

The University of Central Arkansas Board of Trustees convened at 10:00 a.m., October 4, 2024, with the following officers and members present:

Ms. Amy Denton – Chair
Dr. Michael Stanton – Vice Chair
Mr. Jim Rankin, Jr. – Secretary
Mr. Curtis Barnett
Mr. Kelley Erstine
Dr. Terry Fiddler
Ms. Kay Hinkle

MINUTES

The board unanimously approved the minutes of the August 8, 2024, board meeting as submitted upon motion by Curtis Barnett and second by Jim Rankin, Jr.

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

The statements from the presidents of the Staff Senate, Student Government Association, and Faculty Senate are attached to the original minutes.

REPORTS

President’s Report – President Davis recognized Grant “Bo” Cunningham and Allyson Loter as Bear C.L.A.W.S. recipients. He provided a fall enrollment update to campus. A copy of his report is attached to the original minutes.

Audit and Finance Committee Report – Jim Rankin, Jr., chair of the Audit and Finance Committee, informed the trustees of the business that was discussed by the committee.

UCA Commitment Update – Kevin Thomas provided an update on UCA Commitment. A copy of his report is attached to the original minutes.

Financial Report and Farris Center Update – Terri Canino provided a financial report that is attached to the original minutes. Kevin Carter provided an update on the quotes to repair the Farris Center. A copy of his report is attached to the original minutes.

ACTION AGENDA

Resolution of Appreciation – Office of Student Financial Aid

The board unanimously approved the following resolution upon motion by Michael Stanton and second by Kay Hinkle:

RESOLUTION OF APPRECIATION

WHEREAS, the Office of Student Financial Aid has been crucial to the creation of UCA Commitment, onboarding the new Free Application for Federal Student Aid (FAFSA) form, and supporting changes within the Arkansas Challenge Plus; and

WHEREAS, the Office of Student Financial Aid navigated a confusing and troubled FAFSA rollout with professionalism and tact, serving as a leader at UCA, within the state and nationally; and

WHEREAS, the Office of Student Financial Aid effectively and efficiently utilized two months to complete what normally requires ten months during a typical FAFSA cycle; and

WHEREAS, the Office of Student Financial Aid provides strong and strategic communication to incoming and continuing UCA students and their families to aid in their access and understanding of financial aid offerings; and

WHEREAS, the Office of Student Financial Aid provides a personal and relational approach to supporting students and their families as they help them navigate the financial aid process;

NOW THEREFORE BE IT RESOLVED, that the Board of Trustees of the University of Central Arkansas does hereby extend its sincere appreciation and gratitude to the Office of Student Financial Aid for its extraordinary leadership and dedication to UCA's students; and

BE IT FURTHER RESOLVED, that this resolution be made a part of the minutes of the University of Central Arkansas Board of Trustees meeting.

Adopted this 4th day of October 2024 in Conway, Arkansas.

Amy Denton
Chair

Jim Rankin, Jr.
Secretary

Farris Center Project

The Jeff Farris Health and Physical Education Center is a 53-year-old facility that contains most of the original mechanical equipment. The building has a total of 19 air handling units with only six currently in operation. The other 13 units are irreparable due to age and lack of part availability. There is leaking mechanical piping throughout the building causing damage to the structure and exacerbating all issues. Further failure of air handling units could pose serious issues and ultimately affect athletic programming, commencement ceremonies, and classroom instruction. Additionally, the Farris Center was designed and built before the Americans with

Disabilities Act (ADA). To make the Farris Center accessible and meet current requirements, the necessary renovations would not be cost-effective. For these reasons, it is necessary to consider the cost of constructing a new multipurpose sports facility as a replacement for the Farris Center.

The board unanimously adopted the following resolution upon motion by Terry Fiddler and second by Curtis Barnett:

“BE IT RESOLVED: That the Board of Trustees authorizes the administration to hire architectural and engineering professionals, proceed with a feasibility study for the issuance of bonds, and enter into contracts and take such other steps as may be necessary for the purpose of developing plans and completing preliminary work for the replacement of the Jeff Farris Health and Physical Education Center.”

Insurance Services

Health Insurance

Total projected costs for the health plan in 2025 are \$13,957,001. This is a projected increased cost of \$843,224 to operate the self-funded health plan, which is in its ninth year of operation.

Of the \$843,224 in additional costs, UCA will fund \$741,606 of this increase. Employee premiums will fund \$101,618 of this increase, resulting in a 3% premium increase for employees for the 2025 calendar year. In total, UCA will cover 75% of all plan costs, or \$10,469,110. Employees will pay for 25% of all plan costs, or \$3,487,892.

This increase is based on a review of claims data and medical and pharmacy trend analysis provided by Stephens Insurance, Inc. Proposed rates are listed below.

2025 Proposed Health Rates (Monthly)

	Current PPO				Proposed PPO		
	Employee	Employer	Total		**Employee	Employer	Total
Employee Only	\$ 86.55	\$ 523.85	\$ 610.40		\$ 89.15	\$ 560.50	\$ 649.65
Employee/Spouse	\$ 395.38	\$ 863.97	\$ 1,259.35		\$ 407.24	\$ 933.09	\$ 1,340.33
Employee/Child(ren)	\$ 281.73	\$ 877.35	\$ 1,159.08		\$ 290.18	\$ 943.43	\$ 1,233.61
Employee/Family	\$ 629.84	\$ 1,097.65	\$ 1,727.49		\$ 648.74	\$ 1,189.83	\$ 1,838.57
*Special Family	\$ 297.43	\$ 1,430.06	\$ 1,727.49		\$ 306.35	\$ 1,532.22	\$ 1,838.57

	Current CDHP				Proposed CDHP		
	Employee	Employer	Total		**Employee	Employer	Total
Employee Only	\$ 49.62	\$ 395.75	\$ 445.37		\$ 51.11	\$ 422.90	\$ 474.01
Employee/Spouse	\$ 291.40	\$ 636.74	\$ 928.14		\$ 300.14	\$ 687.68	\$ 987.82
Employee/Child(ren)	\$ 209.04	\$ 650.99	\$ 860.03		\$ 215.31	\$ 700.02	\$ 915.33
Employee/Family	\$ 488.57	\$ 780.92	\$ 1,269.49		\$ 503.23	\$ 847.89	\$ 1,351.12
*Special Family	\$ 231.43	\$ 1,038.06	\$ 1,269.49		\$ 238.37	\$ 1,112.75	\$ 1,351.12

*Special Family applies when two married employees are on the same plan.

**Employee monthly rate will be reduced by \$20 for BeWell participants that completed qualifying employee wellness activities between November 1, 2024, and October 31, 2025.

Dental Insurance

Dental costs will increase by 5%, or \$36,394, in calendar year 2025. UCA will absorb these additional dental plan costs, resulting in no change to employee premiums.

Vision Insurance

There are no rate or plan design changes for 2025 with Superior Vision Services, Inc.

Life and Long-term Disability

There are no changes to Life and Long-term Disability coverage.

Curtis Barnett recused himself from participation in this agenda item. The board adopted the following resolution upon motion by Kelley Erstine and second by Kay Hinkle.

“BE IT RESOLVED: That the Board of Trustees hereby authorizes the administration to make the above changes to the UCA Health Plan and authorizes the president of the university, or his designee, to execute documents, enter into contracts, and take such other steps as may be necessary or required to facilitate the insurance and disability plans.”

NEW BUSINESS

President Davis proposed renaming the HPER Center to Thomas C. Courtway Student Recreation Center to honor President Courtway who served as the tenth president of the university. The recommendation was unanimously approved upon motion by Terry Fiddler and second by Kelley Erstine. President Courtway, who was in attendance but had no prior awareness of the proposal, expressed his surprise and gratitude to the board and President Davis.

EXECUTIVE SESSION

The board unanimously declared an executive session to consider employment, appointments, promotions, demotions, disciplining and resignations of employees, upon motion by Kay Hinkle and second by Michael Stanton.

OPEN SESSION

The board unanimously approved the following motion made by Terry Fiddler and second by Kay Hinkle:

“I move that all matters set forth on the personnel list discussed in executive session be approved, including a one-time bonus of \$600 to all full-time employees as of September 1, 2024.”

ADJOURNMENT

There being no further business to come before the board, the meeting was adjourned upon motion by Terry Fiddler and second by Michael Stanton.

The University of Central Arkansas Board of Trustees

Amy Denton
Chair

Jim Rankin, Jr.
Secretary