

The Board of Trustees of the University of Central Arkansas convened in regular meeting on Wednesday, September 24, 1975, at ten o'clock in the morning on the campus in Conway, Arkansas, with the following officers and members of the Board present, to-wit:

Chairman: James W. Ahlf  
Vice Chairman: Bill Johnson  
Dr. John W. Sneed, Jr.  
Dr. J. Albert Johnson  
Charles R. Dixon  
Henry L. Jones, Jr.

and with the following absent, to-wit:

Secretary: Mrs. Charles E. Hammans

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

Upon motion made by Mr. Dixon and seconded by Mr. Jones the minutes of the last meeting of the Board of Trustees were approved by unanimous vote.

Mr. Dixon made a motion that the Board go into executive session to consider personnel. A second to this motion was made by Mr. Johnson and passed by unanimous vote.

The following changes in appointments, appointments, resignations, and retirement as recommended by President Farris were approved by unanimous vote upon motion made by Mr. Johnson and seconded by Mr. Jones.

Changes in appointments:

1. James E. Barr, change title from Professor-Chairman, Department of Business Education & Office Administration & Coordinator of Vocational Education to Professor-Chairman, Department of Business Education and Office Administration.

2. Margaret S. Hays, change title from Clerk-Steno II in Department of Nursing @ \$411.33 per month to Assistant Instructor in Nursing @ \$750.00 per month plus waiver of graduate fees.
3. Frank Marinello, Assistant Professor of Psychology, effective August 15, 1975 thru May 15, 1976, change monthly salary from \$1400.00 to \$1500.00 (doctorate earned).
4. James Mainord, Assistant Professor of Special Education, effective August 15, 1975 thru May 15, 1976, change monthly salary from \$1383.33 to \$1466.66 (doctorate earned).
5. Joe Walthall, Assistant Professor of Special Education, effective August 15, 1975 thru May 15, 1976, change monthly salary from \$1255.55 to \$1388.88 (doctorate earned).

Appointments:

1. James Napier, Instructor of Speech, effective September 1, 1975 @ \$1200.00 per month.
2. Alan Henry, Application Programmer II, effective July 21, 1975 @ \$916.66 per month.
3. Gene Bartley, Bowling Lanes Manager, effective August 1, 1975 @ \$471.33 per month.
4. Lillian C. Parrish, teach two courses in accounting, effective fall semester, 1975 @ \$488.88 per month for four and one-half months.
5. R. W. Levey, teach three courses in accounting, effective September 1, 1975 @ \$715.00 per month.
6. Virginia Koch Drake, Assistant Professor of Nursing, effective September 1, 1975 @ \$788.88 per month (one-half time).
7. Rudolph V. Green, Associate Professor of Counseling and Psychology, effective August 1, 1975 @ \$1500.00 per month.
8. Alene Davidson, Resident Hall Supervisor, effective August 17, 1975 @ \$422.76 per month plus apartment, utilities, and food when eaten in one of the University cafeterias
9. Charles D. Dunn, Associate Professor of Political Science, effective September 1, 1975 @ \$1655.55 per month.
10. Gerald Cound, Instructor of Counseling & Assistant Track Coach, effective August 1, 1975 @ \$1041.66 per month.
11. Robert E. Lowrey, Assistant Professor of English, effective September 1, 1975 @ \$1444.44 per month.
12. Betty H. Memmott, Instructor of English, effective September 1, 1975 @ \$1111.11 per month. This is a one-year appointment.
13. Brenda Tyler, teach one-half time for university and one-half time for Teacher Corps, effective September 1, 1975 @ \$1148.88 per month.
14. Sidney T. Mitchell, Associate Professor of Early Childhood Education, effective September 1, 1975 @ \$1611.11 per month.
15. Donald Keith Wilson, Application Programmer I, effective August 4, 1975 @ \$703.00 per month.
16. Leah W. Mixon, part-time Instructor of Spanish, effective September 1, 1975 @ \$311.66 per month.
17. Kay Easley, teach two sections of Basic Speech the fall semester, 1975 for a total salary of \$1500.00.
18. Becky Karber, teach two sections of Communication I for the fall semester, 1975 for a total salary of \$1500.00.
19. Elaine McNiece, part-time Instructor of Speech Pathology, effective September 1, 1975 @ \$600.00 per month.
20. Susan Douglas McNeil, one four-hour clinical laboratory per week (nursing) effective September 1, 1975 @ \$150.00 per month.
21. Allen Kelly, teach percussion majors in the Department of Music, to be paid \$500.00 per semester.
22. Robert Fletcher, teach some of the woodwind majors in the Department of Music, to be paid \$1800.00 per semester.
23. Harold McDonald, Assistant to the Director of Student Financial Aid, effective September 15, 1975 @ \$1041.66 per month.
24. William Earl Cowan, Security Officer, effective September 16, 1975 @ \$504.91 per month.
25. Raymond Bright, Director of Housing, effective September 29, 1975 @ \$1000.00 per month.

Clinical Faculty (no salary):

1. Sidney C. Capshaw, Assistant Clinical Professor, effective September 1, 1975.
2. Dorothy Berry, Clinical Instructor, effective September 1, 1975.
3. Gwen E. Mills, Clinical Instructor, effective September 1, 1975.
4. Diane M. Breaux, Clinical Instructor, effective September 1, 1975.
5. Sara Irene Shirley, Clinical Instructor, effective September 1, 1975.
6. Kathryn Little, Clinical Instructor, effective September 1, 1975.
7. Claire S. Stephens, Assistant Clinical Instructor, effective September 1, 1975.
8. Imogene Hoops, Clinical Associate, effective September 1, 1975.
9. Homer J. Allbritton, Clinical Associate, effective September 1, 1975.

Visiting Lecturers in Journalism:

1. John Robert Starr, Little Rock Bureau Chief of the Associated Press, effective September 25, 1975, no salary.
2. Ralph Patrick, Assistant Managing Editor of the Arkansas Democrat, effective September 25, 1975, no salary.

Resignations:

1. Nilda Hannon, Assistant Instructor of Foreign Languages, effective May 31, 1975.
2. Terry B. Smith, Assistant Professor of Political Science, effective 1975-76 academic year.
3. C. W. Terry, Security Officer, effective July 25, 1975.
4. Robert Burks, Application Programmer I, effective August 22, 1975.
5. Opal Yoakum, Resident Hall Supervisor, effective August 1, 1975.
6. Bill Wright, Part-time MEDIHC Coordinator, effective August 8, 1975.

Retirement:

1. M. C. Beene, Bowling Lanes Manager, effective August 31, 1975.

Upon motion made by Mr. Dixon, seconded by Dr. Johnson and passed by unanimous vote, open meeting was declared.

Appointments, changes in appointments, resignations, and retirement as recommended by President Farris in executive session were approved by unanimous vote upon motion made by Mr. Johnson and seconded by Mr. Jones.

Mr. Johnson made a motion authorizing President Farris to request an architect to make an in-depth study of the possibility of utilizing the \$736,967 construction money now available for expansion of the library. A second to this motion was made by Dr. Johnson and passed by unanimous vote.

Dr. Johnson made a motion that Item 4 of the present faculty-staff fee waiver plan be amended to read as follows:

"Spouses of all employees are eligible for fee remission benefits for undergraduate resident fees, only. Employees, spouses, or children who have earned the bachelor's degree are not eligible for additional undergraduate course fee remission.

Children by birth or legal adoption who are unmarried will be eligible for fee remission providing they enter the university within thirty months of their date of high school graduation. The fee remission plan will remain in effect for five consecutive years following their initial enrollment."

A second to this motion was made by Mr. Dixon and passed by unanimous vote.

A motion was made by Mr. Jones that the affirmative action plan presented to the Board be approved as an interim plan. A second to this motion was made by Dr. Sneed and passed by unanimous vote.

The following academic leave policy was adopted upon motion made by Mr. Dixon, seconded by Dr. Johnson and passed by unanimous vote:

A Plan for Compensated Academic Leave

1. The number of leaves available will be limited by the funds available.
2. Applications for leave will be evaluated by the applicant's departmental chairman and college dean and then reviewed by an eleven member committee. Although the committee must take into consideration their recommendations, neither the chairman nor the dean may prevent the review of any application, and they cannot veto its acceptance by the committee. (A chairman's application will be evaluated by his college dean and a dean's application by the President of the University.)
3. Arrangements for handling the applicant's duties will be primarily the responsibility of the departmental chairman involved, and such arrangements must be described in the application.
4. The review committee will decide which applications will be accepted (subject to item 1, above) primarily on the basis of the benefit that would accrue to the University as a result of the leave. The President of the University will then transmit these recommendations to the Board of Trustees.
5. The membership of the review committee will consist of the V. P. for Academic Affairs plus ten faculty members elected by the colleges to staggered two-year terms: the College of Fine & Applied Arts & Sciences and the College of Sciences & Humanities having three representatives each, and the College of Education and Psychology and the College of Business Administration having two each. Departmental chairmen and deans are ineligible, and no more than one member of a department may serve at a time. Members may not serve successive terms (excl. the V. P. for Academic Affairs). The review committee is to select its own chairman annually.
6. Any application rejected, or accepted but not funded, must be resubmitted if it is to be considered the next year. The committee should use a secret ballot in voting on applications for leave, and the committee chairman must send a letter to any applicant whose request has been rejected, stating the committee's reasons for the rejection.
7. The options of leave shall be
  - a. full-year at half pay.
  - b. half-year at full pay.
  - c. full pay during the summer for those on a twelve month contract.

The salary received should not be affected by whatever outside compensation the applicant secures on his own.
8. The leave must be based outside Conway and its immediate vicinity.
9. These leaves will be available only to faculty members who have received tenure.
10. A faculty member may apply for additional leaves after each interim of seven years or if funds remain after all other approved requests are granted.
11. A faculty member going on leave will sign an agreement to return to the University for at least one academic year, or else repay to the University the compensation received from the University during the leave.

12. Each person who has completed a leave must submit a report to the President of the University within thirty days after completion of the leave, with copies going to each of the parties which reviewed the original application.
13. This program of leaves is not related to any other leave programs currently in existence at the University, and it is not meant to supplant or alter them. (Leave for work toward a terminal degree is not included as option in this program.)

Motion was made by Dr. Sneed and seconded by Mr. Dixon that Arkansas citizens over sixty years of age be permitted to take correspondence courses at a processing cost of \$22.00 for three-hour courses and \$16.00 for two-hour courses. This motion was passed with Mr. Jones abstaining.

Dr. Johnson made a motion that persons asked to serve as official university representatives at out-of-state meetings be reimbursed for actual expenses of meals and lodging. This will require prior approval of president or travel administrator and will be for lowest lodging rate available. A second to this motion was made by Dr. Sneed and passed by unanimous vote.

The fiscal year 1974-75 financial report as given by Mr. B. W. Horton, Vice President for Financial Affairs, was approved upon motion made by Dr. Johnson, seconded by Mr. Johnson and passed by unanimous vote.

There being no further business to come before the Board, motion was made by Dr. Sneed, seconded by Mr. Dixon and passed by unanimous vote that the meeting adjourn.

  
James W. Ahlf, Chairman

  
Mrs. Charles E. Hammans, Secretary