

The Board of Trustees of the University of Central Arkansas convened in regular meeting Friday, July 8, 1994 at 2:30 p.m. in the Fireplace Room with the following officers and members present, to-wit:

Chairman:	Mr. Dalda Womack
Secretary:	Mr. Madison P. Aydelott III
	Dr. Harold Chakales
	Mrs. Elaine Goode
	Mr. Rush Harding III
	Mr. Jerry Malone

and with the following absent, to-wit: Vice Chairman: Mr. Joe White

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

Minutes of the last regular meeting, May 6, 1994, were approved as circulated on motion by Mr. Aydelott with a second from Mr. Harding.

President Thompson introduced the following individuals:

Ms. Joyce Reid, President of the Staff Senate;
 Dr. John Mosbo, Dean of the College of Natural Sciences and Mathematics;
 Dr. Gary Stark, Dean of the College of Arts and Letters;
 Dr. Woody Cummins, Director of Development effective August 1, 1994;
 Dr. Joe Rosen, Chair of the Physics Department
 Mr. Brad Crosson, Director of ARA Food Services

PRESIDENT'S REPORT

President Thompson reported on the following items:

Capital Projects Update:

Laney Hall Replacement: The slabs of all four floors have been poured, including the attic, and the roof is nearing completion on the main structure. Brick work, as well as mechanical systems, is progressing well. The contractor, Cone Construction

Company, expects to have the facility completed and ready to accept the furniture and equipment from the existing science building near the end of the Fall term, with occupancy to begin in the Spring term of 1995. The Physical Therapy Office Suite, which is located north between the main structure and the old gymnasium, is being given priority in order to complete it for occupancy by the beginning of the Fall term.

AETN/UCA Joint Studio/Classroom Facility: A joint venture of Tom Fennell/Sims, Grisham, Blair Architects has been selected as an architect to develop preliminary plans and design concepts for this facility. Even though \$7,130,000 has been approved by the Legislature for the construction of this project, State funds have not yet been received. The building committee and the architect are currently working on specific space needs, the location of those spaces within the building and the general design for the facility.

Art Gallery: With the exception of work on some of the walls to enhance their ability to support large art objects, the building is completed and the initial art exhibit has been conducted in the facility.

Parking Lot South of Christian Cafeteria: Construction began on May 26, 1994 on a 200 space parking lot south of Christian Cafeteria where the intramural field was formerly located. Construction of the hard surface parking lot including installation of lighting had an original completion date of June 24, 1994. Frequent rains have delayed construction but the lot should be available for use by August 1, 1994.

Purchase of Williams Property at the Corner of Donaghey and Robins Streets: The purchase of the half block of property south of the President's home and east of Donaghey Avenue owned by Harley and Carolyn Williams has been completed with the purchase price of \$149,000.

Softball Complex: Bids were opened June 28, 1994. The successful bid of \$919,000 was submitted by Oak Ridge Builders from Tulsa, Oklahoma.

Student Center: Asbestos abatement is almost complete. Plans are to have drawings completed and project bid by early August with construction to begin soon thereafter.

Litigation Update: At President Thompson's request Ms. Mary Stallcup, General Counsel, reported in connection with the following items:

Dennis Charles v UCA, No. LR-C-93-312 (E.D. Ark.) Mr. Charles, a Physical Plant employee, contends that he was terminated on the basis of his sex rather than his unsatisfactory performance appraisals. After presentation of Mr. Charles' case, the district court granted UCA's motion for judgement. Mr. Charles' appeal time has run, and this case is closed.

Hill v Board of Trustees of UCA, et al., No. LR-C-94-345 (E.D.Ark.). Mr. Wilton Hill, a Department of Public Safety Officer, has sued UCA in federal court for race and age discrimination and retaliation. Mr. Hill contends that UCA discriminated against him on the basis of his race by paying him a lower salary than a white employee with less seniority. Mr. Hill claims that he was subsequently denied a promotion to Uniform Commander based on his race, his age and in retaliation for filing the previous discrimination complaint. Mr. Hill is seeking promotion to the position of Uniform Commander, back pay, compensatory damages in excess of \$50,000, punitive damages in excess of \$50,000, attorney fees and costs.

Range v Student Loan Guarantee Foundation and UCA, AP944050 (Bankruptcy). Ms. Range has asked the bankruptcy court to discharge her student loans based upon undue hardship. Ms. Range owes UCA \$797.16. UCA has opposed the discharge, and the matter is set for hearing on August 31, 1994.

Board of Trustees of UCA v Comstock, No. CIV-94-206 (Faulkner County Circuit). UCA has filed a complaint to condemn the lands owned by Harold and Betty Comstock on the southern half of the block bounded by Donaghey Avenue, and Robins, Elizabeth (closed) and Torreyson Streets. UCA needs to acquire the land in order to provide adequate parking facilities.

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 TRO 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 and will be set for oral argument sometime this fall.

Kerr v Smith, et al., No. E94-137 (Faulkner County Chancery). On February 14, 1994, Mr. Kerr, a UCA graduate student, filed a petition for a temporary injunction

to reinstate Mr. Kerr as a student at UCA. Mr. Kerr had been suspended for three years for possession of a weapon found in his car. On February 15, 1994 the court granted the preliminary injunction. The case has been set for hearing August 5, 1994.

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 been set for trial on September 13, 1994. UCA has no financial liability in this matter.

Gibson v UCA, EEOC No. 251-94-0303. Ms. Gibson contends that she was not selected for the position of Director of Disability Services/Assistant Director of Minority Affairs due to her race, white, and her disability. UCA has denied the charge and is awaiting a decision by EEOC.

Barthel Huff v UCA, EEOC No. 251-93-1035. Dr. Barthel Huff has served as a faculty member at numerous universities. He currently resides in the State of Utah. Dr. Huff contends that UCA discriminated against him on the basis of his age when he was not selected for a faculty position in the Department of Mathematics and Computer Science. UCA has denied the charge and is awaiting a decision from the EEOC.

Walter Hathaway v UCA, EEOC No. 251-93-1346. Mr. Walter Hathaway is an employee in UCA's Physical Plant. Mr. Hathaway charged that UCA discriminated against him on the basis of his age when he was not selected for the positions of Financial Aid Officer II, Equipment Operator I, and Custodial Supervisor II. UCA has denied the charge and is awaiting a determination from EEOC.

Willis Hampton v UCA, EEOC No. 251-93-1486. Mr. Willis Hampton was an unsuccessful applicant for the position of Director of Public Safety. He contends that he

was not selected due to race discrimination. UCA denied the charge and EEOC has agreed that no discrimination occurred.

Love v UCA, 94-506C-CC. Mr. Preston Love, Jr., a UCA student, contends that UCA should reimburse him for clothing allegedly stolen from his residence hall room. UCA has denied the claim and is awaiting a hearing date.

Price v UCA, 94-379N-CC. Mr. Price of Price Tree Service has asked the State Claims Commission to order UCA to pay him \$3,500.00 for tree pruning services provided to the University. UCA denies liability for this amount, due to the unsatisfactory quality of the work. In addition, Mr. Price has failed to produce evidence of payment for equipment rented for the project. This matter has not yet been set for hearing.

Ms. Stallcup reported that UCA has received two new EEOC age-discrimination claims since the agenda was mailed to Board members and is in the process of responding to them.

She further reported that she is working with Illinois counsel and the Attorney General's office in negotiating for a fair resolution of the Ming Fang Wang lawsuit. During a lengthy group discussion several members of the board expressed their concerns about settling the case. The advisability of obtaining an independent medical evaluation and an additional legal opinion were discussed. President Thompson stated that he would take the discussion under advisement and consider the available options.

Enrollment update - The official enrollment report for the first summer term indicates an increase of approximately 70 students. Official enrollment figures for the second summer term are unavailable at this time.

Enrollment figures to date for the fall term indicate a decrease of approximately 80 students when compared to last year's figures.

Retention of Athletes - Preliminary figures from the Arkansas Department of Higher Education indicate that UCA is above the state average figures in the retention of athletes in every sport (men's and women's divisions) except men's basketball. President Thompson commended the UCA athletic department staff and others who work with the athletes.

Articulation - The presidents and chancellors of the four- and two-year state institutions have entered into an agreement regarding the articulation of students who have completed

associate degrees at the two-year institutions. The formal announcement should be made within the next two to three weeks. It is expected that most of the four-year state institutions will join the agreement.

This agreement may have a significant effect upon patterns of transfer students from two-year to four-year institutions. Also, it may result in a slight modification of UCA's core curriculum requirements. Appropriate university personnel are currently working on that change.

Soda Pop Tax - The question of retention of the soda pop tax, which will appear on November's ballot, is a very important issue for higher education. Funds from the tax are primarily for health care for the elderly and, therefore, do not go directly to higher education. However, if the tax is eliminated by vote of the people it will have a severe impact on the state budget for the next biennium which, in turn, will have a detrimental effect on the state institutions of higher education. President Thompson stated that he will be doing all he can with public speaking to encourage voters to continue the tax. He encouraged members of the Board to support the tax when opportunities arise.

Trustee Training Report Form - Act 1171 of 1993 requires that the members of the boards of all publicly supported institutions of higher education in Arkansas receive eight hours of instruction and training within one year of appointment and each year thereafter. The instruction and training is to include higher education issues, policies, laws, and the duties and responsibilities associated with the position of board member.

The "Trustee Training Report Form" was created to record the receipt of such training and instruction. These forms will be kept on file in the President's Office.

Future Board Meetings - The following dates were suggested for future board meetings:

1. Friday, August 12, 1994
2. Friday, October 14, 1994
3. Friday, December 9, 1994
4. Friday, February 10, 1995
5. Friday, April 14, 1995

President Thompson requested board members to let his office know if there are conflicts.

Other:

Update on the Gulf South Conference and the Arkansas Intercollegiate Conference. Recent news reports indicate that the Arkansas Intercollegiate Conference has disbanded. In all probability, this means that some, if not all, AIC institutions will apply for membership in the Gulf South Conference. The Gulf South Conference presidents will vote on new memberships in January.

SPECIAL REPORT

Funding Recommendations/Equity Funding - Copies of the Arkansas Department of Higher Education's budget recommendations for the 1995-97 biennium were distributed and reviewed by President Thompson. UCA's total general revenue recommendation for 1995-96 is \$33,407,002 including \$3,805,384 in equity funding (an overall increase of 18.37%). President Thompson emphasized that the recommendations are a preliminary step in the budgeting process. He commended Mr. Bob McCormack and Mrs. Julie Cabe for their work on this issue. Mrs. Goode expressed her appreciation to members of the UCA staff who were involved in the budgeting process.

**REPORT OF COMMITTEE ON POLICY FOR REQUESTS TO ADDRESS
THE BOARD OF TRUSTEES**

Mr. Aydelott distributed copies of and reviewed the following memo:

TO: University of Central Arkansas
Board of Trustees

FROM: M. P. Aydelott, III

DATE: July 8, 1994

RE: Access to Board Meetings

On June 29, 1994, I met with Don Adlong, Sandy Breeding, Rachel Shipman, Joe White and Dr. Thompson in the Administrative Board room to discuss various proposals to develop a policy for determining when persons may address the University of Central Arkansas board of Trustees. We had a very productive meeting with everyone contributing their concerns.

Our discussion centered around the proposed drafts submitted by the Administration, Faculty, Staff and Student Government Association. Copies of these various drafts were sent to you earlier this month. The following is a summary of their concerns:

Student Government Association - Ms. Shipman stated the first fall meeting for the school year was not enough time for the students to meet and express concerns to be forwarded to the Board. Instead, she preferred an opportunity to address the Board at each regular session. She stressed that she envisioned "positive" reports designed to keep the Board better informed of student activities and concerns.

Otherwise she was in general agreement with the Administration proposal's as drafted.

Staff Senate - Their representative, Sandy Breeding, expressed a desire to have an opportunity to address the Board on one occasion during the Fall and Spring semesters. They would also like to see an appeal process drafted in the event the President defers or declines additional requests to speak. The current draft under consideration in Section B gives the President sole discretion to limit additional access to the Board.

Faculty Senate - Dr. Don Adlong summarized the Faculty concerns into three primary areas:

- A. That the Faculty representative be allowed to address the Board at each meeting. He stressed this was designed to provide information, and not a forum for argument.
- B. That a policy be developed to allow Board members, through the Chair, to recognize the Faculty President in the same manner we now do for Department Chairs and Administrative personnel for their various reports. He explained this would permit the Board to inquire directly to the Faculty representative their questions without the need to suspend the rules.
- C. That in the event A and B cannot be implemented, the Faculty would like to see an appeal process directly to the Board to permit access for speaking when the President declines.

Administration - Dr. Thompson expressed concern about parties who wanted to address the Board about the subject matters identified in Section D of the draft proposal. Everyone in attendance was in agreement that these items should not be discussed at Board meetings except where appropriate in Executive Sessions.

Generally, there were no objections to limiting the number of speakers to three or four persons at any meeting, and setting a time limit of five minutes per speaker. The consensus was to provide a period of 20 to 30 minutes for any meeting where speakers were permitted.

The Committee needs guidance from the Board at this time as to their impressions of the Administration's draft and frequency of speakers at Board meetings. Our goal is to incorporate the Board's recommendations into a final resolution to be presented for your consideration at the August meeting.

END OF MEMO

Mr. Aydelott expressed his appreciation to President Thompson and his staff for arranging the June 29 meeting. He then welcomed comments and suggestions from the Board.

Mr. Malone stated that he is not opposed to the senate presidents having the opportunity to speak at each board meeting nor to the suggested appeal process.

Dr. Chakales stated that at a recent meeting sponsored by the Association of Governing Boards of Universities and Colleges he posed the question to representatives of each school present (between 10 and 20 schools). He reported that each of those schools has a mechanism by which its board can be addressed. He further reported that the Association of Governing Boards has recommendations concerning this issue. Mr. Aydelott requested Dr. Chakales to furnish him the name of the AGB publication pertaining to this issue.

Mr. Aydelott will schedule a second meeting of the committee prior to the August 12 board meeting. Members of the Board will be notified. Dr. Chakales suggested that the meeting be scheduled after office hours to enable as many board members as possible to attend.

NEW BUSINESS

Change of Name of Department of Speech, Theatre, and Journalism to Department of Speech, Theatre, and Mass Communication - The Department of Speech, Theatre, and Journalism has requested a change in the name of the department to Speech, Theatre, and Mass Communication. The change reflects the department's recent revision of the curriculum, which

better integrates the print journalism and radio-television elements of the department and provides more up-to-date offerings for students. The new name is in keeping with designation of such programs across the nation. The request has been reviewed and endorsed by all appropriate committees, councils, and administrators.

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

"BE IT RESOLVED: THAT THE NAME OF THE DEPARTMENT OF SPEECH, THEATRE, AND JOURNALISM WILL BE CHANGED BEGINNING WITH THE FALL SEMESTER 1994 TO THE DEPARTMENT OF SPEECH, THEATRE, AND MASS COMMUNICATION."

Early Retirement- The University's current Early Retirement Benefit Program was approved by the Board of Trustees on April 19, 1983. The University's trustees approved a one-time modification in the retirement program in 1987. A resolution was approved at the June 19, 1987 meeting of the board which permitted UCA employees to take advantage of Act 187 of 1987. This legislation provided retirement incentives for certain state employees to retire between April 1, 1987 and January 1, 1988.

The most recent event concerning mandatory retirement based on age was the expiration of the provision of the federal Age Discrimination in Employment Act (ADEA), which permitted universities to require retirement of tenured faculty members at age 70. That provision expired on January 1, 1994, and there is now no mandatory retirement age for any university employee.

Arkansas law authorizes state-supported universities to negotiate with tenured faculty members in order to secure the faculty member's voluntary early retirement. A.C.A. 24-7-101. An examination of retirement ages of UCA faculty who have retired since 1982, and an analysis of the current UCA work force suggests that UCA could expect significant financial savings if it modifies the current retirement program, for a limited time period. A modification which would provide a one-time monetary payment in addition to benefits provided by the current program would, if elected by faculty members, produce significant salary savings. It would also enhance the exchange of ideas and further the educational mission of the University by providing opportunities to employ new faculty even as student enrollments reach a plateau.

The charts below show how the proposal would apply to individuals and demonstrate the costs and savings if all eligible faculty members were to take advantage of the proposal.

NAME: EXAMPLE 1DATE OF BIRTH:04-20-29EMPLOYMENT DATE(UCA): 09-01-59AGE:65-10-10 (01-01-95)YEARS OF SERVICE:35-04-00 (01-01-95)CURRENT YEAR SALARY:\$39,000

	<u>PERIOD:</u>	<u>PERIOD:</u>	<u>TOTAL</u>
	1-1-95 THRU 5-15-95	7-01-95 THRU 5-15-96	
<u>RETENTION COSTS</u>			
<u>SALARY:</u>	<u>\$ 19,500</u>	<u>\$ 39,780</u>	
<u>BENEFITS: (thru 6/30)</u>	<u>\$ 4,367</u>	<u>\$ 9,082</u>	
<u>TOTAL</u>	<u>\$ 23,867</u>	<u>\$ 48,862</u>	<u>\$ 72,729</u>
<u>RETIREMENT COSTS</u>			
<u>CASH PAYMENT: *</u>	<u>\$ 13,774</u>	<u>-0-</u>	
<u>BENEFITS:</u>	<u>\$ 611</u>	<u>\$ 650</u>	
<u>TOTAL</u>	<u>\$ 14,385</u>	<u>\$ 650</u>	<u>\$ 15,035</u>
<u>REPLACEMENT COSTS</u>			
<u>SALARY:</u>	<u>\$ 6,000</u>	<u>\$ 34,000</u>	
<u>BENEFITS:</u>	<u>\$ 46</u>	<u>\$ 8,500</u>	
<u>TOTAL</u>	<u>\$ 6,046</u>	<u>\$ 42,500</u>	<u>\$ 48,546</u>
<u>RETENTION COSTS:</u>			<u>\$ 72,729</u>
<u>RETIREMENT/REPLACEMENT:</u>			<u>\$ 63,581</u>
<u>COST SAVINGS FOR PERIOD:</u>			<u>\$ 9,148</u>

* Larger of one percent current salary times years service or 20% current salary.

NAME: EXAMPLE 2DATE OF BIRTH:09-29-31EMPLOYMENT DATE(UCA): 8-01-65AGE:63-03-03 (01-01-95)YEARS OF SERVICE:24-04-00 (01-01-95)CURRENT YEAR SALARY:\$60,000

	<u>PERIOD:</u>	<u>PERIOD:</u>	<u>TOTAL</u>
	1-1-95 THRU 5-15-95	7-01-95 THRU 5-15-96	
<u>RETENTION COSTS</u>			
<u>SALARY:</u>	<u>\$ 30,000</u>	<u>\$ 61,200</u>	
<u>BENEFITS: (thru 6/30)</u>	<u>\$ 6,278</u>	<u>\$ 13,053</u>	
<u>TOTAL</u>	<u>\$ 36,278</u>	<u>\$ 74,253</u>	<u>\$ 110,531</u>
<u>RETIREMENT COSTS</u>			
<u>CASH PAYMENT: *</u>	<u>\$ 17,646</u>	<u>-0-</u>	
<u>BENEFITS:</u>	<u>\$ 778</u>	<u>\$ 1,715</u>	
<u>TOTAL</u>	<u>\$ 18,434</u>	<u>\$ 1,715</u>	<u>\$ 20,149</u>
<u>REPLACEMENT COSTS</u>			
<u>SALARY:</u>	<u>\$ 6,000</u>	<u>\$ 34,000</u>	
<u>BENEFITS:</u>	<u>\$ 46</u>	<u>\$ 8,500</u>	
<u>TOTAL</u>	<u>\$ 6,046</u>	<u>\$ 42,500</u>	<u>\$ 48,546</u>
<u>RETENTION COSTS:</u>			<u>\$ 110,531</u>
<u>RETIREMENT/REPLACEMENT:</u>			<u>\$ 68,695</u>
<u>COST SAVINGS FOR PERIOD:</u>			<u>\$ 41,836</u>

* Larger of one percent current salary times years service or 20% current salary.

NAME: EXAMPLE 3

DATE OF BIRTH:01-19-27

EMPLOYMENT DATE(UCA): 9-01-70

AGE:66-11-14 (01-01-95)

YEARS OF SERVICE:24-04-00 (01-01-95)

CURRENT YEAR SALARY:\$52,000

	<u>PERIOD:</u>	<u>PERIOD:</u>	<u>TOTAL</u>
	1-1-95 THRU 5-15-95	7-01-95 THRU 5-15-96	
<u>RETENTION COSTS</u>			
<u>SALARY:</u>	<u>\$ 26,000</u>	<u>\$ 53,040</u>	
<u>BENEFITS: (thru 6/30)</u>	<u>\$ 5,545</u>	<u>\$ 11,357</u>	
<u>TOTAL</u>	<u>\$ 31,545</u>	<u>\$ 64,397</u>	<u>\$ 95,942</u>
<u>RETIREMENT COSTS</u>			
<u>CASH PAYMENT: *</u>	<u>\$ 12,646</u>	<u>-0-</u>	
<u>BENEFITS:</u>	<u>\$ 339</u>	<u>\$ 678</u>	
<u>TOTAL</u>	<u>\$ 12,985</u>	<u>\$ 678</u>	<u>\$ 13,663</u>
<u>REPLACEMENT COSTS</u>			
<u>SALARY:</u>	<u>\$ 10,000</u>	<u>\$ 42,000</u>	
<u>BENEFITS:</u>	<u>\$ 765</u>	<u>\$ 10,500</u>	
<u>TOTAL</u>	<u>\$ 10,765</u>	<u>\$ 52,500</u>	<u>\$ 63,265</u>
<u>RETENTION COSTS:</u>			<u>\$ 95,942</u>
<u>RETIREMENT/REPLACEMENT:</u>			<u>\$ 76,928</u>
<u>COST SAVINGS FOR PERIOD:</u>			<u>\$ 19,014</u>

* Larger of one percent current salary times years service or 20% current salary.

NAME: All Eligible Faculty (17)

DATE OF BIRTH:

EMPLOYMENT DATE(UCA):

AGE:

YEARS OF SERVICE:

CURRENT YEAR SALARY:

	<u>PERIOD:</u>	<u>PERIOD:</u>	<u>TOTAL</u>
	1-1-95 THRU 5-15-95 or 6-30-95	7-01-95 THRU 5-15-96 or 6-30-96	
<u>RETENTION COSTS</u>			
<u>SALARY:</u>	<u>\$438,312</u>	<u>\$ 894,162</u>	
<u>BENEFITS: (thru 6/30)</u>	<u>\$ 94,432</u>	<u>\$ 196,466</u>	
<u>TOTAL</u>	<u>\$532,744</u>	<u>\$1,090,628</u>	<u>\$1,623,372</u>
<u>RETIREMENT COSTS</u>			
<u>CASH PAYMENT: *</u>	<u>\$217,048</u>	<u>-0-</u>	
<u>BENEFITS:</u>	<u>\$ 12,554</u>	<u>\$ 24,332</u>	
<u>TOTAL</u>	<u>\$229,602</u>	<u>\$ 24,332</u>	<u>\$ 253,934</u>
<u>REPLACEMENT COSTS</u>			
<u>SALARY:</u>	<u>\$107,500</u>	<u>\$ 607,000</u>	
<u>BENEFITS:</u>	<u>\$ 1,512</u>	<u>\$ 151,750</u>	
<u>TOTAL</u>	<u>\$109,012</u>	<u>\$ 758,750</u>	<u>\$ 867,762</u>
<u>RETENTION COSTS:</u>	<u>\$532,744</u>	<u>\$1,090,628</u>	<u>\$1,623,372</u>
<u>RETIRE./REPLACEMENT:</u>	<u>\$338,614</u>	<u>\$ 783,082</u>	<u>\$1,121,696</u>
<u>SAVINGS FOR PERIOD:</u>	<u>\$194,130</u>	<u>\$ 307,546</u>	<u>\$ 501,676</u>

* Larger of one percent current salary times years service or 20% current salary.

Following a group discussion the following resolution was adopted upon motion by Dr. Chakales with a second by Mr. Harding:

"BE IT RESOLVED: THE PRESIDENT IS AUTHORIZED TO AMEND THE UNIVERSITY'S EARLY RETIREMENT PROGRAM TO INCLUDE THE FOLLOWING PROVISIONS: TENURED FACULTY MEMBERS WHO WILL BE 62 YEARS OF AGE OR OLDER ON OR BEFORE JANUARY 1, 1995 OR HAVE COMPLETED THIRTY (30) YEARS OF SERVICE AT UCA ON OR BEFORE JANUARY 1, 1995, MAY ELECT TO ENTER THE EARLY RETIREMENT PROGRAM EFFECTIVE JANUARY 1, 1995. PARTICIPATION IN THIS PROGRAM IS VOLUNTARY, AT THE OPTION OF THE FACULTY MEMBER. ELIGIBLE FACULTY MEMBERS WHO EXERCISE THEIR OPTION TO RETIRE UNDER THIS PROVISION WILL RECEIVE, IN ADDITION TO BENEFITS OF THE CURRENT RETIREMENT PROGRAM, AND IN LIEU OF THE REMAINING PAYMENTS DUE UNDER THE TERMS OF THEIR EXISTING CONTRACTS, A ONE-TIME CASH PAYMENT OF THE LARGER OF (A) 20% OF THE AMOUNT OF THE CONTRACT IN EFFECT ON 1-01-95, OR (B) 1% OF THE AMOUNT OF THE CONTRACT IN EFFECT ON 1-1-95 TIMES THE YEARS OF SERVICE AT UCA. BEFORE EXERCISING THEIR OPTION TO RETIRE UNDER THIS PROGRAM, FACULTY MEMBERS MUST BE ADVISED OF THEIR RIGHTS UNDER THE ADEA AND MUST BE ADVISED TO SEEK LEGAL, TAX OR OTHER ADVICE NECESSARY TO ALLOW THEM TO MAKE AN INFORMED DECISION. THEY MUST ALSO COMPLETE THE ATTACHED VOLUNTARY EARLY RETIREMENT AGREEMENT.

BE IT FURTHER RESOLVED: THE PROVISIONS OF THE ABOVE- STATED AMENDMENT IS AVAILABLE ONLY TO THOSE WHO ELECT TO RETIRE EFFECTIVE JANUARY 1, 1995, AND WHO PROVIDE WRITTEN NOTICE TO THE PRESIDENT ON OR BEFORE NOVEMBER 1, 1994. THESE PROVISIONS ARE NOT AVAILABLE TO FACULTY MEMBERS ON LEAVE-WITHOUT-PAY STATUS, RECEIVING LONG- TERM DISABILITY INSURANCE BENEFITS, OR RECEIVING WORKERS COMPENSATION BENEFITS."

VOLUNTARY EARLY RETIREMENT AGREEMENT

This Agreement is entered into by and between _____, a faculty member at the University of Central Arkansas, and the Board of Trustees of the University of Central Arkansas on this the _____ day of _____.

_____ states:

That he/she has been a faculty member at the University of Central Arkansas since _____ and currently holds the rank of _____.

That he/she is not on leave-without-pay status; receiving long-term disability insurance benefits; or receiving workers compensation benefits;

That on his/her own initiative, he/she has sought an agreement for early retirement pursuant to Arkansas Code Annotated §24-7-101 and Board Policy No. _____.

That he/she has been apprised of his/her rights under the Age Discrimination in Employment Act as amended;

That he/she has been advised or has had the opportunity to seek the advice and counsel of attorneys, accountants, and others who could aid him/her in making an informed decision regarding the early retirement program;

That he/she has been given at least 45 days to consider his/her participation in the program; and

That he/she voluntarily does hereby resign his/her position as _____ effective _____, recognizing and acknowledging that all rights and obligations, as a tenured faculty member, will then end.

In consideration for the resignation as described above, the Board of Trustees of the University of Central Arkansas hereby accepts such voluntary resignation and in consideration thereof agrees to provide one of the following:

CHECK ONE:

- A one-time cash payment of 20% of the amount of the contract in effect on 1-1-95;
- 1% of the amount of the contract in effect on 1-1-95 times the years of service at UCA.

All earlier oral or written agreements regarding employment between the Board of Trustees of the University and/or the University of Central Arkansas and _____ are superseded by this Agreement. This Agreement does not affect or alter the rights, privileges, or options accrued to this date which _____ now has under pension (annuity), insurance, or other plans (if any) in which _____ has participated and to which the University has made contributions, nor any rights, privileges, or options to which emeriti faculty members are entitled by reason of that rank.

Witness:

Faculty Member

Witness:

Board of Trustees of the
University of Central Arkansas

BY: _____

Fringe Benefits for Lecturers - It has been university practice that non-mandatory fringe benefits be provided for nine-month educational and general academic personnel who hold full-time appointment as professor, associate professor, assistant professor or instructor but not to those employed less than full-time.

Act 673 of 1993, UCA's appropriation act for the 1993-95 biennium, authorized the additional title "lecturer" for academic appointments. The university's ability to attract and retain individuals whose educational background and experience merit appointment as lecturer will be enhanced considerably if the university has the flexibility to include fringe benefits for those appointments as lecturer which are for half-time or greater.

The following resolution was adopted upon motion by Mr. Harding with a second from Mr. Aydelott:

"BE IT RESOLVED: THAT THE ADMINISTRATION IS AUTHORIZED TO EXTEND THE UNIVERSITY'S FRINGE BENEFITS PROGRAM TO ANY EMPLOYEE HOLDING THE RANK OF LECTURER WITH ASSIGNED DUTIES ONE-HALF TIME OR MORE, EFFECTIVE JULY 1, 1994."

Legislative Audit Report - In accordance with Act 4 of 1991, the Board of Trustees is required to review audit reports and accompanying comments and recommendations relating to publicly funded institutions. This Act requires that the Board take appropriate action relating to each finding and recommendation contained in the audit report.

We recently received the audit report for fiscal year 1993 for the University of Central Arkansas. A copy of that report was mailed to Board members with the agenda for this meeting. Attached is a letter to Tom Smith, Department of Finance and Administration, that outlines the university's response to those findings.

The audit was filed by the Legislative Joint Auditing Committee at its May 13, 1994 meeting.

The following resolution was adopted upon motion by Mrs. Goode which was seconded by Dr. Chakales, with a negative vote from Mr. Malone:

"BE IT RESOLVED: THAT THE UCA BOARD OF TRUSTEES HAS REVIEWED AND ACCEPTS THE AUDIT REPORT FOR FISCAL YEAR 1993 AS PREPARED BY THE ARKANSAS LEGISLATIVE AUDIT

DIVISION AND REVIEWED BY THE LEGISLATIVE JOINT AUDITING COMMITTEE."

Property Purchase - Duke - The university currently owns six (6) lots north of Bruce Street between Augusta and Western Avenues containing approximately 61,000 square feet. Three houses and an 84 space parking lot are located on the property.

Property located at 316 Western Avenue, two lots containing 20,000 square feet and a 2,300 square foot residence, has been offered for sale to the university. This property has recently been appraised as follows:

Beaty Appraisal Service	\$70,000
Clay & Associates, Inc.	\$75,000
Coats Appraisal Service	\$91,000

This property and lots already owned by the university have a 100 foot common north-south property line. The property at 316 Western would be well suited for ownership and development by the university.

The following resolution was adopted upon motion by Mrs. Goode which was seconded by Mr. Harding, with a negative vote from Mr. Malone who requested that the minutes reflect "my continued lack of clear understanding of the university master plan that I've referred to in several meetings and it's not just to be against making improvements but more so my having a desire to have an overall view of what our mission and goals are and where we're headed so I can then make reasonable decisions about whether purchases and other acquisitions are in the best interest of achieving our desired interests and goals."

"BE IT RESOLVED: THAT THE PRESIDENT IS AUTHORIZED TO NEGOTIATE FOR THE PURCHASE OF PROPERTY LOCATED AT 316 WESTERN AVENUE AND LEGALLY DESCRIBED AS:

**LOTS 14 AND 15, BLOCK 3, J. E. LITTLE SUBDIVISION,
CITY OF CONWAY, FAULKNER COUNTY, ARKANSAS."**

Athletics - Athletic Information Director/Assistant Volleyball Coach - The UCA Athletics Department has requested authorization for a new position, that of Athletic Information Director/Assistant Women's Volleyball Coach.

The current Women's Volleyball Coach also serves as Assistant Women's Basketball Coach and part-time Sports Information person. The Women's Volleyball Coach, unlike coaches of other sports, has no assistant. Because of gender equity issues, this needs to be corrected. Moreover, the effort to fill the sports information needs with a graduate assistant, in order to save money, has not been entirely successful.

In order to fund the salary and fringes of this position in the amount of \$37,500 and the accompanying athletic facilities charge (10.65%) of \$3,994, it will be necessary to modify the athletic budget to include a transfer from the educational and general reserve for \$41,494. This will increase the total athletic budget from \$1,367,113 to \$1,408,607.

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

"BE IT RESOLVED: THAT, IN ORDER TO FUND A NEW POSITION OF ATHLETIC INFORMATION DIRECTOR/ASSISTANT WOMEN'S VOLLEYBALL COACH, THE UCA BOARD OF TRUSTEES APPROVES A MODIFICATION TO THE 1994-95 ATHLETIC BUDGET FROM \$1,367,113 TO \$1,408,607 TO INCLUDE A TRANSFER FROM EDUCATIONAL AND GENERAL FUNDS OF \$41,494."

Authority to Accept Bids on \$2,000,000 Bond Issue for Parking and Related Facilities; Bond Counsel - At the March 18, 1994 meeting, the Board of Trustees gave general authorization for the issuance of \$2,000,000 in bonds to fund parking facilities.

Pursuant to that authorization the university hired the law firm of Williams and Anderson to act as counsel. Mr. David Menz, of that firm, has drafted the attached resolution authorizing the staff to act as agent in carrying out various tasks in issuing the bonds.

The following resolutions were adopted upon motion by Mr. Harding with a second from Dr. Chakales:

"A RESOLUTION AUTHORIZING PREPARATIONS FOR THE ISSUANCE BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF CENTRAL ARKANSAS PARKING FACILITIES REVENUE BONDS, SERIES 1994

WHEREAS, the General Assembly of the State of Arkansas at its 1947 Regular Session enacted Act 62 of 1947 (Arkansas Code Annotated 6-62-301 et seq.) (the "Act") pursuant to which the University of Central Arkansas ("UCA") is authorized and empowered as a public agency of the state of Arkansas to construct buildings, structures, parking facilities or other improvements which the Board of Trustees of UCA (the "Board") deems proper, and to issue bonds in order to finance such; and

WHEREAS, on April 29, 1994, the State Board of Higher Education reviewed a proposal by UCA for the acquisition and construction of new parking facilities and the renovation of existing parking facilities on the campus of UCA (the "Project") and approved UCA going forward to issue and sell bonds to finance the Project; and

WHEREAS, the Board has previously determined that new and renovated parking facilities are necessary for the efficient operation of the UCA campus and has previously approved plans for such.

NOW: THEREFORE: BE IT RESOLVED BY THE BOARD, THAT:

Section 1. The Administrative staff of UCA commence all necessary preparation for the issuance of not to exceed \$2,000,000 of Parking Facilities Revenue Bonds, Series 1993 (the "1994 Bonds") to be issued in such series, to mature, to bear interest, and to contain such other terms and conditions and shall be sold to the public pursuant to an Official Notice of Sale.

Section 2. The Vice President for Financial affairs, for and on behalf of the Board, is hereby authorized to prepare and approve for distribution to the public a Preliminary Official Statement describing the terms and conditions under which the 1994 Bonds are to be issued and secured, and which may be deemed final within the meaning of SEC Rule 15c2-12 upon the approval thereof by such officer.

Section 3. The Vice President for Financial Affairs, shall as soon as possible comply with all requirements of the laws of the State with respect to a public sale, and after such sale, shall review the bids and select the one which offers the lowest costs to UCA."

Distinguished Alumnus - The University of Central Arkansas created the Distinguished Alumnus Award in 1986 to recognize alumni who have made outstanding contributions and achievements.

Dr. J. D. (Don) Mashburn of Silver Spring, Md., attended UCA for three years, completing his pre-medical work in 1949. While here, he was elected to Who's Who and was a member of Phi Sigma Phi, the Pre-Med Club, and the Wesley Foundation Council. He graduated from the University of Arkansas for Medical Sciences and was in private practice in Rison for a brief time. Following military service, he completed a residency at the University of Tennessee in pathology. He became assistant chief of the laboratories at the VA Hospital in Madison, Wisconsin, and also assistant clinical professor of pathology at the University of Wisconsin. Then he was assistant chief of laboratories at the Methodist Hospital in Memphis, and also assistant clinical professor of pathology at the University of Tennessee. From there, he went to Washington Adventist Hospital in Takoma Park, Maryland, where he was director of laboratories. He recently retired.

Mrs. Mashburn, the former Mary Lou Johnson, received a bachelor's degree in home economics from UCA in 1951.

Dr. Mashburn led in establishing The Mashburn Institute at UCA, a program which focuses on exemplary practices for teaching students with learning disabilities in the area of reading, and ultimately to train pre-service and in-service teachers to deal with the learning disabled. Dr. Mashburn expressed the desire in establishing the Institute to "have the greatest positive impact on the greatest number of children in Arkansas with minimal learning disabilities by pushing for early diagnosis and support to prevent the pattern of failure which leads to poor self-image, rebellion, dropout, marginal social status and crime"; and (2) to honor his mother, Christine Greenhaw Mashburn, "the most important teacher in my life because she instilled in me a respect for the potential in every person and the concept that there is no such thing as a 'dumb kid.'"

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

"BE IT RESOLVED, THAT THE UNIVERSITY OF CENTRAL ARKANSAS BOARD OF TRUSTEES RECOGNIZES THE CONTRIBUTIONS AND ACHIEVEMENTS OF DR. J. D. (DON) MASHBURN AND CONFERS ON HIM THE HONOR OF DISTINGUISHED ALUMNUS."

Publications for Board Members - Currently, Board Policy No. 210 provides that the publications The Chronicle of Higher Education and Black Issues in Higher Education will be made available to the Board of Trustees upon request at the university's expense.

It has been suggested that subscriptions to the Log Cabin Democrat be added to this list.

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

"BE IT RESOLVED: THAT BOARD POLICY NO. 210 BE AMENDED TO READ AS FOLLOWS: "THE PUBLICATIONS THE CHRONICLE OF HIGHER EDUCATION, BLACK ISSUES IN HIGHER EDUCATION, AND THE LOG CABIN DEMOCRAT WILL BE MADE AVAILABLE TO THE BOARD OF TRUSTEES UPON REQUEST AT THE UNIVERSITY'S EXPENSE."

Master of Science in Nursing Degree in Fort Smith via telecommunication/compressed video

The college of Health and Applied Sciences seeks approval to offer the Master of Science in Nursing (MSN) degree in Fort Smith via telecommunication/compressed video. The proposed program is the same curriculum as the current MSN degree offered by the University of Central Arkansas (UCA). For the past three years, UCA has offered graduate nursing courses in Fort Smith via telecommunication and through on-site instruction.

The proposed program will be funded by a \$574,887 three-year grant from the U.S. Department of Health and Human Services, Division of Nursing. The grant will fund the following items: a) full line charges for compressed video from Conway to Fort Smith; b) a full-time graduate nursing faculty member; c) a secretary; d) a graduate assistant; e) a library technical assistant to assist students at the outreach site; f) library resources for Fort Smith; g) a 25% FTE telecommunication technician at Fort Smith AHEC; and h) telecommunication equipment and classroom upgrades.

The Federal government is contributing \$574,887 or 73% of the cost for this proposed program. The remaining estimated \$217,000 (27%) includes \$200,000 provided to UCA and the University of Arkansas Medical Science Center through a grant by the Arkansas Department of Higher Education. In addition, UCA will contribute \$17,000 in-kind support in the form of personnel and equipment.

UCA's outreach to western Arkansas will greatly improve the educational opportunities of baccalaureate nurses who wish to pursue advanced practice nursing. Fort Smith and surrounding communities will benefit from a greater number of nurses prepared to assume advanced clinical, leadership, and educational roles. Arkansas is among the lowest states in terms of the percentage of nurses prepared at the graduate level, with only 5.5% of nurses in the state holding a master's or doctorate degree, compared with a national average of 7.9%

The program has the support of the appropriate committees and administrators.

The following resolution was adopted upon motion by Mr. Harding with a second from Mrs. Good:

"BE IT RESOLVED: THAT THE BOARD OF TRUSTEES AUTHORIZES ADOPTION OF THE MASTER OF SCIENCE IN NURSING DEGREE PROGRAM IN FORT SMITH VIA TELECOMMUNICATION/ COMPRESSED VIDEO, EFFECTIVE AUGUST 15, 1994."

OTHER

President's House - Mr. Womack requested an update from the committee to review needs of president's house.

Mrs. Goode reported that the committee will be prepared to make a formal proposal at the August 12 meeting.

Mr. Womack requested Mrs. Goode to serve as chair of the committee.

Mr. O. W. McCastlain - Mr. Harding requested that the minutes of this meeting pay tribute to a special friend of UCA, Mr. Orville Wright "O.W." McCastlain, of Holly Grove (Monroe County) who died June 27.

Mr. McCastlain presented UCA one of its most generous gifts when in 1989 he established a charitable trust that will pay into the UCA Foundation a total of \$975,000 by 2004. Earnings will be shared by the College of Business Administration and the Honors College.

President Thompson and the Board of Trustees expressed their appreciation for Mr. McCastlain's generosity.

Remediation Courses - Mr. Malone requested President Thompson to give an update on the possibility of remedial courses being offered by another institution on the UCA campus.

President Thompson stated that he will offer a proposal to Petit Jean Technical College for consideration within the next week.

EXECUTIVE SESSION

Executive session was declared upon motion by Mr. Harding with a second by Mrs. Goode.

OPEN SESSION

Open session was declared upon motion by Mrs. Goode with a second from Mr. Malone.

The following adjustments, adjustments (summer), appointments, appointments (summer), appointments from restricted funds, part-time appointments, sabbaticals, and resignations were approved provided, however, that the administration is authorized to make corrections and changes of a clerical nature, upon motion by Dr. Chakales with a second by Mrs. Goode.

Adjustments:

1. Deborah Reese Barnes, change Instructor/Coordinator of Early Field Experiences, Professional Field Services, effective August 17, 1994 through May 17, 1995 @ a gross salary of \$22,440.00 to Instructor/Coordinator of Directed Teaching, Professional Field Services, effective July 1, 1994 to July 1, 1995 @ a gross salary of \$32,996.00.
2. Joyce A. Fiddler, change Instructor/Director of Professional Field Services, effective July 1, 1994 to July 1, 1995 @ a gross salary of \$36,516.00 to Assistant Professor, Childhood Education, effective August 17, 1994 through May 17, 1995 @ a gross salary of \$28,000.00.

3. Carl Redden, Interim Chairperson/Professor, Department of Geography/Political Science/Sociology, appointment with tenure, effective July 1, 1994 to July 1, 1995, change gross salary from \$66,661.00 to \$68,461.00.
4. Edvard E. Thorsett, change Instructor, Speech/Theatre/Journalism, tenure track, effective August 17, 1994 through May 17, 1995 @ a gross salary of \$33,966.00 to Dr. Edvard E. Thorsett, Assistant Professor and Director of Mass Communications, Speech/Theatre/Journalism, effective August 17, 1994 through May 17, 1995 @ a gross salary of \$34,966.00.
5. Linda Coyle, Administration & Secondary Education, summer appointment, first term @ a gross salary of \$2,114.28. CANCELED.
6. Glenda Lawson, Nursing, summer appointment, first term @ a gross salary of \$4,974.00. CANCELED.
7. Robert Lowe, Kinesiology-Physical Education, summer appointment, second term @ a gross salary of \$3,755.00. CANCELED.
8. Kevork Mardirossian, Music, summer appointment, first term @ a gross salary of \$1,400.00. CANCELED.
9. Karen Weaver, Chemistry, summer appointment, first term @ a gross salary of \$3,948.00 and second term @ a gross salary of \$1,974.00. CANCELED.

Adjustments, Summer:

COLLEGE OF ARTS AND LETTERS

Art:

1. Roger Bowman, change first term @ a gross salary of \$4,452.00 to a gross salary of \$2,225.82.
2. Lyn Brands Wallace, change first term @ a gross salary of \$3,756.00 to a gross salary of \$1,878.00.
3. Patrick Larsen, change first term @ a gross salary of \$5,021.00 to a gross salary of \$2,510.58.
4. Robert Thompson, change first term @ a gross salary of \$5,263.00 to a gross salary of \$2,631.54.

Geography:

5. Paul Butt, change first term @ a gross salary of \$4,776.00 to a gross salary of \$2,388.00.

History:

6. Randall Pouwels, change first term @ a gross salary of \$4,493.00 to a gross salary of \$2,247.00.

Music:

7. Carl Anthony, change first term @ a gross salary of \$4,828.00 to a gross salary of \$2,864.00.
8. Neil Rutman, change first term @ a gross salary of \$1,400.00 to a gross salary of \$900.00.

Sociology:

9. Gordon Shepherd, change second term @ a gross salary of \$5,442.00 to first and second terms @ a gross salary of \$5,442.00 each term.

COLLEGE OF EDUCATION**Administration and Secondary Education:**

10. Dick Clough, change first and second terms @ a gross salary of \$2,852.22 each term to first term @ a gross salary of \$5,704.44 and second term @ a gross salary of \$2,852.22.
11. Harold Griffin, change first term @ a gross salary of \$2,269.56 and second term @ a gross salary of \$4,539.12 to first and second terms @ a gross salary of \$4,539.12 each term.

Special Education:

12. Kathleen Atkins, change first term @ a gross salary of \$2,256.00 and second term @ a gross salary of \$4,512.00 to first and second terms @ a gross salary of \$4,512.00 each term.

COLLEGE OF HEALTH AND APPLIED SCIENCE:**Physical Therapy:**

13. Jean Irion, change first and second terms @ a gross salary of \$4,188.00 each term to first term @ a gross salary of \$4,188.00.

COLLEGE OF NATURAL SCIENCES AND MATHEMATICS**Biology:**

14. Kenneth Freiley, change first term (July 1 through July 8) @ a gross salary of \$1,041.84 to a gross salary of \$1,019.00.

Chemistry:

15. George Paul, change first term @ a gross salary of \$2,801.00 and second term @ a gross salary of \$5,603.00 to first and second terms @ a gross salary of \$5,603.00 each term.

Mathematics and Computer Science:

16. Damber S. Tomer, change first term @ a gross salary of \$5,089.00 to a gross salary of \$2,545.00.

TRANSITIONAL STUDIES

17. Patricia R. Price, change first and second terms @ a gross salary of \$698.31 each term to a gross salary of \$700.00 each term.
18. Michael Seger, change first and second terms @ a gross salary of \$634.50 each term to a gross salary of \$700.00 each term.
19. Jo Karen Smith, change first and second terms @ a gross salary of \$673.59 each term to a gross salary of \$700.00 each term.
20. Ellen Stengel, change first and second terms @ a gross salary of \$1,305.36 each term to a gross salary of \$1,500.00 each term.

Appointments:

1. Mary Beth Armstrong, Assistant Professor, Speech-Language Pathology, Term, Non-Tenure Track, effective August 17, 1994 through May 17, 1995 @ a gross salary of \$32,000.00.
2. David Dennis, Acting Director of Intramurals/Recreation, Student Affairs, effective July 1, 1994 to July 1, 1995 @ a gross salary of \$30,000.00.
3. Carolyn Dombek, Associate Director of Development, Public Affairs, effective July 1, 1994 to July 1, 1995 @ a gross salary of \$35,000.00.

4. Charles Evans, Instructor, Music, tenure track, effective August 17, 1994 through May 17, 1995 @ a gross salary of \$31,000.00.
5. Charles Harvey, Interim Chair/Professor, Philosophy, effective July 1, 1994 to August 15, 1994 @ a gross salary of \$4,775.00.
6. Curtis D. Hippensteel II, Assistant Dean of Students/Assistant Director of Admissions, Department of Admissions, effective June 1, 1994 @ a gross salary of \$19,000.00 (per annum).
7. Jennifer Johnson, Instructor, Occupational Therapy, Term, Non-Tenure Track, effective August 17, 1994 through May 17, 1995 @ a gross salary of \$33,600.00.
8. Beverly Mucky, Assistant Professor, Health Sciences, Tenure Track, effective August 17, 1994 through May 17, 1995 @ a gross salary of \$34,000.00.
9. Charles W. Mullins, Assistant Professor, Mathematics & Computer Science, tenure track, effective August 17, 1994 through May 17, 1995 @ a gross salary of \$36,374.00.
10. Anthony J. Onwuegbuzie, Assistant Professor, Administration & Secondary Education, tenure track, effective August 17, 1994 through May 17, 1995 @ a gross salary of \$30,000.00.
11. Holly B. Tompson, Assistant Professor, Marketing and Management, tenure track, effective August 17, 1994 through May 17, 1995 @ a gross salary of \$45,000.00.
12. Marc B. Willey, Instructor, Occupational Therapy, Tenure Track, effective August 17, 1994 through May 17, 1995 @ a gross salary of \$39,500.00.

Appointments, Summer:

1. Mary Beth Armstrong, Assistant Professor, Speech-Language Pathology, effective First and Second Summer Terms @ a gross salary of \$3,840.00 each term.
2. Carolyn Brown, Instructor, Music, effective First Summer Term @ a gross salary of \$1,400.00.
3. Lisa Daerr, Instructor, International Programs, effective First Summer Term @ a gross salary of \$2,360.00 and Second Summer Term @ a gross salary of \$2,260.00.
4. Marc Hirrel, Instructor, Biology, effective First Summer Term @ a gross salary of \$3,000.00.
5. James C. Mainord, Professor, Special Education, Mashburn Institute, effective Second Summer Term @ a gross salary of \$7,019.00.

6. Beverly Mucky, Assistant Professor, Health Sciences, effective First and Second Summer Terms @ a gross salary of \$4,080.00 each term.
7. Lynn Ramage, Instructor, International Programs, effective First Summer Term @ a gross salary of \$2,528.00.

Appointments from Restricted Funds:

1. Emily Appukuttan, Instructor/Child Study, Childhood Education, effective First and Second Summer Terms @ a gross salary of \$750.00 each term.
2. Ronald Bramlett, Assistant Professor, Psychology & Counseling, effective July 1 through September 30, 1994 @ a gross salary of \$4,360.00.
3. Donald Culwell, Professor, Biology, effective First Summer Term @ a gross salary of \$2,274.00.
4. Bonnie Decker, Instructor, Occupational Therapy, effective June 1 through June 30, 1994 @ a gross salary of \$4,812.77.
5. Linda Graham, Instructor, Speech-Language Pathology, effective June 6 through August 12, 1994 @ a gross salary of \$5,559.00.
6. Lois Love Moody, Project Coordinator, Corporate Relations, effective July 1, 1994 to July 1, 1995 @ a gross salary of \$25,253.00.
7. Patricia Phelps, Assistant Professor, Instructional Development Center, effective First Summer Term @ a gross salary of \$1,992.00.
8. Sharon Ross, Instructor, Speech-Language Pathology, effective First Summer Term @ a gross salary of \$2,806.00 and Second Summer Term @ a gross salary of \$2,805.00.
9. David Sumpter, Assistant Professor, Psychology & Counseling, effective June 26 through June 30, 1994 @ a gross salary of \$1,200.00.
10. William Taylor, Assistant Professor, Chemistry, effective June 6 through August 12, 1994 @ a gross salary of \$6,000.00.
11. Karen Weaver, Assistant Professor, Chemistry, effective June 6 through August 12, 1994 @ a gross salary of \$7,896.00.

Appointments, part-time:

1. Robert Anthony, Instructor, part-time, Administration & Secondary Education, effective First Summer Term @ a gross salary of \$934.00.
2. George Balogh, Instructor, part-time, History, effective First Summer Term @ a gross salary of \$1,500.00.
3. Barbara Banks, Instructor, part-time, Childhood Education, effective First Summer Term @ a gross salary of \$2,800.00.
4. Perry Brown, Instructor, part-time, Geography/Political Science/Sociology, effective Second Summer Term @ a gross salary of \$1,500.00.
5. Sharon Burgess, Instructor, part-time, Home Economics, effective First Summer Term @ a gross salary of \$1,400.00.
6. Gertrude Casciano, Instructor, part-time, Art, effective First Summer Term @ a gross salary of \$1,500.00.
7. Nancy Clark, Instructor, part-time, Health Education, effective First Summer Term @ a gross salary of \$2,800.00.
8. Jennifer Damgaard, Instructor, part-time, International Programs, effective First Summer Term @ a gross salary of \$2,200.00 and Second Summer Term @ a gross salary of \$2,100.00.
9. Jan Downing, Instructor, part-time, Biology, effective First and Second Summer Terms @ a gross salary of \$1,500.00 each term.
10. Angela Greenland, Instructor, part-time, Special Education, effective First and Second Terms @ a gross salary of \$1,400.00 each term.
11. Robin Hayes, Instructor, part-time, Health Education, effective Second Summer Term @ a gross salary of \$2,800.00.
12. Edith Hudson, Instructor, part-time, Biology, effective Second Summer Term @ a gross salary of \$2,800.00.
13. Robert Kennedy, Instructor, part-time, Administration & Secondary Education, effective First Summer Term @ a gross salary of \$3,000.00.

14. Jack Mobley, Instructor, part-time, Biology, effective Second Summer Term @ a gross salary of \$3,316.00.
15. Martha Nehus, Instructor, part-time, Home Economics, effective Second Summer Term @ a gross salary of \$1,400.00.
16. Tami Phillips, Instructor, part-time, Undergraduate Studies, effective June 6 through August 19, 1994 @ a gross salary of \$2,420.00.
17. K. C. Poole, Instructor, part-time, Home Economics, effective First Summer Term @ a gross salary of \$1,400.00.
18. James B. Porter, Instructor, part-time, Biology, effective First Summer Term @ a gross salary of \$2,800.00.
19. Cindy Robinette, Instructor, part-time, Biology, effective Second Summer Term @ a gross salary of \$2,800.00.
20. Beverly Tallent, Instructor, part-time, Home Economics, effective First Summer Term @ a gross salary of \$1,400.00.
21. Gary White, Instructor, part-time, Chemistry, effective First and Second Summer Terms @ a gross salary of \$2,400.00 each term.
22. Kathy Woodcock, Instructor, part-time, Applied Academic Technologies, effective First Summer Term @ a gross salary of \$1,400.00.
23. Ann Woodruff, Instructor, part-time, Psychology & Counseling, effective First Summer Term @ a gross salary of \$3,000.00.
24. Sheila Wright, Instructor, part-time, Nursing, effective First Summer Term @ a gross salary of \$1,984.00.
25. Michael Pelt, Instructor, part-time, Philosophy, effective Fall Semester 1994 @ a gross salary of \$1,500.00.
26. Joan Wright, Instructor, part-time, Applied Academic Technologies, effective Fall Semester 1994 @ a gross salary of \$2,400.00.

Sabbaticals:

1. Dwight Langston, Foreign Languages, Spring 1995.
2. Anne Patterson, Music, Spring 1995.

Resignations:

1. Richard O. Grows, Small Business Advancement National Center, June 30, 1994.
2. Glenn Irion, Physical Therapy, Tenure Track, May 19, 1994.
3. Eric Sterling, English, Term, Non-Tenure Track, May 19, 1994.

There being no further business to come before the Board, the meeting adjourned upon motion by Mrs. Goode with a second from Dr. Chakales.


Dalda Womack, Chairman


Madison P. Aydelott III, Secretary