

The Board of Trustees of the University of Central Arkansas convened in regular meeting Friday, February 10, 1995 at 3:00 p.m. in McAlister Hall Room 402 with the following officers and members present, to-wit:

Chair:	Mr. Joe White
Vice Chair:	Mr. Madison P. Aydelott III
Secretary:	Mr. Rush Harding III Dr. Harold Chakales Mrs. Elaine Goode Mr. Jerry L. Malone Mr. Dalda Womack

and with the following absent, to-wit: None

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

Minutes of the December 9, 1994 meeting were approved as circulated on motion by Dr. Chakales with a second from Mr. Aydelott.

PRESIDENT'S REPORT

President Thompson reported on the following items:

Construction Update:

1. Laney Hall is substantially completed and occupied.
2. Architect selection for Wingo Hall will be completed about February 16, 1995, at which time architects on the short list will be interviewed and recommendations made to President Thompson.
3. Softball complex is nearing completion. Barring any significant weather delays, the complex will be completed by the end of February.
4. Student Center is on schedule with Phase I (everything but the Food Court) to be completed by August 1, 1995. The remainder of the building is scheduled to be completed by December 31, 1995.

5. President's House - At President Thompson's request Dr. James Dombek, Vice President for Administration, reported that UCA has received approval from State Building Services (SBS) on two of three submittals. Projected date for receiving bids is mid-April with a project completion date of January 1996. Dr. Dombek also displayed and discussed plans for the house. In response to questions from Board members, Dr. Dombek stated that the architect is working to keep the cost of the project within the \$400,000 authorized by the Board, and reported that private donations for the project have resulted in \$73,000.
6. UCAPD facility - At President Thompson's request Dr. Dombek reported that the design for this facility has been presented to the administration and police department staff and submitted to SBS. Projected date for construction to begin is July 1, 1995 and completion is expected early in 1996. Dr. Dombek displayed and discussed plans for the project.
7. Parking and street projects south of Carmichael Hall around Christian Cafeteria and west of THD are 90% complete. Project designs for parking facilities north of Administration Building, north of Speech-Language-Hearing facility, west of Hughes Hall and west of Laney have been submitted to State Building Services for approval. 40% of the concrete bottom of Stone Dam Creek is complete, 20% of the three walls have been constructed and design of concrete top structure is being finalized. Target date for the completion of the above parking facilities is August 1, 1995.
8. Football practice field trees have been sold (\$25 per ton for approximately 200 tons) and will be cut within the next three weeks, weather permitting. Stumps and tree debris must be removed and significant fill material hauled in. Completion date, including irrigation and sod/seeding, is estimated to be mid-summer.
9. Fiber optics project advertisements for bids are being placed. Project consists of installation to 18 buildings to complete the Computer/Communications Network and installation of fiber to 35 buildings for mechanical equipment control/monitoring. Estimated completion date, July 1, 1995.

Litigation Update - The following is a report on the status of litigation against UCA as of February 10, 1995:

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. UCA has filed a motion for summary judgment in this case. The matter is set for trial on May 8, 1995.

Armstrong v Thompson et al., No. 94-08928 (Pulaski County Circuit). Mr. James Armstrong, the former director of UCA's Intramurals Program, has filed this lawsuit against Dr. Thompson, the members of the UCA Board of Trustees, and Dr. John Smith. All defendants are sued in both their individual and official capacities. Mr. Armstrong contends that his termination was based on race discrimination in violation of the Arkansas Civil Rights Act. He argues that the Board of Trustees' decision to allow Dr. Thompson but not Mr. Armstrong to attend the executive session was a racially discriminatory application of the Arkansas Freedom of Information Act. He further contends that the defendants have defamed him, both verbally and through what he refers to as the University's publication, "Log Cabin". Mr. Armstrong seeks reinstatement, back-pay, front-pay, costs, attorney fees, and actual and punitive damages totalling \$400,000. UCA has filed an answer denying the complaint and contesting the court's jurisdiction over a suit against the state.

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 a decision is expected in the near future.

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. 251-94-0944. This is Dr. Barthel Huff's second age discrimination charge based upon UCA's failure to select him for a second faculty vacancy in the Department of Mathematics and Computer Science. UCA has denied the charge and is awaiting a decision by EEOC.

Patricia Hathaway v UCA, EEOC No. 251-94-1102. Ms. Hathaway, an employee in the Housing Department, has charged that UCA discriminated against her based upon her age when she was not promoted to the position of Accounting Technician II. UCA has denied the charge and EEOC has issued a determination that no discrimination occurred. The 90-day deadline to file a lawsuit has passed, therefore, this case is closed.

Walter Hathaway v UCA, EEOC No. 251-93-1346. Mr. Walter Hathaway was 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 EEOC has determined that no discrimination occurred.

Walter Hathaway v UCA, EEOC No. 251-94-0809. Mr. Hathaway filed a second charge alleging that he was discharged from his position as Equipment Operator I in retaliation for his filing an age discrimination claim against UCA. The university has denied the charge and is awaiting a determination from EEOC.

Copy Systems v. UCA, 95-316N-CC (Claims Commission). Copy Systems has filed a claim to recover \$400.76 for copy services received by UCA during late 1992. Due to a confusing and unusual invoice system used by Copy Systems, the university had not yet paid the company's invoices. UCA has admitted liability for the claim.

Legislative Update and State Funding Status Report - At President Thompson's request Ms. Julie Cabe, Executive Assistant to the President/Governmental Affairs, reported the following:

The Legislative Session is proceeding slowly on all funding issues pending decisions concerning public school funding.

A sub-committee appointed by the Legislative Council will conduct a study on the roles of boards and commissions.

One of the 33 proposed constitutional amendments will allow the General Assembly on a two-thirds vote to increase the number of members of the governing boards of institutions of higher learning.

The UCA appropriation bill has been introduced but no action has been taken. The bill does contain the funding levels recommended by the State Board of Higher Education in the total amount and the Governor's executive recommendation for depreciation funding.

The Governor's letter on the Educational Excellence Trust Fund has not yet come out.

College Savings Bonds appropriations, which would appropriate \$16 million the first year and \$24 million the second year for debt service for projects, including UCA's funding for the mass communications building and renovations of Old Main, is still in Joint Budget Committee but has been introduced.

It is hoped that the Personnel Committee will begin holding hearings next week on pay plans for the next biennium.

The Academic Freedom Resolution was defeated on a voice vote, therefore, did not get out of the House Education Committee.

The bill on English fluency was amended to provide that student evaluations of teaching faculty at public institutions of higher education shall include an assessment component for fluency in English.

Enrollment and Remediation Report - The Department of Higher Education's annual enrollment and remediation reports indicate that (1) when the number of full-time equivalent students is considered, UCA is the second largest campus in the state, and (2) UCA's remediation rates are the second lowest of the state's public institutions. President Thompson stated that statistics confirm that as UCA's remediation rate has declined, the retention rate has increased.

Mr. Malone asked if the decrease in remediation rates is attributed to UCA's change in admission standards. President Thompson stated that it probably has something to do with it although it is difficult to say just how much.

President Thompson also reported that, according to a recent report, starting salaries for health professions rank first. This information is significant because of the recent growth in UCA's health science programs.

Direct Student Loan Program - At President Thompson's request Mr. Bob McCormack, Vice President for Financial Affairs, reported that the university has been accepted to participate in the William D. Ford Direct Loan Program beginning with the 1995-96 academic year. The direct student loan program eliminates the multiple lenders and guarantee agencies and makes the process of obtaining the student loan substantially less complex. With direct student lending there is one source of funds and one servicing center to collect loans. The university will issue the promissory notes to borrowers and draw funds from the U.S. Department of Education. Funds are transferred electronically to UCA within 72 hours of loan requests. Timely receipt of funds will improve the cash flow for our students. This program permits UCA to better serve its students by providing information and processing student loans more quickly.

Bonded Indebtedness - UCA can be proud of its physical facilities, which are among the best if not the best in the state.

One reason the facilities are as good as they are is that over the years the university has issued bonds for the construction and renovation of both "educational and general" and "auxiliary" buildings.

President Thompson distributed and discussed information concerning UCA's debt service expense and bonds outstanding, and principal payments by fiscal year for bond issues outstanding at 6-30-94. Group discussion followed.

President Thompson discussed possible facilities for which bonds could be issued, in particular, a health and physical education/recreation center, and a mathematics/computer science building.

Plan for the Department of Mathematics and Computer Science - At President Thompson's request, Dr. J. William Berry, Vice President for Academic Affairs, reported that the Department of Mathematics and Computer Science has submitted a long-range plan which focuses the department's and the university's talents and resources where, in fact, it will produce some savings and target faculty on students and courses where they can do the best job.

An explanation of the plan was included in the board agenda book which was mailed to Board members prior to the meeting.

Dr. Berry commended the faculty of Mathematics and Computer Science, Dr. Charles Seifert, the department's chair, and Dr. John Mosbo, Dean of the College of Natural Sciences and Mathematics for developing the plan.

Dr. Chakales stressed the fact that in today's marketplace everyone must be computer literate, therefore, a computer literacy program would be a very worthwhile project.

Mr. Malone asked if the plan for the Department of Mathematics and Computer Science is a piecemeal way of pursuing the university college idea. President Thompson stated that it is partially the same idea in that some faculty members would be specifically focused upon teaching basic mathematics requirements at the university.

Mr. Malone asked about the status of the committee process to review the concept of a university college. President Thompson explained that the two committees that are dealing with different aspects of the concept have not yet issued reports. They are expected within the next month or so.

Dr. Chakales asked if problems with faculty English fluency exist at UCA. President Thompson stated he does not think that it has been a significant problem. Dr. Chakales requested that the administration examine the situation.

AGB Meeting March 25-28 - The 1995 National Conference on Trusteeship sponsored by the Association of Governing Boards of Universities and Colleges will be held March 25-28 in Seattle Washington. Conference attendance will satisfy the annual 8-hour training required

by the state. President Thompson encouraged Board members to attend the conference if their schedules permit.

STATEMENTS FROM THE PRESIDENTS OF THE FACULTY SENATE STAFF SENATE, AND STUDENT GOVERNMENT ASSOCIATION

Mr. White recognized the presidents of the Faculty Senate, Staff Senate, and Student Government Association who made the following statements:

Mr. Don Adlong, President, Faculty Senate informed the Board of the following concerns:

1. At the last Board meeting it was stated that there was no written policy by which individual could address the Senate. Mr. Adlong stated that the Senate has long had the informal policy of placing anyone on the agenda of a future meeting who makes a request through the President of the Senate. He fully expects this procedure will be formally adopted this coming week. Mr. Adlong stated that he has invited Dr. Thompson to address the Senate at a future meeting of his choosing to express his position and request support of the faculty on some issues. He also invited members of the Board to attend any Senate meeting and address the Senate if they so desire.
2. The Senate has begun a review of its organizational structure and strong consideration is being given to reorganization in an effort to provide for broader representation of the faculty.
3. The role of faculty governance at UCA is of grave concern to many faculty members. Frustrations arise when committee recommendations frequently appear to be ignored.
4. As suggested by Dr. Thompson, the Senate is developing a position statement on all aspects of tenure as they are to appear in the forthcoming Faculty Handbook. When the position statement is completed the Faculty Senate will meet with Dr. Thompson in an effort to resolve any difference. Where compromise cannot be reached, Dr. Thompson has agreed that both viewpoints will be presented to the Board for a decision. If such a presentation becomes necessary, the Senate assumes opportunity will be given to defend its position before the Board. The University community as a whole will greatly benefit if all parties involved exhibit "good faith" and reach "true compromise."

5. Because the primary rationale given for the consolidation of the departments of geography, Political Science, and Sociology appeared to be for financial reasons, and because of the amount of end of year money available, and because of a positive projection for new money in the upcoming fiscal year, the Senate has requested that Dr. Thompson and the Board reconsider the decision to consolidate these departments. In forwarding to the Board the request to reconsider the above decision along with the rationale for this request, the Senate followed the appropriate procedure by sending the material through Dr. Thompson. It is of some concern that this material was forwarded along with rebuttal statements from both Dr. Thompson and Dr. Berry without the Senate having the opportunity to address the rebuttal statements. The Senate has not met since the above mentioned materials were forwarded to the Board but it is anticipated that written response to the rebuttal statements will be sent to the Board in the near future.
6. Over the last several years, three different Faculty Senate bodies have expressed opposition to the creation of the Lecturer/Clinical/Laboratory Instructor position. Information expressing the Senate's opposition and its rationale was distributed to Board members by a member of the Faculty Senate. The Faculty Senate respectfully recommends that the Board of Trustees retain the current language of the Faculty Handbook that conforms to AAUP (American Association of University Professors) standards and reject the proposed inclusion of the non-tenure-track position of Lecturer/Clinical/Laboratory Instructor.

Mr. Adlong expressed his appreciation to the Board and encouraged members to approve a policy by which the Faculty Senate President would be on every Board meeting agenda.

Ms. Joyce Reid, President, Staff Senate

Ms. Reid expressed appreciation to the Board for approving the pay increase for classified and non-classified/non-teaching employees at its October 1994 meeting.

She reported that the Staff Senate provided five scholarships for the 1995 spring term. Two were awarded to dependents of staff members and three were awarded to members of the staff. The Staff Senate is continuing with fund raising activities to support the scholarship fund and the employee of the year fund.

Ms. Reid stated that the Staff Senate strongly supports the hiring of additional faculty in order to obtain the student/instructor ratio desired by the administration. She suggested

that student service areas receive additional funding. She stressed the importance of student services and stated that additional funds in these areas could possibly render higher quality services to the students which in turn could result in increased retention rates.

Ms. Reid expressed her appreciation to the Board for the opportunity to share the Staff Senate's concerns.

Ms. Rachel Shipman, President, Student Government Association

Ms. Shipman expressed appreciation for the prompt consideration that the Board and Administration has given to the phone registration issue. Further, she reported on the following five issues concerning students:

1. The SGA will recommend to the students a change in the current Entertainment Committee. The new committee, known as the Student Activities Board, will have a representative from each student organization. Its charge is to provide a variety of cultural, social, recreational, entertaining and educational programs for the UCA community.
2. The need for internships and co-op programs was stated in a recent letter to President Thompson explaining that such programs would enable students to complete their educations with both a diploma and hands-on experience. As a result of President Thompson's response to the letter, a meeting was held with Bill Yates, Director of Career Planning and Placement to further discuss the issue.
3. A committee has been appointed to take a close look at the current advising system since the current system does not work for all students.
4. Ms. Shipman stated that because it is projected that UCA will receive a significant increase in equity funding, she, as President of the Student Government Association, cannot and will not support any increase of tuition or fees for 1995-96. She asked the Board to consider the students' needs when considering the issue.
5. The Student Government Association Executive Officers support the plans for a health and physical education/recreation (HPER) building. The SGA feels that

such a facility would attract new students as well as benefit students currently enrolled.

Ms. Shipman expressed her appreciation to the Board for its time and consideration.

At this time, the Board took a brief recess to tour Laney Hall.

NEW BUSINESS

Recommendation for a Doctoral Program in Physical Therapy - On October 20, 1994, the University of Central Arkansas Board of Trustees approved a resolution as follows:

"Be it resolved: That the University of Central Arkansas Board of Trustees hereby modifies the resolution adopted at its August 14, 1992, meeting which currently reads: 'That the University of Central Arkansas Board of Trustees approves a change in the institution's role and scope to offer a doctoral program in school psychology (Ph.D.) in the College of Education,' to read as follows: 'That the University of Central Arkansas Board of Trustees approves a change in the institution's role and scope to offer doctoral programs in school psychology and physical therapy.'"

The resolution was adopted with the understanding that the formal proposal would be presented to the Board of Trustees, at a subsequent meeting.

Further review has made all the more apparent the need for the program. Arkansas ranks 43rd in the nation in the supply of physical therapists. UCA recently doubled the size of the physical therapy class admitted annually, but even so, it must turn away large numbers of well-qualified students. The grade point average of the class of 64 students selected from a pool of over 120 this past year was a 3.71. Sadly, as a consequence of the lack of faculty, a large number of very well qualified students are denied entrance into a profession where their services are badly needed. United States Department of Labor statistics reveal that Arkansas will need an additional 600 physical therapists by the year 2005. This need is also reflected nationally. Experts quoted in Occupational Outlook Quarterly ranked physical therapy third among the 20 fastest growing occupations projected through the year 2005.

A recent report from the American Physical Therapy Association (APTA) revealed that 37 colleges and universities have filed letters of intent to initiate new entry-level degree programs in physical therapy. With the nation producing only 10 Ph.D.'s annually and the demand increasing, a shortage of faculty is the most difficult problem facing UCA's program

and others in Arkansas and elsewhere. To staff its new baccalaureate program, ASU searched for two years before being able to hire a qualified director. After 18 months on the job, she has been unable to attract a single candidate to fill any of her faculty positions. The proposed program will help resolve UCA and ASU's staffing problems by graduating Arkansans with the qualifications necessary.

Doctorally trained faculty are necessary to provide adequate knowledge and skill in teaching, learning, and educational methodology. Also, accreditation requirements provide that physical therapy faculty should have the same rights and privileges as other faculty at the institution. Because UCA expects a doctorate in the appropriate field for faculty in other departments, accreditation for the existing physical therapy program will be endangered if sufficient doctorally-prepared therapists are not available.

The shortage of physical therapists takes on added weight when one considers the high percentage of elderly Arkansans and the inordinate number of teen pregnancies, resulting in at-risk infants and toddlers. UCA proposes a Ph.D. degree with three specializations: geriatrics, pediatrics, and orthopaedics. Geriatrics would help a significant number of our senior citizens maintain their independence and delay or even eliminate the costs of long-term care. Pediatrics would respond to the state's high rate of teenage pregnancy. Teens too frequently do not receive proper prenatal care, thus giving birth to infants who, without early intervention by pediatric physical therapists, face the prospect of institutionalization and/or expensive medical support services. Orthopaedics would contribute to the state's economy by reducing work-related injuries and fostering an early post-injury return to the workplace.

The master's degree program in physical therapy at UCA is the third largest nationally. One hundred students have graduated in the past two years, with another 62 expected to graduate in December 1994. Graduates routinely receive several offers at beginning salaries of \$35,000 or more. The department enjoys a national reputation. The chair served as keynote speaker at the American Physical Therapy Association convention. The APTA chose the dean to become one of the nine members of the Commission, which is responsible for accreditation decisions. Of 136 physical therapy programs nationally, none but UCA's has more than two full-time faculty who have obtained certification by the American Board of Physical Therapy Specialties. UCA has five.

UCA has the only program in the mid-south with sufficient qualified faculty to initiate a doctoral program. Not to do so is to deny our students rewarding opportunities and our citizens badly needed services. Three members of the existing faculty are particularly well-qualified to teach in their areas of specialization at the doctoral level, and give leadership to the development of this program. They include Drs. Lovelace-Chandler, Nancy Reese, and Bill

Bandy. Dr. Lovelace-Chandler is board certified in pediatric physical therapy and nationally recognized in this field. She was recommended for the editorship of the major national journal in her area, Pediatric Physical Therapy, and was the only physical therapist nationally selected by the National Institutes for Health to serve on an advisory panel of practicing professionals and clinical educators. She has guided numerous research projects in her area, has published widely, and is in high demand as a consultant for other programs. Dr. Nancy Reese is one of a limited number of physical therapists nationally actively engaged in research related to intervention and rehabilitation following spinal injury. This is an area of inquiry where there are significant federal and private sources for financial support. Dr. Bill Bandy is board certified in sports physical therapy and has been associate editor of the Journal of Orthopaedics and Sports Physical Therapy since 1990. Within the structure of the American Physical Therapy Association a separate section for sports physical therapists was established. Dr. Bandy is the research consultant for that section.

The proposed doctoral degree program is based on high quality undergraduate and graduate degree programs. UCA has offered the only accredited physical therapist curriculum leading to a bachelor of science degree in Arkansas since 1970. A master of science degree program was initiated in 1990. During the first evaluation cycle leading to accreditation of the program, approval was granted for the maximum period of eight years. Approvals for the entire eight-year period following the first review of a new degree program are extremely rare, offering further confirmation of the strength of the program at UCA. An advanced master of science degree curriculum for baccalaureate degree holders in physical therapy is also offered. Since the APTA Commission on Accreditation only evaluates entry-level programs at either the bachelor's or master's levels, no accreditation activity is required for the existing advanced master's program or the proposed doctoral curriculum.

Expenditures required to mount this program are limited to the employment of three additional faculty, office renovation, and modest additions to equipment and library budgets. The evening and weekend scheduling format allows for efficient use of existing space, thus no additional laboratories or classrooms will be required. Recent savings achieved through the merger of the School of Health Sciences and the Department of Health Education will be available to support the proposed program. In light of this development, estimated revenues, and the strong possibility of attracting additional grants through private and public sources, the cost of this program can be managed within existing resources of the University.

The proposal was approved by the curriculum committee of the Department of Physical Therapy on September 15, 1994. The curriculum committee of the College of Health and Applied Sciences voted unanimously to approve the proposal on October 11, 1994. This was

followed by consideration of the Graduate Council, which voted to approve it on October 20, 1994. The Council of Deans voted unanimously in support of the proposal on October 26, 1994.

President Thompson explained that the State Board of Higher Education at its last meeting received a negative recommendation from its staff with respect to the change in UCA's role and scope to offer doctoral degrees in physical therapy and school psychology. Dr. Thompson stated that the vote of the State Board of Higher Education on the issue will, he assumes, take place at its April meeting. He further stated that he is disappointed in the negative recommendation; however, his recommendation to the UCA Board of Trustees is to pursue approval of the program.

At President Thompson's request, Dr. Neil Hattestad, Dean of the College Health and Applied Sciences, made a statement concerning this issue and answered questions from members of the Board.

Dr. Hattestad stated that if UCA does not step forward and provide this program he does not see the physical therapy needs of the state's population being met. He stressed the facts that Arkansas will need an additional 600 physical therapists within the next few years, and that it is very difficult to find faculty. This proposed doctoral program would meet those needs.

Mr. White asked Dr. Hattestad if he has had contact from area physical therapists. Dr. Hattestad stated that a survey of UCA physical therapist graduates and practitioners within the state indicate that the first class would include at least 10 to 20 individuals.

In response to a question from Mr. White concerning the necessary resources to fund the program, Dr. Hattestad explained that the major funding point will be three additional faculty. He further stated that he thinks that three faculty positions is a small price to pay for this program. Mr. White agreed.

Mr. Harding asked how long it would take to find qualified individuals for those three faculty positions. Dr. Hattestad stated that UCA presently has at least three individuals that are very well qualified and could fill the positions.

Mr. Harding asked Dr. Hattestad if he has an idea of why the State Board of Higher Education is having trouble understanding the need for this program. Dr. Hattestad stated that it is difficult for him to understand the Board's logic. He further stated that he thinks that the Board does not have a full grasp of what is involved.

Mr. Harding asked if the UCA Board or appropriate UCA personnel will have an opportunity to address the State Board of Higher Education during its full session. President Thompson stated that a response to DHE's negative recommendation to the SBHE is being prepared and upon completion will be mailed to members of the State Board of Higher Education.

Dr. Chakales, as physician and orthopaedic surgeon, stressed the importance of physical therapy and pointed out that there are only three institutions nationwide that offer a Ph.D. in physical therapy. He also pointed out that, geographically, UCA is well situated with its central location. With several large hospitals in the Little Rock area there is a wealth of material in the central core of the state in which graduates of this program can participate. Dr. Chakales stated that there are several projects (e.g. wellness and prevention) that are well suited to individuals with doctorates in physical therapy. He further stated that he thinks a doctoral degree in physical therapy is a wonderful idea, and feels that the Department of Higher Education is not thinking ahead. Dr. Chakales complimented the Department of Physical Therapy and commended Drs. Venita Lovelace-Chandler and Bill Bandy. He pointed out that graduates of the UCA physical therapy program are very competent.

In response to a question Dr. Hattlestad reported that the average beginning salary for physical therapy graduates is \$35,000. Many of those graduates have jobs as much as a year ahead of graduation.

Mrs. Goode stated that many people have expressed an interest in the program. She further stated that if UCA does not provide this service there is a lack of sensitivity to the real needs of the population. She further stated that she has had the opportunity to observe the difference physical therapy can make in the quality of life. She stated that the program would be an investment in life. She does not understand DHE's thinking on the issue. Mrs. Goode stated that she appreciates UCA's pursuit of the program.

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

"BE IT RESOLVED: THE BOARD FINDS THAT THE CURRENT NUMBER OF PHYSICAL THERAPISTS PRACTICING IN ARKANSAS IS WOEFULLY INADEQUATE. THERE ARE APPROXIMATELY 650 THERAPISTS PRACTICING IN ARKANSAS, AND IT IS ESTIMATED THAT AN ADDITIONAL 600 WILL BE NEEDED BY THE YEAR 2005.

THE BOARD FINDS THAT PHYSICAL THERAPISTS WITH TRAINING AT THE DOCTORAL LEVEL ARE NEEDED TO PROVIDE AN APPROPRIATE EDUCATION FOR ENTRY-LEVEL THERAPISTS. AS PHYSICAL THERAPY PROGRAMS HAVE GROWN TO ACCOMMODATE THE INCREASING DEMAND, THE PROGRAMS HAVE USED GREATER NUMBERS OF CLINICAL FACULTY. PHYSICAL THERAPY EDUCATORS ACROSS THE NATION HAVE EXPRESSED CONCERN OVER A LACK OF AVAILABLE CLINICAL FACULTY WITH KNOWLEDGE AND SKILL IN TEACHING, LEARNING, AND EDUCATIONAL METHODOLOGY. DOCTORALLY TRAINED FACULTY MEMBERS ARE NEEDED TO PROVIDE AN APPROPRIATE EDUCATION FOR THE GROWING NUMBER OF THERAPISTS.

THE BOARD FINDS THAT THERE IS A DEMONSTRATED NEED IN ARKANSAS FOR DOCTORALLY TRAINED PHYSICAL THERAPISTS. BOTH UCA AND ARKANSAS STATE UNIVERSITY HAVE HAD SUBSTANTIAL DIFFICULTY ATTRACTING QUALIFIED FACULTY MEMBERS FOR THEIR PHYSICAL THERAPY PROGRAMS. THESE DIFFICULTIES WILL INCREASE IF THE PROGRAMS ARE TO GROW TO MEET EXPECTED CURRENT AND FUTURE DEMANDS. VARIOUS GOVERNMENTAL AND PRIVATE EMPLOYERS IN ARKANSAS HAVE INDICATED A NEED FOR DOCTORALLY TRAINED PHYSICAL THERAPISTS. IN ADDITION, THE PRESENCE OF DOCTORALLY TRAINED THERAPISTS WOULD GREATLY STRENGTHEN THE ABILITY OF VARIOUS ORGANIZATIONS IN THE STATE TO SECURE FEDERAL FUNDING OPPORTUNITIES.

THE BOARD FINDS THAT THE STATE NEEDS PHYSICAL THERAPISTS WITH ADVANCED TRAINING IN GERIATRICS, PEDIATRICS, AND ORTHOPAEDICS. THERAPISTS WITH ADVANCED TRAINING IN GERIATRICS CAN ASSIST THE STATE'S LARGE PERCENTAGE OF ELDERLY CITIZENS IN MAINTAINING AN INDEPENDENT LIFESTYLE AND POSTPONING EXPENSIVE INSTITUTIONALIZATION. PHYSICAL THERAPISTS WITH EXPERTISE IN PEDIATRICS ARE NEEDED TO WORK WITH ARKANSAS CHILDREN'S HOSPITAL AND THE DEPARTMENT OF HUMAN SERVICES TO PROVIDE EARLY INTERVENTION SERVICES FOR CHILDREN WHO WOULD OTHERWISE FACE THE PROSPECT

OF INSTITUTIONALIZATION AND/OR EXPENSIVE MEDICAL SUPPORT SERVICES. PHYSICAL THERAPISTS WITH SPECIALTIES IN ORTHOPAEDICS WILL POSITIVELY IMPACT THE STATE'S ECONOMY BY PREVENTING ACCIDENTS AND FOSTERING AN EARLIER POST-INJURY RETURN TO THE WORKPLACE.

THE BOARD FINDS THAT THE DOCTORAL PROGRAM WOULD PROVIDE TRAINING NOT OTHERWISE AVAILABLE TO ARKANSAS CITIZENS. ONLY THREE INSTITUTIONS IN THE NATION ARE CURRENTLY ACCEPTING STUDENTS FOR A DOCTORAL PROGRAM IN PHYSICAL THERAPY. THE CLOSEST PROGRAM, AT TEXAS WOMEN'S UNIVERSITY IN HOUSTON, IS DESIGNED SOLELY TO PREPARE ACADEMIC FACULTY. UCA'S PROGRAM WOULD PREPARE STUDENTS FOR CLINICAL PRACTICE AND FOR ACADEMIC TEACHING. THE INNOVATIVE PROGRAM STRUCTURE WOULD ALLOW THERAPISTS TO CONTINUE PRACTICING IN ARKANSAS WHILE THEY SECURED MUCH OF THEIR TRAINING AT NIGHT AND ON WEEKENDS.

THE BOARD FINDS THAT THE UCA PHYSICAL THERAPY DEPARTMENT IS THE APPROPRIATE LOCATION FOR A DOCTORAL PROGRAM. THE UCA PROGRAM HAS THE THIRD LARGEST ENROLLMENT IN THE COUNTRY AND HAS THE MOST VARIED DEGREE OFFERINGS OF ALL ACCREDITED PHYSICAL THERAPY PROGRAMS IN THE STATE. THE DEPARTMENT'S DISTINGUISHED FACULTY ARE WELL-QUALIFIED TO ESTABLISH A DOCTORAL PROGRAM. IT IS THE ONLY PROGRAM IN THE MID-SOUTH THAT HAS THE FACULTY TO DEVELOP DOCTORAL LEVEL TRAINING.

THE BOARD FINDS THAT THE ADDITIONAL RESOURCES NEEDED TO ESTABLISH THE DOCTORAL PROGRAM ARE SMALL IN RELATION TO THE BENEFITS PROVIDED BY THE PROGRAM. THE PROGRAM WOULD REQUIRE THREE ADDITIONAL FACULTY MEMBERS AND SOME ADDITIONAL FUNDING TO MATCH GRANTS FOR THE PURCHASE OF EQUIPMENT AND LIBRARY HOLDINGS. THE UNIVERSITY'S EXISTING RESOURCES ARE ADEQUATE TO MEET ALL OTHER SIGNIFICANT PROGRAM NEEDS. THEREFORE, THE CREATION OF THE DOCTORAL PROGRAM WILL NOT UNDULY DRAW RESOURCES AWAY FROM EXISTING PROGRAMS. THE

ADDITIONAL EXPENSE OF THE DOCTORAL PROGRAM IN PHYSICAL THERAPY IS JUSTIFIED BY THE SIGNIFICANT BENEFITS THAT THE PROGRAM WILL PROVIDE TO UCA'S STUDENTS AND THE ARKANSAS CITIZENS THEY WILL SERVE.

NOW THEREFORE ON THIS TENTH DAY OF FEBRUARY, 1995 THE UNIVERSITY OF CENTRAL ARKANSAS BOARD OF TRUSTEES APPROVES THE COURSE OF STUDY PRESENTED BY THE ADMINISTRATION AND ATTACHED HERETO AS "APPENDIX A" RESULTING IN A DOCTORAL DEGREE (Ph.D.) IN PHYSICAL THERAPY AND AUTHORIZES THE GRANTING OF THE DOCTORATE OF PHILOSOPHY DEGREE TO STUDENTS SUCCESSFULLY COMPLETING THE SAID COURSE OF STUDY. THE BOARD FURTHER AUTHORIZES THE ADMINISTRATION TO CORRECT CLERICAL ERRORS AS MAY BE NECESSARY, IN THE PROPOSED COURSE OF STUDY."

APPENDIX A

Doctor of Philosophy Degree in Physical Therapy

Course of Study

Upon successful completion of the course of study outlined below, UCA will award the degree, Doctor of Philosophy (Ph.D.) in Physical Therapy. The program is designed to prepare graduates for careers in teaching, administration, and clinical practice. Graduates will demonstrate competence in teaching and clinical supervision in one of three cognate areas - orthopaedics, pediatrics, or geriatrics, and will be eligible to sit for examinations in a clinical specialty.

The course of study requires 96 credit hours of post baccalaureate degree coursework, or 60 credit hours for holders of the advanced M.S. degree in physical therapy. Degree requirements include 45 credits of core courses and 36 credits in one of three cognate areas (specialization tracks).

Core Courses (33 credits)

<u>Number</u>	<u>Title</u>	<u>Credit</u>
BMED 5325	Applications of Computers in Education	3
KPED 6316	Data Analysis	3
PSYC 6330	Advanced Psychological Statistics	3
PTHY 6340	Research Design in Physical Therapy	3
PTHY 6353	Independent Studies in Physical Therapy	3
PTHY 6377	Biomedical Computer Applications	3
PTHY 6380	Prevention of Neuromusculoskeletal Injury	3
PTHY 6381	Telecommunications: Organization & Applications	3
PTHY 6385	Research Seminar in Physical Therapy	3
PTHY 7301	Dissertation I	3
PTHY 7302	Dissertation II	3

Core Electives - Complete Option I or II (12 credits)

Option I

PTHY 6350 Instrumentation in Physical Therapy	3
PTHY 6361 Advanced Gross Anatomy	3
PTHY 6378 Multimedia Systems	3
PTHY 6383 Supervised Teaching	3

Option II

PTHY 6324 Clinical Management and Administration	3
PTHY 6379 Health Care Policy and Physical Therapy	3
PTHY 6382 Private Practice in Physical Therapy	3
PTHY 6384 Practicum in Administration	3

Cognate Areas (Specialization Tracks)
Complete 36 Credits From One of Three Tracks Listed

Orthopaedic Track

PTHY 6204, 6300, 6302, 6303, 6304, 6308, 6309, 6333, 6334, 6353, 6386, 6395, 6601, 6901.

Pediatric Track

SOC 5351, PTHY 6310, 6330, 6352, 6354, 6360, 6362, 6364, 6367, 6374, 6375, 6376, 6992.

Geriatric Track

PTHY 6364, 6365, 6366, 6367, 6368, 6370, 6371, 6372, 6374, 6375, 6376, 6990, 6991.

COURSES IN PHYSICAL THERAPY

6204 Orthopedic Physical Therapy - Spine Evaluation and treatment of musculoskeletal dysfunction of the spine.

6300 Orthopedic Physical Therapy - Extremities Evaluation and treatment of musculoskeletal dysfunction of the extremities.

6302 Foundations of Sports Physical Therapy Basic knowledge and skills required to successfully treat the injured athlete and develop/implement a sports physical therapy program.

6303 Sports Physical Therapy - Upper Extremities A regional perspective of upper extremity function as it relates to athletes.

6304 Sports Physical Therapy - Lower Extremities A regional perspective of lower extremity function as it relates to athletes.

6308 Evaluation and Treatment of the Upper Quarter and Cervical Spine Advanced evaluation and treatment of the cervical spine and integration of assessment of the shoulder region in order to differentiate between structures causing pain in the upper quarter.

6309 Evaluation and Treatment of the Lumbar Spine Advanced evaluation and treatment of the lumbar spine. Effects of lumbar changes on articulation with the pelvic region are included.

6310 Neurological Dysfunction I Study of selected neurological disorders and appropriate evaluation and treatment strategies. The use of neurophysiological principles in applying therapeutic exercise (NDT) to adults and children is included.

6324 Clinical Administration and Management Study of the human resource and fiscal management of the physical therapy service in a variety of settings. Medicolegal aspects of practice and special problems of management are included.

6329 Application of Physical Therapy in Geriatrics Study of physical therapy considerations for the geriatric population with emphasis on the physical and psychological changes associated with the aging process.

6330 Transdisciplinary Assessment of Young Children Issues involving transdisciplinary assessment of children ages birth to five with special needs and their families are covered. Procedures for selecting, administering and interpreting assessment instruments will be discussed.

6338 Directed Graduate Study, Readings in Geriatric Physical Therapy Review and discussion of current research related to psychosocial, musculoskeletal, neurologic, and physiologic aspects of geriatric PT.

6350 Instrumentation in Physical Therapy Emphasis will be placed on developing advanced knowledge of the theory and application of a variety of instruments frequently used in physical therapy such as biomechanical analysis, isokinetic dynamometry, electromyography, balance boards, and gait analysis.

6351 Functional Anatomy Advanced prosection course in human gross anatomy with an emphasis on the origin of function. Ligaments, bones, and muscles will be dissected and interrelationships emphasized, especially in the extremities.

6352 Adaptability of Skeletal Muscle To describe the anatomic structure and function of skeletal muscle, as well as its embryonic development. In addition, the mechanisms associated with the adaptation, or mutability, of muscle in response to increased and decreased use will be reviewed with special consideration given to the differences in these mechanisms across the age span, as well as between genders.

6353 The Female Athlete Focus on physical and physiological differences between males and females, as well as issues that are specific to the female athlete. Some of these issues include nutritional problems, menstrual dysfunction, dysmenorrhea, premenstrual syndrome, bone density problems, training responses, and exercise and pregnancy.

6354 Transdisciplinary Intervention with Young Children An examination of development of the Individual Family Service Plan (IFSP). Professionals from related disciplines will discuss transdisciplinary strategies and materials utilized with young children with special needs in a variety of settings are included.

6360 Advanced Gross Anatomy: Upper Extremity In-depth study of the osteology, myology, neurology and vascular anatomy of the human upper extremity. Course includes lecture as well as dissection of human cadaver specimens. Prerequisite HSCI 4400 Gross Anatomy or equivalent.

6361 Advanced Gross Anatomy: Lower Extremity In-depth study of the osteology, myology, neurology and vascular anatomy of the human lower extremity. Course includes lecture as well as dissection of human cadaver specimens. Prerequisite HSCI 4400 Gross Anatomy or equivalent.

6362 Advanced Gross Anatomy: Head, Neck & Trunk In-depth study of the osteology, myology, neurology and vascular anatomy of the human head, neck and trunk. Course includes lectures as well as dissection of human cadaver specimens. Prerequisite HSCI 4400 Gross Anatomy or equivalent.

6363 Neuropathology Study of the current interventive strategies, and recent research findings regarding neuropathological conditions encountered in the practice of physical therapy. Prerequisite PTHY 6317 Pathology and HSCI 4310 Neuroanatomy or equivalent.

6364 Pediatric pathophysiology Study of the disease processes that affect neonates through adolescents in order to supplement physical therapist evaluation and treatment.

6365 Interdisciplinary Gerontology Examines the structure of the team approach in treatment of the older patient. Topics will be discussed concerning the specific role of the health care disciplines of physical therapy, occupational therapy, speech pathology, nutrition, health education, and nursing in the management of the elderly.

6366 Geriatric Orthopedic Issues Study of the orthopedic problems common to the elderly population, as well as the current treatment approaches. Emphasis will be placed on relevant current research in the area of geriatric orthopedic care.

6367 Pathology and Normal Biological Aging A body systems approach to defining the aging process. Topics on the normal and pathological responses of the musculoskeletal and nervous system to aging with emphasis on the functional abilities of the aging individual will be discussed.

6368 Exercise Testing and Prescription for the Elderly Describes the process of exercise testing and prescription of the elderly individual with discussion on safe, realistic testing and training levels. Acute and chronic exercise response in the older population will be included, as well as pharmacologic exercise limitations in the elderly.

6369 Application of Community-based Physical Therapy Study of the issues associated with home health delivery of physical therapy services. Discussion on contracting, fee for service, legalities and state regulation are examples of topics to be included in the course.

6370 Administrative Aspects of Geriatric Care Course will include aspects of legal/regulatory issues associated with OBRA, Medicare, and Medicaid (or issues associated with health care reform). Recruitment, retention, and staff management of the SNF and long term care physical therapy departments will be discussed. Planning and development of the geriatric physical therapy department will be required of the student enrolled in the course.

6371 Wellness Management in Older Populations Description and usage of functional assessment and screening tools in the prevention of injury and falls in the community-based elderly. Development and promotion of group exercise programs using researched protocols for active and frail elderly individuals.

6372 Special Problems in Geriatric Research Study of the unique problems associated with research using a sample of older individuals. Examination of current research criterion,

methods, and findings. Discussion of research needs in the area of physical therapy delivery for the older population.

6373 Developmental Anatomy A course in developmental anatomy with special emphasis on the interrelationships inherent in developing systems, including molecular, morphogenic, genetic, and neural aspects of control mechanisms.

6374 Orthopaedic Pediatric Physical Therapy An in-depth study of the musculoskeletal system encompassing development, basic histology and potential pathologies during conditions of altered use. Emphasis will be placed on such clinical diagnoses as cerebral palsy, scoliosis, juvenile rheumatoid arthritis, spina bifida, osteogenesis imperfecta, arthrogryposis, and limb deformities.

6375 Advanced Pediatric Assessment I A transdisciplinary course to consider the theories and applications of advanced measurement and assessment instruments and procedures used in pediatrics (birth to adolescence). The course is open to students enrolled in graduate study in physical or occupational therapy, speech/language pathology, nursing, early childhood special education or by permission of the instructor. Students will participate in the selection of relevant assessment instruments to be studied based on current best practice in their respective fields.

6376 Advanced Pediatric Assessment II A continuation of 6375 Advanced Measurement & Assessment in Pediatrics I, with emphasis on administration of selected assessment instruments to pediatric clients.

6377 Biomedical Computer Applications Application of research design and computer systems to problems in physical therapy research, teaching and treatment. Emphasis on computational skills and computer approaches to evaluation and treatment. Students may select problems in health care finance, planning, marketing, and operations analysis with permission of instructor.

6378 Multimedia Systems Application of computer systems to the preparation of materials for instruction in academic or clinical settings and to the design of patient education programs. Includes an understanding of research on the use of multimedia as reported in the literature.

6379 Health Care Policy & Planning as Related to Physical Therapy Historical development, current structure and function of the American health care system with emphasis on physical therapy. Application of planning theory and techniques. The role of government, political, economic, and social influences on policy and planning.

6380 Prevention of Neuromusculoskeletal Injury An in-depth consideration of the etiology of neuromusculoskeletal injury. Students learn to apply the Agent - Host - Environment model to prevent neuromusculoskeletal injury in populations frequently receiving physical therapy services.

6381 Telecommunications: Organization & Applications The use of compressed video and other means of telecommunication as a support of practice, education, and research. The course will provide opportunities for the student to use the concepts in specific applications; includes an overview of telecommunication; compressed video in practice, education, and research; and the practical and ethical issues involved in telecommunication. Specific emphasis will be placed on using compressed video as a tool for clinical consultation and education.

6382 Private Practice in Physical Therapy The purposes of this course are to define the private practitioner, provide risk management concepts for establishing and maintaining a private practice, cite the current trends in private practice, and provide insight into the uniqueness of a private practice in physical therapy.

6383 Supervised Teaching in Physical Therapy Preparation for teaching in physical therapy programs. Students are supervised as they utilize accreditation and other APTA Department of Education documents to plan courses and presentation.

6384 Practicum in Administration A supervised practicum in a clinical environment. Students will practice skills in clinical management and administration as the director or supervisor of a department or agency. Rural health care will be emphasized.

6385 Research Seminar in Physical Therapy A seminar to discuss current issues and developments in research.

6386 Advanced Therapeutic Applications Develop clinical skills in the utilization of state of the art therapeutic exercise for musculoskeletal conditions and evaluate these techniques through introduction to the literature and critique of the research. Topics may include but are not limited to PNF, BAPS board, plyometrics, open and closed chain rehabilitation, acceleration training, static and ballistic stretch, and dynamic ROM.

6387 Alternative Health Care To investigate rehabilitation techniques commonly used in physical therapy which may be considered toward the extreme of mainstream physical therapy. Topics would change depending on trends in physical therapy but may include subjects such as myofascial release, craniosacral therapy, Feldenkrais, and the mind/body approach.

6395 Practicum in Orthopedics 3 credits Supervised experience in a specialized area of orthopedic physical therapy.

6601 Practicum in Orthopedics 6 credits Supervised experience in a specialized area of orthopedic physical therapy.

6901 Practicum in Orthopedics 9 credits Supervised experience in a specialized area of orthopedic physical therapy.

6990 Practicum in Geriatrics - Acute or Rehab Clinical experience in the field of geriatrics in either an acute or rehab facility with emphasis on developing an understanding of the older patient's functional outcome.

6991 Practicum in Geriatrics Nursing Home/Community Clinical experience in the field of geriatrics in the area of home health and long-term care for the purpose of clarifying the need for a community-based approach to physical therapy treatment in the elderly population. Contracting and reimbursement issues will be included.

6992 Practicum in Pediatrics Clinical experience in the field of pediatrics for the purpose of developing specific clinical skills. Rural health care will be emphasized.

7301 Dissertation I Research leading to the development of the proposal for the dissertation requirements for the Doctor of Philosophy degree. May be repeated with permission of advisor.

7302 Dissertation II Research leading to the development of the implementation of the proposal developed in Dissertation I. Includes data collection and analysis, preparation for the defense and for publication. Required for the Doctor of Philosophy degree. May be repeated with permission of advisor.

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 1994 for the University of Central Arkansas. A copy of the report was mailed to Board members with the agenda for this meeting. The only instance of noncompliance is as follows:

**U.S. DEPARTMENT OF EDUCATION
FEDERAL PERKINS LOAN PROGRAM (84.038)**

INSTITUTIONAL CAPITAL CONTRIBUTION - During our review of capital contribution requirements, we noted that the University underfunded the institutional capital contribution requirement by \$22,064.57 due to the use of incorrect contribution rates.

On October 12, 1994, the University of Central Arkansas deposited \$22,064.57 into the Perkins Loan Fund.

As indicated in the above comment, the required funds have been deposited in the Perkins Loan Fund.

The audit was filed by the Legislative Joint Auditing Committee at its January 4, 1995 meeting.

President Thompson commended Mr. Bob McCormack, Vice President for Financial Affairs, and Ms. Barbara Goswick, Controller, for the excellent audit report.

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

"BE IT RESOLVED: THAT THE UCA BOARD OF TRUSTEES HAS REVIEWED AND ACCEPTS THE AUDIT REPORT FOR FISCAL YEAR 1994 AS PREPARED BY THE ARKANSAS LEGISLATIVE AUDIT DIVISION AND REVIEWED BY THE LEGISLATIVE JOINT AUDITING COMMITTEE."

Relocation of U. S. Army Reserve Center Located on UCA Property - In 1957 the University of Central Arkansas entered into a 99 year agreement with the United States Army in which the Army leased approximately 3 acres of university property, located on Donaghey Avenue, which was at that time on the southeastern edge of the campus. Later that year, the Eldridge Herrington U.S. Army Reserve Center was erected on the site.

The growth, expansion and changing roles of the university and the reserve units located at the Herrington Center provide a basis for an examination of the possible relocation of the Army Reserve Center and the acquisition of the Center by UCA. University, U. S. Army and other government officials met on December 15, 1994, for the purpose of discussing the possible relocation of the Reserve Center in the Conway area and university acquisition of the site. All participants agreed that a relocation could, if properly structured, be beneficial to the reserve unit, the university and other affected parties.

Mr. Malone asked if the lease has been reviewed to see if there is a provision stating that the property reverts back to UCA if the lessee ceases to use the facility for the purpose stated in the lease. He suggested that such a provision be included in future lease agreements.

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

"BE IT RESOLVED: THAT THE BOARD OF TRUSTEES AUTHORIZES THE PRESIDENT TO ENTER INTO NEGOTIATIONS, WHICH COULD LEAD TO THE RELOCATION OF THE ARMY RESERVE UNIT LOCATED ON UNIVERSITY PROPERTY AT 101 SOUTH DONAGHEY AND WHICH COULD RESULT IN MAKING THE CURRENT RESERVE CENTER FACILITIES AVAILABLE FOR USE BY THE UNIVERSITY."

Naming of Art Gallery - A committee consisting of representatives of administration, faculty, staff, students and alumni was formed to recommend a name for the art gallery constructed in 1994. By unanimous vote of those present, the name "Charles and Nadine Baum Gallery of Fine Art" was recommended to the President.

The rationale for the suggested name is that the late Charles and Nadine Baum of Fayetteville were major benefactors of the University of Central Arkansas.

Mr. and Mrs. Baum determined through their own research that UCA was an institution fulfilling the ideals of education they espoused, and they gave the university substantial gifts

through which have been established the Charles and Nadine Baum Scholarship Fund, the Nadine Baum Music Endowment and the Baum Music Fund.

These Baum funds are providing scholarships, faculty development grants, teaching excellence awards, special assistance, and other projects and programs which benefit university faculty and students in general.

The gallery, connected to the Commons building on the north side, contains about 4,000 square feet of space in a main gallery, display corridor and a meeting room. Part of the existing West Commons area also was converted to use for the gallery, and an outdoor, enclosed sculpture court leads to the entrance of the gallery area.

The gallery is an important addition that allows UCA not only to better exhibit works of students and faculty, but also that of artists throughout the state, region, and beyond.

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

"BE IT RESOLVED: THAT THE ART GALLERY BE NAMED THE CHARLES AND NADINE BAUM GALLERY OF FINE ART."

Naming of Athletic/Recreational Complex - A committee consisting of representatives of administration, faculty, staff, students and alumni was formed to recommend a name for the athletic/recreational complex under construction on property along Donaghey Avenue on the south side of the campus. By unanimous vote of those present, the name "**Jefferson D. Farris Jr. Field**," in honor of Dr. Jefferson D. Farris Jr., sixth president of the University of Central Arkansas, was recommended to President Thompson.

The rationale for the suggested name is that in addition to his service as UCA president from July 1, 1975 until Dec. 1, 1986, Dr. Farris has a lifelong identification and affiliation with athletic and recreation programs at the university.

An athlete himself in high school and at UCA, he began his career as a public school coach and physical education teacher, eventually succeeding his father, Jefferson D. Farris Sr., as chairman of the department of physical education at UCA. He also was the university's faculty representative to the Arkansas Intercollegiate Conference for many years. He advanced from department chair to dean of the College of Fine and Applied Arts and Sciences and then to university president, where he served with distinction for eleven years.

During his tenure as president, intercollegiate opportunities, especially for women, and intramural opportunities for all students were expanded, reflecting his belief in the value of participation in physical exercise and competition.

After retiring as president of UCA, Dr. Farris became the chief executive officer of the National Association of Intercollegiate Athletics, a position from which he provided national leadership in the area of athletics.

The athletic/recreation complex consists of four lighted and irrigated softball fields, three irrigated soccer fields, and a building for concessions, storage and restroom facilities. The complex will be used by thousands of students through the intramural programs as well as the intercollegiate women's softball program.

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

"BE IT RESOLVED: THAT THE ATHLETIC/RECREATION COMPLEX NOW UNDER CONSTRUCTION NEAR DONAGHEY AVENUE BE NAMED JEFFERSON D. FARRIS JR. FIELD IN HONOR OF DR. JEFFERSON D. FARRIS JR, SIXTH PRESIDENT OF THE UNIVERSITY OF CENTRAL ARKANSAS."

Authority for Architect for New Academic and Administrative Facilities - In anticipating future facility needs to accommodate the academic programs and administrative functions of the university, the administration is giving consideration to modifications of existing facilities and construction of new buildings. Main Hall, which currently houses the Mathematics, History and Speech/Mass Communication programs, is structurally sound but has inadequate plumbing and electrical systems and clearly shows deterioration and the effects of its high utilization as a primary classroom building. While the Speech/Mass Communication program will move to the planned Mass Communication facility, the History and Mathematics programs may require temporary or permanent relocation during the renovation of Main. Further discussions need to occur in order to develop plans for an efficient and effective location of the university's central administrative offices. The employment of an architect is needed to perform planning functions and to develop preliminary plans and design concepts and cost estimates for renovation and construction. If authorization is granted for renovation and building projects at a later time, the architect would then develop detail plans and specifications and would be responsible for supervising the construction of the facility.

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

"BE IT RESOLVED: THAT THE PRESIDENT IS AUTHORIZED TO EMPLOY AN ARCHITECT FOR THE MODIFICATION AND CONSTRUCTION OF ACADEMIC AND ADMINISTRATIVE FACILITIES."

Authority for Architect for Renovation/Conversion of Short and Denney Halls - The Department of Housing and the Department of Continuing Education have discussed the possibility of converting Short and Denney Halls to a conference facility. There is a need for year-round housing for participants in workshops and activities held on our campus. Continuing Education offices may also be located in the same building. The employment of an architect is needed to perform preliminary planning and cost estimates. If authorization is granted for the renovation/conversion of this facility at a later time, the architect would then develop bid specifications.

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

"BE IT RESOLVED: THAT THE PRESIDENT IS AUTHORIZED TO EMPLOY AN ARCHITECT FOR THE RENOVATION/CONVERSION OF SHORT AND DENNEY RESIDENCE HALLS."

Associate of Science in Business Information Systems - In 1993, the College of Business Administration changed its baccalaureate degree programs to focus more on general education and information technology. This is consistent with the college's mission, the marketplace, and recommendations from the business advisory board. As part of those changes, the college also modified its associate degree offerings.

A further refinement of the type and name of the remaining associate degree is recommended. The proposed Associate of Science in Business Information Systems would replace two previous associate degrees that are no longer consistent with the new directions and degrees of the college. The first of these degrees was deleted in 1993. The proposed change will replace and delete the second associate degree.

The proposed Associate of Science degree combines a general education focus with an occupational element, which accurately characterizes the new associate degree designed by the College of Business Administration. Business Information Systems represents the emphasis on both general business and information systems, which accurately characterizes the new associate degree designed by the College of Business Administration.

The revised associate degree also ensures that all baccalaureate business students will be eligible to complete the associate degree as an integral part of their baccalaureate studies. This provides students with an interim degree as well as marketable skills prior to the completion of their baccalaureate degree. The revised associate degree may also be of interest to students who would have previously been required to attend a two-year school to earn these skills.

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

"BE IT RESOLVED: THAT THE UNIVERSITY OF CENTRAL ARKANSAS BOARD OF TRUSTEES AUTHORIZES A CHANGE OF NAME AND TYPE OF DEGREE OFFERED BY THE COLLEGE OF BUSINESS ADMINISTRATION FROM ASSOCIATE OF APPLIED SCIENCE IN ADMINISTRATIVE SERVICES TO ASSOCIATE OF SCIENCE IN BUSINESS INFORMATION SYSTEMS."

Consolidation of Childhood Education and Special Education - In recent months, appropriate faculty and administrators in the College of Education have held extensive discussions about a possible consolidation of the Departments of Childhood Education and Special Education. Those discussions stemmed from current professional trends, including the delivery of special education programs in the public schools. They also arose from the interest of the faculty and administrators in finding the best way to organize and fulfill the goals of the programs involved, giving appropriate weight to cost concerns. As a result of those discussions, the departments directly affected and the College of Education recommend consolidation of the Departments of Childhood Education and Special Education. The consolidation enjoys the support of the Council of Deans and the Vice President for Academic Affairs.

In response to a question from Mr. White, Dr. Jim Bowman, Dean of the College of Education, reported that this consolidation has the approval and support of appropriate committees and administrators.

In response to a question from Mrs. Goode, Dr. Bowman reported that there are approximately 500 students per semester involved in these programs.

Mr. Malone stated that he had heard that the vote by the faculty was not by secret ballot and that there were two votes taken -- the first one having failed. Dr. Bowman explained that votes by the faculty were placed in a box located in Dr. James Mainord's office and that there was one vote.

The following resolution was adopted upon motion by Mr. Womack with a second by Mr. Aydelott. Mr. Malone abstained.

"BE IT RESOLVED: THAT THE BOARD OF TRUSTEES APPROVES THE REORGANIZATION OF THE COLLEGE OF EDUCATION BY THE CONSOLIDATION OF THE DEPARTMENTS OF CHILDHOOD EDUCATION AND SPECIAL EDUCATION. THE MERGER BECOMES EFFECTIVE JULY 1, 1995."

President Thompson thanked the faculty and members of the administration in the College of Education for their initiative on this matter.

Before going into executive session, Mr. White discussed the need for an increase in the availability of classes during non-traditional hours to accommodate individuals who are employed full-time. He asked Dr. Berry if this issue is being looked at. Dr. Berry stated that the issue is an important one. He explained there are two different committees looking at matters where this issue is one piece of the puzzle. Dr. Berry stated that UCA has expanded the number of offerings during evenings, weekends, and early morning hours. He further explained that four years ago it was undertaken to ensure that a student attending classes during non-traditional hours can, over a period of time, complete all general education requirements. The situation continues to be monitored closely at regular intervals. Dr. Berry stated that it is UCA's commitment to maintain these classes as well as identify areas where classes can be expanded.

Mr. White requested Dr. Berry to look at the issue carefully and make changes if necessary.

Mrs. Goode voiced her agreement.

Dr. Berry reported that a meeting was held recently with several Conway business leaders to explore the needs of various employers in the Conway area. A survey of local business leaders will be conducted in the near future.

EXECUTIVE SESSION

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

OPEN SESSION

Mr. White stated that the Board decided, in executive session, to defer action on equity adjustments until a later meeting when the operating budget will be submitted.

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

"BE IT RESOLVED: THAT THE UCA BOARD OF TRUSTEES APPROVES THE FOLLOWING ADJUSTMENTS, ADJUSTMENTS (PART-TIME), APPOINTMENTS, APPOINTMENTS FROM RESTRICTED FUNDS, APPOINTMENTS (PART-TIME), SABBATICALS, AND RESIGNATIONS, PROVIDED, HOWEVER, THAT THE ADMINISTRATION IS AUTHORIZED TO MAKE CORRECTIONS AND CHANGES OF A CLERICAL NATURE."

Adjustments:

1. Catherine R. Acre, change from Instructor to Instructor/Coordinator of B.S. Degree Program, Occupational Therapy, tenure track, effective August 17, 1994 through May 17, 1995 change gross salary from \$37,062.00 to \$38,360.08 (based on \$40,500.00 9-month salary). (Increase effective February 1, 1995.)
2. Stephen R. Addison, change from Associate Professor to Associate Professor/Temporary Assistant Dean, Physics/Dean's Office, appointment with tenure, effective August 17, 1994 through May 17, 1995 change gross salary from \$40,363.00 to \$41,863.00. (Increase effective January 1, 1995.)
3. Samuel P. Buchanan, change from Professor/Assistant Dean/Director of Assessment to Professor/Temporary Assistant to the Vice President for Academic Affairs/Director of Assessment, Academic Affairs, appointment with tenure, effective July 1, 1994 to July 1, 1995 change gross salary from \$58,484.77 to \$59,234.77 (based on \$59,439.00 per annum). (Increase effective January 1, 1995.)

4. Linda A. Glenn, Professor, Psychology & Counseling, appointment with tenure, effective August 17, 1994 through May 17, 1995 change gross salary from \$49,167.00 to \$50,142.00. (Contract includes \$975.00 as Interim Chairperson from August 17, 1994 through November 7, 1994.)
5. Anne L. Patterson, change from Associate Professor to Associate Professor/Assistant Dean, Music, appointment with tenure, change effective date from August 17, 1994 through May 17, 1995 @ a gross salary of \$36,399.00 to August 17, 1994 through June 30, 1995 @ a gross salary of \$45,699.00 (based on \$55,000.00 per annum). (Increase effective January 1, 1995.)
6. Winfred L. Thompson, President/Professor of History, President's Office, faculty appointment, change effective date from July 1, 1994 to July 1, 1996 @ a gross salary of \$108,600.00 per annum to July 1, 1994 to July 1, 1997 @ a gross salary of \$111,858.00 (based on \$112,944.00 per annum).

Adjustments, part-time:

1. Helen Heron, Instructor, part-time, Psychology & Counseling, effective Spring semester change @ a gross salary from \$1,400.00 to \$4,200.00.

Appointments:

1. Jess Anthony, Lecturer, Music, effective Spring semester @ a gross salary of \$5,625.00.
2. Martha Antolik, Instructor, Music, Term, Non-Tenure Track, effective January 9, 1995 to May 13, 1995 @ a gross salary of \$9,000.00.
3. Carole Carter, Instructor, History, Term, Non-Tenure Track, effective January 9, 1995 through May 17, 1995 @ a gross salary of \$11,500.00.
4. Carl K. Frederickson, Assistant Professor, Physics and Astronomy, Term, Non-Tenure Track, effective January 10, 1995 through May 17, 1995 @ a gross salary of \$13,000.00.
5. Marc C. Hirrell, Instructor, Biology, Term, Non-Tenure Track, effective January 9, 1995 through May 17, 1995 @ a gross salary of \$12,500.00.

6. Clayton Holmes, Instructor, Physical Therapy, Term, Non-Tenure Track, effective December 5, 1994 through December 31, 1994 @ a gross salary of \$4,051.20. (See Board list dated December 9, 1994 for appointment, spring semester.)
7. Jan Horan, Instructor, Kinesiology and Physical Education, Term, Non-Tenure Track, effective January 5, 1995 through May 17, 1995 @ a gross salary of \$11,000.00.
8. Caroline Kinsey, Lecturer, Music, effective Spring semester @ a gross salary of \$3,000.00.
9. Lee Phillips, Lecturer, Music, effective Spring semester @ a gross salary of \$7,000.00.
10. James B. Porter, Instructor, Biology, Term, Non-Tenure Track, effective January 9, 1995 through May 17, 1995 @ a gross salary of \$10,000.00.
11. Frances Thomas, Lecturer, Music, effective Spring semester @ a gross salary of \$4,300.00.
12. George H. Tompson, Instructor, Marketing & Management, Term, Non-Tenure Track, effective January 10, 1995 through May 17, 1995 @ a gross salary of \$15,000.00.
13. Richard L. Walker, Instructor/Assistant Director of Band, Music, Term, Non-Tenure Track, effective January 2, 1995 through May 17, 1995 @ a gross salary of \$15,000.00.

Appointments from Restricted Funds:

1. Robert K. Rowell, Grant Program Evaluator, effective November 1, 1994 through June 30, 1995 @ a gross salary of \$12,500.00.
2. Billy L. Smith, Professor/Researcher, effective January 1, 1995 through June 30, 1995 @ a gross salary of \$6,000.00.
3. Avram J. Zolten, Grant Program Evaluator, effective October 1, 1994 through June 30, 1995 @ a gross salary of \$12,500.00.

Appointments, part-time:

1. Cynthia M. Alexander, Instructor, part-time, Home Economics, effective Spring semester @ a gross salary of \$1,400.00.

2. Robert Anthony, Instructor, part-time, Administration & Secondary Education, effective Spring semester @ a gross salary of \$934.00.
3. Theola Walden Baker, Instructor, part-time, International Programs, effective Spring semester @ a gross salary of \$1,600.00.
4. Robert Balentine, Instructor, part-time, Economics & Finance, effective Spring semester @ a gross salary of \$1,400.00.
5. Suzanne Banister, Instructor, part-time, Music, effective Spring semester @ a gross salary of \$3,750.00.
6. M. Philip Bartos, Instructor, part-time, Marketing & Management, effective Spring semester @ a gross salary of \$1,400.00.
7. Ralva Bass, Instructor, part-time, Physics, effective Spring semester @ a gross salary of \$2,800.00.
8. Pamela J. Bennett, Instructor, part-time, Home Economics, effective Spring semester @ a gross salary of \$2,800.00.
9. Michael Kenneth Blankenbeckler, Instructor, part-time, Honors College, effective Spring semester @ a gross salary of \$1,500.00.
10. Mary Ellen Blount, Instructor, part-time, English, effective Spring semester @ a gross salary of \$2,800.00.
11. Freddie Bowles, Instructor, part-time, International Programs, effective Spring semester @ a gross salary of \$3,300.00.
12. Freddie Bowles, Instructor, part-time, Foreign Languages, effective Spring semester @ a gross salary of \$2,800.00.
13. Denise Brewer, Instructor, part-time, History, effective Spring semester @ a gross salary of \$2,800.00.
14. Perry Brown, Instructor, part-time, Geography, Political Science and Sociology, effective Spring semester @ a gross salary of \$3,000.00.

15. Susan Burks, Instructor, part-time, English, effective Spring semester @ a gross salary of \$2,800.00.
16. Marsha Carson, Instructor, part-time, Marketing & Management, effective Spring semester @ a gross salary of \$2,800.00.
17. Susan Chambers, Instructor, part-time, Art, effective Spring semester @ a gross salary of \$3,000.00.
18. Nancy Clark, Instructor, part-time, Health Sciences, effective Spring semester @ a gross salary of \$2,800.00.
19. Elizabeth Coffman, Instructor, part-time, Home Economics, effective Spring semester @ a gross salary of \$1,400.00.
20. William Crow, Instructor, part-time, Professional Field Services, effective Spring semester @ a gross salary of \$4,200.00.
21. Jennifer Damgaard Deering, Instructor, part-time, International Programs, effective Spring semester @ a gross salary of \$4,900.00.
22. Timothy Ebarb, Instructor, part-time, History, effective Spring semester @ a gross salary of \$2,800.00.
23. Felice Farrell, Instructor, part-time, Music, effective Spring semester @ a gross salary of \$5,000.00.
24. James H. Fielder, Instructor, part-time, Mathematics/Computer Science, effective Spring semester @ a gross salary of \$1,400.00.
25. Shawn Finch, Instructor, part-time, Kinesiology & Physical Education, effective Spring semester @ a gross salary of \$1,868.00.
26. John H. Fincher, Instructor, part-time, Professional Field Services, effective Spring semester @ a gross salary of \$4,200.00.
27. Donna Fisher, Clinical, part-time, Speech-Language Pathology, effective Spring semester @ a gross salary of \$1,500.00.

28. James H. Flanigin, III, Instructor, part-time, Biology, effective Spring semester @ a gross salary of \$3,000.00.
29. Stuart Flynn, Instructor, part-time, Geography, Political Science, and Sociology, effective Spring semester @ a gross salary of \$3,000.00.
30. Paul D. Foster, Instructor, part-time, Marketing & Management, effective Spring semester @ a gross salary of \$1,400.00.
31. Christine Franklin, Instructor, part-time, Music, effective Spring semester @ a gross salary of \$6,000.00.
32. Kathryn F. French, Instructor, part-time, Health Sciences, effective Spring semester @ a gross salary of \$2,800.00.
33. Gwen Galloway, Instructor, part-time, Nursing, effective Spring semester @ a gross salary of \$2,370.00.
34. Susan Garner, Instructor, part-time, English, effective Spring semester @ a gross salary of \$1,400.00.
35. Donald D. Gettinger, Instructor, part-time, Biology, effective Spring semester @ a gross salary of \$3,000.00.
36. Gerry Gibson, Instructor, part-time, Music, effective Spring semester @ a gross salary of \$1,000.00.
37. Laura Gillis, Instructor, part-time, Nursing, effective Spring semester @ a gross salary of \$3,952.50.
38. Philip Gould, Instructor, part-time, History, effective Spring semester @ a gross salary of \$3,000.00.
39. Kathleen Green, Instructor, part-time, Marketing & Management, effective Spring semester @ a gross salary of \$1,400.00.
40. Steve Griffith, Instructor, part-time, Psychology/Counseling, effective Spring semester @ a gross salary of \$1,400.00.

41. Carol Hambuchen, Instructor, part-time, Marketing & Management, effective Spring semester @ a gross salary of \$1,400.00.
42. Rose Hamilton, Instructor, part-time, Speech, Theatre, and Mass Communication, effective Spring semester @ a gross salary of \$2,800.00.
43. Michelle Hansard, Clinical Supervisor, part-time, Speech-Language Pathology, effective Spring semester @ a gross salary of \$2,125.00.
44. Toby Hart, Instructor, part-time, Kinesiology & Physical Education, effective Spring semester @ a gross salary of \$2,800.00.
45. Janet Hartman, Instructor, part-time, Home Economics, effective Spring semester @ a gross salary of \$5,500.00.
46. Jim Hatch, Instructor, part-time, Music, effective Spring semester @ a gross salary of \$1,400.00.
47. Robin Hayes, Instructor, part-time, Health Sciences, effective Spring semester @ a gross salary of \$2,800.00.
48. Troy Helm, Instructor, part-time, Music, effective Spring semester @ a gross salary of \$1,400.00.
49. John Hendon, Instructor, part-time, Marketing/Management, effective Spring semester @ a gross salary of \$1,400.00.
50. Judith Hipp, Instructor, part-time, Professional Field Services, effective Spring semester @ a gross salary of \$1,400.00.
51. William Horstman, Instructor, part-time, Geography, Political Science and Sociology, effective Spring semester @ a gross salary of \$1,400.00.
52. Bruce Jackson, Instructor, part-time, Music, effective Spring semester @ a gross salary of \$5,000.00.
53. Doyle Jackson, Instructor, part-time, Mathematics/Computer Science, effective Spring semester @ a gross salary of \$1,400.00.

54. Mary A. Jones, Instructor, part-time, English, effective Spring semester @ a gross salary of \$1,400.00.
55. Olga Kolykholova, Instructor, part-time, Foreign Languages, effective Spring semester @ a gross salary of \$10,000.00.
56. Joseph LaFace, Instructor, part-time, Economics & Finance, effective Spring semester @ a gross salary of \$1,500.00.
57. Mari B. Lee, Instructor, part-time, Art, effective Spring semester @ a gross salary of \$3,000.00.
58. Foy Lisenby, Instructor, part-time, History, effective Spring semester @ a gross salary of \$3,000.00.
59. Angela Longinotti, Instructor, part-time, Mathematics/Computer Science, effective Spring semester @ a gross salary of \$1,400.00.
60. Carol Loyd, Clinical Supervisor, part-time, Nursing, effective Spring semester @ a gross salary of \$4,187.00.
61. Ann Machen, Instructor, part-time, Kinesiology & Physical Education, effective Spring semester @ a gross salary of \$4,500.00.
62. Leslie Mangiamele, Instructor, part-time, Art, effective Spring semester @ a gross salary of \$3,000.00.
63. Rebecca H. Martin, Instructor, part-time, Marketing & Management, effective Spring semester @ a gross salary of \$1,400.00.
64. Dorothy Mattison, Instructor, part-time, Professional Field Services, effective Spring semester @ a gross salary of \$4,200.00.
65. Lauren Maxwell, Clinical Supervisor, part-time, Physical Therapy, effective Spring semester @ a gross salary of \$1,400.00.
66. Lauren Maxwell, Instructor, part-time, Economics & Finance, effective Spring semester @ a gross salary of \$1,400.00.

67. Lauren Maxwell, Instructor, part-time, University Studies, effective Spring semester @ a gross salary of \$720.00.
68. Mike McCullars, Instructor, part-time, Speech/Theatre/Mass Communication, effective Spring semester @ a gross salary of \$1,400.00.
69. Barbara McKinney, Instructor, part-time, Applied Academic Technologies, effective Spring semester @ a gross salary of \$1,200.00.
70. Teri McMoran, Instructor, part-time, English, effective Spring semester @ a gross salary of \$1,400.00.
71. Phillip Melton, Instructor, part-time, Honors College, effective Spring semester @ a gross salary of \$1,750.00.
72. Anna Marie Mosbo, Instructor, part-time, Professional Field Services, effective Spring semester @ a gross salary of \$1,400.00.
73. Michael L. Murphy, Instructor, part-time, Geography, Political Science, and Sociology, effective Spring semester @ a gross salary of \$1,500.00.
74. Martha J. Nehus, Instructor, part-time, Home Economics, effective Spring semester @ a gross salary of \$1,400.00.
75. Suzanne Nicklas, Instructor, part-time, Music, effective Spring semester @ a gross salary of \$3,250.00.
76. Arthur Olds, Instructor, part-time, English, effective Spring semester @ a gross salary of \$1,400.00.
77. Leslie O'Malley, Instructor, part-time, English, effective Spring semester @ a gross salary of \$2,800.00.
78. Alberta Pearson, Instructor, part-time, Art, effective Spring semester @ a gross salary of \$3,000.00.
79. Michael Pelt, Instructor, part-time, Philosophy, effective Spring semester @ a gross salary of \$1,500.00.

80. Tami Phillips, Instructor, part-time, English, effective Spring semester @ a gross salary of \$2,800.00.
81. Charlotte Pitcairn, Instructor, part-time, Music, effective Spring semester @ a gross salary of \$1,500.00.
82. W. Travis Plumlee, Instructor, part-time, Geography, Political Science and Sociology, effective Spring semester @ a gross salary of \$2,800.00.
83. K. C. Poole, Instructor, part-time, Home Economics, effective Spring semester @ a gross salary of \$5,500.00.
84. Kristin Pritchard, Instructor, part-time, Health Science, effective Spring semester @ a gross salary of \$2,800.00.
85. Mitzi R. Pyland, Instructor, part-time, Home Economics, effective Spring semester @ a gross salary of \$1,400.00.
86. Lisa K. Ray, Instructor, part-time, Geography, Political Science, and Sociology, effective Spring semester @ a gross salary of \$1,400.00.
87. Janet B. Rector, Instructor, part-time, Marketing & Management, effective Spring semester @ a gross salary of \$1,400.00.
88. Cynthia Lynn Roach, Instructor, part-time, Geography, Political Science, & Sociology, effective Spring semester @ a gross salary of \$2,800.00.
89. Cindy Robinette, Instructor, part-time, Biology, effective Spring semester @ a gross salary of \$2,800.00.
90. Timothy Lee Rodgers, Instructor, part-time, Marketing & Management, effective Spring semester @ a gross salary of \$1,400.00.
91. Angelic Rodgers-Webb, Instructor, part-time, Transitional Studies, effective Spring semester @ a gross salary of \$1,400.00.
92. Jennifer Roe, Instructor, part-time, Physical Therapy, effective Spring semester @ a gross salary of \$3,840.00.

93. Barbara Rogers, Instructor, part-time, English, effective Spring semester @ a gross salary of \$2,800.00.
94. William Schlientz, Instructor, part-time, English, effective Spring semester @ a gross salary of \$2,800.00.
95. Peggy Schultz, Clinical Supervisor, part-time, Nursing, effective Spring semester @ a gross salary of \$3,792.00.
96. Hazel Seay, Instructor, part-time, Professional Field Services, effective Spring semester @ a gross salary of \$4,200.00.
97. Carol E. Smedley, Instructor, part-time, Biology, effective Spring semester @ a gross salary of \$2,800.00.
98. Jay P. Sorrows, Instructor, part-time, Honors College, effective Spring semester @ a gross salary of \$1,200.00.
99. Barron South, Instructor, part-time, Physical Therapy, effective Spring semester @ a gross salary of \$3,000.00.
100. Don Spitler, Instructor, part-time, English, effective Spring semester @ a gross salary of \$2,800.00.
101. Susan Standridge, Instructor, part-time, History, effective Spring semester @ a gross salary of \$1,400.00.
102. Lynnette Stanley, Instructor, part-time, Music, effective Spring semester @ a gross salary of \$4,200.00.
103. Jim Stone, Instructor, part-time, Professional Field Services, effective Spring semester @ a gross salary of \$4,200.00.
104. Dan Such, Instructor, part-time, History, effective Spring semester @ a gross salary of \$2,800.00.
105. Beverly Tallent, Instructor, part-time, Home Economics, effective Spring semester @ a gross salary of \$2,800.00.

106. Sandra Tedder, Instructor, part-time, Biology, effective Spring semester @ a gross salary of \$3,000.00.
107. Don S. Terrell, Jr. Instructor, part-time, Geography, Political Science and Sociology, effective Spring semester @ a gross salary of \$2,800.00.
108. Janet S. Toombs, Instructor, part-time, Home Economics, effective Spring semester @ a gross salary of \$1,400.00.
109. Margie Towery, Instructor, part-time, Health Sciences, effective Spring semester @ a gross salary of \$2,800.00.
110. Charlie J. Trimble, Instructor, part-time, Accounting, effective Spring semester @ a gross salary of \$1,500.00.
111. Cathy K. Urwin, Instructor, part-time, History, effective Spring semester @ a gross salary of \$3,000.00.
112. Steven L. VanderGeeten, Instructor, part-time, effective Spring semester @ a gross salary of \$1,400.00.
113. Lynne Vinson, Instructor, part-time, Health Science, effective Spring semester @ a gross salary of \$2,800.00.
114. Michael Vinson, Instructor, part-time, Health Science, effective Spring semester @ a gross salary of \$2,800.00.
115. Jan Watson, Instructor, part-time, Nursing, effective Spring semester @ a gross salary of \$3,952.50.
116. Jimmie L. Williams, Instructor, part-time, Speech/Theatre/Mass Communication, effective Spring semester @ a gross salary of \$2,800.00.
117. Sandra F. Williams, Instructor, part-time, Speech/Theatre/Mass Communication, effective Spring semester @ a gross salary of \$2,800.00.
118. Kathy A. Woodcock, Instructor, part-time, Applied Academic Technologies, effective Spring semester @ a gross salary of \$1,400.00.

119. Barbara Wyatt, Instructor, part-time, Physical Therapy, effective Spring semester @ a gross salary of \$3,840.00.

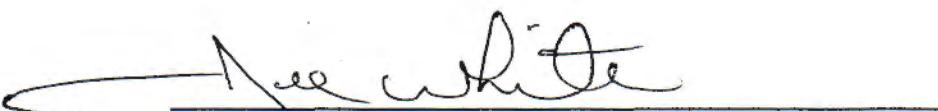
Sabbaticals:

1. Sam Driggers, Music, Summer 1995.
2. Edmond Griffin, Biology, Fall 1995.
3. Patrick Larsen, Art, Fall 1995.
4. Robert Williams, Psychology & Counseling, Fall 1995.

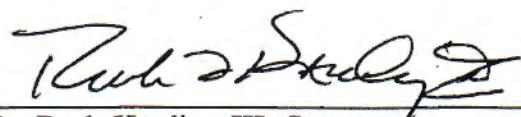
Resignations:

1. William Painter, History, December 31, 1994.
2. Mary Sue Whitelaw, Continuing Education/Non-Credit, January 13, 1995.

There being no further business to come before the Board, the meeting was adjourned upon motion by Mrs. Goode with a second by Mr. Aydelott.



Mr. Joe White, Chair



Mr. Rush Harding III, Secretary