

PLAN FOR A SMOOTH AND ORDERLY TRANSITION OF THE MERGER OF  
ARKANSAS AM&N COLLEGE AND THE UNIVERSITY OF ARKANSAS

Act 512 of 1971 of the Arkansas General Assembly provided that Arkansas AM&N College was to be placed under the jurisdiction of the University of Arkansas Board of Trustees. The Act further stipulated that the Presidents of Arkansas AM&N College and the University of Arkansas appoint a joint committee to develop and submit to the President and Board a plan that would provide for a smooth and orderly transition of the merger.

At the meeting of the Legal Committee of the Board of Trustees in Little Rock on June 12, 1975, the President of the University presented to the Legal Committee a document for the purpose of providing for the smooth and orderly transition of the merger of Arkansas AM&N College and the University of Arkansas.

The Legal Committee referred the document back to the President for revision and submission to the Board of Trustees for their approval, and proposes the following resolution:

RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT:

THE PLAN FOR A SMOOTH AND ORDERLY TRANSITION OF  
THE MERGER OF ARKANSAS AM&N COLLEGE AND THE  
UNIVERSITY OF ARKANSAS IS ADOPTED, CONTINGENT UPON  
THE APPROVAL OF THE JUDGE OF JURISDICTION.

Approved June 27, 1975

PLAN FOR A SMOOTH AND ORDERLY TRANSITION OF ARKANSAS  
AGRICULTURAL, MECHANICAL AND NORMAL COLLEGE  
WITH THE UNIVERSITY OF ARKANSAS

WHEREAS, Act No. 512 of the 1971 Arkansas General Assembly provided for the merger of Arkansas Agricultural, Mechanical and Normal College with the University of Arkansas effective July 1, 1972, and

WHEREAS, the Arkansas Agricultural, Mechanical and Normal College on the effective date of the merger became the University of Arkansas at Pine Bluff, and

WHEREAS, Act No. 512 provided, among other things, that the Presidents of these two institutions appoint persons to serve on a committee to prepare plans, in written form, for the smooth and orderly transition of the merger, and

WHEREAS, the President of each institution appointed persons to serve on this committee, and

WHEREAS, the committee has met on a number of occasions and after much discussion, deliberation and consideration has prepared a plan

NOW, THEREFORE, the committee recommends the attached plan for the smooth and orderly transition of the merger.

## THE MISSION OF THE UNIVERSITY OF ARKANSAS AT PINE BLUFF

### A- Historical Mission

One of the most important aspects of the historical mission of Agricultural, Mechanical and Normal College was established by the Legislative Act of 1873 that created the College. The Act stipulated that the institution was being established for the convenience and well-being of the "poorer classes."

The second statutory provision relating to the mission of the College was the Land Grant Act of 1890, which made the Morrill Act of 1862 applicable in every respect to Agricultural, Mechanical and Normal College.

The Act of 1862 charged the College, without its excluding other scientific and classical studies, and including military tactics, to teach such branches of learning as are related to agriculture and the mechanic arts. These subjects are to be taught in such manner as the State prescribes in order to provide the liberal and practical education of the laboring classes of people in the several pursuits and occupations of life.

### B - Evolving Mission

While the University of Arkansas at Pine Bluff will continue to maintain a special sensitiveness to the needs, aspirations, problems, and opportunities of its historic constituents, it shall expand its mission with a high degree of excellence and with a sense of constantly improving quality. The new social context that is emerging as a result of integration requires that this mission be expanded, extended, and enriched so as to become consonant with the needs and demands of a more culturally heterogeneous student clientele--a clientele differing academically, socially, racially, ethnically and culturally.

To fulfill its mission of service to this heterogeneous clientele, UAPB shall develop creative and innovative activities that produce new curricular models in the fields of aesthetics, social and political institutions, and scientific technical development. This will be accompanied by new instructional designs and professorial staffs capable of implementing such programs.

The thrust of this new and expanded mission could and should result in the re-examination and improvement of value systems and moral behavior of political institutions and of the economic system. Such a mission does not merely support the advancements of science and technology, it uses science and technology to help solve economic, physical, social, political, racial and cultural problems.

The institution's ultimate goal is to assist America in building a new social organism that will accommodate racial, ethnic, and cultural pluralism in a manner that will enhance the quality of lives and patterns of living, and weld the nation into one people, a mission which seems essential to the future security and health of the nation.

### C - ACADEMIC PROGRAMS

The mission of any institution of higher education is dependent on the quality of its academic programs. The merged institution must continue to offer academic programs that will provide for individuals of all racial and ethnic groups to develop their talents to the fullest extent. Therefore, the following recommendations are made.

1. The University of Arkansas strives to effect cooperative programs, research, and public service in behalf of UAPB. Constructive liaison relations already established in various disciplines such as agriculture, health professions, and social work, with the University of Arkansas should be continued. Expanded relations with all University of Arkansas campuses in cooperative programs should be mutually developed.
2. Programs relative to the historic land-grant function of UAPB--agriculture, home economics, and mechanical arts--be considered essential to sustain land-grant functions.
3. All current University level programs leading to certificates, associate of arts degrees, or bachelor degrees be continued, subject to review as other programs are reviewed.
4. UAPB continue its present policies regarding University level admission, retention, record keeping, and graduation, and will have the right to regulate such changes as may be necessary. Credits shall be freely transferable between the merged institution and other campuses of the University of Arkansas. All degrees from the merged institution will be degrees from the University of Arkansas at Pine Bluff. These policies are listed in the 1970-72 AM&N College Catalog.
5. All federal programs and contracts in effect at the time of the merger be continued for the length of their funding.
6. As a beginning toward a self-directed graduate program, the University of Arkansas take active steps toward establishing a graduate residence center at the University of Arkansas at Pine Bluff by the following procedure:
  - a. appropriate units of the graduate school in the University of Arkansas offer graduate programs at Pine Bluff in cooperation with UAPB and using UAPB faculty who are academically qualified to teach at the graduate level. (A study should be launched immediately to determine the need for a graduate center in the Pine Bluff area.)
  - b. establish a residence center if enrollments in the graduate courses demonstrate a need of sufficient proportions, and
  - c. work toward arrangements for students to pursue the master's degree in Pine Bluff.

7. The University of Arkansas agriculture and home economics faculties, respectively, at Fayetteville and Pine Bluff, strengthen their land grant functions by continuing developing cooperative programs.
8. The developmental program at the University of Arkansas at Pine Bluff be expanded. Properly funded developmental<sup>1</sup> programs are needed for students at all academic levels, not just for those who are disadvantaged and/or at lower academic levels.
9. College career services are needed for all students. These services should provide the following:
  - a. the dissemination of professional career information;
  - b. simulated career programs and organizations;
  - c. continuing and adult education programs that will provide short-term courses, institutes, and workshops for college students, graduates, and other interested individuals;
  - d. career-planning services; and
  - e. other career related functions.
10. The education faculties at the University of Arkansas and Pine Bluff cooperate in designing intercultural programs which prepare teachers to work more adequately in an integrated setting.
11. The University of Arkansas will give immediate and serious attention to either establishing on, or transferring to, the campus of the University of Arkansas at Pine Bluff additional programs which may attract a diversified clientele.
12. UAPB be given the same rights as afforded other University of Arkansas campuses of participation in the presentation of the foregoing policies to, and appeal of any modifications.

#### D - PERSONNEL POLICIES

In the absence of a codified document on personnel policies, approved by the Board of Trustees for all units of the University of Arkansas, personnel of merged institutions are not automatically blanketed under a comprehensive and rigid set of regulations. Rather, an effort is made to upgrade faculty and other personnel by retaining much of the merged institutional policy while, at the same time, adopting University of Arkansas regulations which are most applicable to the merged campus. For this purpose,

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<sup>1</sup>Development programs are those programs designed to assist students with academic, social, economic, or other deficiencies which hinder satisfactory progress in college.

the Faculty Handbook, University of Arkansas, 1971-Revised, is the foremost reference manual for faculty and staff of the University of Arkansas. The manual is periodically revised and updated to meet the changing conditions of the University. With the merger of the campus at Pine Bluff, as well as previous mergers in recent years, the Faculty Handbook should be further revised to meet its broadened scope of application.

Although the assimilation of AM&N personnel into the University of Arkansas organization is a process requiring the balancing of historical sensitivities with current standards, the intent of the following statements is to initiate certain basic and protective measures to preserve the uniqueness of internal personnel relationships at UAPB while striving toward management standards of the University of Arkansas. University-wide personnel policies are desirable, but diversity and flexibility of the merged institution should not be sacrificed to conformity.

In compliance with certain requirements of Section 4, Act 512, and to enhance the retention and recruitment of high quality faculty and staff members, it is recommended that:

1. Procedure for Re-appointment

The past policies of AM&N relative to promotion of faculty, as outlined on pages 14 and 15 of the Policies Governing Appointments, Salaries, Tenure and Advancement of Institutional Faculty, 1966, be retained until July 1, 1975.

2. Fringe Benefits

- a. Employees of the merged institution continue to participate in retirement programs presently in force on that campus, allowing details of fringe benefits to be worked out through the officials responsible on the respective campuses. Current employees shall be permitted to exercise choice of insurance programs available on other campuses.
- b. Act 512 of 1971 be amended to provide that those employees of AM&N on the date the merger became effective and who were participating on that date in the Arkansas Teachers Retirement System or the Arkansas State Employees Retirement System shall have the option of withdrawing from either system. Upon such withdrawal an employee may elect to participate to the same extent, and in like manner, in the retirement plan in operation for University of Arkansas employees; or the employee may elect not to participate in any retirement plan for University employees, except Social Security. If an employee withdraws from Teacher Retirement or State Employees Retirement, the employee's contributions and the employer's contributions on behalf of the employee shall be refunded, plus the accrued interest, provided such refunded contributions plus accrued interest are used in behalf of the employee's participation in the retirement plan in operation for University of Arkansas employees (TIAA-CREF).

3. Salary Scales

The qualifications and merits of the individual faculty member be used to establish salary and rank. Uniform policies and provisions for evaluation and promotion of faculty and staff be developed on all campuses of the University of Arkansas.

4. Tenure

Tenure rights as set forth in the Faculty Handbook, University of Arkansas, 1971-Revised, pages 12 and 13, be applicable to the faculty of the merged institution.

5. Vacation

Vacations with pay for non-classified personnel on 12 month appointments, as outlined on page 16 of the Faculty Handbook, University of Arkansas, 1971-Revised, and for classified personnel on 12 months contracts, as outlined in Information for Staff Personnel, be applied to UAPB. A section of the latter publication, applying to classified workers, has been revised by the Board of Trustees on January 1st, 1972, as follows:

- a. For the first five years of continuous employment--2 weeks per year.
- b. Beginning the sixth year through the tenth year of continuous employment--3 weeks per year.
- c. Beginning the eleventh year, and thereafter of continuous employment--4 weeks per year.

6. Off-Campus Duty Assignment

It is recommended that the Board of Trustees retain the leave policy of former Arkansas AM&N, as outlined on pages 28-30 of Policies Governing Appointments, Salaries, Tenure, and Advancements of Instructional Faculty, January, 1966. This policy provides a needed and important means to promote and encourage faculty and staff improvements at the University of Arkansas at Pine Bluff.

The policies governing off-campus assignments, as outlined on page 16 of the Faculty Handbook, University of Arkansas, 1971-Revised, will be studied further for the feasibility of their application to UAPB.

7. Faculty and Staff Improvements

Faculty and staff improvement be encouraged, particularly ways be found to support individuals on campuses of the University of Arkansas to attain higher degrees. Under federal programs such as the designation of UAPB as a developing institution, or other programs that are or might become available, faculty and staff be permitted to pursue formal degree programs of study.

8. Teaching Loads

The University of Arkansas does not maintain a uniform policy on teaching loads. The teaching load of a faculty member is established by the responsible department with review, evaluation and approval of appropriate administrative officials.

9. Support for Research Projects

Research policies contained in the Faculty Handbook, University of Arkansas, 1971-Revised, pages 3, 4 and 5 be applied to the University of Arkansas at Pine Bluff. This campus shall continue its designation as an 1890 Land-Grant Institution in Arkansas and retain this historic responsibility.

10. Status of Professional Personnel

The status of Trustees, chief administrative officer, administrative personnel, faculty, and other professional employees of the former AM&N College is documented in Act 512. Employment contracts, tenure rights, and/or academic rank of AM&N faculty and staff during the 1971-72 academic year be recognized by the University of Arkansas.

11. Status of Non-Professional Employees

Those sections of the booklet, Information for Staff Personnel of the University of Arkansas, containing basic information about employment, be applied to the non-professional employees at UAPB. Specific matters pertaining to such employees will be handled by local administration and/or by the Board of Trustees.

12. Retirement Policy

University policy concerning automatic retirement at the age of sixty-seven shall become effective for UAPB personnel July 1, 1980. In practice this will allow the staff of UAPB who reach the age of sixty-seven before July 1, 1980, to be eligible for employment until July 1, 1980, or until they reach seventy-two years of age, whichever comes first, except, that, at the option of the University, the individual may be employed on a part-time basis, and in a non-administrative position, until the end of the fiscal year in which he or she reaches age 70.

13. Status of Alumni

Arkansas AM&N College Alumni Association continue its alumni relationships and interactions with the same degree of autonomy as afforded other alumni associations of the University of Arkansas.

14. Nepotism

The merged campus shall observe the rules against nepotism as outlined on page 11 of the Faculty Handbook, University of Arkansas, 1971-Revised, and amended in the fifth paragraph to read as follows:

"No department or division of the University shall employ any person in any capacity if such person is related by marriage or blood to any other employee if either one of the two related employees in the same or different departments will have direction or supervision of the other. To avoid such conflicts of interest which may result from peer judgment or administrative review procedures, persons so related must not participate either formally or informally in decision to hire, retain, promote, or determine the salary of the other. This policy shall not affect graduate assistants, interns, farm laborers, or custodians."

Any variance to these rules will require action by the Board of Trustees. Exceptions granted by the Board at time of merger be honored.

## E - STUDENT PERSONNEL POLICIES

The general guiding principle to be adhered by the University of Arkansas is that student personnel policies and procedures shall remain under the control of individual campuses with a philosophy of fair play and justice to all students.

In keeping with this principle, it is recommended that:

1. Student handbooks not be required to be uniform among the campuses.
2. A procedure be provided for establishing and continuing student organizations on campuses.
  - a. Freedom of speech, freedom of the press, right of appeal, and other such freedoms shall be recognized and guaranteed.
  - b. Individual administrations are to be responsible for carrying out policies on each campus.
3. Programs for all campuses be developed to involve students in such a way as not to reinforce negative attitudes or feelings of inferiority or superiority.
4. Programs be developed between UAPB and other campuses of the University of Arkansas to promote cross-cultural understanding.

## F - FISCAL POLICIES

1. The chief fiscal officer of the University of Arkansas at Pine Bluff reports directly, and is accountable, to the Chancellor of that campus and is responsible for carrying out the fiscal policies of the University of Arkansas in coordination with the Vice President for Business.
2. All Board of Trustee contracts, whether personnel, government grants or contracts, leases, etc., must be submitted to the Board of Trustees or its designee.

#### G - FUNDING

It is recommended that the University of Arkansas:

1. Support a massive program of scholarships and grants for disadvantaged students at Pine Bluff.
2. Commit itself to fund adequately a recruitment program for disadvantaged students.
3. Request a catch-up appropriation for the University of Arkansas at Pine Bluff to close any gap created by any underfinancing in the past.

June 27, 1975