. Additional remuneration is provided.

Further information may be obtained from the Division of Continuing Education.

XI. Food Services

The University Dining Service offers meals to students, faculty, staff, and their guests. The cafeteria serves nineteen (19) meals a week. Meal tickets or meal plans may be bought at the Food Service Office in Christian Cafeteria. A variety of fast foods is available in the Student Center.

The Director of Food Service is located in Christian Cafeteria. This office should be contacted when setting up special meal functions. Campus food service must be used for all catering on campus.

XII. Sponsored Programs

The Office of Sponsored Programs provides assistance to faculty and staff in locating potential funding sources, developing grant proposals, and administering funded projects. Faculty who are interested in seeking external funds should contact the Sponsored Programs Office as early as possible for assistance and appropriate UCA transmittal forms.

XIII. Institutional Research

The primary function of the Office of Institutional Research is to gather and process data for inclusion in the institution's decision-making process. The office prepares reports that are required by the U.S. Department of Education, Office of Civil Rights, the Arkansas Department of Higher Education, and the Arkansas Legislative Council, as well as conducting other studies requested by the university administration.

The Office of Institutional Research provides limited assistance to persons wishing to submit proposals for various research and training grants, prepares camera-ready copy for university publications, and provides other services that are requested of it. Further information may be obtained from the Office of Institutional Research.

XIV. Institutional Testing

Most institutional tests such as the College Level Examination Program (CLEP), Graduate Record Exam (GRE), National Teaching Examination (NTE), Law School Admissions Test (LSAT), Graduate Management Administration Test (GMAT), and American College Testing (ACT), are coordinated and/or administered through the Division of Student Affairs.

XV. Library

The Torreyson Library collections and its capacity to meet the needs of faculty and students depends, in part, on close cooperation between the librarians and members of the faculty. That cooperation is especially important in selecting additions to these resources. Each academic department designates a member of its faculty, who acts as liaison to the library to coordinate selection and

acquisition of resources. Subscriptions to several book review services are sent regularly to the departmental liaison on a regular basis for distribution to the faculty.

Torreyson Library is an open shelf, teaching library, and the librarians instruct in the use of libraries and library resources. Faculty may arrange for classes to receive instruction in the use of library resources by calling the Dean of the Library.

The library has two (2) floors, with resources arranged by the Library of Congress Classification System into subject groupings and with special collections located in separate rooms or areas of the library.

A. Faculty Book Loans

Faculty members may charge out library materials by presenting their identification cards at the circulation desk. Books may be checked out by faculty members for the period of one (1) semester. At the end of each semester a list will be prepared for each faculty member showing library materials charged to the faculty member. Faculty members are to return all materials listed. Materials may be renewed if so desired. Any materials may be recalled for the use of other patrons after a four-week period.

B. Interlibrary Loans

Research materials that are not in the Torreyson Library may be secured from another library according to the American Library Association Code of Practice for Interlibrary Loan.

Requests for this service will be handled by the interlibrary loan librarian. There is a charge for this service.

C. Computer Reference Search

Bibliographical and other searches are available from several national commercial database vendors.

D. Book Orders

Books may be ordered by a faculty member through the designated departmental library liaison by filling out request cards which are available from the library office. Orders will be honored as long as funds are available.

Notification is sent to the requesting person when book orders are sent or cancelled and when books have been received and are ready for use.

The library does not provide textbooks for classroom use. Materials for use of the faculty in study and research may be requested. These requests must be approved by the department chair and the Dean of the Library before being ordered.

XVI. Mail Service

A. Post Office

A substation of the Conway Post Office is operated by the university on the first floor of the Student Center. A mail box is provided to each college and academic department. Individuals may rent a box for personal use if they desire. Window hours are 8:00 a.m.-12:00 p.m. and 1:00 p.m.- 3:30 p.m., Monday through Friday. Regular Post Office services are available.

B. Campus Mail

Incoming and intracampus mail is sorted and delivered on campus daily by university personnel. Out-going mail is picked up daily and returned to the Post Office where it is metered and prepared for mailing. Further information is available from the Vice President of Administration.

XVII. Personnel Office

The Personnel Office is charged with the responsibility for all administrative matters relating to the placing of personnel on or off the payroll. This office keeps appropriate records regarding payroll deductions for Federal and State income taxes, social security and other retirement contributions, and health, dental, and life insurance. New personnel are required to report to this office on the first day of employment. Continuing employees must report any status changes as they occur.

The Personnel Office serves a major role in the recruitment of classified personnel. Position descriptions, job requirements, and salary schedule information are available in this office. This office advertises vacancies for classified personnel and accepts applications.

The Personnel Office has published a *Staff Handbook* that articulates university policies and procedures that apply to those employees who do not hold faculty rank. Faculty and administrative personnel who have such employees under their supervision should familiarize themselves with these policies. A copy is on file in departmental and college offices.

XVIII. Information Services Office

As one of the offices in the Division of Public Affairs, this office is concerned with keeping the public, students, faculty, parents, and other interested persons and organizations informed about UCA. Personnel in this area are prepared to provide professional services in a wide range of specialty areas. These services are designed so that faculty and administration may use them to publicize programs, services, news, or other events sponsored by faculty, departments, and colleges.

XIX. Purchasing Department

All purchases, rentals, leases, and lease/purchases to which the university is a party are subject to regulations and procedures as stipulated in Arkansas statutes. All purchases from university accounts are subject to these regulations and procedures and require prior approval of the Purchasing Department. The Purchasing Officer is the sole purchasing authority for the university. Purchases not authorized by this authority are not legal obligations of the university. Any individual making a purchase without proper authority first being given is assuming a personal obligation to the vendor and may be held personally liable.

The publication, *Instructions for Purchasing*, contains current general and specific instructions, regulations, and sample forms. Questions pertaining to purchasing should be directed to the Purchasing Office.

XX. Radio Station

KUCA-FM is a 5,000-watt educational FM radio station licensed to the university. The station operates an 18-hour broadcast day and is available as a support facility to supplement instruction at all levels of the university. The station is student operated, with faculty serving in instructional and management capacities.

XXI. Recreation

The university tennis courts, racquetball courts, swimming pool, and the fitness center in the Farris Center are available to all faculty members and their immediate families. A faculty member's spouse and children must request a free swimming pass before using the swimming pool. Additionally, full-time faculty may participate in programs offered through the faculty/staff Wellness Program. The activities include use of the UCA Fitness Center, aerobic dance, body composition analysis, and seminars/workshops.

The availability of these facilities is determined primarily by whether they are needed for instructional and intramural purposes and the requirements of the university's athletic teams.

The Speech and Theater Arts Department and the Music Department present public performances of plays, recitals, and concerts in which both students and faculty perform. Other departments, from time to time, present public lectures or panel discussions that feature students, faculty, or guests.

In addition, each year the University Public Appearances Committee schedules a number of programs designed to complement and enrich the university's cultural atmosphere.

Intercollegiate athletic programs provide ample opportunity to see football, basketball, volleyball, and baseball games, as well as tennis, swimming, and track and field events.

XXII. Registrar's Office

The Office of the Registrar administers activities relating to class registration, transfer credit evaluation, grade reports, academic records, graduation, and academic status certification. It coordinates the preparation of the semester schedule of classes, conducts advance registration, late registration, and academic schedule changes activities; reviews and evaluates transfer student transcripts and academic credits for the Office of Admissions; and notifies students of their academic achievement with semester grade reports.

The office has the responsibility for all student academic record keeping and processing for the university. An academic record is established for every student admitted to and enrolled in the university. The registrar is charged with the accurate recording and updating of this official record.

The registrar's office cooperates with academic advisors to monitor the progress of students toward their degree objective. The Registrar coordinates the commencement ceremonies and certifies the completion of stated requirements by degree candidates. The Office of the Registrar also certifies

eligibility of students for a number of purposes when such eligibility is determined by grade point average, hours attempted and completed, and current academic load.

XXIII. Student Financial Aid

The Student Financial Aid Department administers Federal/State/Institutional student financial aid programs--grants, loans, and student employment. Institutional scholarships are awarded by the appropriate department or the Office of Admissions and administered by the Dean of Undergraduate Studies. A faculty member who advises students requesting financial aid information may refer them to the Student Financial Aid Office.

XXIV. Student Health Service

The Office of Student Health Services provides limited health services to faculty, staff, and students free of charge.

The Health Center does not issue excuses of any kind for missed classes. If a student is ill and misses classes, it is up to the instructor to determine whether the absence is excused or unexcused. When contacted, the Health Center will verify to an instructor whether the student has been seen in the center.

Further information about procedures and policies is available from the Office of Student Health Services.

XXV. Supply Storeroom

The UCA Supply Storeroom is located in the basement area below the Post Office in the Student Center. It is open 3 1/2 hours per day, Monday through Friday. This department maintains approximately 400 line items of general office and educational supplies. If an item is not in stock, it may be special ordered. Most of the items stocked are under state contracts and are not available by choice of brand and/or model number. The contracted items are awarded on goods meeting minimum specifications or an "or equal" basis. Questions may be directed to the Supply Storeroom.

Academic Calendar - The Office of the Dean of Graduate School is preparing the *1993-1995 Graduate Bulletin* for publication. That bulletin will contain the academic calendars for 1993-1994 and 1994-1995. The practice has been that the calendar is approved by the Board of Trustees prior to any publication.

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

"BE IT RESOLVED: THAT THE BOARD OF TRUSTEES APPROVES THE 1994-1995 ACADEMIC CALENDAR, AS FOLLOWS."

FALL 1994

August 18, 19, 22, 23	Fee Payment, Orientation, and Late Registration
August 23, Tuesday	Instruction Begins for Day Classes
August 26, Friday	Last Date to Register and Add Classes
September 5, Monday	Labor Day Holiday
September 16, Friday	Final Date to Apply for December Graduation
October 7, Friday	Preferred Date of Application for Spring 1995 Admission
October 19, Wednesday	Mid-semester Grades Due in Office of the Registrar
October 28, Friday	Final Date to Drop a Course with "WP" if Passing Course
November 23, Wednesday noon	Thanksgiving Holiday Begins
November 28, Monday	Instruction Resumes
December 5, Monday	Final Date to Drop Courses with "W" (24 or fewer hours attempted and applied to FIRST and SECOND Semester Freshmen ONLY). Final Date to Officially Withdraw from the University

December 13, Tuesday	Semester Examinations
December 14, Wednesday	
December 15, Thursday	
December 16, Friday	

December 16, Friday	Commencement
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SPRING 1995

January 5, 6, 9, 10	Fee Payment, Orientation, and Late Registration
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January 10, Tuesday	Instruction Begins for Day Classes
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January 13, Friday	Last Date to Register and Add Classes
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February 3, Friday	Final Date to Apply for May Graduation
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March 1, Wednesday	Preferred Date of Application for Summer and Fall 1995 Admission
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March 8, Wednesday	Mid-semester Grades Due in Office of the Registrar
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March 17, Friday	Final Date to Drop a Course with "WP" if Passing Course
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March 18, Saturday	Spring Break Begins After Classes Saturday
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March 27, Monday	Instruction Resumes
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May 1, Monday	Final Date to Drop Courses with "W" (24 or fewer hours attempted and applied to FIRST and SECOND Semester Freshmen ONLY). Final Date to Officially Withdraw from the University
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May 9, Tuesday	Semester Examinations
May 10, Wednesday	
May 11, Thursday	
May 12, Friday	

May 13, Saturday	Commencement
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SUMMER 1995

June 2, Friday	Registration for First Term
June 5, Monday	Instruction Begins
June 7, Wednesday	Last Day to Register and Add Classes
June 9, Friday	Final Date to Apply for August Graduation
June 30, Friday	Preferred Date of Application for Fall 1994 Admission
July 4, Tuesday	Independence Day Recess
July 5, Wednesday	Final Date to Drop Courses with "W" (24 Hours or Fewer Attempted)
July 5, Wednesday	Final Date to Officially Withdraw from the University
July 7, Friday	First Term Examinations
July 7, Friday	Registration for Second Term
July 10, Monday	Instruction Begins
July 12, Wednesday	Last Day to Register and Add Classes
August 11, Friday	Second Term Examinations and Commencement

Early Bond Retirement Authorization - As of June 30, 1992, UCA had \$15,671,000 in bonded indebtedness. Of this amount \$9,136,000 are Housing Systems bonds, principal and interest of which are paid by Auxiliary Enterprises.

The remainder of the bonded indebtedness, \$6,535,000, was incurred for the construction of various "educational and general" facilities, including the Farris Center, Burdick Business Administration Building, and Lewis Science Center.

Most of the Housing Systems bonds were issued at very favorable rates of interest, and it would not be advisable to retire those bonds prematurely.

Some of the "educational and general" bonds were issued fairly recently and the university would be subject to various surcharges if those issues were paid ahead of schedule.

There are outstanding, however, approximately \$536,000 in bonds on the Farris Center and approximately \$303,000 on the Burdick Business Administration Building for which no premium would be due if the bonds were prematurely retired. The Farris Center bonds in an initial amount of \$1,778,000 were issued in 1971 and the Burdick bonds in the initial amount of \$606,000 in 1972.

Although those bonds will, in any event, be paid fairly soon, it may be advisable to retire the bonds, on which the interest rate is relatively high, with cash funds upon which the interest rate is fairly low.

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

"THE ADMINISTRATION IS AUTHORIZED, WITH THE ADVICE OF APPROPRIATE INVESTMENT COUNSEL, TO REDEEM THE BALANCE OF THE 1971 PHYSICAL EDUCATION BONDS, SERIES A AND B, AND THE 1972 BUSINESS ADMINISTRATION CENTER BONDS USING UNCOMMITTED FUND BALANCES, AS APPROPRIATE, FOR THE RETIREMENT OF THOSE BONDS. PROVIDED, HOWEVER, THAT THE BONDS SHALL BE RETIRED ONLY IF THE PRESIDENT DETERMINES THIS WILL BE IN THE BEST FINANCIAL INTEREST OF THE UNIVERSITY."

Issuance of Bonds for Student Center Addition/Renovation/Recreational Facilities -

In the spring, the Student Government Association recommended to the President and the President recommended to the Board of Trustees the establishment of a special fee to fund a renovation-addition to the Student Center and the construction of additional recreational facilities on campus. The fee was recommended at \$4.00 per credit hour, capped at 12 hours per semester. The fee was approved by the UCA Board of Trustees at its March 26, 1993, meeting to be effective with fall term 1994. This fee is expected to generate approximately \$870,000 during the first full year, which will be 1995-96. It will generate slightly less than that amount during 1994-95 because the fee will not be collected during the second summer term of 1994.

Preliminary plans suggest that funds needed for construction will be in the range of \$7 to \$10 million. Details will be developed by the architect and the bond counsel and will be shared with the Board of Trustees as they evolve.

The State Board of Higher Education must consider the economic feasibility of issuing these bonds. Plans call for presenting the required information to the State Board of Higher Education at its October 1993 meeting.

Staff hopes that these bonds can be sold at a rate under 7 percent with an expected life of 20 years. However, in order to receive flexible authority from the State Board of Higher Education, it is requested that authority be granted by the Board of Trustees to permit the issuance of a maximum of \$10 million in bonds at a rate not to exceed 10 percent with a life of 20 years.

Following discussion Mr. Malone requested that all documents prepared by bond counsel concerning this project be furnished to Board members prior to the Board meeting during which action is taken.

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

"BE IT RESOLVED: THAT APPROVAL IS GRANTED TO ISSUE A MAXIMUM OF \$10 MILLION IN BONDS AT AN INTEREST RATE NOT TO EXCEED 10 PERCENT WITH A LIFE OF 20 YEARS TO BE SECURED BY THE \$4.00 PER CREDIT HOUR STUDENT CENTER/ RECREATION FACILITY FEE."

Salary Adjustments - With no increase in state funding for the upcoming year, there is relatively little money available for salary increases.

However, there are several reasons for providing salary increases to faculty and non-classified staff to the extent resources permit.

First, classified employees receive a mandated increase of approximately 2.5% under the state pay plan, and the university would like to provide an equivalent increase for non-classified staff and faculty.

Second, it has been a goal of the university for many years to bring our faculty salaries to the Southern Regional Education Board average, and we are well within sight of that goal.

Third, all salary structures develop inequities over time. For the past two or three years, a committee has worked to devise a formula to identify and rectify faculty salary inequities. The administration hopes to apply that formula this year to reduce (though not yet necessarily

eliminate) those faculty salary inequities. Attention has also been given to the reduction of inequities in administrative salaries by comparisons to state and national figures.

Fourth, the university seeks to encourage and reward outstanding performance by providing merit recognition to superior employees.

Finally, with an increase in the cost-of-living of approximately 3% per annum in the last two years, employees actually suffer real salary reductions if increases in that amount are not provided.

The plan summarized below does not fully meet all these goals. Sufficient funds are not available. However, the proposal does provide funding for equity adjustments, modest funding for merit recognition, and a very modest cost of living increase.

Equity Adjustments

Faculty. (a) To be eligible for consideration for an equity pay increase, a faculty member must be tenured or tenure-track and have been a full time faculty member at UCA for five years. The study on which these adjustments are based compares a faculty member's actual 1992-1993 salary to a predicted salary computed by the formula. The predicted salary is a combination of the average UCA salary, a market index determined by discipline based on College and University Personnel Association (CUPA) figures, a merit factor, and a time-in-rank factor. The merit factor is determined by comparing the growth of the faculty member's salary with the average growth in salaries in that department over the last five years. Factors other than market, merit, and time in rank were considered for inclusion in the formula but were found to be insignificant. Any difference between the salary and that predicted by the formula is considered a flagged, potential inequity. Individual, flagged cases are forwarded to the appropriate dean and chair for review and comments. The cases brought forward have been endorsed by the appropriate administrators. There are thirty-two such equity adjustments.

(b) Comparison with regional statistics shows that the salaries of UCA assistant professors do not compare as well to regional averages as do the salaries of associate and full professors. Therefore, an additional \$400 per faculty member is recommended for all returning assistant professors in an effort to bring the average for this rank closer to the 1992-93 SREB average for Master Level I Universities. Sixty-nine assistant professors benefit from this adjustment.

Administration. Equity adjustments for non-classified non-faculty personnel were determined by comparing UCA's salaries with the 1992-93 median national salaries of comprehensive institutions published by the College and University Personnel Association and with comparable positions at Arkansas State University and the University of Arkansas at Little Rock. Positions were matched by working title to the job title listed by CUPA. Positions with no or inappropriate working title comparisons, as well as personnel who had been in their present position less than three years, were excluded. The dollar amount for those below the CUPA national average was computed as a salary inequity and totaled in excess of \$72,000. Slightly over \$28,000 was allocated and distributed pro rata to eliminate a portion of these inequities. Eleven administrators qualify for the equity adjustment.

Across the Board Increases

Almost all employees are recommended to receive a \$400 across the board raise. In a few instances, these increases were not recommended by immediate supervisors and have not, therefore, been allotted.

Merit Raises

Merit raises in the amount of \$400 are being recommended for approximately 20 percent of the reappointed non-classified personnel. These recommendations are based on a review of job performance by immediate supervisors and endorsement by the appropriate administrators. Seventy-four employees are recognized in this fashion.

Qualifying employees may receive the equity, merit and across-the-board increases. However, no cumulative increase greater than 15% has been approved or is recommended to the Board. Three employees receive the maximum 15% raise by a combination of the equity, merit, and across-the-board raises. Moreover, a "floor" has been established so that each eligible employee receives at least a 1% increase unless supervisors determine that no increase should be granted.

These proposed salary increases would be funded primarily from two reserves placed in the 1993-94 operating budget which was approved by the Board of Trustees on May 7, 1993.

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

"BE IT RESOLVED: THAT THE BOARD OF TRUSTEES ENDORSES INCREASES IN FACULTY AND NON-CLASSIFIED SALARIES ACCORDING TO THE PROCESS AND PROCEDURES DESCRIBED ABOVE, AND AUTHORIZES THE PRESIDENT TO IMPLEMENT THE INCREASES EFFECTIVE AUGUST 1, 1993."

Proposed Sale of Property to Arkansas State Highway and Transportation Department - The Arkansas State Highway and Transportation Department has notified the university of an offer to purchase land bordering Highway 286 east of Farris Road. The Department plans to install a right turn lane off Highway 286 onto Farris Road. The Department has offered to pay \$9,050.00 for 0.13 acres. This price includes \$7,150.00 for the price of the land (based upon an appraised valuation of \$55,000 per acre) and \$3,400.00 for the value of the fence located on the property, less \$1,500.00 salvage value for allowing UCA to retain ownership of the fence and move it off the property.

The sale would involve a strip of land approximately 22 feet wide, bordering Highway 286 for a distance of 300 feet east of Farris Road. Sale of this land would not unduly impede the university's future development in this area.

The legal description of the land is as follows:

A part of the Southwest Quarter of the Northeast Quarter of Section 14, Township 5 North, Range 14 West, Faulkner County, Arkansas, more particularly described as follows:

Starting at the Southwest Corner of the Southeast Quarter of Section 14; thence North 01° 49' 57" East along the West line thereof a distance of 1320.03 feet to the Southwest Corner of the Northwest Quarter of the Southeast Quarter of Section 14; thence North 01° 53' 09" East along the West line thereof a distance of 1343.40 feet to the Southwest Corner of the Southwest Quarter of the Northeast Quarter of Section 14; thence North 01° 48' 19" East along the West line thereof a distance of 41.11 feet to a point on the existing Northerly right of way line of State Highway 286; thence North 87° 04' 21" East along said existing right of way line a distance of 53.48 feet to a point; thence South 88° 04' 08" East along said existing right of way line a distance of 4.40 feet to a point on the existing Easterly right of way line of Farris Road for the point of beginning; thence North 01° 48' 33" East along said existing right of way line a distance of 22.29 feet to a point on the proposed Northerly right of way line of State Highway 286; thence South 87° 36' 44" East along said proposed right of way line a distance of 286.57 feet

to a point; thence South 66° 16' 03" East along said proposed right of way line a distance of 26.93 feet to a point on said existing Northerly right of way line of State Highway 286; thence North 88° 04' 08" West along said existing right of way line a distance of 15.92 feet to a point; thence South 86° 13' 13" West along said existing right of way line a distance of 100.50 feet to a point; thence North 88° 04' 08" West along said existing right of way line a distance of 195.60 feet to the point of beginning and containing 0.13 acre more or less or 5,774 square feet more or less.

The university must receive approval of the sale from State Building Services ("SBS"). SBS is required to have the lands appraised prior to granting its approval.

Therefore, the President requests general authority to proceed with the sale of the lands in question, for \$9,050.00. The sale would be subject to the necessary state approvals.

Mrs. Goode asked if UCA could trade the land to the Highway Department in exchange for a study of the drainage ditch which intersects the campus and the possible alleviation of that problem. President Thompson stated that the Highway Department has already conducted a study of the ditch within the last two years. He further explained that UCA is now working with Conway officials in an effort to have the ditch covered. President Thompson stated that he is very optimistic that something can be done with the ditch within the next two years.

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

"THE BOARD OF TRUSTEES AUTHORIZES THE PRESIDENT TO PROCEED WITH THE SALE OF THE ABOVE-DESCRIBED 0.13 ACRES OF LAND FOR A SUM OF \$9,050.00, SUBJECT TO RECEIPT OF ALL NECESSARY STATE APPROVALS."

Other -

1. Mr. Harding discussed UCA's efforts to reach its Minority Purchasing Program goal. He commended the UCA staff for having the highest average percentage of spending with minority firms when compared to other state colleges and universities. Mr. Harding stated that UCA should continue its efforts to reach its goal. Mr. Malone agreed with Mr. Harding's comments and stated that the policy should be reviewed in the near future to determine additional steps which can be taken in reaching the goal.

2. Mr. Malone invited Ms. Pat Gray of the State Board of Higher Education to address the Board. Ms. Gray stated that she had a very nice day visiting the campus; was impressed by the amount of construction in progress; and enjoyed the opportunity to interact with members of the faculty and staff. She further stated that she was very delighted to see the abundance of international education on the campus. Ms. Gray expressed her appreciation for the invitation to visit UCA.

Executive session for the purpose of considering personnel was declared upon motion by Mr. Aydelott, seconded by Mrs. Goode, and passed.

Open session was declared upon motion by Mr. Harding, seconded by Mrs. Goode, and passed.

OPEN SESSION

Mr. Aydelott stated that in reviewing the President's contract which requires President Thompson to reside in the President's House, it has become obvious that the condition of the building is in need of review. Mr. Aydelott moved that an ad hoc committee, consisting of at least two Board members and an appropriate member of the administration, be appointed to review the needs of the President's House. The committee is charged with obtaining appraisals for all costs including renovation and disruption which may include moving the President and his family from the building while repairs are being made. The committee will report to the Board of Trustees. With Mr. Aydelott's permission Mr. Malone, as part of the motion, appointed Mrs. Goode, Mr. White, and Mr. Harding to serve on the committee. Mr. Aydelott proposed that President Thompson appoint the administrative member of the committee. The motion was seconded by Mr. Harding, and passed.

The following personnel adjustments, appointments, appointments (part-time), summer appointments, extension of contract, leaves without pay, resignations, retirements, and salary adjustments for reappointed personnel (See Attachment C) as recommended by President Thompson, were approved upon motion by Mr. White subject to correcting any clerical errors that might exist, seconded by Mr. Harding, and passed:

Adjustments:

1. Pamela Spikes, Assistant Professor, Accounting, appointment with tenure, effective August 19, 1993 through May 19, 1994, change gross salary from \$45,671.00 to \$46,671.00. (Completion of Ph.D.)

2. Ann Witcher, Assistant Professor, Administration and Secondary Education, tenure track, effective August 19, 1993 through May 19, 1994, change gross salary from \$29,000.00 to \$30,000.00. (Completion of doctorate.)
3. Roger Bowman, Art, appointment with tenure, effective August 19, 1993 through May 19, 1994, change from Associate Professor @ a gross salary of \$36,697.00 to Associate Professor/Interim Chair @ a gross salary of \$38,447.00 (serving as Interim Chair during fall semester; gross salary includes \$1,750.00 for administrative duties from August 19, 1993 through December 31, 1993).
4. Roger Bowman, Art, summer appointment, second term @ a gross salary of \$4,404.00. CANCELED.
5. Lyn Brands, Art, summer appointment, first term, change gross salary from \$3,660.00 to \$1,830.00.
6. Cathy Caldwell, Art, summer appointment, second term @ a gross salary of \$3,699.00. CANCELED.
7. Kenneth Freiley, Interim Department Chairperson/Associate Professor, Biology, tenure track, change from effective August 19, 1993 through May 19, 1994 @ a gross salary of \$37,125.00 to effective May 15, 1993 through June 30, 1993 @ a gross salary of \$6,255.00, and July 1, 1993 to July 1, 1994 (or until permanent chair resumes position), @ a gross salary of \$47,473.00.
8. Derald Smith, Biology, summer appointment, change from first term @ a gross salary of \$5,834.00 to first and second terms @ a gross salary of \$5,834.00 each term.
9. Timothy Wilson, Childhood Education, summer appointment, second term @ a gross salary of \$3,942.00. CANCELED.
10. Jay Curlin, English, tenure track, effective August 19, 1993 through May 19, 1994, change from Instructor @ a gross salary of \$25,938.00 to Assistant Professor @ a gross salary of \$26,938.00. (Completion of Ph.D.)
11. Marette Stiritz, English, appointment with tenure, effective August 19, 1993 through May 19, 1994 @ a gross salary of \$39,424.00, change Assistant Professor to Associate Professor.

12. Jaime Zambrano, Foreign Languages, tenure track, effective August 19, 1993 through May 19, 1994, change from Instructor @ a gross salary of \$26,700.00 to Assistant Professor @ a gross salary of \$27,700.00. (Completion of Ph.D.)
13. Gerald Reynolds, Geography, summer appointment, second term, @ a gross salary of \$2,132.00. CANCELED.
14. Emogene Fox, Health Education, appointment with tenure (as Associate Professor), change from Associate Professor effective August 19, 1993 through May 19, 1994 @ a gross salary of \$37,093.00 to Interim Chair/Associate Professor, effective August 19, 1993 through June 30, 1994 @ a gross salary of \$46,000.00.
15. Bryan Williams, Health Education, summer appointment, second term, change gross salary from \$3,600.00 to \$1,800.00.
16. Bryan Williams, Health Education, change resignation date from May 15, 1993 to August 15, 1993.
17. Sondra Gordy, History, tenure track, effective August 19, 1993 through May 19, 1994 @ a gross salary of \$27,500.00, change from Instructor to Assistant Professor with one year toward tenure.
18. Detri Brech, Assistant Professor, Home Economics, tenure track, effective August 19, 1993 through May 19, 1994, change gross salary from \$29,816.00 to \$30,816.00. (completion of Ph.D.)
19. Teresa Buchanan, Home Economics, summer appointment, second term @ a gross salary of \$1,810.00. CANCELED.
20. Ann Machen, Kinesiology and Physical Education, summer appointment, first summer term @ a gross salary of \$2,262.00. CANCELED.
21. Donna Foss, Assistant Professor, Mathematics and Computer Science, appointment with tenure, effective August 19, 1993 through May 19, 1994, change gross salary from \$36,398.00 to \$37,398.00. (Completion of doctorate.)
22. David Moon, Professor, Mathematics and Computer Science, appointment with tenure, effective August 19, 1993 through May 19, 1994, change gross salary from \$59,730.00 to \$60,162.00.

23. David Peterson, Mathematics and Computer Science, appointment with tenure (as Associate Professor), change from Associate Professor effective August 19, 1993 through May 19, 1994 @ a gross salary of \$46,901.00 to Associate Professor/Director of Ozark Institute effective August 19, 1993 to June 3, 1994 @ a gross salary of \$49,377.00.
24. Ming-fang Wang, Mathematics/Computer Science, summer appointment, second term, change gross salary from \$5,584.00 to \$2,792.00.
25. Carl Anthony, Music, summer appointment, change from first term @ a gross salary of \$4,780.00 to first term @ a gross salary of \$2,390.00 and second term @ a gross salary of \$4,780.00.
26. Glenda Cunningham, Nursing, summer appointment, first term, change gross salary from \$4,878.00 to \$2,439.00.
27. Lillian Del Papa, Nursing, summer appointment, second term, change gross salary from \$5,813.00 to \$2,907.00.
28. Rebecca Lancaster, Nursing, summer appointment, first term, change gross salary from \$4,070.00 to \$2,035.00.
29. Sheila Stroman, Nursing, summer appointment, second term @ a gross salary of \$2,065.00. CANCELED.
30. David Peterson, Ozark Institute, summer appointment, July 1 through August 13, 1993, change gross salary from \$5,628.00 to \$7,204.00.
31. Rosemary Eoff, Physical Therapy, term, non-tenure track, effective July 1, 1993 to July 1, 1994, change from Instructor @ a gross salary of \$20,000.00 to Instructor/Clinical Coordinator @ a gross salary of \$25,000.00.
32. Glenn Irion, Physical Therapy, summer appointment, first and second terms, change gross salary from \$3,717.00 each term to \$1,959.00 each term.
33. Jean Irion, Instructor, Physical Therapy, tenure track, change from effective July 1, 1993 to July 1, 1994 @ a gross salary of 40,629.00 to effective August 19, 1993 through May 19, 1994 @ a gross salary of \$34,500.00.

34. Reta Zabel, Instructor, Physical Therapy, tenure track, effective August 19, 1993 through May 19, 1994, change gross salary from \$25,533.00 (educational leave during fall semester, August 19, 1993 through December 31, 1993, at half pay) to \$17,022.00 (education leave during fall and spring semesters, August 19, 1993 through May 19, 1994 at half pay).
35. Steve Addison, Physics, appointment with tenure, change from Associate Professor effective August 19, 1993 through May 19, 1994 @ a gross salary of \$37,876.00 to Interim Department Chairperson/Associate Professor effective July 1, 1993 to July 1, 1994 @ a gross salary of \$50,466.00.
36. Steve Addison, Physics, summer appointment, change from first and second terms @ a gross salary of \$4,545.00 each term, to first term (June 7 through 30, 1993) @ a gross salary of \$3,272.40.
37. Lani Malysa, Political Science, tenure track, effective August 19, 1993 through May 19, 1994, change from Instructor @ a gross salary of \$27,000.00 to Assistant Professor @ a gross salary of \$28,000.00. (Completion of Ph.D.)
38. Ted Bailey, Quantitative Methods and Information Systems, summer appointment, second term @ a gross salary of \$3,335.94. CANCELED.
39. Ralph Calhoun, Special Education, summer appointment, change from first term @ a gross salary of \$2,870.00 and second term @ a gross salary of \$1,435.00 to first and second terms @ a gross salary of \$2,870.00 each term.
40. Margie Gilbertson, Speech-Language Pathology, summer appointment, change from first term @ a gross salary of 1,637.00 to first term @ a gross salary of \$3,274.00 and second term @ a gross salary of \$1,637.00.
41. Lorraine Fuller, Speech/Theatre/Journalism, tenure track, effective August 19, 1993 through May 19, 1994, change from Instructor @ a gross salary of \$31,000.00 to Assistant Professor @ a gross salary of \$32,000.00. (Completion of Ph.D.)
42. Gilbert Baker, Undergraduate Studies, summer appointment, change from first term @ a gross salary of \$2,982.00 to first and second terms @ a gross salary of \$4,142.00 each term.

43. C. Denise Johnson, Undergraduate Studies, term, non-tenure track, change from Instructor, effective August 19, 1993 through May 19, 1994 @ a gross salary of \$24,500.00 to Instructor/Interim Coordinator of Developmental/Fundamental Studies, effective July 12, 1993 through May 19, 1994 @ a gross salary of \$27,440.00.
44. Tom McAnally, Undergraduate Studies, summer appointment, first term, change gross salary from \$2,733.00 to \$3,796.00.

Appointments:

1. Alice Bedford, Instructor, Accounting, term, non-tenure track, effective August 19, 1993 through May 19, 1994 @ a gross salary of \$28,500.00.
2. Barbara Holmes, Department Chairperson/Associate Professor, Administration/Secondary Education, tenure track, effective July 19, 1993 to July 1, 1994 @ a gross salary of \$60,000.00 (per annum).
3. Cynthia Pace, Visiting Associate Professor, Administration/Secondary Education, term, non-tenure track, effective August 19, 1993 through May 19, 1994 @ a gross salary of \$30,000.00.
4. Karen Sue Fraser, Assistant Professor, Applied Academic Technologies, term, non-tenure track, effective August 19, 1993 through May 19, 1994 @ a gross salary of \$32,000.00.
5. Albert Oppel, Instructor, Applied Academic Technologies, term, non-tenure track, effective August 19, 1993 through May 19, 1994 @ a gross salary of \$25,000.00.
6. Barbara Bolls, Instructor, Childhood Education, term, non-tenure track, effective August 19, 1993 through May 19, 1994 @ a gross salary of \$22,000.00.
7. Stacia Emerson, Assistant Professor, Childhood Education, term, non-tenure track, effective August 19, 1993 through May 19, 1994 @ a gross salary of \$24,000.00.
8. Lois Love Moody, Project Coordinator, Continuing Education/Professional Development, non-faculty appointment, effective July 1, 1993 to July 1, 1994 @ a gross salary of \$24,358.00.

9. Deborah Walz, Research Associate/Associate Director of Sponsored Programs, Graduate Studies and Sponsored Programs, non-faculty appointment, effective July 1, 1993 to July 1, 1994 @ a gross salary of \$44,000.00.
10. Larry Semark, Assistant Professor, Health Education, term, non-tenure track, effective August 19, 1993 through May 19, 1994 @ a gross salary of \$28,500.00.
11. Rockie Pederson, Instructor, Kinesiology and Physical Education, term, non-tenure track, effective August 19, 1993 through May 19, 1994 @ a gross salary of \$22,500.00.
12. Lorna Strong, Clinical Instructor, Kinesiology and Physical Education, term, non-tenure track, effective August 1, 1993 through May 31, 1994 @ a gross salary of \$24,000.
13. Jo Ann Henry, Instructor, Mathematics/Computer Science, term, non-tenure track, effective August 19, 1993 through May 19, 1994 @ a gross salary of \$20,750.00.
14. Charles Evans, Instructor/Director of Orchestral Studies, Music, term, non-tenure track, effective August 19, 1993 through May 19, 1994 @ a gross salary of \$30,000.00.
15. Lorrie Buddenberg, Instructor, Occupational Therapy, term, non-tenure track, effective August 19, 1993 through May 19, 1994 @ a gross salary of \$34,000.00.
16. Kim Dunleavy, Instructor, Physical Therapy, term, non-tenure track, effective August 19, 1993 through May 19, 1994 @ a gross salary of \$32,989.00.
17. Deborah Reese Barnes, Instructor, Special Education, term, non-tenure track, effective August 19, 1993 through May 19, 1994 @ a gross salary of \$22,000.00.
18. David Dennis, Project Coordinator/Recreation/Intramurals, Student Affairs, non-faculty appointment, effective July 26, 1993 to July 1, 1994 @ a gross salary of \$24,000.00 (per annum).
19. Darryl McGee, Director of Disability Services/Student Services, Student Affairs, non-faculty appointment, effective July 1, 1993 to July 1, 1994 @ a gross salary of \$24,000.00.
20. Norma Tio, Instructor, Undergraduate Studies, term, non-tenure track, effective August 19, 1993 through May 19, 1994 @ a gross salary of \$21,788.00.

Appointments, part-time:

1. Carolyn Kelley, Instructor, part-time, Administration/Secondary Education, effective August 19, 1993 through May 19, 1994 @ a gross salary of \$1,867.00.
2. Ray Simon, Instructor, part-time, Administration/Secondary Education, effective August 19, 1993 through May 19, 1994 @ a gross salary of \$1,400.00.
3. Gertrude Casciano, Instructor, part-time, Art, effective August 26, 1993 through December 17, 1993 @ a gross salary of \$3,000.00.
4. Susan Chambers, Instructor, part-time, Art, effective August 26, 1993 through December 17, 1993 @ a gross salary of \$3,000.00.
5. Garth Hunt, Instructor, part-time, Art, effective August 26, 1993 through December 17, 1993 @ a gross salary of \$2,800.00.
6. Mari Lee, Instructor, part-time, Art, effective August 26, 1993 through December 17, 1993 @ a gross salary of \$3,000.00.
7. Leslie Mangiamele, Instructor, part-time, Art, effective August 26, 1993 through December 17, 1993 @ a gross salary of \$2,800.00.
8. Bonni Mogstad, Instructor, part-time, Art, effective August 26, 1993 through December 17, 1993 @ a gross salary of \$1,400.00.
9. Alberta McCauley Pearson, Instructor, part-time, Art, effective August 26, 1993 to December 17, 1993 @ a gross salary of \$3,000.00.
10. Janet Blair, Instructor, part-time, English, effective August 19, 1993 through December 31, 1993 @ a gross salary of \$2,800.00.
11. Susan Burks, Instructor, part-time, English, effective August 19 through December 17, 1993 @ a gross salary of \$2,800.00.
12. Stephanie Dixon, Instructor, part-time, English, effective August 19 through December 17, 1993 @ a gross salary of \$2,800.00.

13. Kay Lambert, Instructor, part-time, English, effective August 19 through December 17, 1993 @ a gross salary of \$2,800.00.
14. Teri McMoran, Instructor, part-time, English, effective August 19 through December 17, 1993 @ a gross salary of \$2,800.00.
15. Arthur Olds, Instructor, part-time, English, effective August 19, 1993 through December 31, 1993 @ a gross salary of \$1,400.00.
16. Sandy Randin, Instructor, part-time, English, effective August 19, 1993 through December 31, 1993 @ a gross salary of \$2,800.00.
17. Barbara Rogers, Instructor, part-time, English, effective August 19 through December 17, 1993 @ a gross salary of \$2,800.00.
18. Don Spitler, Instructor, part-time, English, effective August 19 through December 17, 1993 @ a gross salary of \$2,800.00.
19. Arvil Burks, Grant Coordinator, part-time, Health Education, effective August 1 through December 30, 1993 @ a gross salary of \$9,600.00.
20. Nancy Clark, Instructor, part-time, Health Education, effective August 19 to December 31, 1993 @ a gross salary of \$2,800.00.
21. Patricia Enderlin, Instructor, part-time, Health Education, effective August 19, 1993 through May 19, 1994 @ a gross salary of \$10,224.00.
22. Kathryn French, Instructor, part-time, Health Education, effective August 19 through December 30, 1993 @ a gross salary of \$2,800.00.
23. Lynn Vinson, Instructor, part-time, Health Education, effective August 19 to December 31, 1993 @ a gross salary of \$2,800.00.
24. Michael Vinson, Instructor, part-time, Health Education, effective August 19, 1993 through December 31, 1993 @ a gross salary of \$1,400.00.
25. Shawn Akins, Instructor, part-time, Kinesiology and Physical Education, effective August 19, 1993 through December 17, 1993 @ a gross salary of \$936.00.

26. Kay Burnell, Instructor, part-time, Mathematics/Computer Science, effective August 23, 1993 through December 31, 1993 @ a gross salary of \$2,800.00.
27. James Fielder, Instructor, part-time, Mathematics/Computer Science, effective August 23, 1993 through December 31, 1993 @ a gross salary of \$2,800.00.
28. Rita Fielder, Instructor, part-time, Mathematics/Computer Science, effective August 23, 1993 through December 31, 1993 @ a gross salary of \$1,400.00.
29. Linda Griffith, Associate Professor/Director of Math Crusade Project, Mathematics and Computer Science, October 1, 1992 through October 30, 1993 @ a gross salary of \$1,000.00.
30. Charles Watson, Instructor, part-time, Mathematics/Computer Science, effective August 23, 1993 through December 31, 1993 @ a gross salary of \$1,500.00.
31. Carl Anthony, Professor, part-time, Community School of Music, effective July 1, 1993 through June 30, 1994 @ an estimated gross salary of \$2,000.00.
32. Martha Antolik, Instructor, part-time, Community School of Music, effective July 1, 1993 through June 30, 1994 @ an estimated gross salary of \$1,500.00.
33. Gilbert Baker, Instructor, part-time, Community School of Music, effective July 1, 1993 through June 30, 1994 @ an estimated gross salary of \$2,500.00.
34. Kristina Belisle, Instructor, part-time, Community School of Music, effective July 1, 1993 through June 30, 1994 @ an estimated gross salary of \$1,500.00.
35. Carolyn Brown, Instructor, part-time, Community School of Music, effective July 1, 1993 through June 30, 1994 @ an estimated gross salary of \$1,500.00.
36. Christopher Chan, Instructor, part-time, Community School of Music, effective July 1, 1993 through June 30, 1994 @ an estimated gross salary of \$4,500.00.
37. Rickey Douglas, Instructor, part-time, Community School of Music, effective July 1, 1993 through June 30, 1994 @ an estimated gross salary of \$1,000.00.
38. Sam Driggers, Professor, part-time, Community School of Music, effective July 1, 1993 through June 30, 1994 @ an estimated gross salary of \$2,000.00.

39. Martha Griffith, Instructor, part-time, Community School of Music, effective July 1, 1993 through June 30, 1994 @ a estimated gross salary of \$1,200.00.
40. Patrick Hasty, Associate Professor, part-time, Community School of Music, effective July 1, 1993 through June 30, 1994 @ an estimated gross salary of \$1,500.00.
41. Richard Hobson, Assistant Professor, part-time, Community School of Music, effective July 1, 1993 through June 30, 1994, @ an estimated gross salary of \$1,500.00.
42. Christina Powell Hockaday, Instructor, part-time, Community School of Music, effective July 1, 1993 through June 30, 1994 @ an estimated gross salary of \$2,000.00.
43. Kay Kraeft, Instructor, part-time, Community School of Music, effective July 1, 1993 through June 30, 1994 @ an estimated gross salary of \$1,500.00.
44. Rafael Leon, Instructor, part-time, Community School of Music, effective July 1, 1993 through June 30, 1994 @ an estimated gross salary of \$2,500.00.
45. Kevork Mardirossian, Assistant Professor, part-time, Community School of Music, effective July 1, 1993 through June 30, 1994 @ an estimated gross salary of \$4,500.00.
46. Elise Nelson, Instructor, part-time, Community School of Music, effective July 1, 1993 through June 30, 1994 @ an estimated gross salary of \$4,000.00.
47. Wolfgang Oeste, Instructor, part-time, Community School of Music, effective July 1, 1993 through June 30, 1994 @ an estimated gross salary of \$1,500.00.
48. Gay Pappin, Instructor, part-time, Community School of Music, effective July 1, 1993 through June 30, 1994 @ an estimated gross salary of \$1,500.00.
49. Lee Phillips, Instructor, part-time, Community School of Music, effective July 1, 1993 through June 30, 1994 @ an estimated gross salary of \$4,000.00.
50. Lisa Ronis, Instructor, part-time, Community of School of Music, effective July 1, 1993 through June 30, 1994 @ an estimated gross salary of \$3,500.00.
51. Sharon Thompson, Instructor, part-time, Community School of Music, effective July 1, 1993 through June 30, 1994 @ an estimated gross salary of \$5,000.00.

52. Denis Winter, Associate Professor, part-time, Community School of Music, effective July 1, 1993 through June 30, 1994 @ an estimated gross salary of \$1,500.00.
53. Lei Zhang, Instructor, part-time, Community School of Music, effective July 1, 1993 through June 30, 1994 @ an estimated gross salary of \$4,000.00.
54. Bertie Doyle, Instructor, part-time, Nursing, effective August 19 through December 20, 1993 @ a gross salary of \$3,487.50.
55. Gwendolyn Galloway, Instructor, part-time, Nursing, effective August 19 through December 20, 1993 @ a gross salary of \$4,650.00.
56. Laura Gillis, Instructor, part-time, Nursing, effective August 19 through December 20, 1993 @ a gross salary of \$3,952.50.
57. Julie Kordsmeier, Instructor, part-time, Nursing, effective August 19 through December 20, 1993 @ a gross salary of \$3,952.50
58. Nelda New, Instructor, part-time, Nursing, effective August 19 through December 20, 1993 @ a gross salary of \$3,953.00.
59. Carol Ruscin, Instructor, part-time, Nursing, effective August 19, 1993 through December 20, 1993 @ a gross salary of \$3,952.50.
60. Judy Tevebaugh, Instructor, part-time, Nursing, effective August 19 through December 20, 1993 @ a gross salary of \$3,487.50.
61. Jan Watson, Instructor, part-time, Nursing, effective August 19 through December 20, 1993 @ a gross salary of \$3,952.50.
62. Linda Wheeler, Instructor, part-time, Nursing, effective August 19 through December 20, 1993 @ a gross salary of \$3,952.50.
63. Rita Woodward, Instructor, part-time, Nursing, effective August 19 through December 20, 1993 @ a gross salary of \$3,952.50.
64. Patrick Skinner, Instructor, part-time, Physical Therapy, effective August 23, 1993 through December 17, 1993 @ a gross salary of \$6,000.00.

65. Mark Clark, Instructor, part-time, Psychology/Counseling, effective August 19 through December 17, 1993 @ a gross salary of \$1,500.00.
66. Janice Engelkes, Instructor, part-time, Psychology/Counseling, effective August 19 through December 17, 1993 @ a gross salary of \$1,400.00.
67. Steve Griffith, Instructor, part-time, Psychology/Counseling, effective August 19 through December 17, 1993 @ a gross salary of \$1,400.00.
68. Jennifer Petray, Instructor, part-time, Psychology and Counseling, effective August 19, 1993 through December 17, 1993 @ a gross salary of \$4,200.00.
69. Ann Woodruff, Instructor, part-time, Psychology/Counseling, effective August 19 through December 17, 1993 @ a gross salary of \$3,000.00.
70. Rose Hamilton, Instructor, part-time, Speech/Theatre/Journalism, effective August 19, 1993 through December 31, 1993 @ a gross salary of \$2,800.00.
71. Mike McCullars, Instructor, part-time, Speech/Theatre/Journalism, effective August 19, 1993 through December 31, 1993 @ a gross salary of \$1,400.00.
72. Jimmie Lee Williams, Instructor, part-time, Speech/Theatre/Journalism, effective August 19, 1993 through December 31, 1993 @ a gross salary of \$2,800.00.
73. Sandra Williams, Instructor, part-time, Speech/Theatre/Journalism, effective August 19, 1993 through December 31, 1993 @ a gross salary of \$2,800.00.

Summer Appointments:

1. Patty Phelps, Assistant Professor/Coordinator, Academic Affairs Faculty Development Center, second summer term @ a gross salary of \$1,920.00.
2. Karen Sue Fraser, Assistant Professor, Applied Academic Technologies, first summer term @ a gross salary of \$1,920.00 and second summer term @ a gross salary of \$3,840.00.
3. Charles Powers, Assistant Professor, Applied Academic Technologies, May 17, 1993 through June 30, 1993 @ a gross salary of \$6,765.00.

4. Robert Price, Consultant, Applied Academic Technologies, May 10, 1993 through June 25, 1993 @ a gross salary of \$1,500.00.
5. Kathy Woodcock, Instructor, part-time, Applied Academic Technologies, first summer term @ a gross salary of \$1,400.00.
6. Joan Wright, Instructor, part-time, Applied Academic Technologies, first summer term @ a gross salary of \$466.00 and second summer term @ a gross salary of \$4,666.00.
7. Norman Hoover, Instructor, Biology, first summer term @ a gross salary of \$3,268.00.
8. Edith Hudson, Instructor, Biology, second summer term @ a gross salary of \$2,800.00.
9. Jack Mobley, Instructor, Biology, second summer term @ a gross salary of \$3,268.00.
10. Yoriko Perritt, Instructor, part-time, Biology, first summer term @ a gross salary of \$1,400.00.
11. James Porter, Instructor, Biology, first summer term @ a gross salary of \$2,800.00.
12. Cindy King Robinette, Instructor, Biology, first and second summer terms @ a gross salary of \$2,800.00 each term.
13. Debra Ward, Instructor, Biology, first summer term @ a gross salary of \$2,800.00.
14. Cameron Dorey, Assistant Professor, Chemistry, May 1 through June 30, 1993 @ a gross salary of \$6,000.00.
15. William Taylor, Assistant Professor, Chemistry, June 7 through August 13, 1993 @ a gross salary of \$7,760.00.
16. Gary White, Assistant Professor, Chemistry, second summer term @ a gross salary of \$1,500.00.
17. Emily Appukuttan, Instructor/Administrative Assistant, Child Study Center, June 21 through to July 3, 1993, @ a gross salary of \$500.00.
18. Adrian Cholmondeley, Visiting Professor, Childhood Education, July 12 through 23, 1993 @ a gross salary of \$1,400.00.

19. Betty Dickson, Instructor, Childhood Education, second summer term @ a gross salary of \$1,877.00.
20. Stacia Emerson, Instructor, part-time, Childhood Education, June 7 through August 11, 1993 @ a gross salary of \$3,000.00.
21. Amelia Rose Steelman, Instructor, Childhood Education, second summer term @ a gross salary of \$2,818.00.
22. Deborah Avra, Instructor, College of Education/Junior University, June 27 to July 1, 1993 @ a gross salary of \$1,800.00.
23. Jonathan Glenn, Associate Professor, English, first summer term @ a gross salary of \$3,666.00.
24. Cindy Shelton, Coordinator of Grants, Health Education, June 1 through June 30, 1993 @ a gross salary of \$2,000.00.
25. Thomas Champney, Associate Professor, School of Health Sciences, first summer term @ a gross salary of \$4,500.00.
26. George Balogh, Instructor, part-time, History, second summer term @ a gross salary of \$1,500.00.
27. Carole Carter, Instructor, part-time, History, first summer term @ a gross salary of \$1,400.00.
28. Waddy Moore, Professor, History, June 7 through June 30, 1993 @ a gross salary of \$799.36.
29. Susan Standridge, Instructor, part-time, History, first summer term @ a gross salary of \$1,400.00.
30. Teresa Buchanan, Instructor, Home Economics, faculty development grant @ a gross salary of \$600.00.
31. Martha Nehus, Clinical Supervisor, part-time, Home Economics, May 10, 1993 through August 14, 1993 @ a gross salary of \$5,760.00.

32. Lisa Daerr, Instructor, part-time, Office of International Programs, Intensive English, June 3, 1993 through August 13, 1993 @ a gross salary of \$4,000.00.
33. Jennifer Damgaard, Instructor, part-time, Office of International Programs, Intensive English, June 3, 1993 through August 13, 1993 @ a gross salary of \$4,000.00.
34. Lynn Ramage, Instructor, part-time, Office of International Programs, Intensive English, June 3, 1993 through August 13, 1993 @ a gross salary of \$4,122.00.
35. Margaret Robyn Kelly, Instructor, part-time, Kinesiology and Physical Education, first summer term @ a gross salary of \$1,400.00.
36. Mark Bailey, Instructor, part-time, Marketing and Management, second summer term @ a gross salary of \$1,400.00.
37. Cheryl Fallis, Assistant Instructor, part-time, Mathematics and Computer Science, June 14 through June 30, 1993 @ a gross salary of \$1,500.00.
38. Darrell Kilman, Professor, Mathematics and Computer Science, second summer term @ a gross salary of \$3,572.00.
39. Joe Karen Smith, Instructor, Mathematics and Computer Science, second summer term @ a gross salary of \$2,800.00.
40. Kathleen Smith, Instructor, Mathematics and Computer Science, second summer term @ a gross salary of \$1,400.00.
41. Roy Spradlin, Assistant Instructor, part-time, Mathematics and Computer Science, June 14 through June 30, 1993 @ a gross salary of \$1,000.00.
42. Gilbert Baker, Assistant Instructor, Music, May 17 through May 26 and June 5, 1993 @ a gross salary of \$1,250.00.
43. Carolyn Brown, Instructor, Music, faculty development grant @ a gross salary of \$600.00.
44. Jann Bryant, Community School Director, Music, May 1 to June 15, 1993 @ a gross salary of \$1,500.00.

45. Jann Bryant, Instructor, part-time, Community School of Music, first summer term @ a gross salary of \$150.00.
46. Christopher Chan, Instructor, part-time, Community School of Music, June 7 through June 30, 1993 @ a gross salary of \$350.00.
47. Sue Evans, Instructor, part-time, Music, second summer term @ a gross salary of \$1,400.00.
48. Troy Helm, Instructor, part-time, Music, first and second summer terms @ a gross salary of \$1,400.00 each term.
49. Richard Hobson, Assistant Professor, Music, faculty development grant @ a gross salary of \$600.00.
50. Jackie Lamar, Associate Professor, part-time, Community School of Music, June 7 through August 13, 1993 @ a gross salary of \$250.00.
51. Neil Rutman, Instructor, Music, second summer term @ a gross salary of \$700.00.
52. Catherine Acre, Instructor, Occupational Therapy, faculty development grant @ a gross salary of \$600.00.
53. Bonnie Decker, Instructor/Project Director, part-time, Occupational Therapy, June 1 through August 18, 1993 @ a gross salary of \$6,666.00.
54. Jean Irion, Instructor, Physical Therapy, July 1 through August 14, 1993 @ a gross salary of \$4,140.00.
55. Nancy Reese, Assistant Professor, Physical Therapy, May 16 through August 14, 1993 @ a gross salary of 12,000.00.
56. Reta Zabel, Instructor, Physical Therapy, June 1 through June 30, 1993 @ a gross salary of \$600.00.
57. Ronnie Tucker, Instructor, Political Science, faculty development grant @ a gross salary of \$1,200.00.

58. Don Bradley, National Center Director, Small Business Advancement National Center, May 17 through June 4, 1993 @ a gross salary of \$4,160.00.
59. Don Bradley, National Center Director/Professor, Small Business Advancement National Center/Marketing and Management, first and second summer terms @ a gross salary of \$6,933.00 each term.
60. Grace Gunter, Administrative Assistant for Training, Small Business National Training Network, June 16 through September 30, 1993 @ a gross salary of \$4,388.52.
61. Shawn Fulper-Smith, Instructor, part-time, Speech/Theatre/Journalism, first summer term @ a gross salary of \$1,008.00.

Extension of Contract:

1. John Smith, M.D., Bannister & Lieblong Clinic, one-year contract @ \$7,500.00.

Leaves Without Pay:

1. Conrad Stanitski, Chemistry, July 5 to July 30, 1993.
2. Richard Hobson, Music, September 20 through December 17, 1993.
3. Martha Anderson, Speech-Language Pathology, June 18, 1993 through July 31, 1993, approved at March 26, 1993 Board meeting. REQUEST HAS BEEN CANCELED.

Resignations:

1. Arthur Attwell, Childhood Education, August 18, 1993.
2. Timothy Wilson, Childhood Education, July 9, 1993.
3. Cindy Shelton, Health Education, July 2, 1993.
4. Lydia Woods, Kinesiology and Physical Education, August 15, 1993.
5. Paul Savarese, Mathematics and Computer Science, May 15, 1993.
6. Valaree Hesse, Occupational Therapy, August 1, 1993.

7. Deborah Avra, Professional Field Services, August 13, 1993.
8. Sheila Barham, Torreyson Library, June 30, 1993.
9. Theresa Wesley, Undergraduate Studies, May 15, 1993.

Retirements:

1. Don Dyer, Athletics, August 31, 1993
2. Orville Rook, History, May 15, 1993.

President Thompson's current salary was increased by \$3,000.00 (approximately 2.5%) upon motion by Mr. Aydelott, seconded by Mr. Burton, and passed.

Election of Officers - Mr. Burton moved that Mr. Dalda Womack be elected Chairman, Mr. Joe White Vice Chairman, and Mr. Madison P. Aydelott III Secretary for 1993-94. The motion was seconded by Mr. Harding, and passed.

Mr. Malone expressed his appreciation to Board members and President Thompson for their assistance during his year as Chairman.

Distinguished Alumnus Award - President Thompson announced that the Distinguished Alumnus Selection Committee has recommended for the Distinguished Alumnus Award Mr. Robert Poteete. The committee's vote was unanimous and President Thompson concurs with the recommendation.

Mr. Poteete is perhaps the most distinguished journalist ever educated at the University of Central Arkansas. He is a native of Perryville, Arkansas. During a 40-year career, Mr. Poteete held a significant role in the daily operation of one of the nation's finest newspapers, the old *New York Herald Tribune*, and held top positions at several nationally important magazines, including *Saturday Evening Post*, *Money*, and *Psychology Today*. He retired in 1991 after 16 years as editor-in-chief of *America Illustrated*, the Russian language monthly magazine published by the U. S. Information Agency for distribution in the former Soviet Union.

It was decided that Mr. Robert Poteete be named as Distinguished Alumnus for 1993 upon motion by Mr. Aydelott, seconded by Mr. White, and passed.

President Thompson reported that he had been told earlier that there had been a report that someone had been hired as the new basketball coach at UCA following Don Dyer's retirement. President Thompson stated for the record that he has not received formally a recommendation for an acting position for coach at UCA, therefore, the item was not presented to the Board during Executive Session. President Thompson expects to receive a recommendation early next week.

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

Jerry Malone, Chairman

Joe White, Secretary

ASSOCIATION OF GOVERNING BOARDS OF
UNIVERSITIES AND COLLEGES

Legal Issues: A Roundtable Discussion

National Conference on Trusteeship
Sheraton New Orleans
Grand Ballroom B/C, Fifth Floor
Tuesday, April 20, 1993
7:30 a.m. to 9:00 a.m.

OUTLINE

- I. Introduction of Speaker and Participants
- II. Overview of General Topics
- III. The Dollars and "Sense" of Considering Legal Issues
- IV. Discussion on Specific Issues:
 - A. Desegregation Litigation
 1. Southern University System
 2. University of Mississippi System
 3. Specific Complaints:
 - a. Funding Disparities (From School to School)
 - b. Disproportionate Faculty/Staff Hiring, Pay and Promotion Practices
 - c. Recruitment, Admission, Retention, and Graduation Disparities
 - d. Lack of Academic Support and Enrichment Opportunities; Inadequate Funds and Staff
 - e. Hostile/Volatile Racial Atmosphere
 - f. Curriculum Deficiencies:
 1. Teacher Training and Education
 2. Lack of mandatory Cultural Diversification

- g. Push for Autonomy Without Track Record of Equity
- h. Other Vestiges of Segregation:
 - 1. Police Raid on Dorms for Black Males -- State University of New York College at Oneonta
- B. Race-Based Scholarships
 - 1. The Reagan-Bush Years
 - 2. Bill Clinton and Change
 - 3. Showing Present Effect of Past Acts
 - 4. Educational Value of Diversity
- C. The Americans With Disabilities Act: An Overview
 - 1. Sex Change in Class
- D. The Student Right-to-Know Act: Are We Producing Graduates?
 - 1. Develop Accurate Data
 - 2. Use Data to Make Reforms
- E. Freedom of Speech on Campus Act (Not Enacted)
 - 1. Potential to Reveal Racial Tensions
 - 2. Opportunities for Educational Development -- i.e., Bring Awareness to Racial, Cultural and Other Diversities
- F. Sexual Harassment/Assault (Covered in Other Sessions)
- G. Liability for Campus Crime
 - 1. Shooting Sprees
 - 2. Sexual Assaults
 - 3. Bad Grades
- H. FERPA: The Buckley Amendment
- I. Freedom of Information Act

- J. Academic Freedom v. Standards of Behavior/Performance
- K. Other Areas of Concern

Presenter:

JERRY L. MALONE
Friday, Eldredge & Clark Law Firm
Little Rock, Arkansas

Chair
Board of Trustees
University of Central Arkansas
Conway, Arkansas

April 29, 1993

Dr. Winfred Thompson, President
University of Central Arkansas
201 Donaghey
Conway, AR 72035

Dear Dr. Thompson:

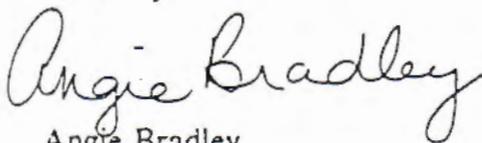
In February, I appointed a Student Government Task Force. This committee was created to look at some of the problems in the Student Government Association and make recommendations to correct them.

A major aspect we considered was the student activity fee allocation process. The current procedure has the SGA allocating a portion of their money to various organizations and departments. This takes up a substantial amount of time that the SGA could be using to work on issues affecting the students. With that in mind, the Student Government Task Force reviewed a process derived from various universities across the nation. This process involved the formation of a Student Activity Fee Allocation Committee.

Enclosed is a copy of the final proposal from the Student Government Task Force concerning the Student Activity Fee Allocation Committee*. As outgoing President of the SGA, I strongly support any consideration of this package. This alternative allows a diverse decision in the allocation of the student activity fee, an incentive for the students and departments to utilize budgeting, and a way for the SGA to spend more time on the things they were elected to do, work on student issues.

I would appreciate you reviewing this proposal and taking an action that will benefit all of the University of Central Arkansas students.

Sincerely,



Angie Bradley
SGA President 1992-93

* Please note the SGA Task Force decided to change the name to Student Activity Funding Committee

PROPOSAL PROPOSAL PROPOSAL PROPOSAL PROPOSAL PROPOSAL

STUDENT ACTIVITY FUNDING COMMITTEE

PURPOSE: To allow for greater representation in the allocation of the activities fee; to teach budget planning; to encourage organizations to plan ahead; to encourage organizations to justify their expenses; and to encourage a greater diversity of activities funded through the student activity fee.

GOALS: The Committee functions to support activity programs and to insure a balanced offering of events that broaden the educational, social, cultural and recreational opportunities for all University students.

ORGANIZATION: The Committee is comprised of students and faculty/staff. In addition, certain staff members serve in an advisory capacity only. The Committee is composed of the following:

1. SGA President
2. SGA Vice-President for Entertainment
3. RHA President
4. IFC President
5. Panhellenic President
6. National Pan-Hellenic Council President
7. SPBC President
8. Student At-Large
9. Student At-Large
10. Faculty/Staff
11. Faculty/Staff
12. Director of Student Activities*
13. Dean of Students Designee*
14. Financial Affairs Designee*

*Non-Voting Members

The Committee shall elect their own chairperson from the student members. The "At-Large" members and the faculty/staff members shall be appointed by the President of the University.

METHOD OF OPERATION: The Committee shall meet in the fall semester to elect a chairperson, establish an "Annual Budget Calendar", and examine the application procedure. In the spring, the Committee shall advertise the application procedure utilizing the "Echo", KUCA, Channel 6, and letters to all registered student organizations. The Committee shall conduct instructional budget workshops to assist organizations in the application procedure. After the application deadline, the Committee shall examine each application. Organizations and departmental representatives shall be invited to attend a meeting to present their request and/or answer questions. The Committee shall make its decisions based upon an estimated amount of activity fee money to be collected in the coming year. Funding decisions shall be prioritized to allow for over- and under-estimates. The Committee shall meet at other

times throughout the year when necessary to review supplemental requests.

The Committee must have quorum (50% + 1) to meet. All decisions will be by a majority vote. Any Committee member who misses more than two (2) meetings in one semester, shall be replaced by an appointment by the SGA president for student committee members and by the University President for faculty/staff members.

APPLICATION PROCEDURE: Applications shall be as specific as possible including, but not limited to: a description, approximate date(s), justification, and a detailed budget for the event. Organizations, departments and individuals that misrepresent how funds are used or misuse funds may be charged with a violation through the University Judicial System and/or city, county, state or federal courts.

file: SAFACOMM

**STUDENT ACTIVITY FUNDING COMMITTEE
FUNDING POLICIES AND PROCEDURES**

I. Eligibility Criteria For Organizations & Departments Applying For Funds

- A. Organizations must be registered with the Office of Student Affairs according to the criteria set forth in the UCA student handbook.
- B. Organizations and groups must not discriminate on the basis of sex (national fraternities and sororities are exempt by virtue of Congress: Title Nine), race, age, religion, national origin, or by virtue of disability.
- C. Individual Greek organizations, political, and religious organizations may apply for funding for programs, providing they can demonstrate that the program is of an informational and educational nature, and will not directly benefit the sponsoring organization.

II. Laws

- A. All federal, state and local laws must be adhered to with regard to the expenditure of student activity funds.
- B. All university policies must be adhered to with regard to the expenditure of student activity funds.

III. Changes In Budget

- A. Changes in budget, particularly those involving stipends, travel and equipment purchases, must have the approval of the Assistant Dean of Students. The Assistant Dean of Students will determine if additional approval from the Student Activity Funding Committee is required. Major changes in budget may negatively affect future allocations.

IV. Food Purchases

- A. The expenditure for food items shall not exceed 20% of an organization's total budget for the year, except on a case by case basis and with the special permission of the Student Activity Funding Committee.
- B. Student activity fees may not be expended for alcohol.

V. Honoraria and/or Performance Fees

- A. Student activity funds may be used for honoraria and/or performance fees in order to provide programming for UCA students.
- B. All University rules and regulations and/or state purchasing requirements concerning the contracting and payment of speakers, performers, and consultants will be adhered to in the expenditure of student activity funds.
- C. Student activity funds will not be used for honoraria and/or performance fees for UCA faculty or staff.

VI. Advertising

- A. Any newspaper, poster, flyer, handbill, or other form of advertising paid for the student activity fund must display one of the following statements: "Funded by the UCA Student Activity Fee" or "Funded in part by the UCA Student Activity Fee." Omission of this statement in a group's advertising will be considered an infraction of the policy. Continual abuse could be grounds for denial of future financial support.
- B. All printed advertising must comply with the rules and regulations stated in the UCA student handbook.

VII. Travel

- A. The only travel that will be funded will be that used for the purpose of picking up guest speakers, equipment, etc. for a specific activity for the campus. No travel expenses for group travel to conferences will be funded (i.e. gas, food, lodging, airfare, etc.).

VIII. Year-end Accounts

- A. All monies left in accounts on June 30 must be returned to the student activities account.
- B. All funded organizations must submit a typed final budget (one showing actual expenditures) and receipts within 30 days after the funded event(s).

IX. Process by Which Budget Recommendations Are Made

- A. Allocation Procedures for Student Activity Fees
 1. All organizations or departments requesting funds must submit the required number of typed copies of their budget request to the Student Organizations Office on or before the posted deadline.

2. All budget requests will meet the standards of the adopted format.
 3. Organizations that fail to submit their budgets by the deadline will be allowed to submit only in case of extenuating circumstances. Such circumstances will be reviewed by the Student Organizations Office.
 4. After the requesting organizations/departments submit their budgets, they will be contacted by the Student Activity Funding Committee regarding the presentation of their proposal(s).
 5. Each organization/department must present its budget directly to the Student Activity Funding Committee during its budget hearings. The presentation must be conducted by a student who is a member of the requesting organization. If no student member is present, the organization will receive no funding.
 6. All organizations and departments will be notified in writing of the decision of the Committee.
- B. Factors Which May be Considered by the Student Activity Funding Committee:
1. The total number of students represented and served by the organization.
 2. The purposes or goals of the activities of the organization.
 3. The relatedness of the organization's goals to the University's mission.
 4. The prior success of the organization/department in relation to planned programs and activities.
 5. The extent to which the organization/department has followed this policy in the past.
 6. The amount of income the organization has attempted to raise through other sources and activities and why that income is insufficient in funding the planned proposed program or activity.

STUDENT ACTIVITY BUDGET
EXPENSE EXPLANATIONS

Office Supplies: paper, poster board, tape, labels, awards, etc.

Student Travel: travel to pick up a guest speaker, equipment, or any thing else necessary for a specific program for the campus is the only travel that will be considered. Maximum mileage allowed for personal vehicle use will be determined by the shortest major highway route, and will be reimbursed at the standard University rate.

Performance Fees & Honoraria: lecture fees, fees for leading workshops/ programs, artist fees, etc.

Postage: purchase of postage stamps

Printing: on-campus jobs performed at UCA Central Duplicating, off-campus printing when UCA Duplicating cannot handle your job.

Maintenance: charges from UCA Physical Plant for set-ups, etc.

Rentals: equipment rentals, film rentals, etc.

Food Services: food and drink charges (ARA must be used for all food on campus)

Advertising: Echo, Log Cabin Democrat, Democrat-Gazette, radio, and TV ads for programs

Other: items not logically fitting into above categories.

PROGRAM REQUEST FORM

Instructions: Please complete the items below, listing expenses for each program proposed. A separate form should be submitted for each program.

Organization: _____

Program Title: _____

Program Description: _____

EXPENSES:

Office Supplies: \$ _____

Student Travel: \$ _____

Performance Fees & Honoraria (to include non-student related travel expenses): \$ _____

Postage: \$ _____

Printing: \$ _____

Maintenance: \$ _____

Rentals: \$ _____

Food Services: \$ _____

Advertising: \$ _____

Other (Be specific):

_____ \$ _____

_____ \$ _____

_____ \$ _____

TOTAL \$ _____

FUNDING RESOURCES:

Student Activity Fee (amount requested): \$ _____

Other Income: \$ _____

Total Funds: \$ _____

STUDENT ACTIVITY FUNDING COMMITTEE
GENERAL DESCRIPTION FORM

1. Name of Organization/Department:

2. Purpose of Organization:

3. Membership totals:

4. Please describe your general campus activities and/or service projects:

5. Briefly describe your operating and program budget:

NAME: _____ HOME PHONE: _____
(Person submitting request)

ADDRESS: _____

THE PRESIDENT AND THE ADVISOR MUST SIGN THIS FUNDING REQUEST.

President's Signature

Advisor's Signature

BUDGET SUMMARY FORM

List below each of the programs for which you are requesting funding. A separate "Funding Request Form" must be submitted for each individual program.

PROGRAM TITLE	AMOUNT REQUESTED
1. _____	\$ _____
2. _____	\$ _____
3. _____	\$ _____
4. _____	\$ _____
5. _____	\$ _____
6. _____	\$ _____
7. _____	\$ _____
8. _____	\$ _____
9. _____	\$ _____
10. _____	\$ _____
11. _____	\$ _____
12. _____	\$ _____
13. _____	\$ _____
14. _____	\$ _____
15. _____	\$ _____
TOTAL	\$ _____

**STUDENT ACTIVITY FUNDING COMMITTEE
CONFERENCE TRAVEL FORM**

Submit one travel form per trip.

1. Organization: _____

2. Student(s) Traveling: _____

3. Name of Conference/Event: _____

Dates of travel: _____

Location of Conference/Event: _____

Registration Deadline: _____

4. What is the purpose of the conference/event? _____

5. Please describe method of selecting delegate(s): _____

6. How will attendance at this event benefit you, your organization, and the University? _____

7. How much is the registration fee? _____

8. What is included in the registration fee? _____

Registration fees must be paid in advance and will be paid only to the sponsoring organization utilizing an official conference registration form. Registration fees will not be paid directly to the UCA organization.

9. What is the total amount requested? # of students traveling
_____ x registration fee \$ _____ = \$ _____.

**STUDENT ACTIVITY BUDGET
EXPENSE EXPLANATIONS**

Office Supplies: paper, poster board, tape, labels, awards, etc.

Student Travel: travel to pick up a guest speaker, equipment, or any thing else necessary for a specific program for the campus is the only travel that will be considered. Maximum mileage allowed for personal vehicle use will be determined by the shortest major highway route, and will be reimbursed at the standard University rate.

Performance Fees & Honoraria: lecture fees, fees for leading workshops/ programs, artist fees, etc.

Postage: purchase of postage stamps

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Maintenance: charges from UCA Physical Plant for set-ups, etc.

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Advertising: Echo, Log Cabin Democrat, Democrat-Gazette, radio, and TV ads for programs

Other: items not logically fitting into above categories.

PROGRAM REQUEST FORM

Instructions: Please complete the items below, listing expenses for each program proposed. A separate form should be submitted for each program.

Organization: _____

Program Title: _____

Program Description: _____

EXPENSES:

Office Supplies: \$ _____

Student Travel: \$ _____

Performance Fees & Honoraria (to include non-student related travel expenses): \$ _____

Postage: \$ _____

Printing: \$ _____

Maintenance: \$ _____

Rentals: \$ _____

Food Services: \$ _____

Advertising: \$ _____

Other (Be specific):

_____ \$ _____

_____ \$ _____

_____ \$ _____

TOTAL \$ _____

FUNDING RESOURCES:

Student Activity Fee (amount requested): \$ _____

Other Income: \$ _____

Total Funds: \$ _____

REAPPOINTED PERSONNEL ATTACHMENT C
RECOMMENDED FOR SALARY ADJUSTMENTS
FISCAL YEAR 1993/94

Non-classified/Non-faculty

NAME	POSITION	SALARY
OFFICE OF THE PRESIDENT		
Julie Cabe	Exec Assist to The President/Gov Affairs	\$64,882 *
William Stephens	Director of Athletics	62,374 *
Mary Stallcup	Dir of Govern Relations/General Counsel	60,095 *
Michael Isom	Head Coach/Football	50,780 *
Don G. Dyer	Head Coach/Basketball	8,368 *
Ronald Marvel	Head Coach/Women's Basketball	49,242 *
Ronald Williams	Dir Univ Relations/Asst to Pres/Dir of Deseg & Affirm Action	48,682 *
Sallie Dalton	Instr./Women's Ath. Admin./Compliance Officer	47,535 *
Brian Bolter	Director of International Programs	45,258 *
Richard Martin	Head Coach/Track	41,900 *
Arch Jones	Assistant Coach/Instructor/Asst. to Dir. Athletics	41,602 *
Clarence Keopple	Assistant Coach/Football	38,822 *
Clifton Ealy	Assistant Coach/Football	38,214 *
Jack Fulmer	Head Coach/Baseball	36,928 *
Tommy Reed	Assistant Coach/Basketball	32,584 *
Carol Knipscheer	Instructor/Corrd Intensive English Programs	31,900 *
Pam Jolly	Director of Internal Audits	31,596 *
Scott Schwartz	Assistant Coach/Football	28,400 *
Peggy Smith	Associate for Administration	27,900 *
Dana Sanderson	Instructor/Coord. International Student Serv.	26,650 *
Lynn Ramage	Instructor	19,300 *
VICE PRESIDENT FOR ACADEMIC AFFAIRS		
J. William Berry	Vice Pres. for Academic Affairs	\$82,296 *
Robert McLaughlin	Academic Dean	76,225 *
Peter Lorenzi	Academic Dean	75,750 *
Neil Hattlestad	Academic Dean	74,877 *
Jim Bowman	Academic Dean	74,563 *
Edmond Griffin	Interim Academic Dean/Professor	72,468 *
Norbert Schedler	Professor/Dir of Honors College	68,660 *
Joan Pritchard	Asst Prof/Asst to VP Academic Affairs	67,027 *
Willie Hardin	Academic Dean/Professor	58,063 *
Billy Miller	Acting Academic Dean	50,716 *
Anthony Sitz	Registrar	49,433 *
Tom Dillard	Archivist	39,769 *
Gay G. Moore	Associate Librarian	6,248.86 *
Carol Powers	Assistant Librarian	36,428 *
Margaret Morrison	Assistant Librarian	35,283 *
Kaye Talley	Assistant Librarian	34,170 *
David Parker	Director of Audiovisual Services	31,971 *
Mary Whitelaw	Cont. Ed Coordinator/Dir Community Educ	31,625 *
John Lar	Cont. Ed Coordinator/Dir Channel 6	31,138 *
Art Lichtenstein	Assistant Librarian	29,701 *
Ellen Johnson	Assistant Librarian	29,212 *

Sarah Bryan	Assistant Librarian	27,474 *
Hsiao-Hung Lee	Assistant Librarian	26,000 *
Charlotte Evans	Assistant Librarian	24,995 *
VICE PRESIDENT FOR ADMINISTRATION		
James Dombek	Vice Pres for Administration	78,780 *
Earl McGehee	Professor/Dir Computer Services	75,926 *
Jerrel Fielder	Director of Physical Plant	57,229 *
Lilly Harmon	Associate Dir Computer Services	51,792 *
Helen Russell	Asst. Vice President for Human Resources	40,407 *
VICE PRESIDENT FOR FINANCIAL AFFAIRS		
Robert McCormack	Vice Pres Financial Affairs	79,204 *
Roger Lewis	Director of Institutional Research	46,933 *
Barbara Goswick	Controller	43,834 *
Sherry Byrd	Director of Student Aid	41,238 *
Paul Totten	Business Manager	40,582 *
Valerie Nicholson	Project Coordinator/Grant Accountant	24,400 *
VICE PRESIDENT FOR PUBLIC AFFAIRS		
John Ward	Vice Pres for Public Affairs	75,944 *
Libby Smith	Director of Development	45,701 *
Joe Darling	Director of Admissions	45,040 *
James Schneider	Director Information	37,671 *
Ellen Ishee	Dir Publications & Creative Services	29,157 *
Carolyn Dombek	Project Coordinator	27,086 *
Klm Thomas	Asst. Dean of Students/Asst Dir of Admissions	22,042 *
Eric Clay	Asst Dean of Students/Asst Dir of Admiss	19,400 *
VICE PRESIDENT FOR STUDENT AFFAIRS		
John Smith	Vice Pres for Student Affairs	68,138 *
Maurice E. Ness	Director of Counseling Center	50,436 *
Gary Roberts	Dean of Students	48,704 *
Logan Hampton	Associate Dean/Director Minority Affairs	39,928 *
James Armstrong	Coord. of Intramural Activities	38,492 *
John Cagle	Asst Dean of Students/Dir Student Activities	34,572 *
Katherine Rice-Claybor	Asst. Dean of Students/Asst Dir of Placement	33,132 *
Henry Phelps	Asst. Dean of Students/Dir of Orientation	33,069 *
Joe Vinson	Asst. Dean of Students/Dir of Health Res. Ctr.	30,625 *
Beth Scott	Asst. Dean of Students/Counselor	29,607 *
Mary Mabry	Asst. Dean of Students/Counselor	29,519 *
Jeanette Taylor	Asst Dean of Students/Asst Dir Student Activities	26,187 *
Steve Ellis	Dir. of Developmental Skills/Counselor	25,916 *

NAME	FACULTY TITLE	SALARY
COLLEGE OF ARTS AND SCIENCES		
Samual P. Buchanan (T)	Professor/Assistant Dean	\$54,776 *
Dept. of Art:		
Kenneth E. Burchett (T)	Department Chairperson/Professor	67,164 *
Helen E. Phillips (T)	Professor	44,494
Robert C. Thompson (T)	Professor	43,859
Patrick H. Larsen (T)	Professor	41,843
Roger D. Bowman (T)	Associate Professor/Interim Chair. Fall Semester	38,847
Gayle M. Seymour (T)	Associate Professor	34,824
Bryan W. Massey	Associate Professor	32,400
Cathy R. Caldwell	Assistant Professor	31,625
Lyn M. Brands	Assistant Professor	31,300
Andrew L. Cohen	Assistant Professor	31,199
Dept. of Biology:		
Kenneth J. Freilley	Interim Department Chairperson/Assoc. Prof.	47,873 *
Donald E. Culwell (T)	Professor	53,497
Jimmy B. Throneberry (T)	Professor	53,325
Richard A. Collins (T)	Professor	52,878
D. Derald Smith (T)	Professor	49,099
Wilbur B. Owen (T)	Professor	48,482
John S. Choinski Jr. (T)	Professor	40,781
H. Frederick Dalske (T)	Associate Professor	48,197
William M. Moran	Associate Professor	40,000
David R. Zehr (T)	Associate Professor	34,098
David E. Dussourd	Assistant Professor	34,659
Mary V. McDonald	Assistant Professor	32,334
Delena I. Tull	Assistant Professor	31,748
Katherine C. Larson	Assistant Professor	30,800
Steven W. Runge	Assistant Professor	30,424
Michael L. Mathis	Assistant Professor	28,800
Norman L. Hoover	Instructor	27,635
Jack E. Mobley	Instructor	27,635
Dept. of Chemistry		
Conrad L. Stanitski	Department Chairperson/Professor	63,020 *
Michael W. Rapp (T)	Professor	59,420
Jerald M. Manion (T)	Professor	57,338
George S. Paul (T)	Professor	46,692
Paul F. Krause (T)	Associate Professor	48,985
R. C. Dorey III	Associate Professor	36,438
William S. Taylor	Assistant Professor	33,533
Karen C. Weaver (T)	Assistant Professor	32,907
Patrick J. Desrochers	Assistant Professor	29,800
Dept. of English:		
Terrance B. Kearns (T)	Department Chairperson/Professor	65,606 *
Henry N. Rogers III (T)	Professor	56,258
Jeff D. Henderson III (T)	Professor	55,551
Robert E. Lowrey (T)	Professor/Dir UCA Press	55,067 *
Phillip B. Anderson (T)	Professor	54,021
Gary T. Davenport (T)	Professor	52,871
John H. Lammers (T)	Professor	45,363
Patricia W. McGraw (T)	Professor	42,678
Bonnie L. Melchior (T)	Professor	40,071
Conrad C. Shumaker (T)	Professor	40,166
Rebecca J. Williams (T)	Associate Professor/Dir of Writing Lab	42,985
Marette J. Stiritz (T)	Associate Professor	39,824
Margaret M. Morgan (T)	Associate Professor	33,649
Wayne B. Stengel (T)	Associate Professor	34,175
Raymond Jean Frontain (T)	Associate Professor	32,055
James E. Fowler (T)	Associate Professor	32,456
Jonathan A. Glenn	Associate Professor	31,354
Terry A. Wright (T)	Associate Professor	29,534
Richard T. Gaughan (T)	Associate Professor	16,278 #
Michael W. Schaefer	Assistant Professor	30,965
Robert A. Koch	Assistant Professor	29,300
Paul W. Spillenger	Assistant Professor	27,775
Linda D. Arnold	Assistant Professor	25,874
Jay R. Curlin	Assistant Professor	27,738

Eric J. Sterling	Instructor		24,906
Francie F. Jeffery	Instructor		24,656
William T. Jenkins	Instructor		23,821
James A. Gifford	Instructor		22,161
Annemarie A. Black	Instructor		21,751
Dept. of Foreign Language:			
Marian M. Brodman (T)	Department Chairperson/Associate Professor		59,650 *
Joel B. Pouwels (T)	Associate Professor		36,420
Dwight E. Langston (T)	Associate Professor		35,058
Jose L. Martinez	Instructor		27,100
Jaime M. Zambrano	Assistant Professor		28,500
Dept. of Geography:			
D. Brooks Green (T)	Department Chairperson/Associate Professor		57,772 *
William F. Keinath (T)	Professor		45,363
Jeffrey D. Allender	Assistant Professor		30,658
William C. Jameson (T)	Associate Professor		49,176
Paul L. Butt (T)	Associate Professor		39,796
Gerald L. Reynolds (T)	Associate Professor		37,374
Dept. of History:			
Harry W. Readnour (T)	Department Chairperson/Professor		65,610 *
Foy F. Lisenby (T)	Professor		53,936
James W. Brodman (T)	Professor		49,775
Theman R. Taylor (T)	Professor		49,142
Eugene J. Corcoran (T)	Professor		46,400
Maurice C. Webb (T)	Associate Professor		45,341
Donald G. Jones (T)	Associate Professor		42,924
Gregory Urwin (T)	Associate Professor		37,815
Randall L. Pouwels (T)	Associate Professor	CLERICAL ERROR	37,022 37,439
Kenneth C. Barnes	Associate Professor		35,900
Vincent E. Hammond	Associate Professor		30,806
Ralph F. Gallucci	Assistant Professor		34,463
Sondra H. Gordy	Assistant Professor		28,700
Dept. of Math & Computer Science:			
Charles J. Selfert (T)	Department Chairperson/Professor		66,446 *
W. David Moon (T)	Professor		60,759
Darrell C. Kilman (T)	Professor		60,125
Frank M. Hudson (T)	Professor		54,951
Lawrence R. Huff (T)	Professor		49,200
David R. Peterson (T)	Associate Professor/Director Ozark Institute		49,846
Damber S. Tomer (T)	Associate Professor		42,410
Ralph S. Butcher (T)	Associate Professor		38,981
Linda K. Griffith	Associate Professor		40,459
Carolyn L. Pinchback (T)	Associate Professor		37,907
Robyn E. Serven (T)	Associate Professor		37,521
George N. Bratton	Associate Professor		37,513
Ming-fang Wang	Assistant Professor		47,337
C. Wayne Brown	Assistant Professor		46,605
Jimmie J. McKim (T)	Assistant Professor		43,000
Donald W. Adlong (T)	Assistant Professor		41,980
Donna H. Foss (T)	Assistant Professor		38,198
Xiaoshen Wang	Assistant Professor		33,800
Tom B. McAnally (T)	Assistant Professor		32,433
Dept. of Music:			
Sam Driggers (T)	Department Chairperson/Professor		67,258 *
Russell Langston	Director of Bands		48,257 *
Don L. Collins (T)	Professor		43,430
Carl R. Anthony (T)	Professor		40,236
Kay K. Kraeft (T)	Professor		38,771
John M. Erwin (T)	Associate Professor/Director of Choral Activities		47,195 ***
Patrick R. Hasty (T)	Associate Professor		41,814
Denis W. Winter (T)	Associate Professor		36,842
Anne L. Patterson (T)	Associate Professor		35,195
Jacquelyn B. Lamar (T)	Associate Professor		34,454
Neil C. Rutman	Assistant Professor		44,375
Richard L. Hobson (T)	Assistant Professor		39,388
Kevork M. Mardrossian	Assistant Professor		39,200
Gilbert R. Baker (T)	Assistant Professor		35,313
Wolfgang Oeste	Instructor		34,638
Kristina M. Belisle	Instructor		28,800

Carolyn K. Brown	Instructor		21,600
Dept. of Philosophy:			
Jim D. Shelton (T)	Department Chairperson/Professor		59,430 *
Charles W. Harvey (T)	Associate Professor		39,796
Peter J. Mehl	Assistant Professor		30,918
Mark C. Hulbert	Assistant Professor		28,800
Dept. of Physics:			
Stephen R. Addison (T)	Acting Department Chairperson/Assoc. Prof.		51,266 *
Denver L. Prince (T)	Professor		53,989
Harold L. Pray (T)	Professor		53,926
Rahul Mehta	Associate Professor		36,223
Hudson Eldridge	Associate Professor		36,113
Norman O. Gaiser (T)	Associate Professor		34,478
Heather L. Woolverton	Associate Professor		33,133
Dept. of Political Science:			
Michael A. Kelley (T)	Department Chairperson/Professor		64,517 *
Donald E. Whistler (T)	Professor		53,450
Gary D. Wekkin (T)	Professor	CLERICAL ERROR	44,492 43,044
R. Lawson Veasey Jr. (T)	Professor		42,315
Tom N. McInnis	Assistant Professor		31,718
Lani L. Malysa	Assistant Professor		28,800
Ronnie Tucker	Instructor		21,360
Remedial Education:			
C. Denise Johnson	Instructor/Coordinator of Remedial Instruction		27,840 ***
Lou Ann Norman	Instructor		24,366
Kathleen A. Smith	Instructor		24,366
Jerry L. Moore	Instructor		23,915
Patricia R. Price	Instructor		23,277
Jo K. Smith	Instructor		22,453
Deborah E. Beeman	Instructor		22,188
Ellen P. Stengel	Instructor		21,756
Cynthia K. Anderson	Instructor		21,643
Michael A. Seger	Instructor		21,150
Dept. of Sociology:			
Carl R. Redden (T)	Department Chairperson/Professor		65,354 *
William K. Upham (T)	Professor		48,193
Robert G. Shephard (T)	Professor		45,347
Jamia E. Fox (T)	Professor		40,970
Richard I. Scott (T)	Professor/Assistant Director of Honors College		38,614
Jeffrey J. Kamakahi	Assistant Professor		32,970
Kenneth H. Mackintosh	Assistant Professor		32,825
Dept. of Speech Theatre, Journalism:			
Robert H. Willenbrink Jr. (T)	Department Chairperson/Assoc. Prof.		56,800 *
Marvin E. DeBoer (T)	Distinguished Professor		55,565
Glenn D. Smith (T)	Professor		51,050
Gregory A. Blakey (T)	Assistant Professor		34,083
Edward E. Thorsett	Instructor		33,300 ***
Paulette H. Walter	Instructor/Scroll Adviser		31,422
Ralph H. Wanamaker	Instructor/Echo Adviser		28,035
Shawn D. FulperSmith	Instructor		26,600
Ernest Dumas	Instructor/Journalist-In-Residence		40,400
COLLEGE OF BUSINESS ADMINISTRATION			
James E. Barr (T)	Professor/Assistant Dean		70,207 *
Dept. of Accounting:			
P. Michael Moore (T)	Department Chairperson/Professor		66,554
Lillian C. Parrish (T)	Professor		63,107
Billy R. Humphrey (T)	Professor		55,689
Ben D. Carter (T)	Associate Professor		53,373
Pamela A. Spikes (T)	Assistant Professor		47,471
Paul H. Jensen (T)	Assistant Professor		44,120 ##
Donna S. Smith (T)	Assistant Professor		41,942
Roy Whitehead, Jr. (T)	Assistant Professor		39,172
Nina M. Goza	Instructor		28,900
Dept. of Adm. Services & Vocational Ed:			
Betty S. Rogers	Assistant Professor		37,493
Rebecca J. Loftis	Assistant Professor		33,981
Dept. of Economics & Finance:			
Patricia K. Cantrell (T)	Department Chairperson/Assoc.Prof.		60,600 *

Ben B. McNew (T)	Professor/Carmichael Chair	62,11
William C. Johnson (T)	Professor	60,684
Edward L. Guffey (T)	Professor	59,590
Morris A. Lamberson (T)	Professor	59,545
James H. Packer III (T)	Associate Professor	58,608
William F. Kordsmeier (T)	Associate Professor	44,976
William L. Seyfried	Assistant Professor	34,900
Dept. of Marketing & Management:		
William T. Bounds Jr. (T)	Department Chairperson/Assoc.Prof	65,704 *
Douglas T. Grider (T)	Professor	60,545
Conrad Carroll (T)	Professor	59,509
Don B. Bradley III (T)	Professor	58,350
Herff L. Moore Jr. (T)	Associate Professor	58,236
Joseph D. Cangelosi Jr. (T)	Associate Professor	57,357
Scott Markham (T)	Associate Professor	43,944
Dept. of Quantitative Methods & Information Science:		
Kenneth M. Griffin (T)	Professor	69,786 *
James A. Bell (T)	Professor	57,149
Therold E. Bailey (T)	Professor	56,155
James C. Weller (T)	Assistant Professor	43,821
John C. Malley (T)	Associate Professor	61,884
Sidney G. Painter	Instructor	26,879
COLLEGE OF EDUCATION		
Carol Pierson	Associate Professor/Interim Assistant Dean	45,450 *
Department of Adm. & Sec. Education:		
Paul E. Peterson (T)	Professor	50,298
Darrell L. Gentry (T)	Professor	47,495
Patricia H. Phelps	Assistant Professor	33,200
Ann E. Witcher	Assistant Professor	30,800
Dick B. Clough (T)	Associate Professor	47,537
Jesse L. Rancifer (T)	Associate Professor	47,517
Terry L. James (T)	Associate Professor	43,462
Linda M. Coyle	Associate Professor	35,238
Dept of Applied Academic Technologies:		
Selvin W. Royal (T)	Department Chairperson/Professor	71,022 *
Joseph V. Arn (T)	Professor	52,500
Kenneth F. Jordan (T)	Professor	47,797
Clemens A. Gruen (T)	Professor	44,673
Jody B. Charter (T)	Associate Professor	39,546
Glenda B. Thurman (T)	Associate Professor	40,819
Hope Shastri	Assistant Professor/Dir. Learning Resource Cnt.	29,800
Steven M. Cox	Assistant Professor	28,625
Center for Academic Excellence:		
Joe Hundley	Associate Professor/Dir Ctr Academic Excellence	53,791 *
Susan L. Peterson	Associate Professor/Asst Dir Ctr Academic Excel.	39,742 *
Dept. of Childhood Education:		
Sidney T. Mitchell (T)	Department Chairperson/Professor	69,862 *
Amelia R. Steelman (T)	Associate Professor	47,763
Betty L. Dickson	Assistant Professor	32,083
David D. Sumpter	Assistant Professor	30,213
Mary H. Mosley	Assistant Professor	30,150
Tammy R. Benson	Instructor	23,525
Emily Appukuttan	Instructor	19,900
Professional Field Services:		
Joyce A. Fiddler	Asst.Professor/Interim Head of Prof. Field Svcs.	35,800 *
Susan B. Jackson	Instructor	24,625
Dept. of Psychology & Counseling:		
David J. Skotko (T)	Department Chairperson/Professor	70,073 *
Billy L. Smith (T)	Professor	61,025
Bobby D. Williams (T)	Professor	58,695
Clyde E. Reese (T)	Professor	55,752
Linda A. Glenn (T)	Professor	48,202
Teresa C. Smith (T)	Associate Professor	38,255
Michael T. Scoles (T)	Associate Professor	37,820
Lynda L. Fielstein	Associate Professor	35,433
Elson M. Blhm	Associate Professor	35,973
Paulette J. Leonard (T)	Associate Professor	33,075

Sarah L. McAuley (T)	Assistant Professor	35,952
William J. Lammers	Assistant Professor	32,443
Lauren K. Bush	Assistant Professor	30,800
Ronald K. Bramlett	Assistant Professor	30,113
Robert K. Rowell	Assistant Professor	28,800
Avram J. Zolten	Assistant Professor	28,800
Robert D. Feese (T)	Instructor	32,510
Karen M. Dobbs	Instructor	23,400
Department of Special Education:		
Freddie W. Litton (T)	Department Chairperson/Professor	60,300 *
James C. Mainord (T)	Professor	58,493
David L. Naylor (T)	Professor	57,600
James C. Mayhugh (T)	Professor	55,847
Joe E. Walthall (T)	Professor	53,712
Harold D. Love (T)	Professor	53,116
Ralph E. Calhoun	Assistant Professor	27,507
Kathleen R. Atkins	Associate Professor	37,598
COLLEGE OF HEALTH AND APPLIED SCIENCES		
Jimmy H. Ishee (T)	Professor/Asst. Dean	56,338 *
Dept. of Health Education:		
Emogene L. Fox (T)	Associate Professor/Interim Department Chair	46,400 *
Jane W. Lammers (T)	Professor	41,480
Betty M. Hubbard (T)	Associate Professor	39,335
Gary A. Lewers (T)	Associate Professor	35,351
Dept: of Health Sciences:		
Dwight R. Pierce	Associate Professor	36,108
Dept. of Home Economics:		
Mary H. Harlan (T)	Department Chairperson/Associate Professor	59,645 *
Melissa A. Shock	Assistant Professor	33,538
Detri M. Brech	Assistant Professor	31,616
Teresa K. Buchanan	Instructor	30,569
Renee F. Ryburn	Instructor	27,900
Dept. of Kinesiology and Physical Education:		
Deborah J. Howell (T)	Department Chairperson/Associate Professor	60,572 *
Larry W. Titlow (T)	Professor	44,360
John L. Gates (T)	Associate Professor	42,130
Nicholas L. Pederson (T)	Associate Professor	33,806
Ann Machen (T)	Assistant Professor	38,506
Robert C. Lowe	Instructor	31,288
Department of Nursing:		
Barbara G. Williams (T)	Department Chairperson/Professor	64,591 *
Lillian A. Del Papa (T)	Associate Professor	48,926
Glenda D. Cunningham	Assistant Professor	41,448
Lauretta A. Koenigseder (T)	Assistant Professor	40,326
Sheila J. Stroman (T)	Assistant Professor	35,214
Rebecca R. Lancaster (T)	Assistant Professor	35,120
Lynne W. Seymour	Instructor	32,789
Karen E. Jenkins	Instructor	32,044
Sharyl J. Sain	Instructor	31,400
Alice L. Nahley	Instructor	31,332
Patricia B. Crane	Instructor	30,788
Carol A. Enderlin	Instructor	29,969
Patricia W. Lucy	Instructor	29,750
Susan L. Gatto	Instructor	29,676
Dept. of Occupational Therapy:		
Linda Shalik	Department Chairperson/Associate Professor	62,475 *
Bonnie R. Decker	Instructor	40,400
Kathryn D. White	Instructor	35,530
Catherine R. Acre	Instructor	35,845
Linda Hathcote	Instructor	32,258
Dept. of Physical Therapy:		
Venita Lovelace Chandler (T)	Department Chairperson/Associate Professor	69,880 *
Joe C. Finnell (T)	Associate Professor	51,437 *
William D. Bandy (T)	Associate Professor	45,099
John D. Peck (T)	Associate Professor	40,681

John F. Foley	Assistant Professor	42,800
Nancy B. Reese	Assistant Professor	38,492
Glenn L. Irion	Assistant Professor	31,774
Jean M. Irion	Instructor	34,900
Elisa M. Zuber	Instructor	35,400
Reta J. Zabel	Instructor	17,222 #
Kim Dunleavy	Instructor	33,389
Dept. of Speech-Language Pathology:		
Elaine McNiece (T)	Interim Chairperson/Professor	58,016
Martha W. Anderson (T)	Professor	49,490
James E. Thurman (T)	Associate Professor	47,040
Susan A. Moss Logan (T)	Associate Professor	39,268
Robert J. Logan (T)	Associate Professor	36,141
Margie L. Gilbertson	Assistant Professor	29,496
Betty B. Fusilier (T)	Instructor	31,013
Kathy J. McDaniel	Instructor	27,400