

The Board of Trustees of the University of Central Arkansas convened in regular meeting Friday, May 12, 1995 at 1:00 p.m. in the Fireplace Room 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
	Mr. Jerry L. Malone
	Mr. Dalda Womack

and with the following absent, to-wit: Mrs. Elaine Goode

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

Minutes of the April 19, 1995 meeting were approved as circulated on motion by Mr. Womack with a second by Dr. Chakales.

PRESIDENT'S REPORT

President Thompson and Mr. W. Benjamin Wyatt, President of Pulaski Technical College, signed an agreement which was approved by the UCA Board at its last meeting. The agreement authorizes UCA and PTC to enter into an arrangement under which PTC will provide developmental education on the UCA campus to students who do not qualify for admission to UCA because of their need for basic-skills courses.

President Thompson stated that the agreement is consistent with one of the educational goals of the state which is to reduce the amount of developmental education done by the four-year institutions. He expressed his appreciation to the staff of Pulaski Technical College for their cooperation and assistance.

Mr. Wyatt stated that the Pulaski Technical College Board of Trustees unanimously and enthusiastically supports the agreement. He further stated that providing developmental education is a very important part of Pulaski Technical College's mission. He feels that the agreement will provide an opportunity to students who may not otherwise have an opportunity to attend an institution of higher education. Mr. Wyatt said that Pulaski Technical college is looking forward to a very productive partnership in this endeavor. He expressed his appreciation to President Thompson and the Board of Trustees.

Introductions - President Thompson recognized the following individuals:

Dr. Paul Krause - Associate Professor of Chemistry, and recipient of the Teaching Excellence Award;

Dr. Elson Bihm, Associate Professor of Psychology, and recipient of the Research, Scholarship, & Creative Activity Award;

Dr. Patricia McGraw, Professor of English, and recipient of the Public Service Award;

Ms. Tina Strickland, Custodial Service Shift Supervisor, and recipient of the Employee of the Year Award;

Dr. Henry N. Rogers III, Professor of English, and newly elected president of the Faculty Senate;

Mr. Bill Yates, incoming president of the Staff Senate; and

Ms. Bethany Briscoe, newly elected president of the Student Government Association;

President Thompson expressed his appreciation to the outgoing presidents: Don Adlong, Joyce Reid, and Rachel Shipman.

President Thompson also recognized the Office of Public Affairs for its success in the recent Council for the Advancement of Support of Education (CASE) awards competition. UCA was awarded the grand award for multimedia presentation, two publications awards, and four photography awards.

Commencement is scheduled for Saturday, May 13, at 10:30 a.m. in the Farris Center. Judge Steele Hays will be the speaker.

Reports of the Freshman Year Experience and General Education Committees were distributed.

Computer Science Education - President Thompson stated that it appears that the computer science education program is one of the areas which has the greatest potential for growth; in part because of job demands in the field, and in part because of the recommendations

made by the General Education Committee. Therefore, he plans to ask the vice president for academic affairs and the appropriate dean and faculty members to consider the possibility of reorganizing the computer science education program; perhaps making it an independent department or part of the physics program.

Construction Update:

1. The architectural firm of Borne and Jameson has been selected to prepare the plans and specifications for the renovation of Wingo Hall. This is the same firm that is currently preparing plans and specifications for the President's home.
2. While Laney Hall is obviously substantially completed negotiations continue regarding final payment of the contract. It is hoped that this will be resolved soon and final payment on the facility will be made.
3. HPER - No action on this project.
4. Communications Facility AETN/UCA - Tom Fennell, the lead architect on this project, has prepared some cost estimates indicating that if UCA receives the total \$7 million for its portion of this facility, we would be able to include a performance type auditorium in this building.
5. The architectural firm of Steelman, Connell and Mosley has been selected to prepare plans and specifications for the renovation of Short/Denney Hall.
6. The architectural firm of Roark, Perkins and Perry has been selected to be the University of Central Arkansas' "on call" architect beginning July 1, 1995.
7. The architectural firm of AMR has been selected for a combination of the various academic facility needs such as renovation of Main Hall, possible renovation of Harrin or Arkansas Halls, and other renovation and conversion needs for the Health Sciences, as well as considering the need for administrative facilities.
8. President's Home - Bids for the renovation and expansion of the President's Home will be opened on Thursday, May 25, at State Building Services Offices in Little Rock.

9. New University Police Building - Police building drawings for the second review were submitted to State Building Services on March 26. The second review normally requires two weeks but work load at State Building Services has caused unusually long delays.
10. Stone Dam Creek - The first sections of top covering for Stone Dam Creek are scheduled to be put into place on Monday, May 15. The creek should be completely covered to Beatrice Powell Street by July 15 and the parking lot restored (crushed rock) by August 15.
11. Parking Lot West of Hughes - Bids for a 260 space parking lot west of Hughes Hall were opened March 30. The contractor has been unable to start the project because of wet weather.
12. Re-roofing of Doyne Health Science Center - Work on the re-roofing of Doyne Health Science Center will begin May 15.
13. Parking Lot North of Administration Building - Bids for work on the parking lot north of the Administration Building between Donaghey and Augusta will be opened May 23.
14. Plans at State Building Services for Review - Plans for the following projects are at State Building Services for review:
 - a. Elimination of parking between Snow Fine Arts Center and Conway/Short/Denney Halls
 - b. Football practice field at former pine grove site
 - c. Soccer Field between Laney & Estes Stadium
 - d. Speech/Language/Hearing parking lot
 - e. Parking lot west of THD (close street between THD and Hughes)

Miscellaneous Items:

1. It is anticipated that the bid for the new on-line computer system for Torreyson Library will be awarded Friday, May 12. Installation will occur during the

summer and fall. The current computer system will remain operational while records are converted and transferred to the new system.

2. The fiber optic cabling installation project is underway and should be completed by July 15.
3. Purchase of the building (triplex) and lot at 314 Western Avenue has been completed (purchase price \$118,500). The removal of that building and the one located at 316 Western will permit the expansion of the parking lot west of Augusta Street (north of the Echo/Scroll Offices) westward to Western Avenue.

Litigation Update:

Board of Trustees of UCA, et al v. State Board of Higher Education, et al, No. CIV 95-201 (Faulkner County Circuit). On April 21, 1995, the UCA Board of Trustees filed a complaint in Faulkner County Circuit Court challenging the decision by the State Board of Higher Education to reject UCA's compromise proposal to establish doctoral programs in physical therapy and school psychology. The UCA Board alleged that the State Board's decision violated Amendment 33 to the Arkansas Constitution. Amendment 33 prohibits the transfer of power from the UCA Board to any other entity, absent consolidation or abolition of the university itself. Because the UCA Board has had the power to determine the role and scope of UCA and to establish degree programs for the university, these powers may not lawfully be transferred to the State Board. UCA contends that the State Board actions were outside its authority and violated the Administrative Procedure Act. UCA also asks for a declaratory judgment that the relevant statute and State Board actions are unconstitutional and for a permanent injunction restraining the Board from enforcement of the statute.

Crawford v. Davis, et al., No. LR-C-95-092 (E.D.Ark.). Ms. Michelle Crawford, a UCA student, has filed this sexual harassment lawsuit in federal district court against Michael Davis, a former UCA instructor; Ronnie Williams; the University of Central Arkansas; and Winfred L. Thompson. Ms. Crawford alleges that Mr. Davis sexually harassed her during the part of a semester that she was a student in his class. She alleges that UCA's sexual harassment policy fails to provide adequate protection, that UCA faculty and staff were not properly educated concerning the policy, and that Mr. Williams and Dr. Thompson applied the policy in a manner that deprived the plaintiff of her federally protected rights. The plaintiff is asking for an unspecified amount of damages, attorney's fees, and costs. The Attorney General's Office is representing

UCA, Dr. Thompson and Mr. Williams and has filed an answer denying the allegations. Mr. Davis, acting as his own attorney, has also denied the allegations.

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, 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.

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.

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.

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

1. Friday, August 11, 1995
2. Friday, October 13, 1995
3. Friday, December 8, 1995

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

Other:

1. **Academic Evening Division** - President Thompson reported that in response to a suggestion by Board members in a previous meeting, a committee has been considering the possibility of opening an academic evening division. The basic framework of the program is close to completion.

Mr. Robert McCormack, Vice President for Financial Affairs, distributed copies of the an "operating assumption" concerning the program.

Mr. Malone asked "In terms of the UCA night program, what has been the campus attitude toward that - has that been floated around campus?"

President Thompson stated that it has not been circulated extensively at this point. The committee has only a broad outline of the program; therefore, will continue discussions to develop the program.

In response to a question from Dr. Chakales, President Thompson stated that the assumption and the goal of the program is to attract non-traditional students.

2. **Dedication of Academic Complex** - Mr. Womack commended those who were involved in planning the recent dedication of the academic complex (Irby and Laney Halls).

NEW BUSINESSGeneral Registration and Other Fees1. General Registration and Other Mandatory Fees (Board Policy #630):

The current and proposed general registration and other required fees for a student enrolled in 12 hours per semester are as follows:

<u>FEE</u>	<u>Current 1994-95</u>	<u>Proposed 1995-96</u>
General Registration	\$ 793	\$ 769
Library	24	24
Equipment	24	24
Health/Wellness	24	24
AAGE Test	0	5
Sub-Total	\$ 865	\$ 846
Athletics	\$ 72	\$ 96
Student Center/Recreation	48	48
Student Activity	15	15
TOTAL	\$1,000	\$1,005

General Registration Fee/Out-of-State Fee: The proposed decrease of \$2 per credit hour with a maximum decrease of \$24 brings the maximum to \$769 for an in-state student enrolled in 12 or more hours per semester.

The proposed general registration fee for an out-of-state student has been increased by six percent over 1994/95. This represents a movement toward the level of out-of-state fees recommended by the Arkansas Department of Higher Education but it should enable UCA to remain competitive in the recruitment of international students.

Athletic Fee: The proposed increase in the Athletic Fee is from \$6 to \$8 per credit hour with a maximum of 12 hours per semester.

AAGE Test Fee: This fee is \$5.00 per student per semester, including summer terms, and is intended to fund the Arkansas Assessment of General Education testing, which is required for Arkansas students no earlier than when they accumulate 45 college level credits, excluding developmental education credits, and no later than when they complete 60 college level credits. UCA's Arkansas peer institutions are also charging \$5.00 for the AAGE test fee.

2. Health Sciences Fee (Board Policy #639): In 1994-95, all physical therapy students were charged a special course fee of \$100 per semester. It is proposed that physical therapy students be charged \$100 for fall, 1995 and fall, 1996 and \$150 for fall, 1997. All students in occupational therapy, speech pathology, nursing and dietetics will be charged a fee of \$50 per semester in the 1995 fall term, \$100 in the 1996 fall term and \$150 in the 1997 fall term.
3. Graduation Fee (Board Policy #634): It is proposed the current graduation fees for undergraduate students of \$25 and for graduate students of \$35 be increased to \$30 and \$40 respectively for Fall, 1995.
4. Transcript Fee (Board Policy #634): It is proposed that the current transcript fees of \$3 for regular and \$5 for same day service be increased to \$4 and \$6 respectively as of July 1, 1995.
5. Library Usage Fee for Non-Students (Board Policy #640): The current library usage fee of \$50 per fiscal year for external constituents using the UCA Library is proposed to be amended as follows: (1) No charge for persons who have memberships in the "Friends of the Library." Members in the Alumni Association will receive a discount from the \$50 fee equal to the amount of the alumni dues paid effective July 1, 1995.

This fee is required for any person using the library who is not a member of the university community (students, staff, faculty). The fee is charged only to external constituents who receive services from the library, including checking out library materials and requesting bibliographic searches. External constituents are permitted to enter the library without paying the fee to browse through the books and periodicals as long as they do not request services, including bibliographic searches and checking out library material.

Dr. Chakales expressed his concern about charging a \$50 annual library usage fee to individuals who want to use the library for only a short period of time. He stated that the administration may want to re-evaluate the fee.

Mr. White also expressed his concerns about the library usage fee for non-students. He further stated that it was his hope that the fee would be waived for alumni of the university.

President Thompson explained that students are charged for use of the library; therefore, it would be difficult to justify not charging non-students. He further stated that a per-use fee would not be administratively feasible. President Thompson stated that he has no strong feeling about modifying the fee for alumni. He suggested, however, that any modification be limited to alumni.

Dr. Chakales asked why the fee must be charged on a yearly basis; why not on a three- or four-months basis?

President Thompson explained that the administrative costs would be greater than the small amount of revenue involved.

Following further discussion Mr. Malone and Mr. White expressed willingness to support a modification of the fee. Mr. White suggested that the library usage fee for non-students be waived for alumni and asked that the administration consider ways to implement an infrequent-user fee which will be brought to the Board for consideration at its next meeting.

President Thompson suggested that the fee be waived for dues-paying members of the Alumni Association.

Mr. Malone made a motion to accept "the Chair's suggestion regarding the modification to this proposal with specific emphasis on studying ways to have an infrequent-user fee (infrequent meaning two or three times a year, I guess); an infrequent-user fee where it's not as prohibitive as the \$50 per year fee." The motion was seconded by Mr. Aydelott. In response to a question from Chairman White, Mr. Malone stated that his motion includes a waiver for dues-paying alumni.

Based on these considerations, the following amended resolutions were adopted unanimously: (NOTE: amended language is highlighted.)

"BE IT RESOLVED: THAT THE BOARD ADOPTS THE REVISIONS TO SECTIONS 630, 634, 639, & 640 OF THE UCA BOARD POLICIES WHICH RELATE TO STUDENT FEES AS CONTAINED IN THE FOLLOWING SCHEDULE OF GENERAL REGISTRATION AND OTHER FEES PER SEMESTER FOR THE 1995-96 ACADEMIC YEAR, (AND 1996/97 & 1997/98 WHERE SPECIFIED), EFFECTIVE FALL, 1995, EXCEPT THE TRANSCRIPT AND NON-STUDENT LIBRARY FEES WHICH ARE EFFECTIVE JULY 1, 1995; AND

BE IT FURTHER RESOLVED: THAT FOR THE 1995-96 ACADEMIC YEAR AND FUTURE YEARS, UNLESS OTHERWISE SPECIFIED, FEES FOR STUDENTS ENROLLED IN CREDIT COURSES IN THE DIVISION OF CONTINUING EDUCATION BE THE SAME AS GENERAL REGISTRATION FEES CHARGED OTHER STUDENTS;

BE IT FURTHER RESOLVED: THAT ALL FEES NOT MODIFIED REMAIN AT THE SAME LEVEL AS THE 1995-96 ACADEMIC YEAR; AND

BE IT FURTHER RESOLVED: THAT THE ADMINISTRATION CONSIDER WAYS TO IMPLEMENT AN INFREQUENT-USER FEE TO BE BROUGHT TO THE BOARD AT ITS NEXT MEETING.

GENERAL REGISTRATION FEES

	<u>In-State Fees</u>		<u>Out-of-State Fees</u>	
	1994-95	PROPOSED 1995-96	1994-95	PROPOSED 1995-96
Undergraduate:				
Per Credit Hour	(\$72)	\$69.50	(\$144)	\$152.50
Maximum for 12 or More Credit Hours	(793)	769	(1,586)	1,681
Graduate:				
Per Credit Hour	(93)	91	(186)	197

OTHER MANDATORY FEES*

	<u>Per Credit Hour</u>		<u>Maximum for 12 Hours or More</u>	
	1994-95	PROPOSED 1995-96	1994-95	PROPOSED 1995-96
Library	(2)	\$2	(\$24)	\$24
Equipment	(2)	2	(24)	24
Health/Wellness	(2)	2	(24)	24
Athletic	(6)	8	(72)	96
Student Center Fee	(4)	4	(48)	48

Per Undergraduate Student

AAGE Test	-0-	5
Student Activity Fee		
7 hours or less	\$ 7.50	\$ 7.50
8 hours or more	15.00	\$15.00

* Rates are the same for in-state and out-of-state undergraduate and graduate students.

		<u>Proposed</u>		
	1994-95	1995-96	1996-97	1997-98
HEALTH SCIENCE FEE:				
PHYSICAL THERAPY	(\$100)	\$100	\$100	\$150
Undergraduate 7 hours or less	N/A	50	50	75
Graduate 6 hours or less	N/A	50	50	75
OTHER HEALTH SCIENCES *	(-0-)	\$50	\$100	\$150
Undergraduate 7 hours or less	N/A	25	50	75
Graduate 6 hours or less	N/A	25	50	75
GRADUATION FEE				
Undergraduate	(\$25)	\$30		
Graduate	(\$35)	40		
TRANSCRIPT FEE				
Regular	(\$ 3)	\$ 4		
Same Day Service	(\$ 5)	6		
LIBRARY USAGE FEE FOR NON-STUDENTS				
Membership in Friends of the Library	(\$50)	-0-		
Membership in The Alumni Association (dues-paying members)	(\$50)	-0-		
Others	(\$50)	\$50		

* Includes Occupational Therapy, Speech Pathology, Nursing and Dietetics."

Mr. Malone suggested that information concerning the Alumni Association be made available in the library for those who wish to become dues-paying members.

Mr. Malone stated "in terms of the specific fees that we have on the students, it's my concern that we not overly fee the students. I think that if we've got a tuition we ought to use that so students will know generally what their going to have to pay each year rather than being

faced with each thing they want to do with tuition and then there's a fee for this and a fee for that. I know we've gotten into that in the last couple of years or so, but if we can minimize that to the greatest extent possible, I think that would give a clearer picture of what is expected of them financially each year."

President Thompson agreed with Mr. Malone. He stated that the administration is currently considering the possibility of special fees being designated only when they are similar to an auxiliary service like student health services and similar operations where there is a particular individual benefit to the students.

Community Development Institute Tuition Fee - The Community Development Institute is a not-for-credit program conducted by the Continuing Education Division. Organizations and individuals who find the Institute of interest include chambers of commerce, private and public sector community and economic developers, utility companies, planners, banks, extension services, municipal and county officials, and grassroots community leadership and development groups. The current tuition fee for this five-day nationally marketed Institute is \$350. This fee became effective in 1991 and appears in UCA Board Policy 631. Faculty salaries, costs of transportation, printing, postage, publications, housing and food have increased since then. Additionally, some grant funds have been significantly reduced. Comparable workshops across the country generally charge \$525 to \$675. The Institute curriculum committee, which consists of representatives from Arkansas, Louisiana and Mississippi, recommends a tuition fee of \$400 per individual beginning in July 1995.

The following resolution was adopted as an amendment to UCA Board Policy 631 upon motion by Mr. Harding with a second by Dr. Chakales:

"BE IT RESOLVED: THAT THE UCA BOARD OF TRUSTEES APPROVES THE TUITION FEE OF \$400 PER SESSION FOR THE COMMUNITY DEVELOPMENT INSTITUTE BEGINNING WITH THE CLASS OF 1995."

Food Service Contract for 1995-96 - The university has received a food service proposal from ARAMARK for the 1995-96 contract year. The new contract provides for a 3.28% rate increase and continues the same food service program in Christian Cafeteria as offered during the current year. This increase is equal to the CPI of the Food at Home Sector. In addition, ARAMARK has proposed to invest and amortize a maximum of \$125,000 over five years to provide the following: A pastry shop in Christian Cafeteria, the new food court in the Student

Center, the "Bear Express" in the Burdick Business Administration building, a new "Wokery station" on the North side of Christian Cafeteria, and a Pizza Hut trailer for athletic and special events on campus.

The commission paid for off-campus special groups and on casual meals in the cafeteria will remain at 15% and 12% respectively. ARAMARK has agreed to allow students the option of adding a cash declining balance to their meal plan for use in all ARAMARK operations on campus and will pay the university a 12% commission on these sales.

The university has contracted the past year with ARAMARK for the operation of its snack bar, bake shop, and Pizza Hut in the Student Center and BBA. Because of the renovation of the Student Center, only the snack bar in BBA will be open for the Fall semester. The new food court in the Student Center will open for the Spring semester and will include a grill, Pizza Hut, pastry shop, Chick-Fil-A, and TCBY. We are recommending a new contract with ARAMARK for 1995-1996 with payment to the university of 7% of sales in the Pizza Hut, 10% of sales in Chick-Fil-A, 13% of sales in TCBY and 13% of sales for all other cash operations. Also, ARAMARK will pay the university 13% of sales for all catered events.

No change is recommended for the Estes Stadium and Farris Center concessions contract. The university currently grants ARAMARK the exclusive right (except for the UCA High School Basketball Tournament) to operate the concessions in these facilities. It is recommended that this contract be extended from June 1, 1995 through May 31, 1996 with payment to the university of 15% of gross sales, which is the same as the 1994-1995 rate.

The rates for 1995-96 are as follows:

<u>Term</u>	<u>Meal Plan</u>	<u>1994-95 Rates Per Day</u>	<u>1995-96 Rates Per Day</u>	<u>Commission</u>	<u>Increase</u>
1996 Summer	All 19 Meals	\$6.445	\$6.606		2.50%
	Any 15 Meals	\$5.583	\$5.722		2.50%
Regular Term	All 19 Meals	\$3.958	\$4.087		3.28%
	Any 15 Meals	\$3.691	\$3.812		3.28%
	Any 10 Meals	\$3.547	\$3.663		3.28%

<u>Term</u>	<u>Meal Plan</u>	<u>1994-95 Rates Per Day</u>	<u>1995-96 Rates Per Day</u>	<u>Commission</u>	<u>Increase</u>
Off Campus Special Groups	Breakfast	\$2.910	\$2.968	15%	2.00%
	Brunch	\$3.540	\$3.610	15%	2.00%
	Lunch	\$3.540	\$3.610	15%	2.00%
	Dinner	\$3.540	\$3.610	15%	2.00%
Casual Meals	Breakfast	\$3.400	\$3.400	12%	
	Brunch	\$3.950	\$3.950	12%	
	Lunch	\$4.200	\$4.200	12%	
	Dinner	\$4.200	\$4.200	12%	
	Steak Night	\$5.200	\$5.200	12%	
	Special Meals	\$5.200	\$5.200	12%	

Other Commissions:

12% for 75 meal plan for non-boarders (\$275.00 per semester)

12% for optional declining balance

13% for catered events

In response to a question from Mr. White, Dr. John Smith, Vice President for Student Affairs, explained that the food service contract was last bid three years ago. The contract is negotiated each year for a maximum of five years. The contract with ARAMARK is entering its third year. He further stated that UCA has a good relationship with ARAMARK. Dr. Smith said that ARAMARK is continually looking at ways to improve services. ARA also sponsors a food committee consisting of representatives from residence halls to get feedback from the students concerning food services.

President Thompson stated that one reason which argues in favor of negotiating an extension of the contract with ARAMARK at this time rather than rebidding is that UCA is working closely with ARAMARK in planning the food court for the student center renovation. However, President Thompson further stated that he thinks the contract should be bid periodically to give all interested parties a fair chance.

In response to a question from Dr. Chakales, President Thompson stated that the students' acceptance of the food is, in general, good.

Mr. Aydelott stated that, based on his experiences, ARAMARK is very competitive in the industry and provides a product which is much better than institutional-type food. He further stated that UCA is in the business of educating people and ARAMARK is in the business of feeding people. Therefore, ARAMARK can provide more food for less money than UCA can.

Dr. Smith explained that UCA is still in negotiations concerning the Pizza Hut trailer for athletic and special events on campus.

Mr. Womack stated that his experiences with ARAMARK in connection with Boys State have been very favorable.

The following resolution was adopted as an amendment to Board Policy #633 upon motion by Mr. Aydelott with a second by Mr. Harding:

"BE IT RESOLVED: THE ADMINISTRATION IS AUTHORIZED TO SIGN A ONE-YEAR CONTRACT WITH ARAMARK, INC., WITH RATES AS SHOWN IN THE CHART ABOVE, INCLUDING A MAXIMUM OF \$125,000.00 FOR NEW FOOD CONCEPTS TO BE AMORTIZED OVER FIVE YEARS.

BE IT FURTHER RESOLVED: THE ADMINISTRATION IS AUTHORIZED TO SIGN A ONE-YEAR CONTRACT WITH ARAMARK,

INC., FOR THE OPERATION OF THE FOOD COURT, SNACK BAR, PASTRY SHOP, AND PIZZA HUT IN THE STUDENT CENTER AND BBA, PROVIDING THAT ARAMARK, INC. WILL PAY THE UNIVERSITY 7% OF SALES IN THE PIZZA HUT, 10% OF SALES IN CHICK-FIL-A, 13% OF SALES IN TCBY AND 13% OF SALES FOR ALL OTHER CASH OPERATIONS FOR THE PERIOD JUNE 1, 1995 THROUGH MAY 31, 1996, AND SIGN A SIMILAR CONTRACT WITH ARAMARK, INC., FOR THE OPERATION OF THE ATHLETIC CONCESSIONS AT ESTES STADIUM, THE FARRIS CENTER, AND FARRIS FIELD FOR THE PERIOD BEGINNING JUNE 1, 1995 THROUGH MAY 31, 1996, PROVIDING ARAMARK, INC. WILL PAY THE UNIVERSITY 15% OF GROSS SALES DURING THE PERIOD OF THIS CONTRACT."

Housing:

Room and Board Charges for 1995-96/Installation of Telephone Service to the Residence Halls - Students currently contract individually with Southwestern Bell Telephone Company if they want telephone service. In addition to a monthly fee, students must pay a connection fee at the beginning of each year, with additional fees if they change rooms.

The Residence Hall Association (RHA) has recommended that local telephone service be provided to all residence hall rooms as a part of the room rent for 1995-96.

Southwestern Bell has proposed the installation of their Plexar system to provide this service. Plexar is a central office based telephone system, owned and operated by Southwestern Bell. It provides us with all the services of a Private Branch Exchange (PBX), but with minimal maintenance and administration. Plexar would provide students with an active line for local phone service, and a specific telephone number would be assigned to each residence hall room. Students would be asked to provide their own telephone instrument, and would obtain a calling card from any telephone company to make long distance calls.

In order to provide this service, Housing will have one-time costs of approximately \$100,000 for trenching and cross connects and \$70,000 for phone installation. These costs will be funded through the 1994-1995 Housing and Food Service budgets. The annual cost of the Plexar system will be approximately \$150,000. Southwestern Bell has offered a contract that guarantees their rate for five years. An increase of \$50.00 per semester in the room rent will cover this cost and allow for a modest increase in the maintenance and operation budget. Last

year, RHA voted to support a maximum of \$75.00 per semester increase in room rate to obtain telephone service as a part of their room rent.

The current room and board charge is \$1,300.00 per semester if the student is in a double occupancy room and on the 19-meal plan. The total proposed rate for 1995-96 is \$1365.00, or an overall increase of 5%. The board plans offered for 1995-96 are the same as offered for 1994-95. The plans are: summer - all 19 meal plan and any 15-meal plan; fall and spring - all 19-meal plan, any 15-meal plan, and any 10-meal plan.

The chart below summarizes rates at other Arkansas and regional institutions.

Arkansas & Regional Institutions Room & Board Rates
1994-1995

<u>Arkansas Institutions</u>	<u>Rate*</u>
University of Arkansas/Fayetteville	\$1,803.00
Arkansas Tech	\$1,325.00
Henderson State	\$1,308.00
University of Central Arkansas	\$1,300.00
Arkansas State	\$1,290.00
University of Arkansas/Pine Bluff	\$1,282.00
University of Arkansas/Little Rock	\$1,205.00**
Southern Arkansas University	\$1,205.00
University of Arkansas/Monticello	\$1,155.00

Regional Institutions (Housing capacity of 1500 - 3000)

Angelo State University	\$1,984.00
East Texas State University	\$1,942.00
Southeast Missouri State University	\$1,790.00
East Tennessee State University	\$1,620.00
Memphis State University	\$1,600.00
Texas Women's University	\$1,550.00
Northeastern State University	\$1,512.00
University of Tennessee/Martin	\$1,470.00
University of Central Oklahoma	\$1,194.00

* = Room and full meal plan for one semester

** = Room charge only

President Thompson informed the Board that the maximum expenditure of \$170,000 stated in the agenda book should be amended to \$220,000 based on estimates received for trenching, cross connects, and phone installation.

In response to questions from Mr. Harding and Mr. White, President Thompson explained that the Residence Hall Association, which represents all students living in the residence halls, has specifically requested the installation of telephone service.

At Mr. Harding's request, Dr. John Smith, Vice President for Student Affairs, reported that the housing occupancy for fall semesters is approximately 80%; for spring semesters it drops to approximately 62%. He further explained that the housing occupancy, which had been close to 90%, experienced a sudden drop during the past year rather than a gradual decline. Dr. Smith stated that he is optimistic that the housing occupancy will improve.

Mr. Harding stated that it appears that a number of universities are changing from what we consider normal university housing to more traditional housing. He asked if UCA has started exploring ways in which to make campus housing more attractive to students.

President Thompson stated that UCA is looking at a number of options for next year which will, hopefully, increase the occupancy rates in residence halls.

Mr. Harding discussed the possibility of hiring a company to construct and/or operate housing facilities. President Thompson stated that UCA is just beginning discussions with such a company, not to construct new facilities, but to look at different utilization patterns for some of the existing facilities.

Dr. Smith reported that he has appointed a committee to look at all aspects of the housing system.

Mr. Harding asked if UCA can service its debt with 62% occupancy.

President Thompson stated that UCA is fortunate since the interest rate is very low on the debts for a number of residence halls built in the 1960s with federal funds; and, many of the bond issues will be paid off during the next few years. UCA will have the option within a few years of deciding whether to convert the buildings to some other use, to renovate them for continued use as housing, or, perhaps, to demolish them.

Mr. Malone asked "What is the current break-even point, right now, in terms of occupancy and debt service?"

Dr. Smith stated that the housing budget is nearing the break-even point. The combined housing & food service budget, cannot afford to drop much lower from its present position.

Mr. Aydelott moved that the following resolutions, which include President Thompson's suggested amendment, be adopted as amendments to Board Policy #632 upon motion by Mr. Aydelott with a second by Mr. Womack. (NOTE: amended language is highlighted.)

"BE IT RESOLVED: THAT THE BOARD OF TRUSTEES APPROVES THE FOLLOWING SCHEDULE OF ROOM AND BOARD RATES FOR THE ACADEMIC YEAR, EFFECTIVE FALL 1995; AND SUMMER CONFERENCES AND SUMMER TERMS AS SET OUT BELOW FOR 1996, EFFECTIVE SUMMER 1996."

Room Rate Schedule

Fall & Spring 1995-96

Double Occupancy Room Rate	\$750.00 per semester	(\$700.00)
Private Room Rate	\$1,000.00 per semester	(\$910.00)
Greek Room Rate	\$6.15 per member/per semester	(\$5.75)
Minton Hall (Twelve-month hall)	\$210.00 per month	(\$190.00)

Summer Terms 1996

Any Hall	\$235.00 per summer term	(\$220.00)
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Summer Conferences 1996

Youth Rate (Double)	\$7.50 per person/night	(\$7.00)
Adult Rate (Double)	\$10.00 per person/night	(\$9.00)
Adult Rate (Single)	\$14.00 per person/night	(\$13.00)
UCA Student Groups	\$5.50 per person/night	(\$5.00)

Board Rate Schedule

Fall & Spring 1995-96

Any 19-meals per week	\$615.00 per semester	(\$600.00)
Any 15-meals per week	\$595.00 per semester	(\$580.00)
Any 10-meals per week	\$575.00 per semester	(\$560.00)

Summer of 1996

Any 19-meals per week	\$230.00 (5 week term)	(\$225.00)
Any 15-meals per week	\$205.00 (5 week term)	(\$200.00)

AND

"BE IT FURTHER RESOLVED, THAT THE BOARD OF TRUSTEES AUTHORIZES AN EXPENDITURE, NOT TO EXCEED ~~\$220,000.00~~, FOR TRENCHING, CROSS CONNECTS, AND INSTALLATION OF TELEPHONE SERVICE TO THE RESIDENCE HALLS."

3. Baldrige Apartments 1995 - 1996 Rental Rates

The current rental fee for Baldrige apartments is competitive with surrounding off-campus apartments. Occupancy has averaged approximately 90% this year. No rate increase is requested for 1995-96.

The following resolution was adopted as an amendment to Board Policy #632 upon motion by Mr. Harding with a second by Dr. Chakales:

"BE IT RESOLVED, THAT THE BOARD OF TRUSTEES APPROVES THE FOLLOWING MONTHLY SCHEDULE OF BALDRIDGE APARTMENT RATES FOR THE 1995-1996 BUDGET YEAR, EFFECTIVE JULY 1, 1995."

<u>Apartment</u>	<u>Rent</u>
	1995-96 <u>Rent/Month</u>
2003 Bruce #1	\$350.00
2003 Bruce #2	\$350.00
2003 Bruce #3	\$300.00
2003 Bruce #4	\$300.00
2003 Bruce #5	\$350.00
2005 Bruce A	\$350.00
2005 Bruce B	\$350.00
2005 Bruce C	\$350.00
2005 Bruce D	\$350.00
229 Elizabeth #1	\$350.00
229 Elizabeth #2	\$350.00
229 Elizabeth #3	\$350.00
229 Elizabeth #4	\$350.00
229 Elizabeth #5	\$350.00
229 Elizabeth #6	\$350.00
229 Elizabeth #7	\$350.00
229 Elizabeth #8	\$350.00
232 Elizabeth #1	\$350.00
232 Elizabeth #2	[Manager]
232 Elizabeth #3	\$300.00
232 Elizabeth #4	\$300.00

Operating Budget for 1995-96 - The proposed operating budget for fiscal year 1995-96 totals \$61,991,620 as compared with \$57,969,413 in fiscal year 1994-95, an increase of \$4,022,207 or 6.9 percent.

Revenues

Growth in revenues comes primarily from state general revenues. Student fee income will likely decline since the full time equivalent student enrollment is expected to drop by 208 during this year. Individual student fees are recommended at essentially the same level as 1994-95, as shown in a separate agenda item.

State general revenues are budgeted at \$32,657,869, an increase of \$4,285,077 or 15.1 percent over the amount budgeted in 1994-95. These revenues are based on the assumption that we will receive, under the Revenue Stabilization Act, 100 percent of allotment A, 96.38 percent of allotment B, and \$2,713,576 from the Educational Excellence Trust Fund.

Productivity funding estimated to be received in 1994-95 to be used in 1995-96 is \$287,976. These funds are not included in UCA's funding base through state appropriations but we expect to receive annual productivity funding from the Department of Higher Education's appropriations. The amount of this funding will be determined by how well we perform on the productivity measures previously established. This brings the total funding from state sources to \$32,945,845.

Based on special legislation from the recent session, UCA will be entitled to reimbursement for part of the salary increases granted to classified employees. The amount has not yet been determined but should be in the range of \$200,000. When the amount of this reimbursement is known, it will be added to the 1995-96 operating budget.

The increase in athletic revenues will result from the proposed increase in the student athletic fee. Housing and food service, student center and recreational facilities, the bookstore, and most of the other auxiliary enterprises are expected to have a decline in revenues or only a very slight increase in 1995-96 due to the expected declines in enrollment levels and occupancy in the residence halls. The increase in parking facilities income is the result of the increased cost of parking decals approved by the Board last year. These additional funds will be available for debt service on the \$2 million bond issue and for additional improvements on existing and proposed parking lots.

Expenditures

The proposed budgeted expenditures will provide funding for the major elements listed below:

1. Salaries for classified employees will be increased on July 1 by 2.8 percent, and a merit pool has been created which represents 1.5 percent of all salaries of classified employees. The method for distributing these raises to meritorious classified employees will be determined with the assistance of the Office of Personnel Management in the Arkansas Department of Finance and Administration.
2. Non-classified employees will receive a 3 percent across-the-board increase. Equity salary adjustments have been included both in administrative and faculty areas which, before staff benefits are applied, will cost approximately \$244,000.
3. The amount paid for part-time faculty teaching a 3 hour course will increase from \$1,400 to \$2,000.
4. Graduate assistantships will increase from \$5,500 to \$5,700 and out of state fees for graduate assistants be waived.
5. Student labor and extra help will increase 5 percent.
6. Maintenance and operating budgets will increase a total of 4.2 percent, one percent above the increase in the Higher Education Price Index. Additional funds are provided to enhance communications with two year colleges and potential students, as well as extra funding for increased credit card service charges.
7. Funded depreciation is a line item in the 1995-96 state appropriation and totals \$199,799. We are required to use these funds to supplement other resources available for maintenance of our physical facilities.
8. The academic area has been allocated approximately \$1,000,000 to hire additional faculty and staff in order to improve our faculty/student ratio. These funds, coupled with the savings in the replacement of 10 existing faculty (from retirements, resignations, etc.), will provide funding for 18.5 additional faculty members. Six or seven persons have been transferred from non-tenure track to

tenure track and 9 full-time equivalent support staff will be employed to enhance the service component of the academic portion of the University. If some of these positions are not filled, the balance of the funds will revert to unallocated funds.

9. A total of 3.5 additional positions in the support service areas will provide one additional staff person each in Student Financial Aid, the Division of Student Services, the Personnel Department, and conversion of a half-time to a full-time accountant in the Office of International Programs.
10. Direct student loans: A technical position and maintenance and operating funds for this program will be funded from administrative cost recovery from the U.S. Office of Education.
11. A balance of about \$500,000 will remain as unallocated funds. In 1995-96 these funds could be used for one time expenditures such as capital items and would be available as recurring revenue for operating purposes for fiscal year 1996-97, since we expect the revenues in that year to be a rather small increase over 1995-96.

Mr. Malone: "In the last couple of weeks, I guess, a couple of other state institutions have been in the news from the standpoint of percentage of faculty salary increases versus administrative increases. How do we compare in that regard?"

President Thompson stated that having read the articles referred to by Mr. Malone, he had requested Mr. Robert McCormack, Vice President for Financial Affairs, to prepare information concerning salary increases over the past several years. At President Thompson's request, Mr. McCormack distributed copies of "Salary Increases by Category of Employee" for the years 1989-90 through 1995-96 which was then discussed by President Thompson. The chart indicates total increases of 41.30% for classified, 36.82% for teaching, and 35.52% for non-teaching.

Based on the information contained above, the following resolution was adopted upon motion by Mr. Aydelott with a second by Mr. Womack:

"BE IT RESOLVED THAT THE BOARD OF TRUSTEES APPROVES THE 1995-96 OPERATING BUDGET TOTALING \$61,991,920 AS DISTRIBUTED AND DISCUSSED."

Acquisition of Promotional Items - Act 823 of 1993 requires that expenses from maintenance and operation funds expended for "promotional" items be approved by the Board of Trustees and then submitted to the Chief Fiscal Officer of the State for processing. The Act further requires the establishment of a special appropriation line item to be used only for the acquisition of those promotional items.

A definition of promotional items has been received from the Director of State Purchasing. Based on this definition and a review of similar UCA purchases in the past, we request \$25,000 authorization for fiscal year 1995-96 for promotional items. Purchases include items such as t-shirts for intramural activities, shirts and other materials for the student orientation staff, and other orientation activities, sweaters and ties for the Ambassador Program, and ink pens used in recruiting students.

It also includes t-shirts, plaques, trophies and other promotional items for the various educational programs conducted by Continuing Education, such as Band Camp, Girls and Boys Basketball Camps, Foster Grandparents, Science leadership, etc. A substantial portion of these items will be paid from fees which are collected by Continuing Education on the programs they sponsor.

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

"BE IT RESOLVED: THAT THE BOARD OF TRUSTEES APPROVES A MAXIMUM EXPENDITURE OF \$25,000 FOR PROMOTIONAL ITEMS IN FISCAL YEAR 1995-96."

Scottie Pippen Basketball Camps Authorization (June 25-29, 1995) - Act 707 of 1981 (Ark. Code Ann. 6-62-401 (1987)) governs the use of campus facilities by employees of state institutions of higher education to conduct certain outside work for private compensation. While the Act authorizes boards of trustees to grant permission for such activities, it requires that the boards make express findings of fact in certain areas. It also requires that the boards reduce this permission to writing, which must include a statement of charges to be paid to UCA for the costs associated with operating and maintaining the facilities that will be temporarily devoted to the particular activity conducted by that employee.

The Board last granted such permission for the Scottie Pippen Basketball Camp in May of 1994.

Mr. Aydelott requested that UCA talk with Scottie Pippen about the possibility of holding a mini-camp or promotional day for girls. Mr. Bill Stephens, Director of Athletics, stated that UCA would discuss the matter with Mr. Pippen.

In response to a question from Mr. Harding, Mr. Stephens stated that the Scottie Pippen Basketball Camps are open to boys in seventh grade and above.

President Thompson stated that UCA hopes to increase the number and types of summer camps over the next few years as facilities improve.

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

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

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

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

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

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

THEREFORE, BE IT RESOLVED: THAT THE BOARD HEREBY GRANTS PERMISSION FOR THE SCOTTIE PIPPEN BASKETBALL CAMP TO BE CONDUCTED ON CAMPUS JUNE 25-29, 1995, AND APPROVES THE FOLLOWING STATEMENT OF CHARGES TO BE PAID TO THE UNIVERSITY AS THE COSTS ASSOCIATED WITH OPERATING AND MAINTAINING THE FACILITIES WHICH ARE TEMPORARILY DEVOTED TO THE CAMP:

1995 Scottie Pippen Basketball Camp - June 25-29
Anticipated Costs

Sponsor: Scottie Pippen

Instruction: Arch Jones, Director
Tommy Reed, Assistant Director

Facilities: Five (5) days in Farris Center @ \$150/day = \$ 750.00
Five (5) days in Old Gym @ \$150/day = 750.00
Lifeguard Fee for Swim Party = 25.00

Housing: Approx 150 participants X 4 nights X \$7 = 4,200.00
Approx. 13 counselors X 4 nights X \$7 = 364.00

Food Service: Approx. 170 participants X 4 days X \$9.51 = 6,466.80
Six (6) books of lunch tickets X \$33.23 = 199.38

Total of \$6,666.18 X 12% = 799.16*

Continuing

Education Fee: \$1 per day per camper - Approx. 190 X \$5 = 950.00**

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

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

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

BE IT FURTHER RESOLVED: THAT THE SCOTTIE PIPPEN BASKETBALL CAMP SHALL MAKE KNOWN IN ALL ADVERTISING OR OTHER PUBLICITY INVOLVING THE SCOTTIE PIPPEN BASKETBALL CAMP THAT PARTICIPANTS ARE CONTRACTING WITH THE SCOTTIE PIPPEN BASKETBALL CAMP AND NOT WITH THE UNIVERSITY AND THAT THE UNIVERSITY AND THE STATE OF ARKANSAS DO NOT ASSUME ANY CONTRACTUAL OBLIGATIONS FOR THE CONDUCT OF THIS CAMP.

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

BE IT FURTHER RESOLVED: THAT EACH EMPLOYEE AUTHORIZED HEREUNDER TO CONDUCT OUTSIDE WORK FOR PRIVATE COMPENSATION ON OR IN CAMPUS FACILITIES IS TO, WITHIN SIXTY (60) DAYS AFTER COMPLETION OF THE EMPLOYMENT, SUBMIT A COMPLETE FINANCIAL REPORT RELATING TO THE EMPLOYMENT TO THE CHIEF FINANCIAL OFFICER OF THE UNIVERSITY, WHO WILL SUBMIT TO THE BOARD OF TRUSTEES ON AN ANNUAL BASIS A SUMMARY OF ALL SUCH FINANCIAL REPORTS RECEIVED BY HIM."

Admission Policy - The appropriate university committees have recommended a modest increase in one of the three alternative tests to be used for conditional admission to UCA. The proposal would not affect the requirements for unconditional admission.

Currently, a student must achieve either an ACT score of 19 or above (or equivalent); or a high school grade point average of 2.5 on a 4.0 scale; or rank in the upper 40 percent of the high school graduating class. The proposal would raise the minimum grade point average requirement for conditional admission from 2.5 to 2.75.

This limited adjustment will allow UCA to reduce its remediation expenditures, as required by state policy. The recommended adjustment is necessary to comply with the state requirement.

Mr. Harding asked if a student, in a small Arkansas high school in an impoverished area with twenty students in the graduating class, would be eligible for conditional admission to UCA if he/she is in the top 40% of that class.

President Thompson stated that the student described would be eligible for conditional admission regardless of ACT score or grade point average.

Mr. Aydelott pointed out that statistics shown in a 1994 freshman profile in the Freshman Year Experience Committee report indicate that 88.4% had a GPA of 2.5 or above, 88.2% were

ranked in the upper 1/2 of their graduate class, and the average ACT score was 21.8. He stated that the proposed adjustment is extremely modest.

At President Thompson's request, Ms. Julie Cabe, Executive Assistant to the President, distributed copies of the following information:

1. "Fall 1994 Entering Freshmen Class" statistics based on the three alternative tests used for conditional admission;
2. "Fall 1994 Entering Freshmen by Race with High School Grade Point Averages Between 2.5 and 2.74";

Mr. White asked President Thompson to explain what process was used to arrive at the proposed minimum GPA of 2.75.

President Thompson explained that after discussion with the staff and consideration of the state policy directives, he requested the standing Admissions Committee to consider the proposal. The Admissions Committee recommended that the minimum GPA for conditional admission be increased from 2.5 to 2.75. The proposal was then circulated to the Administrative Council, the Council of Deans, and the Faculty Senate, each of which reviewed it and gave a favorable recommendation.

Dr. Chakales stated that he has no problems with the proposed change but thinks that the administration may have to request a reduction in the admission standards in the future depending on enrollment.

Mr. Malone: "Mr. Chairman and Board members, this proposed increase is a continuation of the gradual and incremental steps the university has been taking over the past several years. It's my continued concern that in addition to overall enrollment at the institution we pay particular attention as we do this because it does set the course of this institution and this is a policy decision when we determine a matter such as this as to what this university will be 4, 5, 6 or more years down the road. Number one it continues to concern me because we do these types of reviews at these brief board meetings. Since I've been on the Board I've often indicated that we need to get together and just have a chance to determine what we think should be the course of this university and set policy consistent with that so that administration can carry it out. We haven't done that yet and each meeting we take opportunities to set the course and scope without focusing on the overall master plan whether it's in admission of students, whether in constructing buildings, or whether in designing programs for the institution. So that's my first concern. Secondly, I'm extremely concerned as we continue to increase admission standards because, as Pat indicated, the average ACT score at UCA is 21.8. In the

State of Arkansas I believe a year ago, and I haven't looked recently so don't quote me on that, but the average ACT score for Asian students in the State of Arkansas was 21.8 or nearly 22.0; the average ACT score for white Arkansans or white students in the State of Arkansas was 21.2 to 21.5, somewhere thereabout; the average ACT score for black Arkansans was 16.9. And I say that to indicate a couple of things -- an ACT score of 19 that we have currently automatically affects a disproportionate number of black students because the average black student scores significantly less than the 19. If we are truly committed to the diversity of this institution, it is appropriate then to have other matters and criteria to allow those students to be admitted. A 2.5 GPA is not an inferior GPA and to say that a student with a 2.5 GPA is an inferior student and not entitled to an opportunity for higher education at this institution, this state-supported institution, I think is a serious policy statement that we, as board members, really need to reflect on prior to taking such drastic action. The information provided by the president seems to indicate that it won't have much of an effect overall at the institution but I submit to you that when we break that data down and look at it closely it will have a significant effect. Even the second page of the document we've been provided, when it talks about students who have met the criteria, or met the standards, 72.4% for white students, 58.5% for black students, the difference between 58.5 and 72.4 is a significant difference. And, the actions we're looking at taking will affect a significant number of students. It's my personal request to each one of you board members to look at that as we make this decision because I don't think we are actually making a knowing and intelligent decision about where we want this institution to go. When we look at the effect that these raises can have -- the president shared with me some information and I think with the rest of the Board regarding first-time enrollment of entering freshmen -- and we note that in 1991 there was a significant enrollment of black freshmen, 18.2%. In the course of one or two years there has been a significant drop-off. One explanation could be is that there has been a significant increase in enrollment of "other" students, from 2.9% to 9.3% during that time period. The second explanation could be that we continue to have -- during those years we were continually having an increase in the total student body so the mere fact that the "other" category increase does not mean that those were students who received seats that the other black students would have had -- we had new seats, we had new students, we had more students wanting to come, but we had a drop in the number of blacks who were able to get into this institution. Eighteen percent is not a large percentage of black students for the year of '91. And, we shouldn't be fearful of allowing the percentage of black students to hover around 15 to 18% at this institution. But when we continually change these policies I fear that in '95, '96, and '97, when we look at these same numbers we're going to continue to see a decline when we are -- there is an affirmative action plan which says we were going to try to get up, I believe, around 15 - 16% ratio. And, if we continue to take these steps it brings our good faith into question as to whether or not we're really trying to meet that criteria if we're not doing something else in addition to that. So I would ask each board member not to support this policy."

Mr. Harding stated that Mr. Malone has some valid concerns. He asked in what other ways, other than what he conceives to be a broad admission policy, can UCA accomplish the affirmative action goals.

Mr. Malone: "Well, I'm not certain that we've got to do anything because it's not like we're expecting our doors to be so flooded that we're going to be unable to accommodate the students we have, in fact, on page 46 of our agenda booklet, last paragraph, it states that housing, food service, student center and recreational facilities, the bookstore, and most of other auxiliary enterprises are expected to have a decline in revenues or a very slight increase due to the expected declines in enrollment levels and occupancy in the residence halls. We talked about occupancy of the residence halls a moment ago and how we're dangerously close to the break-even point in our residency in our halls. If we change the admission standards and admit fewer students then that's going to further exacerbate that concern if you already expect declines in housing, food service, student center, recreation, bookstore, other auxiliaries because of the decline in the number of enrollment of students, you're not making this 2.5 to 2.75 change to avoid having too many students -- that's going to happen anyway."

Mr. Harding stated that statistics indicate that there has not been much of an exclusion for minority students. He asked for Mr. Malone's opinion of the alternative of ranking in the upper 40 percent of the high school graduating class.

Mr. Malone: "In terms of that example you gave of 20 students graduating in a class, the top 40%, you've got to be number 8, 1 through 8, to be in the top 40% of that 20-student class. So you've got 32 students in that class who wouldn't qualify under that criteria. Twenty minus 8 is 12; so 12 in that class wouldn't qualify under that criteria."

Dr. Chakales asked President Thompson why he elected to go from 2.5 to 2.75 GPA.

President Thompson stated that, ideally, each alternative test for conditional admission should admit or not admit approximately the same number of students. He explained that if UCA had stayed totally with that standard but wished to raise the admission standards somewhat, the ACT score would have been raised since, under the current standards, 80.9% of the applicants for the 1994 class were admissible under the ACT score standard; 86% were admissible under the GPA standard; and 72% under the rank in class. However, because of the disparity in ACT scores for black students, it was decided not to increase that standard, but to increase the one which will be most fair regardless of race -- that is the grade point average.

Dr. Chakales asked about the percentage of retention of conditionally versus unconditionally admitted students.

President Thompson stated that, in general, conditionally admitted students have lower retention rates.

At President Thompson's request, Julie Cabe distributed copies of information concerning minority enrollment. He pointed out that as UCA has raised admission standards the percentage of black students has not declined. However, there has been a decline in the number of white students. President Thompson stated that in his judgment, Mr. Malone's argument on this matter is not so much with the administration or the faculty as it is with the state policy on the issue. He further stated that whether Mr. Malone or he agrees with the policy the fact remains that the state policy and funding procedure at the present time require that the four-year institutions reduce the amount they expend on remediation. He said that it is clear to him that the intention of state policy at the present time is that the four-year institutions entirely phase out remediation or come very close to it. He stated that a number of people have concerns about the policy. President Thompson stated that he has some concerns about the policy and the way remedial students are defined; however, that is not his decision to make. UCA must live, in his judgment, within the confines of the policy and the funds available to UCA.

In response to a question from Mr. Harding, President Thompson explained that the policy is a specific statutory requirement. In addition, the state funding mechanisms imply that as well. President Thompson stated that it is clear that the intention of the legislature and the wish of the Governor is that the four-year institutions not be in the business of providing remedial education. He does not think it is possible to phase out that function immediately or completely; however, until the state policy is changed, UCA must take it into account and allocate resources accordingly.

Mr. Malone: "A couple of things. As we look at and listen to us following policy directives from the state and the Department of Higher Education, as I think the way the President framed it when we initially started talking about the policy, this, in my mind, then is no different from Board v. State -- that's the first item in our litigation report. The university counsel put out a memorandum of law and in her opinion, reciting United State Supreme Court cases, said the Board of Trustees have the right to determine who to admit to the institution. That being the case, that's the same in line then to determining the role and scope of the institution. And, I don't see that as a valid role since we've taken on the State of Arkansas in that litigation. So, I don't think we need to even use that as a basis for not addressing our admission policy to the best manner we deem appropriate. Secondly, there's not a rational basis to say that all three of these variables should admit the same number of students. That's just something that's arbitrarily been proposed to us. There is no law that says if you use ACT; if you use high school grade average; and if you use high school standing; those three variables should or must admit the same, or generally the same, number of students. That's something

that we, as a policy, can decide what will happen at this institution. And, if we choose to allow an ACT score that admits fewer students than our high school grade point average that's completely within our discretion. And so, I don't see that as a reason for us to move it up simply because they don't admit the same number of students. There is no law that requires them to because there's no law that requires us to use exactly those variables for our admission decisions. Thirdly, black enrollment is declining. And, if you look at the paper that you were just handed out, the memo, and on first-time entering freshmen in 1991 there were 18.2% of that class were black. In 1993 it was down to 12.8%. I don't know what it was for 1994, but that is a decline. I don't care how you look at it, that's a decline."

President Thompson stated that 1991 was a year in which there were some significant and well-publicized problems at the University of Arkansas at Pine Bluff, and UCA did have in that year a significant increase in the number of black freshmen applying at UCA. The number was smaller than that before and after that year. He further stated that he does not disagree with what Mr. Malone said about the policy of the state except for the characterization of the standards as arbitrary. President Thompson said that he does not think they are arbitrary -- they are rational standards which a person may agree or disagree with. He said UCA could base the admission standards totally upon ACT score; some schools in effect do that. We could base admission standards solely upon grade point average; some institutions do that. He further stated that the feelings during the many discussions which the administration and faculty committees have had has been that it is fairer to students to give them several alternative standards which will allow them to be admitted to the institution if they meet any one of those alternatives.

Mr. Aydelott stated that he likes having a three-prong test but, like Mr. Malone, does not see why they must have equal legs.

President Thompson pointed out that statistics concerning the fall 1994 entering freshmen class is only one year's experience. He assured the Board that the administration will continue to look at the figures and will recommend that the Board revise the standards if needed.

Mr. Harding stated that he can support the proposed change only if precise, accurate, and detailed information is made available to the Board on a long-term basis.

Mr. White requested assurance that, if the proposed increase is adopted, the administration will keep the Board apprised as to whether the policy adversely impacts prospective black students so they may take appropriate action if necessary.

President Thompson assured Mr. White that he will do so.

Mr. Malone: "A couple of things. UCA's remediation money spent is already the lowest in the state and has been as we've been touted for the last couple of years by the President (President Thompson interjected that UCA's remediation cost is the second lowest in the state) so I don't see why there is a rush to continue to reduce it particularly since we just signed today this document and agreement with Pulaski Tech to deal with remediation so we have some avenues of remediation in reducing our remediation expenditures. Secondly, as Mr. Chair, you and Mr. Harding request that we stay apprised of the numbers and how their shaping out, there's an old saying that 'figures don't lie but liars can figure' and I don't want to impugn for the sake of our figures but we know that numbers can be adjusted to show things and we also know that if you don't collect data you don't have the figures to provide to you. And so, if that's going to be real I think the Board should be given a specific outline of what information is currently collected and whether that information will be sufficient to allow you to make the monitoring reports that you think you can make. Thirdly, a couple or three years ago, I guess, this institution was going through some student concerns where there was a statute on the books still in the 1990s that said UCA was established for the education of whites, male and female, in the State of Arkansas. At that time the Board, we were all supportive of the state removing that language because we said that was not UCA and that's not what UCA was about. As I thanked the Board members for that show of support I requested that each Board member be mindful that the only reason I raised that back at that time was not because I was concerned that that language was on the books because I wasn't -- I know we can't enforce a law now that says UCA is for education of whites, male and female, in the State of Arkansas -- but what I did encourage the Board to do is be mindful that we can do other things as we make policy decisions at this institution which would have the same effect and know you might not be able to limit everyone but if you limit your numbers enough you get into a, I guess, what people would consider a 'comfortable' number and as we continue to make these adjustments I'm fearful that in 1995 we're doing things which have some of the basic effects of what people did in 1907 and later years. And so, I still encourage each Board member to vote against this policy."

Mr. White stated that he shares some of Mr. Malone's concerns; however he has been reasonably comfortable with figures submitted by the administration, including the figures concerning this matter.

Mr. Aydelott agreed with Mr. White and stated that he sees this issue more a policy issue than a numbers crunch. Mr. Aydelott called the question.

Mr. Malone: "I move that we deny the policy as recommended by the administration."

Mr. Aydelott stated that Mr. Malone's motion is unnecessary -- if there is no motion to adopt the policy UCA's admission standards will stay the same.

Mr. Malone's motion died for lack of a second.

The following resolution was adopted upon motion by Mr. Womack with a second by Dr. Chakales with affirmative votes by Mr. Womack, Dr. Chakales, and Mr. Harding, and negative votes by Mr. Malone and Mr. Aydelott. Mr. Malone stated "Let mine reflect that it's for all the reasons which I hope are stated verbatim above in the minutes."

"BE IT RESOLVED: THAT THE BOARD OF TRUSTEES AMENDS BOARD POLICY NO. 310 BY INCREASING THE HIGH SCHOOL GRADE POINT AVERAGE REQUIREMENT FOR CONDITIONAL ADMISSION FROM 2.5 OR ABOVE TO 2.75 OR ABOVE ON A 4.0 GRADING SCALE."

Dr. Chakales stated that even though this issue has passed, the Board may change their minds in the future if enrollment statistics indicate a change is necessary.

Mr. Malone: "We had a former question regarding the number it takes to pass something on the Board."

Mr. White stated that four votes are needed on personnel matters.

Mr. Malone: "I'd like to at least have counsel look at that and show it at some later point."

Faculty Handbook Section - Lecturer/Clinical/Laboratory Instructor Appointments and Promotions - At meetings on August 13, 1993, November 5, 1993, and May 6, 1994 the University of Central Arkansas Board of Trustees approved sections of the Faculty Handbook.

We now submit the section covering lecturer/clinical/laboratory instructors. These positions are essential for recruiting and retaining faculty in health science fields where, for some functions, clinical experience is a critical qualification. Such appointments are also appropriate for persons responsible for the set-up, management, and teaching of certain science laboratory sections, and for some of the faculty who teach lower division, primarily skills courses.

Those holding such titles would be eligible, after a series of one-year appointments and annual reviews, for an extended term appointment of three years. The extended term will provide a reasonable level of security. At the same time, the university will maintain the staffing flexibility that is needed to face uncertain budget circumstances. The section has been reviewed and has the support of the Council of Deans and the Vice President for Academic Affairs.

Mr. White stated that he has visited with a number of faculty members regarding this issue and some have expressed concerns. He asked President Thompson to explain why these positions are needed in these particular fields, and what would be the outcome if the proposal is not adopted.

President Thompson explained that UCA utilizes clinical/laboratory instructors in much of the nursing program. These instructors do not have the advanced degrees that would qualify them for tenure-track positions. In many instances they are people who are not interested in a full-time permanent career as an academician. However, programs could not be run without these positions being available. President Thompson further stated that without this option UCA could not financially afford to operate the programs and in a number of fields (i.e. nursing, physical therapy, and occupational therapy) the required number of people could not be found regardless of salary. He explained that under current rules UCA can continue such a person as a faculty member for six years. After the sixth year the person is given notice due to the requirement that a faculty member must be tenured if employed beyond seven years. Therefore, UCA is faced with the anomaly that regardless how much these employees are needed, and regardless of how well they may be doing their jobs, their employment cannot be continued after that seven-year period. President Thompson stated that this proposal will enable UCA to give lecturer/clinical/laboratory instructors term contracts extending one, two, or three years to give them a reasonable measure of job security; and also to continue their employment beyond the seven-year limit which now applies.

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

"BE IT RESOLVED: THAT THE UNIVERSITY OF CENTRAL ARKANSAS BOARD OF TRUSTEES HEREBY ADOPTS THE ATTACHED SECTION OF THE FACULTY HANDBOOK COVERING LECTURER/CLINICAL/LABORATORY INSTRUCTORS, PROVIDED, HOWEVER, THAT THE ADMINISTRATION IS AUTHORIZED TO MAKE CORRECTIONS AND CHANGES OF A CLERICAL NATURE."

OTHER ACADEMIC PERSONNEL

I. Lecturer/Clinical/Laboratory Instructor Appointments and Promotions

The lecturer/clinical/laboratory instructor appointment is a non-tenure-track position that may be renewed on an annual basis. Duties involve responsibilities in clinical, laboratory, didactic, or transitional courses, and/or clinical or field supervision/coordination. Renewal decisions are based upon evidence of successful performance in assigned duties, scholarship/practice, service, and documented programmatic need. All lecturer/clinical/laboratory instructors are eligible for consideration with respect to merit raises, travel funds, operating funds, grant awards, and other funding. Regulations prohibit issuance of multiple year contracts. For those who are being retained after the fourth year of successful performance, however, the university may make a commitment that carries a presumption of a three-year term.

When a clinical/laboratory instructor is not to be reappointed, written notice to the instructor will be provided at the earliest possible time.

A. Lecturer/Clinical/Laboratory Instructor I

1. A minimum of a master's degree in an appropriate discipline or equivalent training;
2. Evidence of mastery of skill, content, and current research in the area of assigned duties;
3. Demonstrated competency; and
4. Current certifications and appropriate credentials (where required).

B. Lecturer/Clinical/Laboratory Instructor II

1. Four (4) years service as a Lecturer/Clinical/Laboratory Instructor I, or teaching/supervisory experience in an area that is equivalent in knowledge, skill, and responsibility;
2. A minimum of a master's degree in an appropriate discipline and/or other evidence of mastery of skill, content, and current research in own specialty area;
3. Demonstrated knowledge and skills in course development, implementation, and evaluation; and
4. Current certifications and appropriate credentials (where required).

Nurse Practitioner Track in Existing MSN Degree Program - Nurse practitioners are primary care health providers, diagnosing and managing clients' health care problems. They provide nursing and medical services to individuals, families, and groups. Services include, but are not limited to: diagnostic testing; management of pharmacological therapy; teaching and counseling; consulting and providing referrals; and providing other traditional nursing therapies. Nurse practitioners work collaboratively with physicians.

There is a great need for an increased number of primary care health providers in Arkansas. Arkansas is 37th among states for areas underserved by primary care providers and 71 of the state's 75 counties are designated by the federal government as being totally underserved or having areas underserved.

In Arkansas, the recently approved Act 409 mandates preparation of nurse practitioners at the graduate level. A minimum of 540 clock hours of clinical practice is required, in addition to specific curriculum content. The proposed track meets curricular requirements for national certification as specified by the American Academy of Nurse Practitioners and the American Nurses' Association Certification Body of Nurse Practitioners. The proposed track is for specialty preparation in adult primary care. As resources allow, additional specialties may be offered.

The course of study for the nurse practitioner track within the existing MSN program follows.

UNIVERSITY OF CENTRAL ARKANSAS
Department of Nursing

COURSE OF STUDY FOR PREPARATION
OF THE ADULT PRIMARY CARE NURSE PRACTITIONER

(A track within the existing MSN Degree Program)

MSN FOUNDATION COURSES (8 credit hours)

NURS 6201, Nursing Research Utilization
NURS 6342, Issues in Nursing Practice
NURS 6347, Theoretical Bases of Nursing

ADVANCED PRACTICE FOUNDATION COURSES (9 credit hours)

NURS 6315, Health Assessment for Advanced Nursing Practice
NURS 6320, Pathophysiology for Advanced Nursing Practice
NURS 6325, Pharmacotherapeutics for Advanced Nursing Practice

NURSE PRACTITIONER SUPPORTING COURSES (11 credit hours)

NURS 6221, Educational Interventions in Primary Health Care
NURS 6226, Epidemiology for Primary Health Care
NURS 6230, Primary Care Practice Management
NURS 6235, Professional Role of the Nurse Practitioner
NURS 6335, Interactive Processes for Advanced Practice Nursing

NURSE PRACTITIONER CLINICAL COURSES (15 credit hours)

NURS 6521, Primary Health Care: Management of Acute Health Problems of Adults
NURS 6526, Primary Health Care: Management of Chronic and Disabling Health Problems of
Adults
NURS 6531, Residency in Primary Health Care of Adults

TOTAL CREDIT HOURS FOR DEGREE = 43

TOTAL CLINICAL PRECEPTED CLOCK HOURS = 582

NURSE PRACTITIONER TRACK (Proposed)

FULL TIME ENROLLMENT PATTERN

FALL (11 Credit hours)

N6235 Professional Role of the Nurse Practitioner
 N6315 Health Assessment for Advanced Nursing Practice
 N6320 Pathophysiology for Advanced Nursing Practice
 N6347 Theoretical Bases for Nursing

SPRING (13 Credit hours)

N6226 Epidemiology for Primary Health Care
 N6325 Pharmacotherapeutics for Advanced
 N6342 Issues for Nursing Practice
 N6521 Primary Health Care: Management of Acute Health Problems for Adults

SUMMER (5 Credit hours)

N6202 Research Utilization Processes
 N6335 Interactive Processes for Advanced Nursing Practice

FALL (7 Credit hours)

N6221 Educational Interventions in Primary Health Care
 N6526 Primary Health Care: Management of Chronic/Disabling Health Problems of Adults

SPRING (7 Credit hours)

N6230 Primary Care of Practice Management
 N6531 Residency in Primary Health Care of Adults

COURSE DESCRIPTIONS FOR THE NURSE PRACTITIONER TRACK

NURS 6202, RESEARCH UTILIZATION

Analysis and interpretation of nursing research with emphasis on utilization of research findings.

Prerequisite (s): Admission to the MSN program

Semester Credit Hours: 2

Theory Clock Hours: 30

NURS 6221, EDUCATIONAL INTERVENTION IN PRIMARY HEALTH CARE

Focuses on educational interventions designed and implemented by the advanced nurse practitioner in primary health settings as a means for health promotion, health prevention, health maintenance, and symptom control.

Prerequisite (s): Admission to the MSN program

Semester Credit Hours: 2

Theory Clock Hours: 30

NURS 6226, EPIDEMIOLOGY FOR PRIMARY HEALTH CARE

Focuses on advanced nursing practice through the examination of health states and demographics of populations and communities. Investigation of factors associated with the states of health throughout the lifespan.

Prerequisite (s): Admission to the MSN program

Semester Credit Hours: 2

Theory Clock Hours: 30

NURS 6230, PRIMARY CARE PRACTICE MANAGEMENT

Addresses topics and issues in primary care practice management, including informatics and business practices.

Prerequisite (s): NURS 6521, Primary Health Care:Management of Acute Health Problems of Adults

Semester Credit Hours: 2

Theory Clock Hours: 30

NURS 6235, PROFESSIONAL ROLE OF THE NURSE PRACTITIONER

Issues, knowledge, and skills related to the evolving roles of the nurse practitioner as they pertain to changing societal demands and knowledge.

Prerequisite (s): Admission to the NP track

Semester Credit Hours: 2

Theory Clock Hours: 30

NURS 6315, HEALTH ASSESSMENT FOR ADVANCED NURSING PRACTICE

Theoretical and clinical bases for health assessment in advanced nursing practice. Advanced data collection, diagnostics, and nursing interventions including screenings and referrals.

Prerequisite (s): Admission to the MSN program

Semester Credit Hours: 3 (2 Theory/1 Laboratory)

Theory Clock Hours: 30

Laboratory/Clinical Clock Hours: 60 (1 credit : 4 clock hours)

NURS 6320, PATHOPHYSIOLOGY FOR ADVANCED NURSING PRACTICE

Provides the knowledge necessary for diagnostic reasoning skills in clinical decision making. Emphasis is on understanding the etiology, pathogenesis, and functional consequences of disease and health problems.

Prerequisite (s): Admission to the MSN program

Semester Credit Hours: 3

Theory Clock Hours: 45

NURS 6325, PHARMACOTHERAPEUTICS FOR ADVANCED NURSING PRACTICE

In-depth theory course to prepare advanced practice nurses in the pharmacological management of chronic and acute health problems of clients in primary care settings.

Prerequisite (s): Admission to the MSN program

Semester Credit Hours: 3
Theory Clock Hours: 45

NURS 6335, INTERACTIVE PROCESSES FOR ADVANCED NURSING PRACTICE

Provides basis for creating and maintaining the therapeutic nursing relationship critical for wellness promotion, illness prevention, and treatment of individuals, families, groups and communities. Focuses on advanced interactive processes and those qualities and skills necessary to support advanced nursing practice.

Prerequisite (s): Admission to the MSN program

Semester Credit Hours: 3
Theory Clock Hours: 45

NURS 6342, ISSUES IN NURSING PRACTICE

Examines current nursing issues, their impact on nursing and health care systems, and their current and projected outcomes.

Prerequisite (s): Admission to the MSN program

Semester Credit Hours: 3
Theory Clock Hours: 45

NURS 6347, THEORETICAL BASES FOR NURSING

Focuses on theoretical and conceptual bases of nursing through a systematic exploration of the nature and purpose of theory and the process of theory building. Theories developed within the discipline of nursing will be examined.

Prerequisite (s): Admission to the MSN program

Semester Credit Hours: 3
Theory Clock Hours: 45

NURS 6521, PRIMARY HEALTH CARE: MANAGEMENT OF ACUTE HEALTH PROBLEMS OF ADULTS

Provides conceptual, theoretical, and experiential foundations required for optimum functioning as a primary adult nurse practitioner. Supervised clinical and preceptorship experiences in primary health settings focus on health promotion, prevention, and acute health problems of adults.

Prerequisite (s): Admission to the NP Track; NURS 6315, Health Assessment; NURS 6320, Pathophysiology

Pre/Corequisite(s): NURS 6325, Pharmacotherapeutics

Semester Credit Hours: 5 (3 Theory/2 Clinical)
Theory Clock Hours: 45
Clinical Clock Hours: 150 (1 credit : 5 clock hours)

NURS 6526, PRIMARY HEALTH CARE: MANAGEMENT OF CHRONIC AND DISABLING HEALTH PROBLEMS OF ADULTS

Builds on and expands the foundation acquired in NURS 6521. Supervised clinical and preceptorship experiences in primary health settings focus on health promotion, prevention, and chronic and disabling health problems.

Prerequisite (s): NURS 6521, Primary Health Care: Management of Acute Health Problems of Adults; NURS 6202, Nursing Research Utilization; NURS 6347, Theoretical Bases for Nursing

Pre/Corequisite (s): NURS 6342, Issues in Nursing; NURS 6235, Professional Role of the Nurse Practitioner

Semester Credit Hours: 5 (3 Theory/2 Clinical)
Theory Clock Hours: 45
Clinical Clock Hours: 150 (1 credit : 5 clock hours)

NURS 6531, RESIDENCY IN PRIMARY HEALTH CARE OF ADULTS

Clinical course providing comprehensive, independent practice experiences as a primary care adult nurse practitioner under the guidance of a preceptor. Builds on and requires the continuation of conceptual and theoretical knowledge obtained in NURS 6521 and NURS 6522.

Prerequisite (s): NURS 6526, Primary Health Care: Management of Chronic and Disabling Health Problems of Adults; NURS 6335, Interactive Processes for Advanced Nursing Practice

Pre/Corequisite (s): NURS 6230, Primary Care Practice Management

Semester Credit Hours: 5 (1.5 Theory/3.5 Clinical)
Theory Clock Hours: 22
Clinical Clock Hours: 282 (1 credit : 5 clock hours)

TOTAL CLINICAL PRECEPTED CLOCK HOURS: 582
(this excludes the Human Assessment laboratory hours)

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

"BE IT RESOLVED: THAT THE UNIVERSITY OF CENTRAL ARKANSAS BOARD OF TRUSTEES APPROVES THE ADOPTION OF A COURSE OF STUDY FOR A NURSE PRACTITIONER TRACK WITHIN THE EXISTING MASTER OF SCIENCE IN NURSING DEGREE PROGRAM, EFFECTIVE JULY 1, 1995."

Mr. Malone: "Mr. Chair, I apologize. I had to step out to make an emergency phone call that I had received. Apparently we finished the *Faculty Handbook* section while I was out. What occurred on that?"

Mr. White informed Mr. Malone that the Board approved the *Faculty Handbook* item.

Mr. Malone: "If I might then just state for purposes of the minutes; and I apologize for having to leave because I wanted to participate in that and indicate my concerns to the Board, I guess, is that we're indirectly resolving a dispute, we could be indirectly resolving a dispute between the issue of tenure and non-tenure track faculty and where do we go with tenure-track faculty without facing the issue head-on by the creation of this concept, and I wanted to, and I apologize for not being here, but I wanted to at least make the Board aware that, in my view, we're doing that -- we're making a decision on this issue when its a growing national concern but we're doing that indirectly as we create these appointments and promotions as we have here. I haven't decided my own position on tenure or non-tenure track but in terms of what we have before us I think that your decision on that constitutes a great step toward that decision that I thought we were going to have some chance to receive some comment and feedback on this campus because I know we have differing opinions on this campus regarding that issue, and it concerns me that we've received it and acted on it this way. So I guess for purposes of the minutes, had I been here I would have voted no and I would have spoken against this proposal as currently framed without some explanation of how we're not getting caught up in that dilemma."

Dr. Chakales stated that he understands Mr. Malone's point of view; however, although the Board voted on the issue, it did not set any standards. The other members of the Board agreed with Dr. Chakales' statement.

Mr. White apologized to Mr. Malone for acting in his absence.

Mr. Malone stated that it was understandable.

Resolutions Regarding Equity Funding - The following resolutions were adopted upon motion by Mr. Harding with a second by Dr. Chakales:

"BE IT RESOLVED, THAT THE MEMBERS OF THE BOARD OF TRUSTEES OF THE UNIVERSITY OF CENTRAL ARKANSAS ON BEHALF OF THEMSELVES, THE ADMINISTRATION, FACULTY, STAFF, ALUMNI AND STUDENTS OF THE UNIVERSITY OF CENTRAL ARKANSAS, EXTEND TO SENATOR STANLEY RUSS GRATITUDE AND APPRECIATION FOR HIS LEADERSHIP, PARTICULARLY AS CHAIRMAN OF THE JOINT BUDGET COMMITTEE, IN ASSURING THAT EQUITABLE FUNDING IS ALLOCATED TO UCA AFTER A DECADE OF RAPID GROWTH."

"BE IT RESOLVED, THAT THE MEMBERS OF THE BOARD OF TRUSTEES OF THE UNIVERSITY OF CENTRAL ARKANSAS ON BEHALF OF THEMSELVES, THE ADMINISTRATION, FACULTY, STAFF, ALUMNI AND STUDENTS OF THE UNIVERSITY OF CENTRAL ARKANSAS, EXTEND TO GOVERNOR JIM GUY TUCKER GRATITUDE AND APPRECIATION FOR HIS RECOGNITION OF THE DIFFICULTIES FACED BY RAPIDLY GROWING INSTITUTIONS OF HIGHER EDUCATION AND FOR HIS VISION AND LEADERSHIP IN DEVELOPING AN EQUITABLE FUNDING PROCESS; AND

BE IT FURTHER RESOLVED, THAT THE BOARD EXPRESSES ITS GRATITUDE TO THE GOVERNOR FOR HIS SUPPORT OF THE COLLEGE SAVINGS BOND PROGRAM AND HIS RECOGNITION OF THE IMPORTANCE OF HIGHER EDUCATION TO THE STATE."

Mr. White expressed appreciation to members of the UCA staff who were involved in the legislative session.

Health Insurance Contract - The present health insurance contract with Healthsource Arkansas for University employees will expire June 30, 1995. The University has advertised for proposed rates for an HMO plan which provides benefits that are equal to or better than the current coverage.

After analyzing the proposed rates and receiving a recommendation from the Fringe Benefits Committee, it is recommended that HMO Partners, Inc., doing business as Health Advantage, be approved as the University of Central Arkansas group health insurance carrier for the 1995-96 fiscal year beginning July 1, 1995.

The proposed (1995-96) Health Advantage plan compared to the current (1994-95) Healthsource Arkansas plan is as follows:

(1) <u>Plan:</u>	<u>Current 1994-95 Healthsource Arkansas Plan</u>	<u>Proposed 1995-96 Health Advantage Arkansas Plan</u>
Primary Care Physician Office Visit	\$ 5.00 per visit	\$ 5.00 per visit
Specialist Office Visit	\$15.00 per visit	\$ 5.00 per visit
Inpatient Hospital Care	\$400.00 copay per admission per person (\$400 max. per person, \$800 max. per family per calendar year.)	\$ 50.00 copay per day, (\$250 max. per person, \$500 max. per family per calendar year.)
Emergency Room (waived if admitted)	\$25.00 per visit (Would increase to \$50.00)	\$50 per visit
Prescription Drugs	\$ 5.00 generic \$10.00 brand name	\$ 7.00 generic \$10.00 brand name
Vision Care - Annual Exam	\$ 5.00 per visit	\$ 5.00 per visit
Pre-Existing Conditions	NONE	NONE
OB/GYN	Unlimited visits per year	2 visits per year without referral

The plans provide 100% coverage for services in the above categories after payments are made by the employee. The Conway Regional Medical Center, Baptist Medical System Hospitals, local primary care physicians, specialists, and pharmacies are included in the Health Advantage plan.

(2) Rates: The proposed plan rates are for the period July 1, 1995 through June 30, 1996.

Health Plan	Monthly Rates		Employer Contributions			Employee Contribution		
	Current Health-Source Rates 1994-95	Proposed Health Advantage Rates 1995-96	Health-Source Cost 1994-95	Current Health Advantage Cost 1995-96	Proposed Savings To UCA	Health-Source Cost 1994-95	Current Health Advantage Cost 1995-96	Proposed Savings To Employee 1995-96
Individual	\$115.00	\$103.50	\$115.00	\$103.50	\$11.50	.0	.0	.0
2-Party (Employee & Spouse)	230.00	207.00	115.00	103.50	11.50	\$115.00	\$103.50	\$11.50
Family	335.00	301.50	115.00	103.50	11.50	220.00	198.00	22.00
Special Family (Both spouses employed)	335.00	301.50	230.00	207.00	23.00	105.00	94.50	10.50

President Thompson stated that UCA had, for many years, health coverage by Blue Cross Blue Shield. Approximately a year ago UCA changed from coverage by Blue Cross Blue Shield to Healthsource Arkansas. UCA has had very satisfactory service from both Blue Cross Blue Shield and Healthsource Arkansas. He further stated that UCA employees are very fortunate to have had generally excellent medical insurance coverage over the years. President Thompson stated that the terms of the contract with Healthsource allowed either party to terminate the contract with 30 days notice. It also stipulates that the rates under the contract will be adjusted each year. UCA had entered into discussions with Healthsource Arkansas to determine the rates for the second year under the contract. Healthsource proposed an increase in the rates based upon expenses incurred by them during the first year's experience. During the time UCA was negotiating with Healthsource Arkansas, UCA received a letter from Health Advantage, the Health Maintenance Organization of Blue Cross Blue Shield, stating that they would continue comparable coverage to UCA at a 10% reduction in rates for the upcoming year. They also guaranteed no more than a 5% increase in rates for the second year. President Thompson stated that this offer would result in a substantial reduction over what was being discussed with the current carrier. However, UCA told Blue Cross Blue Shield that their offer could not be accepted, and that the only thing that could be done was to rebid the policy. It was then announced to the current carrier, to Health Advantage, and to others through the appropriate mechanisms that UCA's health insurance contract would be bid. Subsequently, bids were received and Health Advantage (the Blue Cross Blue Shield company) submitted a bid that was essentially what they had offered in their letter. President Thompson explained further that the proposal has been reviewed by the Fringe Benefits Committee which voted in favor of accepting the proposal. The proposal subsequently has been approved by the Personnel Office and the appropriate UCA officials in Dr. Jim Dombek's office. President Thompson recommended to the Board that the Health Advantage proposal be accepted.

President Thompson deferred to Dr. James Dombek, Vice President for Administration to address questions from the Board.

Dr. Chakales requested Dr. Dombek to explain the options presented by both Health Advantage and Healthsource.

The Board was provided copies of a summary comparing the proposed Health Advantage plan to the current Healthsource Arkansas plan.

Dr. Chakales asked if the current contract with Healthsource is strictly an HMO (Health Maintenance Organization) plan or an HMO/PPO (Preferred Provider Organization) plan.

Dr. Dombek stated that the Healthsource plan is strictly an HMO. He explained that prior to the current year employees were given the option to continue under the standard Blue Cross Blue Shield plan.

Dr. Chakales asked if a PPO had ever been discussed as a possible option.

Dr. Dombek explained that bids for the 1994-95 contract were accepted on HMOs, PPOs, and standard plans. The Fringe Benefits Committee recommended that the standard plan option be eliminated and the HMO be offered exclusively.

Dr. Chakales suggested that UCA consider a PPO for next year's contract because "some of the services provided by HMOs are less than desired". He further stated that UCA employees need to be made aware of what is available.

Mr. Harding asked if UCA committed verbally or in writing at any time to renew with Healthsource.

Dr. Dombek stated that UCA was negotiating with Healthsource with the understanding that a recommendation would be made to the Board for approval.

Dr. Chakales asked for assurance that UCA had not verbally agreed in a previous Board meeting to renew with Healthsource.

President Thompson stated that staff has very carefully reviewed the record. He further stated that no proposal has been brought before the Board prior to today's meeting. He stated that UCA has the right to terminate its agreement with Healthsource at any time with 30 days notice. President Thompson assured the Board that UCA has no commitment to renew with Healthsource.

Mr. Malone: "And I guess those are concerns that I've got. Number one, my first priority, my number one priority, is to get the best plan we can for our employees at the best rate that we can. But, we've got to have a process whereby we do that which is straight forward and understandable by all. I've gotten indications that perhaps our process where we decide whether to bid this year or not bid this year, negotiate this year, you can get into these circumstances where the question arises have we made an agreement or have we reached an agreement. Earlier when we talked about even an ARA food services contract, we bid that contract and then go five years before we bid again but we negotiate each year. When you get into those we might do it now, we might not do it now, depending on the circumstances, you get into these instances where people start feeling that the process is subject to doubt and subject

to question, and the easiest way that they've put in place to avoid those questions of process is to always have the bid process. If we bid our contracts as a matter of course you won't have questions of whether you've got an agreement with somebody over here or whether you've allowed somebody else to have a competitive advantage by knowing exactly what the other person is going to do and then come in and make a decision about how they want to bid or how they want to present their package. We've got a process and I strongly encourage us to use that process so we won't get into these questions because I am concerned when I get information as to whether or not we've followed process and whether or not we've made agreements or not. I can't say that we have because I wasn't involved in any but what I can say is that if we've got a process that helps us avoid that we ought to use it just so we won't have to spend time in Board meetings on these types of issue, and I don't mind getting contacts from people, but we wouldn't have to even get contacted by people who are concerned about it."

President Thompson stated that UCA does have a process which was followed. He further stated that there are always disappointed individuals when the process is followed, and he suspects that that will always be the case. President Thompson explained that UCA has a very thorough process including a committee which looks at it extensively. He agreed with Mr. Malone that the fairest way is to make the decision through a bid process; ordinarily, however, in cases such as this, as in the case of the food service contract, it will impose a difficulty on everyone if UCA had a bid process every year. It would be an enormous burden to the institution and enormous inconvenience to employees. President Thompson stated that perhaps the administration does need to look at the possibility of setting a minimum period of bidding; however, UCA would have to have some guarantee from the carrier with respect to what the rates would be during that minimum period. He explained that UCA's contract with Healthsource is the same arrangement as it had previously with Blue Cross Blue Shield (i.e. terminable with 30 days notice, and negotiable at the end of each year). President Thompson stated that during negotiations with Healthsource information was received that indicated a possibility that UCA could save approximately \$100,000 which would result in a approximate savings to employees of \$75,000. He further stated that he thinks it would have been irresponsible of the administration to not pursue the option. Nevertheless, as President Thompson explained, UCA did not accept the bid that was attempted to be made. UCA informed Health Advantage that in all fairness to the current carrier and to any other interested parties, the contract would have to be bid. As a result of bidding, two companies submitted quotes lower than UCA's current carrier.

Mr. Malone: "And that's why I'm saying that if we consistently bid we won't run into these problems. There, we got two carriers with a lower quote. Had we just negotiated with the current carrier, we still wouldn't have gotten the best rate. And so, are we doing that in other instances when we shouldn't be negotiating without bidding? If there are other contracts

out there that somebody doesn't say 'Well I know they're not bidding this year but I'm going to submit a proposal anyway' -- that's going to be rare when that happens. And so, when we simply negotiate and negotiate, we're actually not getting the best deal based on that evidence anyway."

Mr. Harding asked if it was a viable alternative to offer a dual program which would allow both companies to compete for providing health care services to UCA employees.

President Thompson stated that he did not think it would be viable because the company which submitted the low bid did so contingent upon being the university's only health care provider. Also, following the bid process, the current carrier requested that it be allowed to continue coverage to employees who would be willing to pay the difference in the low bid and the current carrier's bid. President Thompson stated that this request could not be accepted because UCA denied the same request by Blue Cross Blue Shield a year ago when another carrier submitted a lower bid.

Mr. Aydelott moved that the following resolution be adopted as presented. Mr. Womack seconded the motion. Mr. Aydelott and Mr. Womack voted yes; Mr. Harding voted no; Dr. Chakales and Mr. Malone abstained. Chairman White voted yes.

Mr. Malone: "Let mine read that for the purpose is concern that unless we consistently follow a bidding process that is available to us, we get into situations and circumstances where questions arise that are unnecessary for us to incur, and that bid process is there to assure us of getting the best contract available at the best rates for our employees of the university, on this as well as other bids for services for the university."

"BE IT RESOLVED: THAT THE PRESIDENT IS AUTHORIZED TO ENTER INTO EMPLOYEES HEALTH INSURANCE CONTRACTS WITH HMO PARTNERS, INC., DOING BUSINESS AS HEALTH ADVANTAGE, FOR THE PERIOD JULY 1, 1995, THROUGH JUNE 30, 1996 WITH THE FOLLOWING PLAN BENEFITS AND RATES:

(1) PLAN:

PRIMARY CARE PHYSICIAN OFFICE VISIT	\$ 5.00 PER VISIT
SPECIALIST OFFICE VISIT	\$ 5.00 PER VISIT
INPATIENT HOSPITAL CARE	\$ 50.00 COPAY PER DAY, \$250.00 ANNUAL MAXIMUM, 2 PER FAMILY
EMERGENCY ROOM (WAIVED IF ADMITTED)	\$ 50.00 PER VISIT
PRESCRIPTION DRUGS	\$ 7.00 GENERIC \$10.00 BRAND NAME
VISION CARE - ANNUAL EXAM	\$ 5.00 PER VISIT
PRES-EXISTING CONDITIONS	NONE
OB/GYN	\$ 5.00 PER VISIT. 2 VISITS PER YEAR WITHOUT REFERRAL

(2) RATES:

	<u>TOTAL MONTHLY RATE</u>	<u>EMPLOYER COST</u>	<u>EMPLOYEE COST</u>
INDIVIDUAL	\$103.50	\$103.50	-0-
2-PARTY (EMPLOYEE & SPOUSE)	\$207.00	\$103.50	\$103.50
FAMILY	\$301.50	\$103.50	\$198.00
SPECIAL FAMILY (BOTH SPOUSES EMPLOYED)	\$301.50	\$207.00	\$ 94.50"

A question was raised about the number of votes required for passage. Mr. White decided to proceed while Mr. Aydelott researched the question.

Life Insurance Contract - The present life insurance contracts with Boston Mutual for University employees and retirees will expire July 31, 1995. However, Boston Mutual guaranteed the current premium rates for two years and thus has agreed to extend the current contract terms for the 1995-96 fiscal year.

- Current Plan:** The current life insurance program for employees and retirees provides the following coverage:
- Employee:** Basic coverage (paid for by the University) equal to employee's annual salary (rounded up to next \$1,000) with a minimum of \$10,000 for full time employee.
- Optional coverage (paid for by the employee) available in the same amount as basic coverage.
- At age 65 the amounts of basic and optional coverage decrease 35%.
- Retiree:** Amount of coverage based on final annual salary.
- The retiree is responsible for premiums beyond age 70.
- Current Rates:** The rates are \$.25 per \$1,000 for life and \$.03 per \$1,000 for accidental death and dismemberment.

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

"BE IT RESOLVED: THAT THE PRESIDENT IS AUTHORIZED TO EXTEND EMPLOYEES LIFE INSURANCE CONTRACTS WITH BOSTON MUTUAL LIFE INSURANCE COMPANY, REPRESENTED BY W. ROBERT ATKINS, FOR THE PERIOD AUGUST 1, 1995, THROUGH JULY 31, 1996."

Revisions to Parking and Traffic Regulations - Shown below are proposed changes in the current Parking & Traffic Regulations brochure. The text to be deleted is shaded and the text to be added is in bold type. Proposed changes in the text of the brochure are minor and reflect suggestions received by the Parking and Traffic Committee during the last year.

The changes in the cost of parking permits reflect the implementation of the fee structure approved at the March 18, 1994 meeting of the Board of Trustees.

Parking & Traffic Regulations - Text of Brochure

I. Administrative Policy

In accordance with A.C.A. 25-17-307, the Board of Trustees of the University of Central Arkansas has established regulations for the operation and parking of motor vehicles on the UCA campus. These regulations apply to all faculty, staff, students, and others utilizing the land and streets owned or controlled by the University of Central Arkansas.

1. Any appropriately licensed driver choosing to operate an automobile on campus may do so, provided a parking permit is obtained and provided the driver understands that the permit neither obligates the university to set aside a space for every vehicle nor allows the driver to violate parking regulations.
2. The university reserves the right to restrict the use of an automobile on university property if the owner has abused the privilege of operating a vehicle on campus.
3. The university assumes no responsibility for a vehicle or its contents.
4. Motorcycles, mopeds and motorbikes are not permitted on campus except in designated parking areas located on the perimeter of the campus. Users must enter and depart the campus at the location nearest these parking areas. No travel through campus is permitted.
5. Any motor vehicle parked on property owned or controlled by the university, including metered parking, and under the control of a student, faculty member, or staff member must display a permanently affixed, current UCA parking permit or temporary permit.

6. Failure to pay fines will result in the blocking of pre-registration or the withholding of transcripts, diplomas, or pay and refund checks.
7. A ticketed vehicle continuing in violation may be ticketed again as long as the violation continues. Overtime parking will be ticketed every two hours.
8. An illegally parked but unticketed vehicle is not an indication that the regulation being violated is no longer in effect.
9. Physically disabled persons ~~will be issued~~ **must obtain a blue disabled decal after furnishing and must furnish the** University Police with proof of issuance of a disabled permit or license plate by the Arkansas Department of Finance and Administration.
10. Any person who is stopped for a violation of a traffic regulation is subject to either a university or municipal citation as determined by the issuing officer.
11. Occupants of residence halls are requested not to drive to class, the cafeteria, or other campus areas between the hours of 6:30 a.m. and 4:30 p.m., Monday through Friday.
12. A traffic ticket or any other communication from a University Police officer is an official University notice. Recipients who do not respond to such a communication face disciplinary or legal action.

II. University Police Department

The University Police Department is located at 115 Farris Road on the west side of campus. As a service to the university community, the office is never closed. Business hours for payment of traffic fines and purchase of parking decals are 8:00 a.m. to 4:00 p.m., Monday through Friday. Temporary parking permits will be issued 24 hours a day.

III. Automobile Registration

1. All students, faculty, and staff who park vehicles on campus are required to immediately register and display the appropriate registration decal on the driver's side of the rear bumper or the lower left corner of the rear window. The small front decal must be displayed on the driver's side, upper corner, of the front windshield. Decals should be applied to a clean, dry surface.

2. In order for faculty and staff to obtain an annual parking decal, their vehicle must display a current Arkansas license plate. Temporary permits may be issued for a maximum of 30 days for those who have out of state license plates or newly purchased vehicles.
3. It is a violation for a decal to be taped or displayed from the vehicle interior.
4. Registration of vehicles shall normally be completed at the University Police Department or such place that may be designated on registration days. Vehicle license number, make, model, year, and color are required for registration.
5. A "**Visitors and/or Temporary Permit**" may be obtained without cost from the University Police Department for any vehicle brought to the campus for a period of one to seven days. The permit is to be affixed to the lower corner of the driver's side rear window. If a second permit is requested during the semester, a charge of \$1.00 will be made. **Temporary permits are available only to faculty, staff and students, who have obtained a regular parking permit.**
6. Temporary disabled permits will be issued only to persons who have purchased and displayed a regular UCA decal. Upon obvious, visible disability a temporary disabled permit will be issued for a period of 3 - 5 days. Temporary disabled permits for a longer period of time, not to exceed 30 working days, will be issued only with a letter from a physician stating a need for a disabled permit and the length of time it is needed.
7. Visitors are welcome **and are encouraged to obtain a visitors permit at the University Police Department prior to parking on campus.** A visitor who receives a ticket for a violation of the UCA parking rules, other than parking in a No Parking area or Disabled space, may bring or mail the ticket to the University Police Department and it will be voided. Visitors may not park in a "No Parking" or "Disabled Parking" area. Violation will result in a municipal court citation with fines set by the Conway Municipal Court.
8. The Arkansas Crime Information Center furnishes the University Police Department with information on the owners of the unregistered vehicles that received tickets. These tickets are then issued to the faculty/staff member or student whose last name and home address match those on the listing.

IV. Types and Costs of Permits

1. Fees for vehicle registration are as stated below. Fees are subject to change without notice.

<u>Faculty/Staff:</u>	<u>Year</u>		<u>Summer</u>	
Yellow	\$30.00	\$45.00	\$15.00	\$23.00
<u>Student:</u>				
Purple	\$25.00	\$35.00	\$12.00	\$17.00
<u>Institutional:</u>				
Silver - Faculty/Staff	\$30.00	\$45.00	\$15.00	\$23.00
Silver - Student	\$25.00	\$35.00	\$12.00	\$17.00
<u>Disabled:</u>				
Blue - Faculty/Staff	\$30.00	\$45.00	\$15.00	\$23.00
Blue - Student	\$25.00	\$35.00	\$12.00	\$17.00
<u>All Motorcycles/Mopeds</u>				
Purple		\$ 5.00		\$ 5.00

2. Additional vehicles may be registered by paying the same fee as for the initial decal.

3. Replacement permits may be purchased at a cost of ~~\$1.00~~ \$2.00, provided proof of destruction of the original permit is furnished to the University Police Department.

4. Permits are the responsibility of the purchaser and must be removed prior to sale or transfer of the vehicle or termination of employment. Permits are not transferable to any other vehicle. Only one current permit shall be displayed on a vehicle. A permit must not be altered or defaced.

5. A current permit expires the last day of summer school, or upon the date of termination of the faculty/staff member, or withdrawal by the student, whichever comes first.

6. Relatives of faculty or staff members are not eligible for a faculty/staff decal and may not park in faculty/staff parking areas unless they themselves are regular employees of UCA. Each parking permit is valid only for use by the person to whom it is issued. Misuse of a faculty/staff parking decal may result in loss of parking privileges for both the faculty/staff member and the violator.

V. Parking Area Assignments and Hours

Faculty/Staff Parking - Areas marked "Yellow Area" with yellow signs and yellow lines are reserved for faculty and staff vehicles displaying current yellow decals.

Student Parking - Areas marked "Student Parking" with white lines are reserved for student vehicles displaying current purple UCA decals.

UCA Permit Parking - Areas marked "UCA Permit Parking" are reserved for student or faculty/staff vehicles displaying current UCA decals.

Disabled Parking - Areas marked for disabled access are reserved for vehicles displaying current blue decals.

Area assignments listed above apply to parking between the hours of 6:30 a.m. and 4:30 p.m., Monday through Friday.

Between 4:30 p.m. and 6:30 a.m., Monday through Friday, "Yellow" areas and "Student Parking" areas are interchangeable. (Summer Hours are from 2:30 p.m. to 6:30 a.m.) They are interchangeable all day Saturday and Sunday. The reserved spaces for residence hall directors, nurses, and the disabled are not included.

VI. Driving Regulations

1. The campus speed limit is fifteen (15) miles per hour, except where conditions indicate a slower speed is necessary.

2. One-way street driving regulations are to be observed at all times by all vehicles.

3. All STOP signs, YIELD RIGHT-OF-WAY signs, and all other regulatory or directional signs are to be observed.
4. Pedestrians in crosswalks shall have the right-of-way.
5. It is a violation of traffic regulations to avoid a speed bump.

VII. Parking Regulations

1. Vehicles must be within the boundaries of the parking space. Other improperly parked vehicles in the area shall not constitute an excuse for parking with any part of the vehicle over the line.
2. Where parallel parking is required, vehicles must be parked with the right wheels to the curb.
3. Where diagonal and head-on parking are required, vehicles should be park with the front toward the curb and the rear bumper toward the traffic lane.
4. No parking is allowed next to red curbs, red parking blocks or in red or candy-striped areas.
5. No parking is allowed on the grass, sidewalks, or in driveways or loading zones.
6. Double parking is a violation at all times.
7. If a vehicle is parked in violation, attended or unattended, the driver may be issued a citation.
8. All parking spaces are defined by painted lines or parking blocks. Vehicles must be parked within the painted lines or parked in front of a parking block properly spaced for parking.
9. Excluding those exempted by state law, holders of all types of UCA decals are required to pay when parking at parking meters.
10. Persons riding bicycles must obey all rules of the road established for motor vehicles. Bicycles shall be parked in racks provided on campus. Bicycles parked in access ways, on sidewalks, in areas which may obstruct disabled access or in any other

improper location will be subject to citation and impoundment. Impounded bicycles may be claimed at the University Police Department after all fines are paid.

VIII. Personal Responsibility for Vehicles

1. The person registering a vehicle is responsible for all violations by that vehicle. If a registered vehicle is loaned to another driver, its proper operation remains the registrant's responsibility.
2. If ownership of a registered vehicle is transferred, the decal should be removed. A replacement decal may be obtained for \$1.00, if identifiable portions of the old one are presented to the University Police Department.
3. If a vehicle without a decal is driven on campus while a registered vehicle is being repaired, a "Visitors and/or Temporary Permit" must be obtained from the University Police Department. Temporary parking permits are available 24 hours a day, 7 days a week.
4. Parking facilities may not be used until a decal is affixed to the registered vehicle.

IX. Towing and Impoundment of Vehicles

1. UCA reserves the right to tow **and impound** from its property any parked vehicle that does not display a current parking permit, is parked in a space reserved for the disabled, is parked in a restricted zone, or has unpaid parking tickets. Vehicles will be towed if parked in such a way as to constitute a traffic or pedestrian hazard or impede the access of service or emergency vehicles. Violations which could also result in towing and possible impoundment include, but are not limited to, parking in reserved parking spaces, parking in painted candy-striped or red areas, parking in driveways, or double parking on the street or in parking lots.
2. UCA reserves the right to tow from its property and impound any vehicle in violation of its traffic and parking regulations until all towing fees and UCA traffic/parking violation charges have been paid.

X. Appeals Process

A traffic citation may be appealed within 72 hours of its issuance if the recipient believes it was "issued contrary to campus traffic regulations" or in error. Forms for appeals may be obtained from the University Police Department.

Once an appeal is made, the 50% discount will not be allowed. An appeal may not be made after a ticket has been paid.

These regulations take effect August 15, ~~1994~~ 1995.

XI. Penalties for Violations

The following are the violations and penalties of the University of Central Arkansas:

1. No permit	\$25.00
2. Defacing, reproducing, altering or illegal use of permit	25.00
3. Falsifying registration information	50.00
4. Exceeding speed limit	25.00
5. Reckless/unsafe driving	25.00
6. Failure to stop or yield right-of-way	25.00
7. Parking in a disabled space	50.00
8. Parking at a red curb	15.00
9. Improper equipment	15.00
10. Double parking/blocking	15.00
11. Parking in the wrong area	15.00
12. Parking in a "No Parking" area	15.00
13. Parking in a reserved area	15.00
14. Driving and/or parking on grass	10.00
15. Driving/parking wrong direction on a one-way street	10.00
16. Parking on the wrong side of street	10.00
17. Overline parking	10.00
18. Improper display of permit	10.00
19. Overtime parking	10.00
20. Avoiding a speed bump	10.00

ALL FINES WILL BE HALF PRICE IF PAID WITHIN 24 HOURS EXCEPT VIOLATIONS 2,3,4,5,6 AND 7. All fines are payable at the University Police Department from 8:00 a.m. until 4:00 p.m., Monday through Friday.

Back of Brochure

University Police Department

The University Police Department is the jurisdictional police agency for The University of Central Arkansas. The Department employs officers, who are trained **and certified by the Commission on Law Enforcement Standards and Training** and have full police authority pursuant to A.C.A. 25-17-305.

University police officers **are specifically trained to** provide a full range of **police and** public safety services to all members of the UCA community. It is the **community-oriented** mission of the University Police Department to consistently seek and find ways to affirmatively promote and preserve a feeling of security and safety within the UCA community, and to deliver quality services to the public in a professional and sensitive manner.

University police officers are charged with the enforcement of federal, state and local laws and university regulations. The officers patrol the campus 24-hours daily and are also ready to fulfill a service role to the university community. The officers will help stranded motorists, provide information to visitors and help recover lost or stolen property.

Persons needing assistance at any time may call the University Police Dispatch Center at 450-3111. Assistance can also be summoned by pushing the call button on any blue light emergency telephone located throughout the campus. The Dispatcher, who instantly knows the location of the activated emergency telephone, will ask what type of assistance is needed.

All regulations contained within this brochure are enforced by the University Police Department. Parking patrollers are charged with the enforcement of parking regulations. These persons, while not certified police officers, have full authority in the enforcement of parking regulations.

At Mr. White's request, Dr. James Dombek, Vice President for Administration, gave an update on parking projects.

Mr. White expressed his concern that employees who work during the evening hours are required to pay the full price for a parking permit. He stated that a \$45.00 parking permit is a real hardship on someone who makes only \$10,000 - \$12,000 per year.

Dombek stated that UCA's current policy requires students and employees who park on campus during evening hours to purchase a parking permit at the same cost as does everyone else as a result of increased evening activity on campus which made it difficult for those with permits primarily for day use to find convenient parking spaces during the evening hours. He explained that proceeds from permit sales are used to improve parking lots and the lighting in those lots. Dr. Dombek stated further that this decision was made only after considerable deliberations.

In response to a question from Mr. Malone, President Thompson explained that the increases in the costs of parking permits were approved at the March 18, 1994 Board meeting as part of the method of financing for the bond issue for expansions and improvements of parking lots.

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

"BE IT RESOLVED: THE BOARD OF TRUSTEES AUTHORIZES ADOPTION OF THE ABOVE REVISIONS FOR THE PARKING & TRAFFIC REGULATIONS AS AN AMENDMENT TO BOARD POLICY #425 EFFECTIVE AUGUST 15, 1995."

Mr. Aydelott discussed a point of order on the vote taken earlier in the meeting on the health care issue. He reported that the vote was two members in favor, one against, and two abstaining. Under the language in *Robert's Rules of Order* it states that an abstaining vote has the same effect as if the person abstaining had voted on the prevailing side. Therefore, in a two to one vote which would be a two-thirds, at best a majority, the abstaining votes would be counted as yea votes meaning the measure passed four to one. Mr. Aydelott requested the staff to further research his initial opinion on the vote, otherwise the matter may have failed.

Mr. Harding asked if two affirmative votes are sufficient to enact action by the Board.

Chairman White pointed out that there were three affirmative votes counting his vote.

Mr. Harding stated that the Chairman votes only in case of a tie.

President Thompson explained that it is specifically included under the bylaws of the Board of Trustees that the Chairman can vote on all issues.

Mr. Malone: "Mr. Chair, with that initial opinion then, if it turns out that the effect of that is as Mr. Aydelott indicated then, I would like the opportunity to change my vote to a no vote because I didn't vote with the intent that it have that effect."

Board members informed Mr. Malone that the vote had already been taken.

Torreyson Library Heating and Air Conditioning System - The heating and air conditioning system in the original portions of Torreyson Library is beyond its design life expectancy. The system presents a serious hazard to library holdings and equipment due to the potential malfunction or rupture of part of the system which circulate water for heating and cooling.

It is estimated that a replacement for the HVAC system will cost between \$350,000 and \$500,000 depending upon the extent to which equipment in the new portion of the library can be used in the proposed retrofit. Exact costs will require an engineering and design feasibility study. The university has received funds in the amount of \$197,934 from the distribution of mineral lease funds which are to be used for repair to educational and general physical facilities. These funds can be utilized for this project. The remainder of the funds for the project will come from 1994-95 year-end funds.

The proposed renovation can be carried out in two or more phases over the next two year period.

In response to questions from Mr. White and Mr. Harding, President Thompson assured the Board that funds for the project are available in this year's budget and will not affect the 1995-96 budget.

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

"BE IT RESOLVED: THAT THE BOARD OF TRUSTEES AUTHORIZES THE EXPENDITURE OF UP TO \$500,000 FOR THE DESIGN AND INSTALLATION OF A HEATING AND AIR CONDITIONING SYSTEM IN THE ORIGINAL PORTIONS OF TORREYSON LIBRARY. THIS WILL BE FINANCED FROM MINERAL LEASE FUNDS AND 1994-95 YEAR-END FUNDS."

Authorization of Property Purchase - 331 Augusta - The owners of property located at 332 Augusta, Mr. Lee Olsen and Ms. Lana Sue Irwin, have offered to sell that property for \$72,500. The property consists of a lot containing 11,160 square feet upon which is located a 1,600 square foot residence. The residence is in good condition and is occupied by tenants. The property can continue to serve as rental property or the lot can be converted into an extension of the university parking lot to which it is adjacent.

In response to a question from Mr. Harding, President Thompson explained that the purchase of this property falls within UCA's master plan.

In response to a question from Mr. White, Dr. James Dombek reported that appraisals of the property were for \$73,000 and \$72,500.

Dr. Chakales asked what is the purpose of buying the property.

President Thompson stated that initially the house on the property may be utilized for the physical plant employee who is on call during the evening hours. Eventually, the property will probably become a parking lot.

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

"BE IT RESOLVED: THAT THE ADMINISTRATION IS AUTHORIZED TO PURCHASE PROPERTY LOCATED AT 332 AUGUSTA FOR \$72,500 AND APPROPRIATE CLOSING COSTS. FUNDS FOR THE PURCHASE WILL BE PROVIDED FROM 1994-95 YEAR-END FUNDS."

Development of Band Practice Field - The area located between the new Laney Building and Estes Stadium, which is the site of the old tennis courts, had been considered for development into parking spaces. With the uncertainty of the location of the proposed Health, Physical Education and Recreation Building and the desirability of having a band practice field located in the vicinity of the Snow Fine Arts Center, the potential for this site to serve that purpose has been given consideration.

The removal of the old tennis courts and installation of an appropriate drainage system would allow this area to be developed into a band practice field and the site could also be used as a soccer field. The area could be converted to parking at a later date if it is determined that would be a more appropriate use of the space.

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

"BE IT RESOLVED: THAT THE BOARD OF TRUSTEES AUTHORIZES THE DEVELOPMENT OF THE AREA BETWEEN LANEY AND ESTES STADIUM AS A BAND PRACTICE FIELD, WHICH WILL ALSO SERVE AS A SOCCER FIELD AND ACCOMMODATE SIMILAR ACTIVITIES AT A COST OF APPROXIMATELY \$50,000 WITH FUNDS TO BE PROVIDED FROM 1994-95 YEAR-END FUNDS."

At Mr. Aydelott's request, President Thompson gave an update on the construction of the football practice field. He explained that due to very wet conditions, the field will not be completed for use for fall 1995; therefore, the current practice field will be used.

In response to a question from Mr. Harding, President Thompson gave an update on hiring an architect for the proposed renovation of the football stadium.

Dr. Chakales stated that he still has reservations about money being spent on renovation of the stadium. He suggested that the administration consider the possibility of making the field's playing surface suitable for other events.

Mr. Aydelott expressed his support of the renovation of the football stadium. He feels that UCA's football facility has "lagged behind," and is a very important need. Mr. Aydelott agreed that the facility should be suitable for other events.

Mr. Harding pointed out that UCA retention statistics discussed during the last Board meeting indicate that for 44 entering freshman football players, there was 100% retention. He further pointed out UCA's 100% retention rates for women's freshmen basketball players, and men's freshmen basketball players.

Mr. Malone: "Now that the discussion has reached that point, the statistics that I missed at the last meeting -- I was ill and didn't make the last meeting -- statistics cited by Mr. Harding in support to Dr. Chakales' position that we need to make that facility usable by more students than just the athletes -- that 40 came in and 40 retained -- and we say that there is some correlation between that and athletics, then there would also hold that there should be some correlation between allowing other students to make use of those facilities and their retention in the university as well."

EXECUTIVE SESSION

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

OPEN SESSION

The following resolution was adopted upon motion by Mr. Harding with a second by Mr. Womack with the exception of three tenure considerations that are yet to be resolved and one personnel matter. Mr. Aydelott abstained.

"BE IT RESOLVED: THAT THE UCA BOARD OF TRUSTEES APPROVES THE FOLLOWING ADDITIONAL COMPENSATION FROM RESTRICTED/GRANT FUNDS, ADJUSTMENTS, APPOINTMENTS, RECOMMENDATIONS FOR TENURE, LEAVE WITHOUT PAY, RESIGNATIONS, REAPPOINTMENTS, TERMINAL CONTRACTS, SUMMER APPOINTMENTS, EQUITY ADJUSTMENTS FOR NINE-MONTH FACULTY EFFECTIVE FOR CONTRACT PERIOD AUGUST 16, 1995 THROUGH MAY 15, 1996, AND EQUITY ADJUSTMENTS FOR TWELVE-MONTH FACULTY EFFECTIVE FOR CONTRACT PERIOD JULY 1, 1995 TO JULY 1, 1996, PROVIDED, HOWEVER, THAT THE ADMINISTRATION IS AUTHORIZED TO MAKE CORRECTIONS AND CHANGES OF A CLERICAL NATURE."

Additional Compensation from Restricted/Grant Funds:

1. Don B. Bradley III, Executive Director/Professor of Marketing, Small Business National Advancement Center, effective May 3, 1995 through June 30, 1995 @ a gross salary of \$4,885.00.
2. Linda Graham, Instructor/Grant Coordinator, Speech-Language Pathology, effective June 5, 1995 through June 30, 1995 @ a gross salary of \$1,164.60.
3. Kelly Griffin, Assistant Project Coordinator, Small Business Advancement National Center, effective May 1, 1995 to June 30, 1995 @ a gross salary of \$3,916.66.
4. Timothy L. Rodgers, Project Coordinator, Small Business Advancement National Center, effective May 1, 1995 through May 1, 1996 @ a gross salary of \$28,078.08.

5. Sharon Ross, Instructor/Grant Coordinator/Clinical Supervisor, Speech-Language Pathology, effective June 5, 1995 through June 30, 1995 @ a gross salary of \$2,400.00.

Appointments:

1. Jami Anderson, Instructor, Philosophy, Tenure Track, effective August 16, 1995 through May 15, 1996 @ a gross salary of \$31,000.00.
2. Said Bettayeb, Assistant Professor, Mathematics and Computer Science, Tenure Track with 2 years toward promotion and tenure, effective August 16, 1995 through May 15, 1996 @ a gross salary of \$51,000.00.
3. Christine E. Daley, Assistant Professor, Psychology and Counseling, Tenure Track, effective August 16, 1995 through May 15, 1996 @ a gross salary of \$31,000.00.
4. Kathleen DeLorenzo, Assistant Professor, Nursing, Tenure Track, effective August 16, 1995 through May 15, 1996 @ a gross salary of \$45,000.00.
5. Calline Ellis, Assistant Professor, Nursing, Term, Non-Tenure Track, effective January 1, 1995 through May 17, 1995 @ a gross salary of \$19,000.00.
6. Mary Jane Lack, Instructor/Clinical Supervisor, Speech-Language Pathology, Term, Non-Tenure Track, effective August 16, 1995 through May 15, 1996 @ a gross salary of \$29,500.00.
7. Joseph McGarrity, Assistant Professor, Economics and Finance, Tenure Track, effective August 16, 1995 through May 15, 1996 @ a gross salary of \$42,000.00.
8. Sydney Brooks Mason, Instructor, Speech-Language Pathology, Term, Non-Tenure Track, effective August 16, 1995 through May 15, 1996 @ a gross salary of \$29,500.00.
9. John J. Murphy, Assistant Professor, Psychology and Counseling, Tenure Track, effective August 16, 1995 through May 15, 1996 @ a gross salary of \$42,000.00.
10. Tod F. Ramseyer, Assistant Professor, Physics and Astronomy, Tenure Track, effective August 16, 1995 through May 15, 1996 @ a gross salary of \$32,000.00.

Appointments, Summer:

1. Michael D. Ensley, Assistant Professor, Marketing and Management, first summer term @ a gross salary of \$2,500.00.

2. Kirsta Glenn, Assistant Professor, Economics and Finance, first summer term @ a gross salary of \$1,500.00 and second summer term @ a gross salary of \$2,520.00.
3. Mary Jane Lack, Instructor, Speech-Language Pathology, second summer term @ a gross salary of \$3,000.00.

Appointments, part-time:

1. Phil Bartos, Instructor, part-time, College of Business Administration, effective April 4, 1995 through April 15, 1995 @ a gross salary of \$300.00.
2. Phil Bartos, Instructor, part-time, Marketing and Management, effective April 16, 1995 through April 30, 1995 @ a gross salary of \$1,500.00.
3. Christi Harris, Clinical Supervisor, part-time, Speech-Language Pathology, effective June 5, 1995 through August 11, 1995 @ a gross salary of \$2,000.00.
4. Jamie Holley, Clinical Supervisor, part-time, Speech-Language Pathology, effective June 5, 1995 through August 11, 1995 @ a gross salary of \$4,000.00.
5. Sue Jones, Clinical Supervisor, part-time, Speech-Language Pathology, effective June 5, 1995 through August 11, 1995 @ a gross salary of \$2,000.00.
6. Olga Kolykhalova, Instructor, part-time, College of Business Administration, effective April 4, 1995 through April 15, 1995 @ a gross salary of \$300.00.
7. Mary Jane Lack, Clinical Supervisor, part-time, Speech-Language Pathology, effective June 5, 1995 through July 7, 1995 @ a gross salary of \$2,375.00.
8. Karen Lock, Clinical Supervisor, part-time, Speech-Language Pathology, effective June 5, 1995 through August 11, 1995 @ a gross salary of \$4,000.00.
9. Martha J. Nehus, Laboratory Supervisor, part-time, Home Economics, effective May 8, 1995 through June 30, 1995 @ a gross salary of \$2,800.00.
10. Martha J. Nehus, Laboratory Supervisor, part-time, Home Economics, effective July 1, 1995 through August 18, 1995 @ a gross salary of \$2,800.00.
11. Tami Phillips, Instructor, part-time, Undergraduate Studies, effective June 5, 1995 through August 18, 1995 @ a gross salary of \$2,376.00.

12. Mark Sutherland, Instructor, part-time, Biology, effective first summer term @ a gross salary of \$1,500.00.
13. Anne E. Woodruff, Instructor, part-time, Psychology & Counseling, effective June 5, 1995 through August 11, 1995 @ a gross salary of \$3,000.00.

Recommendations for Tenure:

College of Arts and Letters

1. Kenneth Barnes History
2. Cathy Caldwell Art
3. Michael Schaefer English

College of Education

4. Ralph Calhoun Special Education
5. Patricia Phelps Administration & Secondary Education

College of Natural Sciences and Mathematics

6. Cameron Dorey Chemistry
7. Ming-Fang Wang Mathematics & Computer Science
8. Heather Woolverton Physics & Astronomy

Leave Without Pay:

1. Robyn Serven, Mathematics and Computer Science, Fall 1995.

Resignations:

1. Mary Beth Armstrong Speech-Language Pathology August 15, 1995
2. John L. Gates Kinesiology & Physical Education December 31, 1995

Reappointments:

PRESIDENT'S DIVISION

NAME	TITLE	SALARY
<u>Office of the President</u>		
Winfred L. Thompson	President/Professor of History	\$.
Julie M. Cabe	Executive Assistant to the President/Governmental Affairs	74,091.00
Mary B. Stallcup	Director of Governmental Relations/General Counsel	65,593.00
Ronald D. Williams	Dir. University Relations/Asst. to Pres./Dir. Deseg. & Aff. Act.	55,592.00#
Peggy S. Smith	Associate for Administration	29,887.00
Pamela D. Jolly	Director of Internal Audits	36,080.00
<u>International Programs</u>		
Douglas F. Podoll	Director of International Programs	\$58,710.00
Carol S. Knipscheer	Instructor/Coordinator of Intensive English Program	34,101.00
Mary B. Lackie	Project Coordinator/International Student Activities	27,423.00
Lynn R. Ramage	Instructor	20,792.00
Lisa R. Daerr	Instructor	19,426.00
<u>Athletic Department</u>		
William E. Stephens	Director of Athletics	\$66,936.00
Michael B. Isom	Head Coach/Football	54,265.00
Arch M. Jones	Acting Head Coach/Men's Basketball	52,317.00
Sallie V. Dalton	Instructor/Women's Athletic Administrator/Compliance Officer	50,643.00
Ronald J. Marvel	Head Coach/Women's Basketball/Tennis	52,496.00
Richard J. Martin, Jr.	Head Coach/Track	44,712.00
Clarence W. Keopple, III	Assistant Coach/Football/Head Golf Coach	41,443.00
Clifton J. Ealy	Assistant Coach/Football	40,798.00
Jack C. Fulmer	Head Coach/Baseball	39,437.00
Tommy W. Reed	Assistant Coach/Men's Basketball	34,835.00
Scott D. Schwartz	Assistant Coach/Football	30,390.00
Steve East	Assistant Coach/Sports Information Director	29,355.00
Darrell G. Walsh	Acting Head Volleyball Coach/Asst. Women's Basketball Coach	21,424.00

ACADEMIC AFFAIRS

NAME	TITLE	SALARY
<u>Office of Vice President</u>		
J. William Berry(T)	Vice President for Academic Affairs/Associate Professor	\$93,976.00
Samual P. Buchanan(T)	Professor/Director of Assessment/Interim Asst. to VP	65,264.00
<u>Graduate School/Sponsored Programs</u>		
Robert M. McLauchlin(T)	Academic Dean/Professor	\$81,655.00
Deborah S. Walz	Research Associate/Associate Director of Sponsored Programs	50,244.00
<u>Honors College</u>		
Norbert O. Schedler(T)	Professor/Director of Honors College	\$72,843.00
Richard I. Scott(T)	Professor/Assistant Director of Honors College	43,247.00
<u>Registrar's Office</u>		
Anthony D. Sitz	Registrar	\$56,449.00
<u>Torreyson Library</u>		
Willie Hardin(T)	Academic Dean/Professor	\$64,009.00
Tom W. Dillard	Archivist	42,601.00
Carol L. Powers	Assistant Librarian	41,599.00
Kaye M. Talley	Assistant Librarian/Technical Services Coordinator	39,020.00
Janet Jackson	Assistant Librarian/Systems Coordinator	34,764.00
Art A. Lichtenstein	Assistant Librarian/Public Services Coordinator	33,917.00
Ellen S. Johnson	Assistant Librarian/Circulation	33,358.00
Sarah J. Bryan	Assistant Librarian/Head Cataloger	31,370.00
Hsiao-Hung H. Lee	Assistant Librarian	30,419.00
Amanda Moore	Assistant Librarian	30,195.00
N. Fawzia Braine	Assistant Librarian/Government Documents	28,548.00
Charlotte Evans	Assistant Librarian	28,543.00
David L. Parker	Director of Audiovisual Services	36,509.00
<u>Continuing Education</u>		
John M. Lar	Continuing Education Coordinator/Director of Channel 6	\$33,356.00
Lisa A. Kelley	Continuing Education Coordinator/Manager of Conferences	29,355.00
<u>Undergraduate Studies</u>		
Sally A. Roden(T)	Academic Dean/Professor	\$73,913.00
Kathleen Underwood	Lecturer/Research Associate	24,617.00

Transitional Studies

C. Denise Johnson	Instructor/Coordinator of Transitional Studies	\$35,728.00
Lou Ann Norman	Instructor	26,115.00***
Kathleen A. Smith	Instructor	26,115.00***
Jerry L. Moore	Instructor	25,641.00***
Patricia R. Price	Instructor	24,971.00***
Norma Tio	Instructor	24,952.00***
Ellen P. Stengel	Instructor	24,916.00***
Jo Karen Smith	Instructor	24,106.00***
Deborah E. Beeman	Instructor	23,826.00***
Virginia Steele	Instructor	23,406.00***
Cynthia K. Anderson	Instructor	23,254.00***
Michael A. Seger	Instructor	22,736.00***

VICE PRESIDENT FOR ADMINISTRATION

NAME	TITLE	SALARY
<u>Office of Vice President</u>		
James S. Dombek(T)	Vice President for Administration/Professor	\$87,151.00
Earl E. McGehee, Jr.(T)	Professor/Director of Computer Services	81,173.00
Jerrel N. Fielder	Director of Physical Plant	64,929.00
Lilly A. Harmon	Associate Director of Computer Center	59,143.00
Graham L. Gillis, Jr.	Assistant Vice President for Human Resources	49,410.00

VICE PRESIDENT FOR FINANCIAL AFFAIRS

NAME	TITLE	SALARY
<u>Office of Vice President</u>		
Robert E. McCormack	Vice President for Financial Affairs	\$84,852.00
Roger D. Lewis	Director of Institutional Research	53,414.00
Barbara A. Goswick	Controller	50,056.00
Sherry L. Byrd	Director of Student Aid	47,091.00
Paul T. Totten	Business Manager	45,582.00
Stewart R. Snider	Bookstore Manager	44,098.00
Valerie N. Nicholson	Project Coordinator/Grant Accountant	26,138.00

VICE PRESIDENT FOR PUBLIC AFFAIRS

NAME	TITLE	SALARY
<u>Office of Vice President</u>		
John L. Ward	Vice President for Public Affairs	\$82,576.00
Woodrow E. Cummins, Jr.	Director of Development	63,345.00
Joe F. Darling	Director of Admissions	51,433.00
James W. Schneider	Director of Information	43,017.00
Carolyn R. Dombek	Associate Director of Development	39,199.00
Ellen F. Ishee	Director of Publications & Creative Services	33,296.00
Eric S. Clay	Assistant Dean of Students/Assistant Director of Admissions	22,153.00
Penny Ratliff	Assistant Dean of Students/Assistant Director of Admissions	21,696.00
Curtis Hippensteel II	Asst Dean of Students /Assistant Director of Admissions	21,279.00

VICE PRESIDENT FOR STUDENT AFFAIRS

NAME	TITLE	SALARY
<u>Office of Vice President</u>		
John W. Smith	Vice President for Student Affairs	\$77,809.00
Maurice E. Ness	Director of Counseling Center	54,028.00
Gary A. Roberts	Dean of Students	53,793.00
Logan C. Hampton	Associate Dean/Director of Minority Affairs	42,772.00
John G. Cagle	Assistant Dean of Students/Director of Student Activities	39,479.00
Nelda F. New	Instructor/Director of Student Health Services	38,739.00*
Katherine Rice-Clayborn	Assistant Dean of Students/Assistant Director of Placement	35,492.00
Henry K. Phelps, IV	Assistant Dean of Students/Director of Orientation	35,424.00
David C. Dennis	Acting Coordinator of Intramural Activities/Recreation	33,599.00
Beth Scott	Assistant Dean of Students/Counselor	31,716.00
Mary M. Mabry	Assistant Dean of Students/Counselor	31,621.00
Jeanette A. Taylor	Assistant Dean of Students/Asst. Director of Student Activities	28,053.00
James P. Guinee	Director Developmental Skills/Counselor	28,943.00
Darryl K. McGee	Director of Disability Services	25,709.00

COLLEGE OF ARTS AND LETTERS

NAME	TITLE	SALARY
Gary D. Stark(T)	Academic Dean/Professor	\$79,690.00*
Anne L. Patterson(T)	Associate Professor/Assistant Dean	56,650.00*

Dept. of Art

Kenneth E. Burchett(T)	Department Chairperson/Professor	\$71,255.00*
Helen E. Phillips(T)	Professor	46,746.00
Robert C. Thompson(T)	Professor	46,080.00
Patrick H. Larsen(T)	Professor	43,961.00
Roger D. Bowman(T)	Associate Professor	39,491.00
Gayle M. Seymour(T)	Associate Professor	37,102.00
Bryan W. Massey(T)	Associate Professor	36,836.00
Cathy R. Caldwell(T)	Associate Professor	34,771.00
Lyn Brands Wallace	Assistant Professor	34,429.00
Andrew L. Cohen	Associate Professor	34,323.00

Dept. of English

Terrance B. Kearns(T)	Department Chairperson/Professor	\$69,602.00*
Henry N. Rogers, III(T)	Professor	59,106.00
Jeff D. Henderson, III(T)	Professor	58,363.00
Robert E. Lowrey(T)	Professor/Director of UCA Press	58,138.00*
Phillip B. Anderson(T)	Professor	56,756.00
Gary T. Davenport(T)	Professor	55,547.00
John H. Lammers(T)	Professor	47,661.00
Rebecca J. Williams(T)	Associate Professor/Director of Writing Lab	45,676.00
Conrad C. Shumaker(T)	Professor	44,985.00
Bonnie L. Melchior(T)	Professor	44,879.00
Patricia W. McGraw(T)	Professor	44,838.00
Marette J. Stiritz(T)	Associate Professor	42,355.00
Wayne B. Stengel(T)	Professor	39,519.00
Margaret M. Morgan(T)	Associate Professor	38,219.00
Richard T. Gaughan(T)	Associate Professor	37,011.00
James E. Fowler(T)	Associate Professor	36,899.00
Raymond-Jean Frontain(T)	Associate Professor	36,200.00
Michael W. Schaefer(T)	Associate Professor	35,078.00
Terry A. Wright(T)	Associate Professor	33,626.00
Jonathan A. Glenn(T)	Associate Professor	33,457.00
Robert A. Koch	Assistant Professor	32,328.00
Jay R. Curlin	Assistant Professor	30,687.00
Francie F. Jeffery	Assistant Professor	28,921.00
Linda D. Arnold	Assistant Professor	28,729.00
William T. Jenkins	Instructor	25,542.00
James A. Gifford	Instructor	23,799.00
Annemarie A. Black	Instructor	23,368.00

Dept. of Foreign Languages

Marian M. Brodman(T)	Department Chairperson/Associate Professor	\$63,542.00*
Joel B. Pouwels(T)	Associate Professor	38,779.00
Dwight E. Langston(T)	Associate Professor	37,348.00
Phillip D. Bailey	Assistant Professor	32,013.00
Jaime M. Zambrano	Assistant Professor	31,488.00
Jose L. Martinez	Assistant Professor	31,047.00
Patricia Hamilton Carlin	Instructor	26,780.00

Dept. of Geography/Political Science/Sociology

Carl R. Redden(T)	Interim Chairperson/Professor	\$71,189.00*
Donald E. Whistler(T)	Professor	56,155.00
Michael A. Kelley(T)	Professor	54,227.00
William C. Jameson(T)	Associate Professor	52,180.00
William K. Upham(T)	Professor	50,632.00
William F. Keinath(T)	Professor	50,806.00
Robert G. Shepherd(T)	Professor	49,880.00
D. Brooks Green(T)	Associate Professor	49,073.00
Gary D. Wekkin(T)	Professor	48,208.00
R. Lawson Veasey, Jr.(T)	Professor	45,849.00
Jamia E. Fox(T)	Professor	45,138.00
Gerald L. Reynolds(T)	Associate Professor	42,407.00
Paul L. Butt(T)	Associate Professor	42,325.00
Tom N. McInnis	Associate Professor	37,171.00
Jeffrey J. Kamakahi	Assistant Professor	36,184.00
Kenneth H. Mackintosh	Assistant Professor	36,032.00
Jeffrey D. Allender	Assistant Professor	33,756.00
John T. Passe-Smith	Assistant Professor	33,063.00
Lani L. Malysa	Assistant Professor	31,803.00
Ronnie B. Tucker	Instructor	11,478.50##

Dept. of History

Harry W. Readnour(T)	Professor	\$55,685.00
James W. Brodman(T)	Professor	52,295.00
Theman R. Taylor(T)	Professor	51,629.00
Eugene J. Corcoran(T)	Professor	48,748.00
Maurice C. Webb(T)	Associate Professor	48,151.00
Donald G. Jones(T)	Associate Professor	46,642.00
Gregory Urwin(T)	Professor	43,450.00
Randall L. Pouwels(T)	Professor	40,849.00
Kenneth C. Barnes(T)	Associate Professor	38,232.00
Ralph F. Gallucci	Associate Professor	37,753.00***

Vincent E. Hammond	Associate Professor	35,051.00
Miriam Meijer	Assistant Professor	33,589.00
Sondra H. Gordy	Assistant Professor	31,698.00
Jayne Stone	Instructor	22,660.00
<u>Dept. of Music</u>		
Sam Driggers(T)	Department Chairperson/Professor	\$71,355.00*
John M. Erwin(T)	Associate Professor/Director of Choral Activities	50,099.00
Neil C. Rutman	Assistant Professor	48,166.00
Don L. Collins(T)	Professor	45,628.00
Patrick R. Hasty(T)	Associate Professor	44,446.00
Richard Hobson(T)	Assistant Professor	42,927.00
Kevork Mardirossian	Assistant Professor	42,729.00
Kay K. Kraeft(T)	Professor	42,507.00
Carl R. Anthony(T)	Professor	42,273.00
Denis W. Winter(T)	Professor	40,222.00
Wolfgang Oeste	Assistant Professor	38,966.00
Gilbert R. Baker(T)	Assistant Professor	38,646.00
Jacquelyn B. Lamar(T)	Associate Professor	36,714.00
Kristina M. Belisle	Assistant Professor	32,833.00
Charles J. Evans	Instructor\Director of Orchestral Studies	31,930.00
Jann D. Bryant	Instructor/Director of Community School of Music	17,671.00*
<u>Dept. of Philosophy</u>		
Jim D. Shelton(T)	Department Chairperson/Professor	\$63,051.00*
Charles W. Harvey(T)	Professor	45,668.00
Peter J. Mehl	Associate Professor	34,029.00
Jami Anderson	Instructor	31,000.00
Aeon J. Skoble	Assistant Professor	29,870.00
<u>Dept of Speech, Theatre, Journalism</u>		
Robert H. Willenbrink, Jr.(T)	Department Chairperson/Associate Professor	\$60,518.00*
Glenn D. Smith(T)	Professor	53,634.00
Ernest C. Dumas	Assistant Professor/Journalist in Residence/Echo Advisor	43,990.00
Edvard E. Thorsett	Assistant Professor/Director of Mass Communications	37,560.00
Gregory A. Blakey(T)	Assistant Professor	37,353.00
Lorraine Fuller	Assistant Professor	35,165.00
Claudia A. Beach	Assistant Professor/Director of Theatre	34,114.00
Paulette H. Walter	Instructor/Scroll Advisor	33,596.00**
Kathryn Sue Young	Assistant Professor	31,930.00
Shawn D. Fulper-Smith	Instructor/Radio Program Manager	28,492.00*
Cecily A. Delk	Instructor	27,295.00

COLLEGE OF BUSINESS ADMINISTRATION

Peter Lorenzi(T)	Academic Dean/Professor	\$86,334.00*
James E. Barr(T)	Professor/Assistant Dean	74,484.00*
Christopher Chan	Research Assistant	10,815.00
<u>Dept. of Accounting</u>		
P. Michael Moore(T)	Department Chairperson/Professor	\$71,597.00
Lillian C. Parrish(T)	Professor	66,302.00
Billy R. Humphrey(T)	Professor	59,621.00
Ben D. Carter(T)	Associate Professor	56,590.00
Paul H. Jensen(T)	Assistant Professor	52,038.00
Pamela A. Spikes(T)	Associate Professor	51,419.00
Donna S. Smith(T)	Assistant Professor	45,610.00
Roy Whitehead, Jr.(T)	Assistant Professor	44,547.00
Nina M. Goza	Instructor	30,878.00
<u>Dept. of Economics and Finance</u>		
Patricia K. Cantrell(T)	Department Chairperson/Associate Professor	\$64,549.00*
William C. Johnson(T)	Professor	63,755.00
Edward L. Guffey(T)	Professor	62,606.00
Morris A. Lamberson(T)	Professor	62,559.00
Ben B. McNew(T)	Professor/Carmichael Chair	62,424.00
James H. Packer, III(T)	Associate Professor	62,090.00
James A. Bell(T)	Professor	60,041.00
William F. Kordsmeier(T)	Associate Professor	47,768.00
James C. Weller(T)	Assistant Professor	47,584.00
William L. Seyfried	Assistant Professor	40,734.00
<u>Dept. of Marketing and Management</u>		
Kenneth M. Griffin(T)	Professor	\$73,318.00*
William T. Bounds, Jr.(T)	Department Chairperson/Associate Professor	69,963.00*
John C. Malley(T)	Associate Professor	65,531.00
Douglas T. Grider, Jr(T)	Professor	63,609.00
Conrad Carroll(T)	Professor	62,521.00
Herff L. Moore, Jr.(T)	Associate Professor	61,699.00
Joseph D. Cangelosi, Jr.(T)	Associate Professor	60,776.00
Therold E. Bailey(T)	Professor	58,998.00
Scott Markham(T)	Associate Professor	48,991.00
Holly B. Tompson	Assistant Professor	46,350.00
Betty S. Rogers	Assistant Professor	40,936.00***
Rebecca J. Gatlin	Assistant Professor	37,246.00

Don B. Bradley, III(T)	Professor	35,167.00
Paula D. Ladd	Assistant Professor	33,990.00
Sidney G. Painter	Instructor	28,756.00

COLLEGE OF EDUCATION

Jim R. Bowman(T)	Academic Dean/Professor	\$79,719.00*
David L. Naylor(T)	Professor/Interim Assistant Dean	60,515.00*

Center for Academic Excellence

Joe Hundley	Associate Professor/Director Center for Academic Excellence	\$57,622.00*
Susan L. Peterson	Associate Professor/Asst Director Center for Academic Excellence	42,572.00*

Dept. of Applied Academic Technologies

Selvin W. Royal(T)	Department Chairperson/Professor	\$75,348.00*
Joseph V. Arn(T)	Professor	55,157.00
Kenneth F. Jordan(T)	Professor	50,216.00
Clemens A. Gruen(T)	Professor	46,935.00
Glenda B. Thurman(T)	Associate Professor	43,402.00
Jody B. Charter(T)	Associate Professor	42,063.00
Karen Sue Fraser	Assistant Professor	34,505.00
Hope Shastri	Assistant Professor/Director of the Learning Resource Center	32,853.00

Dept. of Adm. & Sec. Education

Barbara D. Holmes	Department Chairperson/Associate Professor	\$63,912.00*
Paul E. Peterson(T)	Professor	52,844.00
Dick B. Clough(T)	Associate Professor	50,458.00
Jesse L. Rancifer(T)	Associate Professor	50,438.00
Terry L. James(T)	Associate Professor	46,177.00
Harold E. Griffin(T)	Associate Professor	40,256.00
Cynthia Pace	Visiting Associate Professor	36,565.00
Patricia H. Phelps(T)	Associate Professor	36,425.00
Ann E. Witcher	Assistant Professor	33,904.00
Anthony J. Onwuegbuzie	Assistant Professor	30,900.00
Carolyn J. Kelley	Instructor	23,690.00

Dept. of Childhood & Special Education

Freddie W. Litton(T)	Department Chairperson/Professor/Interim Chairperson	\$68,093.00*
James C. Mainord(T)	Professor	61,453.00
Joe E. Walthall(T)	Professor	56,431.00

Harold D. Love(T)	Professor	55,805.00
Kathleen R. Atkins(T)	Associate Professor	40,016.00
Loreta F. Holder-Brown	Associate Professor	35,082.00
Ralph E. Calhoun(T)	Assistant Professor	30,445.00
Sidney T. Mitchell(T)	Professor	57,984.00
Amelia R. Steelman(T)	Associate Professor	50,696.00
Betty L. Dickson	Assistant Professor	35,252.00***
Mary H. Mosley	Associate Professor	34,221.00
David R. Sumpter	Assistant Professor	33,288.00
Jan E. Downing	Instructor	28,840.00
Barbara Bolls	Instructor	25,188.00
Angela D. Greenland	Instructor	22,660.00
Emily R. Appukuttan	Instructor/Child Study/Childhood Education	21,361.00
<u>Professional Field Services</u>		
Kenneth E. Vaughn	Instructor/Director of Professional Field Services	\$48,410.00*
Deborah Barnes	Instructor/Coordinator of Directed Teaching	34,584.00*
Susan B. Jackson	Instructor/Coordinator of Early Field Experiences	26,387.00
Lisa H. George	Instructor/Coordinator of Early Field Experiences	25,750.00
<u>Dept. of Psychology and Counseling</u>		
David J. Skotko(T)	Department Chairperson/Professor	\$74,342.00*
Billy L. Smith(T)	Professor	64,114.00
Bobby D. Williams(T)	Professor	61,666.00
Clyde E. Reese(T)	Professor	58,575.00
Linda A. Glenn(T)	Professor	50,643.00
Teresa C. Smith(T)	Associate Professor	42,789.00
Michael T. Scoles(T)	Associate Professor	40,250.00
Lynda L. Fielstein(T)	Associate Professor	40,233.00
Elson M. Bihm(T)	Associate Professor	38,309.00
William J. Lammers	Associate Professor	35,630.00
Robert D. Feese(T)	Instructor	34,671.00
Paulette J. Leonard(T)	Associate Professor	34,583.00
Ronald K. Bramlett	Associate Professor	34,183.00
Lauren K. Bush	Assistant Professor	33,904.00
Robert K. Rowell	Assistant Professor	31,803.00
Avram J. Zolten	Assistant Professor	31,803.00
Karen M. Dobbs	Instructor	25,100.00

COLLEGE OF HEALTH AND APPLIED SCIENCES

Neil W. Hattlestad(T)	Academic Dean/Professor	\$83,380.00*
Jimmy H. Ishee(T)	Professor/Assistant Dean	63,026.00*
<u>Dept. of Health Sciences</u>		
Emogene L. Fox(T)	Chairperson/Professor	\$60,941.00*
Betty M. Hubbard(T)	Professor	44,966.00
Jane W. Lammers(T)	Professor	43,580.00
Dwight R. Pierce(T)	Associate Professor	38,451.00
Gary A. Lewers(T)	Associate Professor	37,656.00
Jacqueline L. Rainey	Assistant Professor	36,050.00
<u>Dept. of Home Economics</u>		
Mary H. Harlan(T)	Department Chairperson/Associate Professor	\$63,536.00*
Melissa A. Shock	Assistant Professor	38,571.00
Teresa K. Buchanan	Assistant Professor	34,692.00
Renee F. Ryburn	Instructor	29,827.00
<u>Dept. of Kinesiology and Physical Education</u>		
Deborah J. Howell(T)	Department Chairperson/Associate Professor	\$64,519.00*
Larry W. Titlow(T)	Professor	49,548.00
Nicholas L. Pederson(T)	Associate Professor	36,033.00
Lorna R. Strong	Instructor/Clinical	27,380.00**
Rockie D. Pederson	Instructor	24,154.00
John L. Gates(T)	Associate Professor	21,737.00###
<u>Dept. of Nursing</u>		
Barbara G. Williams(T)	Department Chairperson/Professor	\$68,526.00*
Kathleen N. Bondy	Professor	51,480.00
Lauretta A. Koenigseder(T)	Assistant Professor	43,912.00
Rebecca R. Lancaster(T)	Assistant Professor	40,682.00
Sheila J. Stroman(T)	Assistant Professor	40,412.00
Lynne W. Seymour	Assistant Professor	35,964.00
Karen E. Jenkins	Instructor	34,181.00
Sharyl Sain	Instructor	33,504.00
Alice L. Nahley	Instructor	33,433.00
Susan L. Gatto	Instructor	33,231.00
Patricia B. Crane	Instructor	32,862.00
Diane K. Holt	Instructor	32,033.00
Carol A. Enderlin	Instructor	32,002.00
Patricia W. Lucy	Instructor	31,771.00

Terri Clowers	Instructor	31,415.00
Julie Meaux	Instructor	30,983.00
<u>Dept. of Occupational Therapy</u>		
Linda Shalik(T)	Department Chairperson/Associate Professor	\$66,539.00*
Bonnie R. Decker	Assistant Professor	45,020.00
Catherine R. Acre	Assistant Professor/Coordinator of B.S. Degree Program	42,715.00
Marc S. Willey	Instructor	40,685.00
Kathryn D. White	Instructor	40,047.00
Lorrie Buddenberg	Instructor	36,236.00
Jennifer Johnson	Instructor	34,670.00
<u>Dept. of Physical Therapy</u>		
Venita Lovelace-Chandler(T)	Department Chairperson/Professor	\$74,138.00*
Joe C. Finnell(T)	Associate Professor	54,555.00*
William D. Bandy(T)	Associate Professor	51,058.00
John D. Peck(T)	Associate Professor	46,111.00
Nancy B. Reese(T)	Associate Professor	45,736.00
Reta J. Zabel	Assistant Professor	41,322.00
Clayton Holmes	Instructor	40,685.00
Elisa M. Zuber	Instructor	39,902.00
Jean M. Irion	Assistant Professor	39,636.00
Stephen Hearn	Instructor	36,959.00
Laura R. Christiansen	Instructor	32,445.00
Rosemary Alcon	Instructor/Clinical Coordinator	26,780.00*
<u>Dept. of Speech-Language Pathology</u>		
Elaine McNiece(T)	Department Chairperson/Professor	\$66,307.00*
James E. Thurman(T)	Associate Professor	49,936.00
Susan A. Moss-Logan(T)	Associate Professor	41,771.00
Robert J. Logan(T)	Associate Professor	38,485.00
Margie L. Gilbertson	Assistant Professor	34,681.00
Betty B. Fusilier(T)	Instructor	33,099.00
Kathy J. McDaniel	Instructor/Clinical	29,302.00

COLLEGE OF NATURAL SCIENCES AND MATHEMATICS

John A. Mosho(T)	Academic Dean/Professor	\$82,730.00*
Stephen R. Addison(T)	Associate Professor/Interim Assistant Dean	41,574.00*

Dept. of Biology

Edmond E. Griffin(T)	Professor	\$59,596.00
Donald E. Culwell(T)	Professor	56,205.00
Jimmy B. Throneberry(T)	Professor	56,024.00
D. Derald Smith(T)	Professor	51,584.00
H. Frederic Dalske(T)	Associate Professor	51,151.00
Wilbur B. Owen(T)	Professor	50,936.00
John S. Choinski, Jr.(T)	Professor	45,674.00
William M. Moran(T)	Associate Professor	42,539.00
Kenneth J. Freiley(T)	Associate Professor	39,079.00
David R. Zehr(T)	Associate Professor	38,737.00
David E. Dussourd	Associate Professor	37,959.00
Mary Victoria McDonald	Associate Professor	35,516.00
Steven W. Runge	Associate Professor	34,509.00
Katherine C. Larson	Assistant Professor	33,904.00
Michael L. Mathis	Assistant Professor	33,902.00
Daniel D. Magoullick	Assistant Professor	29,870.00
Norman L. Hoover	Instructor	29,549.00
Jack E. Mobley	Instructor	29,549.00

Dept. of Chemistry

Conrad L. Stanitski(T)	Department Chairperson/Professor	\$67,117.00*
Michael W. Rapp(T)	Professor	62,428.00
Jerald M. Manion(T)	Professor	60,240.00
Paul F. Krause(T)	Associate Professor	51,979.00
George S. Paul(T)	Professor	51,415.00
R. C. Dorey, III(T)	Associate Professor	38,798.00
William S. Taylor	Associate Professor	36,776.00
Karen C. Weaver(T)	Assistant Professor	36,118.00
Patrick J. Desrochers	Assistant Professor	34,853.00
Jeffrey A. Draves	Assistant Professor	34,114.00
Patricia Draves	Assistant Professor	34,114.00

Dept. of Mathematics and Computer Science

Charles J. Seifert(T)	Department Chairperson/Professor	\$70,772.00*
W. David Moon(T)	Professor	63,835.00
Darrell C. Kilman(T)	Professor	63,168.00
Frank M. Hudson(T)	Professor	57,733.00
Lawrence R. Huff(T)	Professor	51,690.00
David R. Peterson(T)	Professor/Director of the Ozark Institute	51,284.00
Ming-Fang Wang(T)	Associate Professor	51,278.00
C. Wayne Brown	Associate Professor	50,510.00

Jimmie J. McKim(T)	Assistant Professor	46,721.00
Donald W. Adlong(T)	Assistant Professor	45,650.00
Damber S. Tomer(T)	Associate Professor	45,072.00
Donna H. Foss(T)	Associate Professor	44,427.00
Linda K. Griffith(T)	Associate Professor	43,023.00
Carolyn L. Pinchback(T)	Associate Professor	42,788.00
George N. Bratton(T)	Associate Professor	41,574.00
Ralph S. Butcher(T)	Associate Professor	41,469.00
Robyn E. Serven(T)	Associate Professor	39,936.00+
Charles W. Mullins	Assistant Professor	39,011.00
Fred Hickling	Assistant Professor	37,791.00
Todd A. Smith	Assistant Professor	37,080.00
Xiaoshen Wang	Assistant Professor	37,056.00
Tom B. McAnally(T)	Assistant Professor	35,620.00
Alvin T. Bell Jr.	Instructor	30,900.00
Jo Ann B. Henry	Instructor	22,315.00

Dept. of Physics & Astronomy

Joseph Rosen	Department Chairperson/Professor	\$64,890.00*
Harold L. Pray(T)	Professor	56,656.00
Norman O. Gaiser(T)	Associate Professor	39,163.00
Rahul Mehta(T)	Associate Professor	38,572.00
Heather L. Woolverton(T)	Associate Professor	37,657.00
Giora Enden	Assistant Professor	35,020.00
James G. Ross	Assistant Professor	33,992.00

* 12-Month Faculty

** 10-Month contract

*** Terminal contract

Educational Leave - Full Pay

Educational Leave - Half Pay

Fall Semester Only

+ Leave Without Pay - Fall Semester

SUMMER APPOINTMENTS**COLLEGE OF ARTS AND LETTERS****Art:**

1. Roger Bowman, First Term @ a gross salary of \$4,600.00.
2. Cathy Caldwell, Inter Session and Second Terms @ a gross salary of \$2,025.00 each term.
3. Patrick Larsen, First Term @ a gross salary of \$5,122.00.
4. Bryan Massey, Second Term, @ a gross salary of \$4,026.00.
5. Gayle Seymour, First Term @ a gross salary of \$4,322.00.
6. Robert Thompson, First Term @ a gross salary of \$5,368.00.
7. Lyn Brands Wallace, First Term @ a gross salary of \$4,010.00.

English:

8. Phillip Anderson, Second Term, @ a gross salary of \$6,612.00.
9. Gary Davenport, Second Term, @ a gross salary of \$6,471.00.
10. Raymond-Jean Frontain, First Term @ a gross salary of \$1,992.00.
11. Jonathan Glenn, First Term @ a gross salary of \$3,898.00.
12. Jeff Henderson, First Term @ a gross salary of \$6,800.00.
13. William Jenkins, First Term @ a gross salary of \$1,488.00.
14. Patricia McGraw, First Term @ a gross salary of \$2,612.00.
15. Margaret Morgan, Second Term, @ a gross salary of \$4,179.00.
16. Henry Rogers, First Term @ a gross salary of \$3,000.00.
17. Wayne Stengel, Second Term, @ a gross salary of \$4,243.00.

18. Rebecca Williams, First Term @ a gross salary of \$5,321.00.

Foreign Languages:

19. Phillip Bailey, First Term @ a gross salary of \$3,729.60.
20. Dwight Langston, First Term @ a gross salary of \$4,352.00.
21. Jose Martinez, First Term @ a gross salary of \$1,808.52.
22. Joel Pouwels, First Term @ a gross salary of \$2,258.94.
23. Jaime Zambrano, First Term @ a gross salary of \$3,668.40.

Geography/Political Science/Sociology:

24. Jeffrey Allender, First and Second Terms @ a gross salary of \$1,966.00 each term.
25. Paul Butt, First Term @ a gross salary of \$4,932.00.
26. Jaima E. Fox, First Term @ a gross salary of \$5,014.00.
27. Brooks Green, Second Term, @ a gross salary of \$2,859.00.
28. Jeffrey Kamakahi, First Term @ a gross salary of \$4,216.00.
29. Michael Kelley, First Term @ a gross salary of \$6,318.00 and Second Term @ a gross salary of \$3,159.00.
30. Kenneth Mackintosh, Second Term, @ a gross salary of \$4,198.00.
31. Gerald Reynolds, First and Second Terms @ a gross salary of \$2,317.00 each term.
32. Gordan Shepherd, Second Term, @ a gross salary of \$5,550.00.
33. Ronnie Tucker, June 1, 1995 through June 30, 1995 @ a gross salary of \$1,200.00.
34. William K. Upham, First Term @ a gross salary of \$5,898.00.
35. Lawson Veasey, First and Second Terms @ a gross salary of \$2,590.00 each term.
36. Gary Wekkin, First Term @ a gross salary of \$5,268.00.

History:

37. Kenneth Barnes, First Term @ a gross salary of \$4,454.00.
38. Eugene Corcoran, First Term @ a gross salary of \$5,680.00.
39. Ralph Gallucci, Second Term, @ a gross salary of \$4,398.00.
40. Randall Pouwels, First Term @ a gross salary of \$4,642.00.
41. Harry Readnour, Second Term, @ a gross salary of \$6,488.00.
42. Theman Taylor, First Term @ a gross salary of \$6,015.00.
43. Gregory Urwin, First Term @ a gross salary of \$4,749.00.

Music:

44. Carl Anthony, First Term @ a gross salary of \$4,925.00.
45. Don Collins, First Term @ a gross salary of \$5,316.00 and Second Term @ a gross salary of \$2,658.00.
46. Charles Evans, First Term @ a gross salary of \$3,720.00.
47. Patrick Hasty, Second Term, @ a gross salary of \$5,178.00.
Richard Hobson, Second Term, @ a gross salary of \$4,821.00.
48. Kay Kraeft, Second Term, @ a gross salary of \$4,746.00.
49. Jacquelyn Lamar, First Term @ a gross salary of \$4,277.00.
50. Wolfgang Oeste, First Term @ a gross salary of \$4,540.00.
51. Neil Rutman, First Term @ a gross salary of \$1,000.00.
52. Denis Winter, Second Term, @ a gross salary of \$4,569.00.

Philosophy:

53. Peter Mehl, First Term @ a gross salary of \$1,982.22.

Speech/Theatre/Journalism:

54. Claudia Beach, First Term @ a gross salary of \$3,974.40.
55. Greg Blakey, Second Term, @ a gross salary of \$4,351.80.
56. Ernest Dumas, First Term @ a gross salary of \$2,562.48.
57. Lorraine Fuller, Second Term, @ a gross salary of \$4,096.80.
58. Glenn Smith, First Term @ a gross salary of \$6,248.52.
59. Kathryn Young, First Term @ a gross salary of \$3,720.00.

COLLEGE OF BUSINESS**College of Business Administration:**

60. Douglas Grider, May 22, 1995 through June 30, 1995, @ a gross salary of \$3,705.36.
61. William Kordsmeier, May 22, 1995 through June 30, 1995, @ a gross salary of \$2,782.56.

Accounting:

62. Ben D. Carter, First Term @ a gross salary of \$6,593.00.
63. Billy Humphrey, Second Term, @ a gross salary of \$6,946.00.
64. Paul Jensen, First Term @ a gross salary of \$6,063.00.
65. P. Michael Moore, First Term @ a gross salary of \$8,226.00.
66. Lillian Parrish, Second Term, @ a gross salary of \$7,724.00.
67. Donna Smith, Second Term, @ a gross salary of \$5,313.00.
68. Roy Whitehead, First Term @ a gross salary of \$4,975.00.

Economics and Finance:

69. James Bell, First Term @ a gross salary of \$3,498.00.
70. Edward L. Guffey, First Term @ a gross salary of \$7,294.00.
71. Morris Lamberson, Second Term, @ a gross salary of \$7,288.00.
72. James Packer, First Term @ a gross salary of \$7,234.00.
73. William Seyfried, Inter Session Term @ a gross salary of \$2,316.00 and First Term @ a gross salary of \$4,632.00.
74. James Weller, Second Term, @ a gross salary of \$5,544.00.

Marketing and Management:

75. James Bell, First Term @ a gross salary of \$3,498.00.
76. Don B. Bradley, III, Second Term, @ a gross salary of \$3,571.00.
77. Joseph Cangelosi, Second Term, @ a gross salary of \$3,540.00.
78. Conrad Carroll, First Term @ a gross salary of \$7,284.00.
79. Donald Epperson, First Term @ a gross salary of \$1,560.00.
80. Rebecca Gatlin, First Term @ a gross salary of \$4,339.00.
81. Douglas Grider, Second Term, @ a gross salary of \$7,411.00.
82. Paula Ladd, Second Term, @ a gross salary of \$1,980.00.
83. John Malley, Second Term, @ a gross salary of \$7,635.00.
84. Scott Markham, First Term @ a gross salary of \$2,719.00.
85. Herff Moore, First Term @ a gross salary of \$3,594.00.

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

86. Dick Clough, First Term @ a gross salary of \$5,879.00 and Second Term @ a gross salary of \$2,940.00.
87. Harold Griffin, First and Second Terms @ a gross salary of \$4,690.00 each term.
88. Terry James, First and Second Terms @ a gross salary of \$5,380.00 each term.
89. Carolyn Kelley, Second Term, @ a gross salary of \$1,400.00.
90. Anthony Onwuegbuzie, Second Term, @ a gross salary of \$3,600.00.
91. Cynthia Pace, First Term @ a gross salary of \$3,550.00.
92. Paul Peterson, First and Second Terms @ a gross salary of \$3,079.00 each term.
93. Patricia Phelps, First Term @ a gross salary of \$2,122.00.
94. Jesse Rancifer, First Term @ a gross salary of \$5,876.00 and Second Term @ a gross salary of \$2,936.00.
95. Ann Witcher, First Term @ a gross salary of \$3,950.00.

Applied Academic Technologies:

96. Joseph Arn, First and Second Terms @ a gross salary of \$6,426.00 each term.
97. Jody Charter, First and Second Terms @ a gross salary of \$4,901.00 each term.
98. Karen Fraser, First Term @ a gross salary of \$2,010.00.
99. Clemens Gruen, First and Second Terms @ a gross salary of \$5,469.00 each term.
100. Hope Shastri, First and Second Terms @ a gross salary of \$3,828.00 each term.
101. Glenda Thurman, First and Second Terms @ a gross salary of \$5,057.00 each term.

Childhood Education:

102. Tammy Benson, First Term @ a gross salary of \$2,939.00.
103. Betty Dickson, First Term @ a gross salary of \$4,107.00.
104. Jan Downing, Second Term, @ a gross salary of \$1,680.00.
105. Joyce Fiddler, First Term @ a gross salary of \$3,360.00.
106. Sidney Mitchell, First and Second Terms @ a gross salary of \$6,755.00 each term.
107. Mary Mosley, First and Second Terms @ a gross salary of \$3,870.00 each term.
108. Amelia Rose Steelman, First and Second Terms @ a gross salary of \$5,906.00 each term.
109. R. David Sumpter, First and Second Terms @ a gross salary of \$3,878.00 each term.

Psychology and Counseling:

110. Elson Bihm, First and Second Terms @ a gross salary of \$4,463.00 each term.
111. Ronald Bramlett, First and Second Terms @ a gross salary of \$3,866.00 each term.
112. Lauren Bush, First and Second Terms @ a gross salary of \$3,950.00 each term.
113. Lynda Fielstein, Second Term, @ a gross salary of \$4,397.00.
114. Linda Glenn, First Term @ a gross salary of \$5,900.00.
115. William Lammers, First and Second Terms @ a gross salary of \$4,151.00 each term.
116. Paulette Leonard, First and Second Terms @ a gross salary of \$4,029.00 each term.
117. Clyde Reese, Second Term, @ a gross salary of \$6,824.00.
118. Kevin Rowell, First and Second Terms @ a gross salary of \$3,705.00 each term.
119. Michael Scoles, First and Second Terms @ a gross salary of \$4,689.00 each term.
120. Billy Smith, First and Second Terms @ a gross salary of \$7,470.00 each term.

121. Teresa Smith, First and Second Terms @ a gross salary of \$4,743.00 each term.
122. Robert Williams, First Term @ a gross salary of \$7,184.00.
123. Avram Zolten, First and Second Terms @ a gross salary of \$3,705.00 each term.

Special Education:

124. Kathleen Atkins, First and Second Terms @ a gross salary of \$4,662.00 each term.
125. Ralph Calhoun, First Term @ a gross salary of \$3,547.00 and Second Term @ a gross salary of 1,774.00.
126. Loreta Holder-Brown, First and Second Terms @ a gross salary of \$4,087.00 each term.
127. Harold Love, First and Second Terms @ a gross salary of \$6,501.00 each term.
128. James Mainord, First and Second Terms @ a gross salary of \$7,160.00 each term.
129. Joe Walthall, First Term @ a gross salary of \$6,574.00.

COLLEGE OF HEALTH AND APPLIED SCIENCES

Health Sciences:

130. Robin Hayes, Inter Session Term @ a gross salary of \$1,400.00 and Second Term @ a gross salary of \$2,800.00.
131. Betty Hubbard, First Term @ a gross salary of \$4,875.00.
132. Jane Lammers, First Term @ a gross salary of \$5,077.00.
133. Gary Lewers, Inter Session Term @ a gross salary of \$2,194.00.
134. Dwight Pierce, First and Second Terms @ a gross salary of \$4,480.00 each term.
135. Jacquie Rainey, Second Term, @ a gross salary of \$4,200.00.

Kinesiology and Physical Education:

- 136. Nicholas Pederson, Second Term, @ a gross salary of \$4,198.00.
- 137. Lorna Strong, First Term @ a gross salary of \$2,998.00.
- 138. Larry Titlow, First Term @ a gross salary of \$5,430.00.

Nursing:

- 139. Kathleen Bondy, First Term @ a gross salary of \$2,999.00.
- 140. Lauretta Koenigseder, First Term @ a gross salary of \$5,116.00.
- 141. Rebecca Lancaster, Second Term, @ a gross salary of \$4,479.00.
- 142. Sheila Stroman, Second Term, @ a gross salary of \$4,490.00.

Occupational Therapy:

- 143. Lorrie Buddenberg, First Term @ a gross salary of \$4,222.00 and Second Term @ a gross salary of \$2,111.00.
- 144. Bonnie Decker, First and Second Terms @ a gross salary of \$2,622.00 each term.
- 145. Jennifer Johnson, First Term @ a gross salary of \$4,039.00.

Physical Therapy:

- 146. William Bandy, First and Second Terms @ a gross salary of \$5,580.00 each term.
- 147. Laura Christiansen, First and Second Terms @ a gross salary of \$3,780.00 each term.
- 148. Kim Dunleavy, First and Second Terms @ a gross salary of \$4,147.00 each term.
- 149. Stephen Hearn, First and Second Terms @ a gross salary of \$4,039.00 each term.
- 150. Clayton Holmes, First and Second Terms @ a gross salary of \$4,740.00 each term.
- 151. Jean Irion, First and Second Terms @ a gross salary of \$4,332.00 each term.
- 152. John Peck, First and Second Terms @ a gross salary of \$5,039.00 each term.

153. Nancy Reese, First and Second Terms @ a gross salary of \$5,011.00 each term.
154. Reta Zabel, First and Second Terms @ a gross salary of \$4,516.00 each term.
155. Elisa Zuber, First and Second Terms @ a gross salary of \$4,393.00 each term.

Speech-Language Pathology:

156. Betty Fusilier, First Term @ a gross salary of \$3,856.00 and Second Term @ a gross salary of \$1,928.00.
157. Margie Gilbertson, First and Second Terms @ a gross salary of \$3,790.00 each term.
158. Linda Graham, First Term @ a gross salary of \$1,835.00 and Second Term @ a gross salary of \$2,964.00.
159. Robert Logan, First and Second Terms @ a gross salary of \$4,484.00 each term.
160. Susan Moss-Logan, First Term @ a gross salary of \$2,433.00 and Second Term @ a gross salary of \$4,866.00.
161. James Thurman, Inter Session, First, and Second Terms @ a gross salary of \$2,909.00 each term.

COLLEGE OF NATURAL SCIENCES AND MATHEMATICS

Biology:

162. Fred Dalske, First Term @ a gross salary of \$5,959.00.
163. Kenneth Freiley, First Term @ a gross salary of \$4,552.00.
164. Jack Mobley, Second Term @ a gross salary of \$3,442.00.
165. Mike Moran, First Term @ a gross salary of \$4,956.00.
166. Wilbur Owen, Second Term @ a gross salary of \$5,934.00.
167. Steven Runge, First and Second Terms @ a gross salary of \$3,904.00 each term.
168. Derald Smith, First and Second Terms @ a gross salary of \$6,009.00 each term.

169. Jimmy Throneberry, First Term, @ a gross salary of \$6,527.00.

Chemistry:

170. Patrick Desrochers, Second Term, @ a gross salary of \$3,827.00.

171. Jeffery Draves, First Term @ a gross salary of \$1,987.00.

172. Paul Krause, First and Second Terms @ a gross salary of \$6,056.00 each term.

173. Jerald Manion, Second Term, @ a gross salary of \$7,018.00.

174. George Paul, First and Second Terms @ a gross salary of \$5,715.00 each term.

175. William Taylor, First Term @ a gross salary of \$4,284.00.

176. Karen Weaver, First Term @ a gross salary of \$4,208.00 and Second Term @ a gross salary of \$2,104.00.

Mathematics and Computer Science:

177. Donald Adlong, First and Second Terms @ a gross salary of \$2,659.00 each term.

178. Steven Butcher, Second Term, @ a gross salary of \$4,831.00.

179. Fred Hickling, Second Term, @ a gross salary of \$2,201.00.

180. Frank Hudson, First Term @ a gross salary of \$6,726.00.

181. Lawrence Huff, First Term @ a gross salary of \$6,022.00.

182. Darrell Kilman, First Term @ a gross salary of \$7,359.00.

183. Tom McAnally, First Term @ a gross salary of \$4,149.00.

184. Jim McKim, First Term @ a gross salary of \$5,443.00.

185. Charles Mullins, First and Second Terms @ a gross salary of \$2,272.00 each term.

186. Carolyn Pinchback, Second Term, @ a gross salary of \$4,699.00.

187. Todd Smith, Second Term, @ a gross salary of \$2,160.00.

188. Singh Tomer, First Term @ a gross salary of \$5,251.00.
189. Ming-Fang Wang, Second Term, @ a gross salary of \$5,974.00.
190. Xiaoshen Wang, Second Term, @ a gross salary of \$2,158.00.

Physics and Astronomy:

191. Jack Gaiser, First and Second Terms @ a gross salary of \$4,280.00 each term.
192. Rahul Mehta, First and Second Terms @ a gross salary of \$4,494.00 each term.
193. Harold Pray, First and Second Terms @ a gross salary of \$6,601.00 each term.
194. Gaylon Ross, Second Term, @ a gross salary of \$3,727.00.
195. Heather Woolverton, First Term @ a gross salary of \$4,116.00.

Honors College

196. Richard I. Scott, First Term @ a gross salary of \$4,726.44.

Ozark Institute

197. David Peterson, First and Second Terms @ a gross salary of \$2,930.00 each term.

Undergraduate Studies

198. Gilbert Baker, First Term @ a gross salary of \$4,502.40.
199. Donald Jones, First Term @ a gross salary of \$5,433.96 and Second Term @ a gross salary of \$3,261.00.
200. Norma Tio, First Term @ a gross salary of \$2,727.00 and Second Term @ a gross salary of \$1,091.00.

Transitional Studies

201. Patricia Price, First and Second Terms @ a gross salary of \$750.00 each term.
202. Michael Seger, First and Second Terms @ a gross salary of \$700.00 each term.

203. Jo Karen Smith, First and Second Terms @ a gross salary of \$702.09 each term.
204. Ellen Stengel, First and Second Terms @ a gross salary of \$1500.00 each term.

Research

1. Giora Enden, May 15 through June 30, 1995, @ a gross salary of \$2,040.00.
2. Katherine Larson, May 15 through June 30, 1995, @ a gross salary of \$1,974.96.
3. Daniel Magoulick, May 15 through June 30, 1995, @ a gross salary of \$1,740.00.
4. Miriam Meijer, May 15 through June 30, 1995, @ a gross salary of \$1,956.60.
5. Joel Pouwels, May 15 through June 30, 1995, @ a gross salary of \$2,258.94.
6. Catherine Acre, May 18 through June 30, 1995, @ a gross salary of \$600.00.
7. Lorrie Buddenberg, May 18 through June 30, 1995, @ a gross salary of \$600.00.
8. Bonnie Decker, May 18 through June 30, 1995, @ a gross salary of \$600.00.
9. Jennifer Johnson, May 18 through June 30, 1995, @ a gross salary of \$600.00.
10. Alice Nahley, May 18 through June 30, 1995, @ a gross salary of \$1,000.00.
11. Wolfgang Oeste, May 18 through June 30, 1995, @ a gross salary of \$1,000.00.
12. Kathryn D. White, May 18 through June 30, 1995, @ a gross salary of \$600.00.
13. Kathleen Bondy, July 1 through August 15, 1995, @ a gross salary of \$2,998.80.
14. Patricia Draves, July 1 through August 15, 1995, @ a gross salary of \$2,032.20.
15. Jose Martinez, July 1 through August 15, 1995, @ a gross salary of \$1,808.52.
16. Steven Runge, July 1 through August 15, 1995, @ a gross salary of \$1,996.98.
17. Xiaoshen Wang, July 1 through August 15, 1995, @ a gross salary of \$2,158.56.

Research (College of Business Administration)

18. Joseph Cangelosi, First Term, @ a gross salary of \$2,500.00.
19. Rebecca Gatlin, First Term, @ a gross salary of \$2,000.00.
20. Pamela Spikes, First Term, @ a gross salary of \$3,500.00.
21. Holly Tompson, First Term, @ a gross salary of \$3,200.00.
22. Roy Whitehead, First Term, @ a gross salary of \$1,800.00.
23. Scott Markham, Second Term, @ a gross salary of \$3,000.00.
24. Herff Moore, Second Term, @ a gross salary of \$3,500.00.
25. James Packer, Second Term, @ a gross salary of \$2,000.00.
26. William Seyfried, Second Term, @ a gross salary of \$2,400.00.

Equity Adjustments for Nine-Month Faculty**Effective for Contract Period August 16, 1995 through May 15, 1996:****College of Arts & Letters, Identified By Formula:**

1.	Bryan Massey	Art	\$2,281.00
2.	Terry Wright	English	2,083.00
3.	Conrad Shumaker	English	2,786.00
4.	Bonnie Melchior	English	2,779.00
5.	James Fowler	English	2,285.00
6.	Richard Gaughan	English	2,292.00
7.	Margaret Morgan	English	2,352.00
8.	Raymond Frontain	English	2,007.00
9.	Wayne Stengel	English	2,099.00
10.	William Keinath	Geography	3,146.00
11.	Gerald Reynolds	Geography	2,626.00
12.	Greg Urwin	History	2,691.00
13.	Kay Kraeft	Music	1,774.00
14.	Charles Harvey	Philosophy	2,828.00
15.	Lawson Veasey	Political Science	1,392.00
16.	Gary Wekkin	Political Science	2,986.00
17.	Richard Scott	Sociology	2,678.00

18.	Elaine Fox	Sociology	2,094.00
19.	Robert Shepherd	Sociology	2,238.00

College of Arts & Letters, Identified By Deans & Chairs:

1.	Vincent Hammond	History	\$2,171.00
2.	Tom McInnis	Political Science	2,302.00

College of Natural Sciences & Mathematics, Identified by Formula:

1.	David Zehr	Biology	\$2,399.00
2.	John Choinski	Biology	2,829.00
3.	George Paul	Chemistry	2,360.00
4.	Donna Foss	Mathematics & Computer Science	2,751.00
5.	Carolyn Pinchback	Mathematics & Computer Science	2,447.00
6.	Norman Gaiser	Physics	2,425.00

College of Natural Sciences & Mathematics, Identified by Deans & Chairs:

1.	Mike Mathis	Biology	\$2,100.00
2.	Pat Desrochers	Chemistry	2,000.00
3.	Gaylon Ross	Physics	2,000.00
4.	Heather Woolverton	Physics	2,332.00

College of Health & Applied Sciences, Identified by Formula:

1.	Larry Titlow	Kinesiology & Physical Education	\$2,943.00
2.	Betty Hubbard	Health Sciences	2,125.00

College of Health & Applied Sciences, Identified by Deans & Chairs:

1.	Reta Zabel	Physical Therapy	\$2,559.00
2.	Nancy Reese	Physical Therapy	2,721.00
3.	John Peck	Physical Therapy	2,856.00
4.	Bill Bandy	Physical Therapy	3,162.00
5.	Elisa Zuber	Physical Therapy	2,196.00
6.	Jean Irion	Physical Therapy	2,455.00
7.	Kathy White	Occupational Therapy	2,204.00
8.	Stephen Hearn	Physical Therapy	2,289.00
9.	Susan Gatto	Nursing	1,538.00
10.	Rebecca Lancaster	Nursing	2,239.00

11.	Sheila Stroman	Nursing	1,870.00
12.	Margie Gilbertson	Speech Language Pathology	2,148.00
13.	Melissa Shock	Home Economics	1,791.00

College of Business, Identified by Formula:

1.	Scott Markham	Marketing & Management	\$2,308.00
2.	Roy Whitehead	Accounting	1,847.00

College of Business, Identified by Deans & Chairs:

1.	Bill Seyfried	Economics & Finance	\$2,523.00
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College of Education, Identified by Formula:

1.	Lynda Fielstein	Psychology & Counseling	\$2,492.00
2.	Terry Smith	Psychology & Counseling	2,082.00

College of Education, Identified by Deans & Chairs:

1.	Barbara Bolls	Childhood Education	\$1,560.00
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Transitional Studies, Identified by Deans & Chairs:

1.	Ellen Stengel	Transitional Studies	\$1,543.00
2.	Norma Tio	Transitional Studies	1,546.00

Equity Adjustments for Twelve-Month Faculty
Effective for Contract Period July 1, 1995 to July 1, 1996:

College of Health & Applied Sciences, Identified by Deans & Chairs:

1.	Jimmy Ishee	Kinesiology & Physical Education	\$3,000.00
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ADDENDUM

Adjustments:President's Division:

1. Sallie V. Dalton, change from Instructor/ Women's Athletic Administrator/ Compliance Officer, Athletic Department, Non-Faculty Appointment, effective July 1, 1995 to July 1, 1996 @ a gross salary of \$50,643.00 to Compliance Coordinator/ Women's Athletic Administrator/ Instructor, Athletic Department, Non-Faculty Appointment, effective July 1, 1995 to July 1, 1996 @ a gross salary of \$49,900.00.
2. Arch M. Jones, change from Acting Head Coach/ Men's Basketball to Head Coach/ Men's Basketball, Athletic Department, Non-Faculty Appointment, effective July 1, 1995 to July 1, 1996 @ a gross salary of \$52,317.00.
3. Mary B. Stallcup, change from Director of Governmental Relations/ General Counsel to General Counsel, President's Office, Non-Faculty Appointment, effective July 1, 1995 to July 1, 1996 @ a gross salary of \$65,593.00.
4. Darrell G. Walsh, change from Acting Head Volleyball Coach/ Asst. Women's Basketball Coach to Head Volleyball Coach/ Asst. Women's Basketball Coach, Athletic Department, Non-Faculty Appointment, effective July 1, 1995 to July 1, 1996 @ a gross salary of \$21,424.00.
5. Ronald D. Williams, change from Dir. of University Relations/ Asst. to President/ Dir. of Desegregation & Affirmative Action to Dir. of Governmental Relations/ Asst. to President/ Dir. of Desegregation & Affirmative Action, President's Office, Non-Faculty Appointment, effective July 1, 1995 to July 1, 1996 @ a gross salary of \$55,592.00.

Academic Affairs' Division:

6. Stephen R. Addison, change from Associate Professor/ Interim Assistant Dean, College of Natural Sciences and Mathematics, Appointment with Tenure, effective July 1, 1995 to July 1, 1996 @ a gross salary of \$41,574.00 to Associate Professor, Physics and Astronomy, Appointment with Tenure, effective August 16, 1995 through May 15, 1996 @ a gross salary of \$41,574.00.
7. Don B. Bradley, III, Professor, Marketing and Management, Appointment with Tenure, effective August 16, 1995 through May 15, 1996 change gross salary from \$35,167.00 to \$61,304.00.

8. Christopher Chan, Research Assistant, College of Business Administration, Non-Faculty Appointment, effective July 1, 1995 to July 1, 1996 change gross salary from \$10,815.00 to \$21,630.00.
9. Edmond E. Griffin, change Professor, Biology, Appointment with Tenure, effective August 16, 1995 through May 15, 1996 @ a gross salary of \$59,596.00 to Professor/ Chairperson, Biology, Appointment with Tenure, effective July 1, 1995 to July 1, 1996 @ a gross salary of \$72,678.00.
10. Kenneth M. Griffin, Professor, Marketing and Management, Appointment with Tenure, change effective July 1, 1995 to July 1, 1996 @ a gross salary of \$73,318.00 to August 16, 1995 through May 16, 1996 @ a gross salary of \$60,121.00.
11. Linda K. Griffith, Associate Professor, Mathematics and Computer Science, Appointment with Tenure, change effective August 16, 1995 through May 16, 1996 @ a gross salary of \$43,023.00 to July 1, 1995 to July 1, 1996 @ a gross salary of \$52,709.00.
12. Janet Jackson, Assistant Librarian/ Systems Coordinator, Torreyson Library, Non-Faculty Appointment, effective July 1, 1995 to July 1, 1996 change gross salary from \$34,764.00 to \$34,145.00.
13. Freddie W. Litton, change from Department Chairperson/ Professor/ Interim Chairperson to Department Chairperson/ Professor, Department of Childhood & Special Education, Appointment with Tenure, effective July 1, 1995 to July 1, 1996 @ a gross salary of \$68,093.00.
14. David L. Naylor, Professor/ Interim Assistant Dean, College of Education, Appointment with Tenure, effective July 1, 1995 to July 1, 1996 change @ a gross salary of \$60,515.00 to \$70,866.00.
15. Robyn E. Serven, Associate Professor, Mathematics and Computer Science, Appointment with Tenure, effective January 1, 1996 through May 15, 1996 change gross salary from \$39,936.00 to \$19,968.00.
16. Virginia Steele, Instructor, Transitional Studies, Terminal Contract, change effective August 16, 1995 through May 15, 1996 @ a gross salary of \$23,406.00 to effective August 16, 1995 through December 31, 1995 @ a gross salary of \$11,703.00.
17. Kenneth E. Vaughn, change Instructor/ Director of Professional Field Services to Assistant Professor/ Director of Professional Field Services, Professional Field Services, Non-Tenure Track, effective July 1, 1995 to July 1, 1996 @ a gross salary of \$48,410.00.

Student Affairs' Division:

18. John G. Cagle, change Assistant Dean of Students/ Director of Student Activities to Assistant Dean of Students/ Director of Student Center, Office of the Vice President for Student Affairs, Non-Faculty Appointment, effective July 1, 1995 to July 1, 1996 @ a gross salary of \$39,479.00.
19. David C. Dennis, change Acting Coordinator of Intramural Activities/ Recreation to Coordinator of Intramural Activities/ Recreation, Office of the Vice President for Student Affairs, Non-Faculty Appointment, effective July 1, 1995 to July 1, 1996 @ a gross salary of \$33,599.00.

Adjustments, Summer:Music:

1. Denis Winter, Music, summer appointment, second term @ a gross salary of \$4,569.00. CANCELED.

Nursing:

2. Laretta Koenigseder, Nursing, summer appointment, first term @ a gross salary of \$5,116.00. CANCELED.
3. Rebecca Lancaster, Nursing, summer appointment, second term @ a gross salary of \$4,479.00. CANCELED.

Chemistry:

4. Patrick Desrochers, Chemistry, summer appointment, change second term to first term @ a gross salary of \$3,827.00.
5. William Taylor, Chemistry, summer appointment, change first term to second term @ a gross salary of \$4,284.00.

Marketing & Management:

6. Joseph Cangelosi, Marketing and Management, summer appointment, second term change @ a gross salary from \$3,540.00 to \$7,081.00.

7. Donald Epperson, Marketing and Management, summer appointment, First Term @ a gross salary of \$1,560.00. CANCELED.
 8. Rebecca Gatlin, Marketing and Management, summer appointment, change first term @ a gross salary of \$4,339.00 to Inter Session @ a gross salary of \$2,170.00 and second term @ a gross salary of \$4,339.00.
 9. Douglas Grider, Marketing and Management, summer appointment, change second term to first term @ a gross salary of \$7,411.00.
 10. Paula Ladd, Marketing and Management, summer appointment, change second term @ a gross salary of \$1,980.00 to first term @ a gross salary of \$3,960.00.
 11. John Malley, Marketing and Management, summer appointment, change second term @ a gross salary of \$7,635.00 to first and second terms @ a gross salary of \$3,817.00 each term.
 12. Scott Markham, Marketing and Management, summer appointment, first term change gross salary from \$2,719.00 to \$5,439.00.
 13. Herff Moore, Marketing and Management, summer appointment, first term change gross salary from \$3,594.00 to \$7,188.00.
- Research:
14. Joseph Cangelosi, Marketing and Management, First Term change gross salary from \$2,500.00 to \$2,000.00.
 15. Giora Enden, Physics and Astronomy, May 15 through June 30, 1995, @ a gross salary of \$2,040.00. CANCELED.
 16. Michael D. Ensley, Marketing and Management, First Term change gross salary from \$2,500.00 to \$2,000.00.
 17. Rebecca Gatlin, Marketing and Management, First Term change gross salary from \$2,000.00 to \$1,600.00.
 18. Kirsta Glenn, Economics and Finance, First Term change gross salary from \$1,500.00 to \$1,200.00.
 19. Scott Markham, Marketing and Management, Second Term change gross salary from \$3,000.00 to \$2,400.00.

20. Herff Moore, Marketing and Management, Second Term change gross salary from \$3,500.00 to \$2,800.00.
21. James Packer, Economics and Finance, Second Term change gross salary from \$2,000.00 to \$1,600.00.
22. William Seyfried, Economics and Finance, Second Term change gross salary from \$2,400.00 to \$1,920.00.
23. Pamela Spikes, Accounting, First Term change gross salary from \$3,500.00 to \$2,800.00.
24. Holly Tompson, Marketing and Management, First Term change gross salary from \$3,200.00 to \$2,560.00.
25. Roy Whitehead, Accounting, First Term change gross salary from \$1,800.00 to \$1,440.00.

Appointments:

1. Linda Graham, Instructor, Speech-Language Pathology, Term, Non-Tenure Track, effective August 16, 1995 through May 15, 1996 @ a gross salary of \$29,500.00.
2. Billy F. Miller, Acting Academic Dean, Continuing Education, Non-Faculty Appointment, effective July 1, 1995 until position is filled @ a gross salary of \$4,527.28 per month.

Appointments, Summer:

Marketing and Management:

1. Therold Bailey, Marketing and Management, summer appointment, Inter Session Term @ a gross salary of \$3,437.00 and First Term @ a gross salary of \$3,437.00.
2. Kenneth Griffin, Marketing and Management, summer appointment, Second Term @ a gross salary of \$3,203.00.
3. Betty Rogers, Marketing and Management, summer appointment, First Term @ a gross salary of \$4,769.00.
4. Holly Tompson, Marketing and Management, summer appointment, Second Term @ a gross salary of \$2,700.00.

Research:

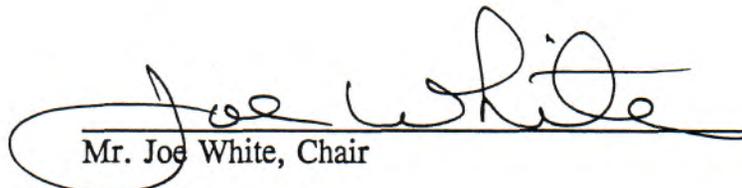
5. Patrick Desrochers, Chemistry, second term @ a gross salary of \$1,913.76.
6. Jonathan A. Glenn, English, second term @ a gross salary of \$1,948.92.

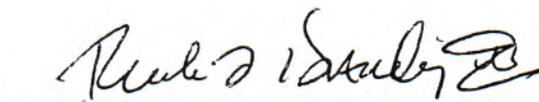
Terminal Contracts:

1. Miriam Meijer History
2. Charles Evans Music

Mr. Harding moved to roll President Thompson's contract over for another year; to raise Dr. Thompson's salary to \$115,000; and, in addition to the raise to \$115,000, to fund a deposit into an annuity for \$4,000, bringing the total compensation for the year to \$119,000. The motion was seconded by Dr. Chakales. The motion passed with a negative vote by Mr. Malone who stated: "only in favor of a 3% raise as consistent with what faculty received."

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


Mr. Joe White, Chair


Mr. Rush Harding III, Secretary