

MINUTES OF THE MEETING OF THE  
UNIVERSITY OF ARKANSAS BOARD OF TRUSTEES  
UNIVERSITY OF ARKANSAS AT MONTICELLO  
GIBSON UNIVERSITY CENTER, GREEN ROOM  
MONTICELLO, ARKANSAS  
1:00 P.M., MARCH 28, 2018 AND  
8:30 A.M., MARCH 29, 2018

TRUSTEES PRESENT:

Chairman Mark Waldrip; Trustees David Pryor; John Goodson; Stephen A. Broughton, MD; Cliff Gibson; Morril Harriman; Sheffield Nelson; Kelly Eichler; Tommy Boyer and Steve Cox.

UNIVERSITY ADMINISTRATORS  
AND OTHERS PRESENT:

System Administration:

President Donald R. Bobbitt, General Counsel JoAnn Maxey, Vice President for Academic Affairs Michael K. Moore, Vice President for University Relations Melissa Rust, Senior Director of Policy and Public Affairs Ben Beaumont, Director of Communications Nate Hinkel, Chief Financial Officer Gina Terry, Associate Vice President for Finance Chandra Hall, Associate Vice President for Benefits & Risk Management Services Steve Wood, Chief Audit Executive Jacob Flournoy, Assistant to the President Angela Hudson and Associate for Administration Sylvia White.

UAF Representatives:

Chancellor Joseph E. Steinmetz, Provost and Executive Vice Chancellor for Academic Affairs Jim Coleman and Vice Chancellor for Finance and Administration Tim O'Donnell, Associate Vice Chancellor Mike Johnson, Executive Director, Campus Utilities, COS Scott Turley, Associate General Counsel Bill Kincaid, Vice Chancellor Athletics Hunter Yurachek and Head Football Coach Chad Morris.

UAMS Representatives:

Interim Chancellor Stephanie Gardner; Senior Vice Chancellor for Clinical Programs Richard Turnage; Chief Medical Quality Officer Chris Cargile; Interim Chief Financial Officer Amanda George; Senior Vice Chancellor for Finance and Administration Bill Bowes; Interim Dean of the College of Medicine Christopher T. Westfall and Vice Chancellor Communications and Marketing Leslie Taylor.

UALR Representatives:

Chancellor Andrew Rogerson, Provost Velmer Burton and Vice Chancellor for Finance and Administration Steve McClellan.

UAPB Representatives:

Chancellor Laurence B. Alexander; Vice Chancellor for Finance and Administration Carla Martin; Provost and Vice Chancellor for Academic Affairs Robert Z. Carr, Jr; Vice Chancellor for Enrollment Management and Student Success Linda Okiror; Vice Chancellor for Institutional Advancement Marla Mayberry; Director of Facilities Management Robert Wall; Director Alumni Affairs and Government Liaison John Kuykendall, Jr.; Chief of Staff Janet Broiles; Interim Athletic Director Alyse Wells-Kilbert and Head Football Coach Cedrick Thomas.

UAM Representatives:

Chancellor Karla V. Hughes, Vice Chancellor for Student Affairs Jay Hughes, Vice Chancellor of Academic Affairs Peggy Doss, Director of Governmental Relations John Davis, Chief of Staff Lisa Shemwell, Vice Chancellor (Crossett) Linda Rushing, Vice Chancellor

(McGehee) Bob Ware and UAM Board of Visitors' Member Greg Reep.

UAFS Representatives:

Chancellor Paul Beran, Vice Chancellor for Academic Affairs Georgia Hale, Vice President for Finance Brad Sheriff, Dean - College of Applied Science and Technology Ken Warden and Vice Chancellor Strategic Initiatives/Chief of Staff Edward Serna.

PCCUA Representatives:

Chancellor Keith Pinchback, Vice Chancellor for Instruction Debby King, and Vice Chancellor for Finance and Administration Stan Sullivant.

UACCB Representative:

Vice Chancellor for Academic Affairs Brian Shonk.

UACCH Representative:

Chancellor Chris Thomason.

UACCM Representatives:

Chancellor Larry Davis and Vice Chancellor for Finance Lisa G. Willenberg.

CCCUA Representatives:

Vice Chancellor for Academics Ashley Aylett and Vice Chancellor Facilities & Planning Mike Kinkade.

UA – PTC Representatives:

Chancellor Margaret Ellibee and Chief Financial Officer/Vice Chancellor for Finance Tara Smith.

UACCRM Representative:

Chancellor Phillip Wilson.

Division of Agriculture Representatives:  
Vice Chancellor Ag-Extension and  
Director of Cooperative Extension Service  
Rick Cartwright and General Counsel Josh  
Newton.

AAS Representative:  
Director George Sabo III.

CSPS Representative:  
Dean James L. "Skip" Rutherford.

WRI Representative:  
Executive Director Marta Loyd.

Guests:  
Lee Ann MacMillan-Crow, Faculty,  
UAMS Faculty; Professor Joshua  
Silverstein, UALR; Dean and Professor  
John DiPippa, UALR; Professor and Chair  
of Faculty Senate Kevin Hall, UAF;  
Interim Dean of UAMS College of  
Medicine Christopher Westfall; President  
Academic Senate Leanne Lefler, UAMS;  
Alumni JoAnn Coleman; Chair, UAM  
Assembly Carol Strong, UAM; Chair  
UAMS Chapter of AAUP Philip Palade,  
UAMS; Attorney Luther Sutter.

Members of the Press.

Chairman Waldrip called the regular session meeting of the Board of Trustees of the University of Arkansas to order at 1:08 p.m. on Wednesday, March 28, 2018, in Monticello, Arkansas.

1. Adoption of Resolution Welcoming Steve Cox as a New Board Member:

Upon motion by Trustee Eichler and second by Trustee Goodson, the following resolution welcoming Mr. Steve Cox as a new member of the University of Arkansas Board of Trustees was unanimously approved:

WHEREAS, effective March 16, 2018, the Governor of the State of Arkansas appointed Mr. Steve Cox of Jonesboro, Arkansas, as a member of the Board of Trustees of the University of Arkansas;

NOW, THEREFORE, BE IT RESOLVED THAT THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS having received official notification of the appointment of Mr. Cox as a member of the Board of Trustees welcomes and congratulates him upon the assumption of his trusteeship.

2. Approval of Minutes of Regular Meeting Held January 24-25, 2018:

Upon motion by Trustee Gibson and second by Trustee Eichler, the minutes of the regular meeting held January 24-25, 2018 were approved.

Chairman Waldrip called on Trustee Goodson to convene the Athletics Committee Meeting at 1:10 p.m.; called on Trustee Eichler to convene the Joint Hospital Committee Meeting at 1:50 p.m.; called on Co-Chairs Harriman and Eichler to convene the Joint Hospital and Audit and Fiscal Responsibility Committees Combined Meeting at 2:36 p.m.; called on Trustee Harriman to convene the Audit and Fiscal Responsibility Committee at 3:18 p.m.; called on Trustee Goodson to convene Buildings and Grounds Committee at 3:42 p.m. and called on Trustee Gibson to convene the Academic and Student Affairs Committee meeting at 4:26 p.m. The March 28, 2018 meetings concluded at 5:01 p.m. Board members, Chancellors and University of Arkansas System staff attended a dinner hosted by Chancellor Karla Hughes following the meeting.

On Thursday, March 29, 2018, Chairman Waldrip reconvened the regular session of the Board at 8:43 a.m. Prior to beginning the meeting, Chairman Waldrip announced that some members of the audience planned to address the Board regarding updates to Board Policies that were on the agenda. He outlined the procedures for signing up to speak and addressed the time limits for each speaker.

3. Report on the Athletics Committee Meeting Held March 28, 2018:

Trustee Goodson, Chair of the Athletics Committee, reported on the meeting held March 28, 2018. He reported that Chancellor Laurence Alexander of UAPB introduced UAPB's Interim Athletic Director Alyse Wells-Kilbert and new Head Football Coach Cedrick Thomas. Chancellor Joe Steinmetz, UAF, then introduced UAF's new Athletics Director Hunter Yurachek and new Head Football Coach Chad Morris. Trustee Goodson reported that the Board also heard presentations from Chancellor Phillip Wilson of UACC-RM regarding plans for adding a cross country team and UALR Athletic Director Chase Conque regarding plans to add a wrestling program. All items were information. Upon motion by Trustee Goodson and second by Trustee Broughton, the report was approved.

4. Report on the Joint Hospital Committee Meeting Held March 28, 2018:

Joint Hospital Committee Chair Eichler reported on the meeting held March 28, 2018, which included the approval of the minutes of the previous meeting held January 24, 2018. Upon motion by Trustee Eichler and second by Trustee Gibson, the following committee items were reported on and actions were approved by the full Board:

4.1 Approval of the Safety Management and Emergency Preparedness Reports, UAMS:

The Board approved the UAMS Safety Management Report for October - December 2017 and the Emergency Preparedness Report for January - March 2018 as presented by Dr. Richard Turnage.

4.2 Review of the Performance Improvement and Patient Safety Report, UAMS:

Dr. Chris Cargile reviewed the UAMS Medical Center Performance Improvement and Patient Safety report ending February 2018.

4.3 Review of UAMS Clinical Enterprise Key Indicators, UAMS:

Ms. Amanda George reviewed UAMS Integrated Clinical Enterprise Key Indicators for the period ending December 31, 2017.

4.4 Chief Executive Officer's Update, UAMS:

Dr. Richard Turnage updated the committee on the status of the Crisis Stabilization Unit located in Pulaski County and discussed the Clinical Learning Environment Review by the Accreditation Council for Graduate Medical Education (ACGME). Dr. Turnage noted that Dr. Kent Westbrook was recognized by the Arkansas Business Magazine Healthcare Heroes by receiving the Lifetime Achievement Award, Dr. Ron Robertson was selected as Physician of the Year and Dr. Paul Wedel was selected as Physician of the Year in women's health.

5. Report on Joint Hospital and Audit and Fiscal Responsibility Committees Combined Meeting Held March 28, 2018 and Approval of Actions Taken:

Co-Chair Eichler reported on the combined Joint Hospital and Audit and Fiscal Responsibility Committee meeting which included approval of the minutes of the meeting held February 23, 2018. Upon motion by Trustee Eichler and second by Trustee Gibson, the following committee items were reported on and approved by the full Board:

5.1 Update on UAMS' Management Actions Taken Since the Committees' February 23, 2018 Meeting:

Senior Vice Chancellor for Finance and Administration/CFO Bill Bowes presented an update to the committee on management actions taken since the February 23, 2018 committee meeting. Interim Chancellor Stephanie Gardner and Dr. Richard Turnage, Senior Vice Chancellor for Clinical Programs and Chief Executive Officer for UAMS Medical Center, were present to answer questions following the presentation by Mr. Bowes.

5.2 Update on Internal Audit's Monitoring Actions Taken Since the Committees' February 23, 2018 Meeting:

Chief Audit Executive Jacob Flournoy updated the committee on Internal Audit's monitoring of UAMS' management's action taken since February 23, 2018.

6. Report on Audit and Fiscal Responsibility Committee Meeting Held March 28, 2018 and Approval of Actions Taken:

Chairman Harriman reported on the meeting held March 28, 2018, which included approval of the minutes of the meeting held January 24, 2018. Upon motion by Trustee Harriman and second by Trustee Broughton, the following committee items were reported on and approved by the full Board:

6.1 Approval of Internal Audit Report:

The University of Arkansas at Pine Bluff Payroll Internal Audit Report (17-13) and corresponding management responses were discussed and approved.

6.2 Approval of Follow-up Audit Report:

The Committee approved the Follow-up Report which consisted of three previously issued internal audit reports. Of a total of 27 audit recommendations, 23 have been determined to be implemented with the remaining four recommendations in varying stages of implementation as of the report date.

6.3 Approval of the FY18 Audit Plan Update Report:

The Fiscal Year 2018 Strategic Audit Plan Update Report was reviewed and approved. This report provides information regarding the status of planned audits as the fiscal year progresses.

6.4 Approval of the University of Arkansas System Strategic Risk Assessment Report:

The University of Arkansas System Strategic Risk Assessment Report was reviewed and approved by the Committee. This report will be utilized in the preparation of the Fiscal Year 2019 Risk Based Internal Audit Plan which will be presented for approval at the May 2018 meeting.

6.5 Other Business:

The Committee was provided with the KPMG LLP engagement letter for the external audit of the University of Arkansas for Medical Sciences' financial statements for the year ending June 30, 2018.

7. Report on Buildings and Grounds Committee Meeting Held March 28, 2018, and Approval of Actions Taken:

Chair Goodson reported that the Buildings and Grounds Committee met on March 28, 2018. Trustee Goodson moved that the actions of the Committee be approved by the Board; Trustee Eichler seconded the motion, and the following resolutions were adopted:

7.1 Project Approval and Selection of Design Professional and Construction Manager/General Contractor for the Student Success Center Project, UAF:

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the Student Success Center Project at the University of Arkansas, Fayetteville, is hereby approved.

BE IT FURTHER RESOLVED THAT the University of Arkansas, Fayetteville, is authorized to select Core Architects (Rogers, AR) *with* HBRA Architects (Chicago, IL) as the architect/engineer for the Student Success Center Project located on the campus of the University of Arkansas, Fayetteville.

BE IT FURTHER RESOLVED THAT the University of Arkansas, Fayetteville, is authorized to select VCC (Little Rock, AR and Fayetteville, AR) as the construction manager/general contractor for the Student Success Center Project.

7.2 Project Approval and Selection of Design Professional and Construction Manager/General Contractor for the Windgate Art & Design District Project, UAF:

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the Windgate Art and Design District Buildings Project at the University of Arkansas, Fayetteville, is hereby approved.



BE IT FURTHER RESOLVED THAT the University of Arkansas, Fayetteville, is authorized to select MAHG Architecture (Fort Smith) with HGA (Minneapolis, MN) as the architect/engineer for the Windgate Art and Design District Buildings Project located on the campus of the University of Arkansas, Fayetteville.

BE IT FURTHER RESOLVED THAT the University of Arkansas, Fayetteville, is authorized to select Clark Contractors (Little Rock, AR and Bentonville, AR) as the construction manager/ general contractor for the Windgate Art and Design District Buildings Project.

7.3 Selection of Two Firms to Provide On-Call Civil Engineering Services, UAF:

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the University of Arkansas, Fayetteville, is authorized to select the following two (2) firms: McGoodwin Williams & Yates (Fayetteville, AR) and HFA (Bentonville, AR) to provide for on-call civil engineering services for the University of Arkansas, Fayetteville.

7.4 Selection of Two Firms to Provide On-Call Geotechnical Engineering Services, UAF:

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the University of Arkansas, Fayetteville, is authorized to select the following two (2) firms: Grubbs, Hoskyn, Barton & Wyatt, Inc. and McClelland Consulting Engineers, Inc. to provide for on-call geotechnical engineers services for the University of Arkansas, Fayetteville.

7.5 Selection of Three Firms to Provide On-Call Architectural Services, UAF:

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the University of Arkansas, Fayetteville, is authorized to select the following three (3) firms: Core Architects, Hufft Projects and WER Architects to provide for on-call architectural services for the University of Arkansas, Fayetteville.

7.6 Approval of Easements with Arkansas Farm House Association, Inc. for the "Senior Walk" Project, UAF:

BE IT RESOLVED THAT THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS, as Grantee, accepts a temporary construction easement and a permanent sidewalk easement from the Arkansas Farm House Association, Inc., the Grantor, for the construction and maintenance of a sidewalk and other landscape improvements on, over, across and through the following described lands situated in Washington County, Arkansas, to-wit:

Property Description

A part of Lots 1 and 2 in Block 3 in Gregg's Addition to the City of Fayetteville, Arkansas, as designated upon the recorded plat of said Addition and more particularly described and bounded as follows, to wit: Beginning at the Northwest corner of Said Lot 1, and running thence East 125 feet, thence South 106 feet, more or less to the South line of said Lot 2; thence West 125 feet to the Southwest corner of said Lot 2; thence North 106 feet, more or less to the point of beginning.

Temporary Construction Easement:

Part of Lots 1 & 2, Block 3, Gregg's Addition, Fayetteville, Washington County, Arkansas, being more particularly described as follows: Commencing at the northwest corner of the said Lot 1 (said point lies on the University of Arkansas easterly boundary and on the southerly Lafayette Street right of way line);

Thence S 87°13'13"E along the north lot line, a distance of 2.27 feet to the Point of Beginning; Thence continuing S 87°13'13"E along the north lot line, a distance of 17.74 feet; Thence S 02°46'47"W, a distance of 5.00 feet; Thence N 87°13'13"W, a distance of 16.00 feet; Thence S 02°38'52"W, a distance of 42.00 feet; Thence S 87°21'08"E, a distance of 17.00 feet; Thence S 02°38'52" W, a distance of 15.00 feet; Thence N 87°21'08"W, a distance of 15.00 feet; Thence S 02°38'52"W, a distance of 43.92 feet to the southerly line of said Lot 2; Thence N 87°13'13"W, a distance of 4.19 feet; Thence N 02°53'41"E, a distance of 105.91 feet to the Point of Beginning, containing 630 square feet, more or less.

Perpetual Sidewalk Easement

Part of Lots 1 & 2, Block 3, Gregg's Addition, Fayetteville, Washington County, Arkansas, being more particularly described as follows: Beginning at the northwest corner of the said Lot 1 (said point lies on the University of Arkansas easterly boundary and on the southerly Lafayette Street right of way line); Thence S 87°13'13"E along the north lot line, a distance of 2.27 feet; Thence S 02°53'41"W, a distance of 105.91 feet to the southerly line of said Lot 2; Thence N 87°13'13"W, a distance of 1.81 feet to the southwest corner of said Lot 2 on the University of Arkansas easterly boundary; Thence N 02°38'52"E, a distance of 105.91 feet to the Point of Beginning, containing 216 square feet, more or less.

BE IT FURTHER RESOLVED THAT the Board of Trustees agrees, in consideration of the easements, to convert four parking spaces in front of the Association from permit parking to open parking.

BE IT FURTHER RESOLVED THAT the Chairman and Secretary shall be and hereby are authorized to execute all documents necessary to complete the conveyance, provided the form and content are approved by the General Counsel.

7.7 Approval of Easements with Diane W. Block and Jeffrey F. Block for the “Senior Walk” Project, UAF:

BE IT RESOLVED THAT THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS, as Grantee, accepts a temporary construction easement as well as a perpetual sidewalk easement, which are being donated by Diane W. Block and Jeffrey F. Block, the Grantors, for the construction and maintenance of a sidewalk and other landscape improvements on, over, across and through the following described lands situated in Washington County, Arkansas, to-wit:

Property Description

Lots Two (2), Three (3), Four (4), and Five (5), less and except the South Forty (40) feet of Lots Three (3), Four (4), and Five (5) in Block Two (2) of Gregg Addition to the City of Fayetteville, Arkansas.

Temporary Construction Easement:

Part of Lot 5, Block 2, Gregg’s Addition, Fayetteville, Washington County, Arkansas, being more particularly described as follows: Commencing at the northwest corner of the said Lot 5 (said point lies on the University of Arkansas easterly boundary and on the southerly Reagan Street right of way line); Thence S 87°13’13”E along the north lot line, a distance of 3.56 feet to the Point of Beginning; Thence continuing S 87°13’13”E along the north lot line, a distance of 18.44 feet; Thence S 02°38’52”W, a distance of 3.00 feet; Thence N 87°13’13”W, a distance of 13.00 feet; Thence S 47°42’49” W, a distance of 5.65 feet; Thence S 02°38’52”W, a distance of 28.00 feet; Thence S 87°21’08”E, a distance of 22.00 feet; Thence S 02°38’52”W, a distance of 10.00 feet; Thence S 27° 46’15”W, a distance of 44.75 feet; Thence N 87°13’13”W, a distance of 4.81 feet; Thence N 02°53’41”E, a distance of 85.51 feet to the Point of Beginning containing 924 square feet, more or less.

Perpetual Sidewalk Easement

Part of Lot 5, Block 2, Gregg’s Addition, Fayetteville, Washington County, Arkansas being more particularly described as follows: Beginning at the northwest corner of the said Lot 5 (said point lies on the University of Arkansas easterly boundary and on the southerly Reagan Street right of way line); Thence S 87°13’13”E along the north lot line, a distance of 3.56 feet; Thence S 02°53’41”W, a distance of 85.51 feet; Thence N 87°13’13”W, a distance of 3.19 feet to the west lot line of said Lot 5 on the University of

Arkansas easterly boundary; Thence N 02°38'52"E, a distance of 85.51 feet to the Point of Beginning, containing 289 square feet, more or less.

BE IT FURTHER RESOLVED THAT the Chairman and Secretary shall be and hereby are authorized to execute all documents necessary to complete the conveyance, provided the form and content are approved by the General Counsel.

7.8 Approval of Easements with Arkansas Alumni Corp of Sigma Phi Epsilon for the "Senior Walk" Project, UAF:

BE IT RESOLVED THAT THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS, as Grantee, accepts a temporary construction easement as well as a perpetual sidewalk easement, which are being donated by the Arkansas Alumni Corp of Sigma Phi Epsilon, as Grantor, for the construction and maintenance of a sidewalk and other landscape improvements on, over, across and through the following described lands belonging to the Grantor and situated in Washington County, Arkansas, to-wit:

Property Description

Forty (40) feet of equal and uniform width off the South end of Lots 3, 4 and 5. and 20 feet of equal and uniform width off the North end of Lots 6, 7 and 8, all in Block 2 of Gregg's Addition to the City of Fayetteville, Arkansas, as per plat of said addition on file in the Office of the Circuit Clerk and Ex-Officio Recorder of Washington County, Arkansas, and being described as follows: Beginning at a point that is 20.00 feet South of the NW corner of said Lot 6, thence North 60.00 feet; thence East 150.00 feet; thence South 60.00 feet; thence West 150.00 feet to the Point of Beginning, containing 0.21 acres, more or less. Subject to easements and rights-of-way of record.

Temporary Construction Easement:

Part of Lots 5 & 6, Block 2, Gregg's Addition, Fayetteville, Washington County, Arkansas, being more particularly described as follows: Commencing at a point that is S 02°38'52"W, a distance of 85.51 feet from the northwest corner of the said Lot 5 (said point lies on the University of Arkansas easterly boundary); Thence S 87°13'13"E, a distance of 3.19 feet to the Point of Beginning; Thence continuing S 87°13'13"E, a distance of 11.81 feet; Thence S 02°38'52"W, a distance of 14.00 feet; Thence N 87°21'08"W, a distance of 10.00 feet; Thence S 02°38'52"W, a distance of 16.00 feet; Thence S 87°21'08"E, a distance of 12.00 feet; Thence S 02°38'52"W, a distance of 10.00 feet; Thence N 87°21'08"W, a distance of 12.00 feet; Thence S 03°03'00"E, a distance of 20.14 feet; Thence N 87°13'13"W, a distance of 4.07 feet; Thence N 02°53'41"E, a distance of 60.06 feet to the Point of Beginning, containing 397 square feet, more or less.

Perpetual Sidewalk Easement

Part of Lots 5 & 6, Block 2, Gregg's Addition, Fayetteville, Washington County, Arkansas, being more particularly described as follows: Beginning at a point that is S 02°38'52"W, a distance of 85.51 feet from the northwest corner of the said Lot 5 (said point lies on the University of Arkansas easterly boundary); Thence S 87°13'13"E, a distance of 3.19 feet; Thence S 02°53'41"W, a distance of 60.06 feet; Thence N 87°13'13"W, a distance of 2.93 feet to the west lot line of said Lot 6 on the University of Arkansas easterly boundary; Thence N 02°38'52"E, a distance of 60.06 feet to the Point of Beginning, containing 184 square feet, more or less.

BE IT FURTHER RESOLVED THAT the Chairman and Secretary shall be and hereby are authorized to execute all documents necessary to complete the conveyance, provided the form and content are approved by the General Counsel.

7.9 Approval of Easements with the Church of Jesus Christ of Latter-Day Saints for the "Senior Walk" Project, UAF:

BE IT RESOLVED THAT THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS, as Grantee, accepts a temporary construction easement as well as a perpetual sidewalk easement from the Church of Jesus Christ of Latter-Day Saints, the Grantor, for the construction and maintenance of a sidewalk and other landscape improvements on, over, across and through the following described lands situated in Washington County, Arkansas, to-wit:

Property Description

A part of the Northeast Quarter (NE¼) of the Northwest Quarter (NW¼) Of Section Sixteen (16), Township Sixteen (16) North, Range Thirty (30) West, Fayetteville, Washington County, Arkansas, being more particularly described as follows: Beginning at a point 495 feet West and 202 feet South of the Northeast Corner of said 40 Acre Tract; Thence South 130.00 feet; Thence East 125.00 feet; Thence North 130.00 feet; Thence West 125.00 feet to the point of beginning.

Temporary Construction Easement:

Part of a tract of land described in W.D. #97-004042 which lies in part the NE1/4 NW1/4 of Section 16, Township 16 North, Range 30 West, Fayetteville, Washington County, Arkansas, being more particularly described as follows: Commencing at the northwest corner of the subject property (W.D. #97-004042) (said point lies on the University of Arkansas easterly boundary); Thence S 87°13'13"E along the north property line of that certain parcel described in W.D. #97-004042, a distance of 4.29 feet to

the Point of Beginning; Thence continuing S 87°13'13"E along the said north property line, a distance of 10.71 feet; Thence S 02°38'52"W, a distance of 124.21 feet; Thence S 87°13'13"E, a distance of 8.00 feet; Thence S 02°38'52"W, a distance of 4.00 feet to the south property line of that certain parcel described in W.D. #97-004042 (northerly Reagan Street right of way line); Thence N 87°13'13"W along the said Right of Way, a distance of 19.27 feet to a point that is 3.73 feet S 87°13'13"E from the Southwest corner of that certain parcel described in W.D. #97-004042; Thence N 02°53'41"E, a distance of 128.21 feet to the Point of Beginning, containing 1441 square feet, more or less.

Perpetual Sidewalk Easement

Part of a tract of land described in W.D. #97-004042 which lies in part the NE1/4 NW1/4 of Section 16, Township 16 North, Range 30 West, Fayetteville, Washington County, Arkansas, being more particularly described as follows: Beginning at the northwest corner of the subject property (W.D. #97-004042) (said point lies on the University of Arkansas easterly boundary); Thence S 87°13'13"E along the north property line of that certain parcel described in W.D. #97-004042, a distance of 4.29 feet; Thence S 02°53'41"W, a distance of 128.21 feet to the south property line of that certain parcel described in W.D. #97-004042 (northerly Reagan Street right of way line); Thence N 87°13'13"W along the said right of way, a distance of 3.73 feet to the southwest corner of subject property, said point being on the southwest corner of the parcel described in the aforementioned W.D. #97-004042, and being on the University of Arkansas easterly boundary; Thence N 02°38'52"E, a distance of 128.21 feet to the Point of Beginning, containing 514 square feet, more or less.

BE IT FURTHER RESOLVED THAT the Board hereby approves payment for the easements in the amount of \$10,280.

BE IT FURTHER RESOLVED THAT the Chairman and Secretary shall be and hereby are authorized to execute all documents necessary to complete the conveyance, provided the form and content are approved by the General Counsel.

7.10 Approval of the Sale of Property, approximately 80 acres known as "Coal Hill" or "Hartman Bottoms," Located in Johnson County, Arkansas, AGRI:

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the President and Chief Financial Officer, or either of them, shall be, and hereby are, authorized to enter into a contract for the sale, at a price based upon qualified appraisals, of the following described property situated in Johnson County, Arkansas to wit:

The south half (1/2) of the southwest quarter (1/4) of Section twenty-two (22) in Township nine (9) north of Range twenty-five (25) west situate in the County of Johnson and State of Arkansas, subject to recorded easements.

BE IT FURTHER RESOLVED THAT the President and Chief Financial Officer, or the designee of either of them, are authorized to execute such other documents and instruments as might be necessary to close the transaction and the Chairman and Secretary shall be, and hereby are, authorized to execute and deliver a warranty deed to the purchaser.

BE IT FURTHER RESOLVED THAT all documents related to the sale of the property shall be in a form and content acceptable to the General Counsel.

7.11 Approval to Demolish Structures on Four Properties, UAFS:

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the appropriate officials of the University of Arkansas at Fort Smith shall be, and hereby are, authorized to contract for the demolition and removal of structures situated upon the following properties located in Fort Smith, Sebastian County, Arkansas:

- (a) 5523 Alabama Avenue (Lot 30, Wenderoth Acres)
- (b) 406 N. 53<sup>rd</sup> Street (Lot 7, Looper Place)
- (c) 503 N. 49<sup>th</sup> Street (Lot 40, Sherwood Forest)
- (d) 5309 Park Avenue (Part of the SW/4, NE/4, 75'x170', Section 14, T8N, R32W).

7.12 Approval to Demolish the Technology I Building, UACCM:

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the appropriate officials at the University of Arkansas Community College at Morrilton (UACCM) shall be, and hereby are, authorized to contract for the demolition and removal of property known as the Technology Building I located on the UACCM campus, and to take all other actions reasonably necessary to complete the demolition and removal.

7.13 Review of the Energy Conservation Report and Act 1494 Compliance, All Campuses:

Vice President for University Relations Melissa K. Rust presented the annual Energy Conservation Report and Act 1494 Compliance for all campuses as an information item.

8. Report on Academic and Student Affairs Committee Meeting Held March 28, 2018:

Chair Gibson reported that the Academic and Student Affairs Committee met on March 28, 2018 and moved that the actions of the Committee be approved by the Board. Trustee Goodson seconded the motion, and the following resolutions were adopted:

8.1 Approval of a Proposal to Add Four New Programs, UAM:

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the proposal of the University of Arkansas at Monticello to add the programs set forth below is hereby approved.

- Certificate of Proficiency in Manufacturing Principles, Technical Certificates in Industrial Production Technology and Advanced Manufacturing Technology, and an Associate of Applied Science degree in Advanced Manufacturing Technology
- Certificate of Proficiency in Heavy Equipment Safety and Basic Maintenance
- Certificate of Proficiency in Automotive Diagnostics
- Certificate of Proficiency in Timber Equipment Safety and Operations

BE IT FURTHER RESOLVED THAT if enrollment and budget goals have not been met upon evaluation of the program after five years the program will be discontinued.

BE IT FURTHER RESOLVED THAT the President is hereby authorized to submit this proposal to the Arkansas Department of Higher Education for appropriate action.

8.2 Approval of a Proposal to Reconfigure the Bachelor of Science in Agriculture to Create an Associate of Science in Agriculture, UAM:

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the proposal of the University of Arkansas at Monticello to modify the curriculum for the Bachelor of Science in Agriculture to create an Associate of Science in Agriculture is hereby approved.

BE IT FURTHER RESOLVED THAT if enrollment and budget goals have not been met upon evaluation of the program after five years the program will be discontinued.

BE IT FURTHER RESOLVED THAT the President is hereby authorized to submit this proposal to the Arkansas Department of Higher Education for appropriate action.



8.3 Approval of Proposals to Delete the Ceramics Minor in the Bachelor of Arts in Art and to Delete the Minor Requirement for the Bachelor of Science in Biology, UAM:

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the proposal of the University of Arkansas at Monticello to delete the Ceramics Minor and revise the program for the Bachelor of Arts in Art degree and to modify the curriculum for the Bachelor of Science in Biology by deleting the minor requirement is hereby approved.

BE IT FURTHER RESOLVED THAT the President is hereby authorized to submit this proposal to the Arkansas Department of Higher Education for appropriate action.

8.4 Approval of a Proposal to Add a Graduate Certificate in Cybersecurity in the Department of Computer Science and Computer Engineering, UAF:

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the proposal of the University of Arkansas, Fayetteville, to add a Graduate Certificate in Cybersecurity in the Department of Computer Science and Computer Engineering within the College of Engineering, effective fall 2018, is hereby approved.

BE IT FURTHER RESOLVED THAT if enrollment and budget goals have not been met upon evaluation of the program after five years the program will be discontinued.

BE IT FURTHER RESOLVED THAT the President is hereby authorized to submit this proposal to the Arkansas Department of Higher Education for appropriate action.

8.5 Approval of a Proposal to Add a New Administrative Unit Named the Blockchain Center of Excellence Headquartered in the Department of Information Systems, UAF:

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the proposal of the University of Arkansas, Fayetteville, to add a new administrative unit named the Blockchain Center of Excellence to be headquartered in the Department of Information Systems within the Sam M. Walton College of Business, effective fall 2018, is hereby approved.

BE IT FURTHER RESOLVED THAT the President is hereby authorized to submit this proposal to the Arkansas Department of Higher Education for appropriate action.

8.6 Approval of a Proposal to Add a New Educator Preparation Program of the Bachelor of Arts in Teaching in French Education, German Education, Spanish Education, English Education, and Social Studies Education, UAF:

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the proposal of the University of Arkansas, Fayetteville, to add a new educator preparation program of the Bachelor of Arts in Teaching in French Education, German Education, Spanish Education, English Education, and Social Studies Education in the Department of Curriculum and Instruction within the College of Education and Health Professions, effective fall 2018, is hereby approved.

BE IT FURTHER RESOLVED THAT if enrollment and budget goals have not been met upon evaluation of the program after five years the program will be discontinued.

BE IT FURTHER RESOLVED THAT the President is hereby authorized to submit this proposal to the Arkansas Department of Higher Education for appropriate action.

8.7 Approval of Proposals to Add One New Concentration and Four New Minors, UAF:

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the proposal of the University of Arkansas, Fayetteville, to add the programs set forth below, is hereby approved.

- Concentration in Aerospace to Bachelor of Science in Mechanical Engineering
- Minor in Event Management in the School of Human Environmental Sciences
- Minor in Hospitality Management in School of Human Environmental Sciences
- Minor in Global Studies in the Department of International Studies
- Minor in Data Analytics in the Department of Industrial Engineering

BE IT FURTHER RESOLVED THAT if enrollment and budget goals have not been met upon evaluation of the program after five years the program will be discontinued.

BE IT FURTHER RESOLVED THAT the President is hereby authorized to submit this proposal to the Arkansas Department of Higher Education for appropriate action.

8.8 Approval of Proposals to Reconfigure the Bachelor of Science in Human Environmental Sciences in Human Nutrition and Hospitality Innovation with three Concentrations into a Bachelor of Science in Human Environmental Sciences with three Majors, and to Delete the Bachelor of Science in Human Environmental Sciences in Human Nutrition and Hospitality Innovation, UAF:

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the proposal of the University of Arkansas, Fayetteville, to

reconfigure the Bachelor of Science in Human Environmental Sciences in Human Nutrition and Hospitality Innovation with concentrations in (1) Nutrition and Dietetics, (2) General Foods and Nutrition, and (3) Hospitality Innovation into a Bachelor of Science in Human Environmental Sciences with majors in (1) Human Nutrition and Dietetics, (2) Food, Nutrition, and Health, and (3) Hospitality Management is hereby approved.

BE IT FURTHER RESOLVED THAT the proposal to delete the Bachelor of Science in Human Environmental Sciences in Human Nutrition and Hospitality Innovation is hereby approved.

BE IT FURTHER RESOLVED THAT if enrollment and budget goals have not been met upon evaluation of the program after five years the program will be discontinued.

BE IT FURTHER RESOLVED THAT the President is hereby authorized to submit this proposal to the Arkansas Department of Higher Education for appropriate action.

8.9 Approval to Reconfigure the Bachelor of Arts in Art with Concentrations in Art History and Studio Art into a Bachelor of Arts in Art History and a Bachelor of Arts in Studio Art, and to Delete the Bachelor of Arts in Art, UAF:

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the proposal of the University of Arkansas, Fayetteville, to reconfigure the Bachelor of Arts in Art with concentrations in Art History and Studio Art into a Bachelor of Arts in Art History and a Bachelor of Arts in Studio Art is hereby approved.

BE IT FURTHER RESOLVED THAT the proposal to delete the Bachelor of Arts in Art is hereby approved.

BE IT FURTHER RESOLVED THAT if enrollment and budget goals have not been met upon evaluation of the program after five years the program will be discontinued.

BE IT FURTHER RESOLVED THAT the President is hereby authorized to submit this proposal to the Arkansas Department of Higher Education for appropriate action.

8.10 Approval to Reconfigure the Bachelor of Arts in International Studies into a Bachelor of Arts in International and Global Studies with Concentrations in (1) Peace, Security and Human Rights and (2) European and Transatlantic Affairs, UAF:

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the proposal of the University of Arkansas, Fayetteville, to reconfigure the Bachelor of Arts in International Studies into a Bachelor of Arts in

International and Global Studies with concentrations in (1) Peace, Security, and Human Rights and (2) European and Transatlantic Affairs in the Department of Arts and Sciences within the J. William Fulbright College of Arts and Sciences, effective fall 2018, is hereby approved.

BE IT FURTHER RESOLVED THAT if enrollment and budget goals have not been met upon evaluation of the program after five years the program will be discontinued.

BE IT FURTHER RESOLVED THAT the President is hereby authorized to submit this proposal to the Arkansas Department of Higher Education for appropriate action.

- 8.11 Approval of a Proposal to Reconfigure the Master of Science in Counseling by adding Concentrations in Addiction Counseling and Rehabilitation Counseling, including Approval of a Revision of an Existing Education Program within the Concentration of School Counseling to Meet Licensure Requirements, and Approval to Delete the Master of Science in Rehabilitation, UAF:

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the proposal of the University of Arkansas, Fayetteville, to reconfigure the Master of Science in Counseling in the Department of Rehabilitation, Human Resources, and Communication Disorders within the College of Education and Health Professions, by adding concentrations in (1) Addiction Counseling and (2) Rehabilitation Counseling and making a major revision to the curriculum is hereby approved.

BE IT FURTHER RESOLVED THAT the revision of an existing education program within the concentration of School Counseling to meet licensure requirements is hereby approved.

BE IT FURTHER RESOLVED THAT the proposal to delete the Master of Science in Rehabilitation is hereby approved.

BE IT FURTHER RESOLVED THAT if enrollment and budget goals have not been met upon evaluation of the program after five years the program will be discontinued.

BE IT FURTHER RESOLVED THAT the President is hereby authorized to submit this proposal to the Arkansas Department of Higher Education for appropriate action.

- 8.12 Approval of a Proposal to Create a Bachelor of Arts in Dance by Reconfiguring the Existing Bachelor of Fine Arts in Dance, UALR:

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the proposal of the University of Arkansas at Little Rock to

create a Bachelor of Arts in Dance by reconfiguring the existing Bachelor of Fine Arts in Dance is hereby approved.

BE IT FURTHER RESOLVED THAT if enrollment and budget goals have not been met upon evaluation of the program after five years the program will be discontinued.

BE IT FURTHER RESOLVED THAT the President is hereby authorized to submit this proposal to the Arkansas Department of Higher Education for appropriate action.

8.13 Approval of a Proposal to Delete Twenty-Five (25) Non-Viable Degree Programs, UALR:

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the proposal of the University of Arkansas at Little Rock to delete the programs as set forth below is hereby approved.

1. MA Second Languages
2. MS Integrated Sciences & Mathematics
3. GC Mathematics Education
4. CP Electronic Journalism
5. CP Media Production & Design
6. GC Strategic Communication
7. GC Curriculum/Program Administration & Supervision
8. GC Gifted Education
9. MS Health, Human Performance & Sports Mgt
10. BSE Middle Level Education
11. GC Rehabilitation Counseling
12. GC Superintendency
13. GC Teaching Advanced Placement
14. MEd Special Education K-12
15. EdS Educational Administration
16. GC Marriage & Family Therapy
17. BSE Early Childhood Education
18. MEd Middle Childhood Education
19. CP Accounting
20. BBA Advertising/Public Relations
21. GC Systems Engineering
22. GC Technology Innovation
23. CP User Experience Design & Web/Mobile Development
24. BM Performance
25. BBA General Business

BE IT FURTHER RESOLVED THAT the President is hereby authorized to submit this proposal to the Arkansas Department of Higher Education for appropriate action.

8.14 Approval to Add an Associate of Applied Science in Unmanned Aerial Systems, UAFS:

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the proposal of the University of Arkansas at Fort Smith to add an Associate of Applied Science in Unmanned Aerial Systems is hereby approved.

BE IT FURTHER RESOLVED THAT if enrollment and budget goals have not been met upon evaluation of the program after five years the program will be discontinued.

BE IT FURTHER RESOLVED THAT the President is hereby authorized to submit this proposal to the Arkansas Department of Higher Education for appropriate action.

8.15 Approval of a Proposal to Delete Five Programs, CCCUA:

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the proposal of Cossatot Community College of the University of Arkansas to delete the non-viable programs set forth below is hereby approved.

- Associate of Applied Technology: Teaching Degree
- Associate of Applied Science in Engineering Technology
- Certificate of Proficiency, Technical Certificate and Associate of Applied Science Degree in Law Enforcement Administration
- Certificate of Proficiency, Technical Certificate and Associate of Applied Science in Crime Scene Investigation
- Technical Certificate in Residential Construction Technology

BE IT FURTHER RESOLVED THAT the President is hereby authorized to submit this proposal to the Arkansas Department of Higher Education for appropriate action.

BE IT FURTHER RESOLVED THAT the President is hereby authorized to submit this proposal to the Arkansas Department of Higher Education for appropriate action.

8.16 Approval of a Proposal to Add Three New Programs Transferred From the University of Arkansas for Medical Sciences, UA-PTC:

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the proposal of the University of Arkansas – Pulaski Technical College, to add the new programs set forth below, effective fall 2019, is hereby approved.

- Associate of Science: Health Information Technology (HIT)
- Surgical Technology: Associate of Science, Technical Certificate and Certificate of Proficiency
- Emergency Medical Science-Paramedic: Associate of Science, Technical Certificate and Certificate of Proficiency (Technician)

BE IT FURTHER RESOLVED THAT if enrollment and budget goals have not been met upon evaluation of the program after five years the program will be discontinued.

BE IT FURTHER RESOLVED THAT the President is hereby authorized to submit this proposal to the Arkansas Department of Higher Education for appropriate action.

8.17 Approval of a Proposal to Offer a Certificate of Proficiency in Programming/Coding and Mobile Development, PCCUA:

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the proposal of Phillips Community College of the University of Arkansas to add a Certificate of Proficiency in Programming/Coding and Mobile Development is hereby approved.

BE IT FURTHER RESOLVED THAT if enrollment and budget goals have not been met upon evaluation of the program after five years the program will be discontinued.

BE IT FURTHER RESOLVED THAT the President is hereby authorized to submit this proposal to the Arkansas Department of Higher Education for appropriate action.

8.18 Approval of a Proposal to Offer a Certificate of Proficiency and a Technical Certificate in Mechatronics, UACCB:

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the proposal of the University of Arkansas Community College at Batesville to add a Certificate of Proficiency and Technical Certificate in Mechatronics is hereby approved.

BE IT FURTHER RESOLVED THAT if enrollment and budget goals have not been met upon evaluation of the program after five years the program will be discontinued.

BE IT FURTHER RESOLVED THAT the President is hereby authorized to submit this proposal to the Arkansas Department of Higher Education for appropriate action.

### 8.19 Unanimous Consent

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the Board hereby approves the Academic and Student Affairs consent items as presented to the Board at its March 24-25, 2018, meeting.

BE IT FURTHER RESOLVED THAT a letter of notification will be submitted to ADHE following the Board meeting setting forth these items.

The Academic Consent Items presented to the Board are as follows:

#### 1. University of Arkansas at Monticello

##### *Curriculum Revisions to Existing Programs:*

- **Bachelor of Science in Biology** – Remove NRM 3014, GIS, from required supportive courses and move to elective courses. This move will provide students with more options to tailor the degree to their career goals and more efficiently complete 120 credit hours for the degree.
- **Bachelor of Science in Mathematics** – Remove the minor requirement; add Trigonometry or a passing score on a departmental placement exam to supportive requirements and change the calculus III course from three to five hours. These changes allow more options for specific career pathways in Mathematics, formalize the waiver process for placement exams and simplify scheduling.
- **Technical Certificate in Automotive Service Technology** – Decrease the hours in course Auto 1227: Electrical/Electronic Systems from seven to four to allow students to have lectures and shop experience at a rate conducive to learning with attention span considerations.
- **Certificate of Proficiency in Tractor Trailer Operations** – Discontinue course DDT1053, Diesel Fundamentals and course MAT1203, Technical Mathematics. These courses are not necessary to effectively operate the tractor trailer and they are not required for successful completion of the Commercial Driver's License (CDL) exam.
- **General Education Option or Bachelor of Science in Biology** – Add courses in Oceanography and Oceanography Lab. These courses will serve as additional general education courses.

#### 2. University of Arkansas, Fayetteville

##### *2.1 Name Changes:*

- **Minor in General Foods and Nutrition** – Change name to minor in Human Nutrition in the School of Human Environmental Sciences. Changing the name provides consistency with the revised major in Human Nutrition and Dietetics.
- **Department of Sociology and Criminal Justice and Bachelor of Arts in Criminal Justice** – Change the name to the Department of Sociology and Criminology and to a Bachelor of Arts in Criminology. The changes will



create a better momentum for the accomplishment of UAF's vision to become a leading department in these areas of expertise.

- **Concentration in Insurance within the Bachelor of Science in Business Administration in Finance** – Change name to Concentration in Risk Management. This term is more commonly used in the business community and has a wider coverage than insurance.

#### *2.2 Curriculum Revisions to Existing Programs:*

- **Reconfigure the Doctor of Philosophy in Comparative Literature and Cultural Studies and Change a Concentration Name from Modern Languages to World Languages and Applied Linguistics** – The revised curriculum balances coursework to allow students to acquire depth and breadth in their selected areas of study, and brings consistency to the program regarding the general and concentration requirements. The concentration name change reflects new opportunities to train students in both literary studies and second language acquisition.
- **Reconfigure the Doctor of Philosophy in Counselor Education** – Change the name to Doctor of Philosophy in Counselor Education and Supervision. Update to more accurately reflect content of the degree plan and align with Council for Accreditation of Counseling & Related Educational Programs (CACREP) requirements. The program is modifying core courses by deleting one course and adding an additional two hours to the CNED 5711 Advanced Practicum course.
- **Reconfigure the Post Master's Certificate in Educational Psychology into a Graduate Certificate in Educational Psychology** – Changing the 18 hour Post Master's Certificate to a 15 hour Graduate Certificate to allow Masters students into the program and include appropriate Masters level coursework.
- **Bachelor of Science in Education in Career and Technical Education** – revise the curriculum to better align the overall academic program with all three concentrations (Business Education, Family and Consumer Sciences Education, Technology Education). These changes provide a consistent set of core courses across the major and will comply with ADHE guidelines for concentrations.

#### *2.3 Curriculum Revisions to Existing Program to Meet Licensure Requirements:*

- **Bachelor of Science in Education in Special Education** – revise to meet licensure requirement by adding a new course SPED 4173: Introduction to Dyslexia: Literacy Development, and Structure of Language.

#### *2.4 Programs Transferred to Inactive Status:*

- **Minor in European Studies** – The European Studies (EUST) and International Studies (INST) faculty have agreed to pursue a merger of the EUST minor and co-major with the B.A. in International Studies. The merger will take the form of a new European and Transatlantic

Concentration in International Studies. This move will combine the existing gateway and capstone courses in INST with a single bridge course in European Integration (INST 3303), thus saving money by offering one core course instead of the current two (EUST 2013 and EUST 4003). Since the proposed curriculum merger is as yet untried, the INST and EUST programs have agreed that it would be best to preserve the European Studies minor as “inactive” and re-evaluate after five years. There will be no impact on faculty or staff.

- **Post Master’s Certificate in Educational Program Evaluation** - Inactivating this post-master’s certificate will allow program faculty time to continue conversations about the potential reconfiguration of this certificate program at a later date. However, if these conversations do not result in actions/strategies that can potentially result in increased recruitment/student demand, the program should be deleted/removed from program inventory as planned in 5 years. There will be no impact on faculty or staff.

3. University of Arkansas at Little Rock

3.1 *Name Changes:*

- **Bachelor of Fine Arts in Dance Performance** – Change name to Bachelor of Fine Arts in Dance to better match the standard titles according to the accrediting body, the National Association of Schools of Dance.
- **Office of Undergraduate Academic Advising** – Change the name to the Trojan Academic Advising and Support Center. The proposed name change will better reflect services provided by the unit.

3.2 *Curriculum Revisions to Existing Programs:*

- **Bachelor of Fine Arts in Dance** – Existing courses will be added to requirements for the Bachelor of Fine Arts in Dance.
- **Master of Education in Reading** – Reconfigure to reduce three degree completion paths into one and reduce four graduate certificates to two. Reducing the number of paths will create a more rigorous program overall by reducing the number of course offerings needed to complete the degree.
- **Bachelor of Arts in English** – Revise to create more flexibility for students and for course scheduling, facilitate new assessment practices and stay up-to-date in practices for English language arts secondary education. Revision includes a new English Major created using existing courses.
- **Bachelor of Science Mechanical Systems Engineering** – Revise to provide flexibility for students to take formerly cross-listed courses offered by Construction Engineering program.

4. University of Arkansas at Fort Smith

*Curriculum Revisions to Existing Programs:*

- **Associate of Science in Engineering** – The proposed modifications will better align the Associate of Science degree with both UAFS general

education requirements and UAF engineering requirements. Current degree requirements include 67 hours (Mechanical Engineering) and 68 hours (Electrical Engineering) and all general education requirements. The proposed modification will allow UAFS to reduce the required hours to 60 and 61 respectively.

5. Cossatot Community College of the University of Arkansas

*Offer Existing Courses at a New Location:*

CCCUA has been approved by ADHE to offer courses at the Locksburg location. Courses to be offered at the Locksburg site include:

*Industrial Fundamentals*  
*Basic Electricity*  
*Hydraulics/Pneumatics*  
*Mechanical Devices I*  
*Mechanical Devices II*  
*Mechanical Devices III*  
*Industrial Motor Controls*  
*Industrial Writing w/NEC*  
*Programmable Logic Controls*  
*Industrial Writing w/NEC*  
*Advances PLC w/Instrumentation*

6. Phillips Community College of the University of Arkansas

*Reconfiguration of Existing Degree*

- **Associate of Arts reconfigured to offer a Certificate of General Studies** – This certificate will provide official documentation for completion of specific general education courses serving as an entry pathway for movement toward the Associate of Arts Degree. This new certificate will not require any new courses, nor will the certificate require any additional funds.

7. University of Arkansas Community College at Batesville

*Reconfiguration of Existing Degree*

- **Associate of Arts in General Education Reconfigured to offer a Certificate of General Studies** – The Associate of Arts in General Education, which serves UACCB's largest student population, has no embedded certificate. The certificate of general studies is comprised of 35 credit hours of general education transfer coursework. This new certificate will not require any new courses, nor will the certificate require any additional funds.

9. Adoption of a Resolution of Appreciation for Former Trustee Ben Hyneman:

Chairman Waldrip presented a Resolution of Appreciation for former Trustee Ben Hyneman for approval. Upon motion by Trustee Gibson and second by Trustee Goodson, the following resolution was approved:

WHEREAS, Mr. Ben Hyneman of Jonesboro has served as a member of the Board of Trustees of the University of Arkansas since April 10, 2008; and

WHEREAS, Mr. Hyneman is a graduate of the University of Arkansas, Fayetteville; and

WHEREAS, Mr. Hyneman served on numerous Board committees, including terms as chair of the Agriculture Committee, Athletic Committee, Fiscal Affairs Committee, Audit Committee and Distance Education Committee; and

WHEREAS, Mr. Hyneman was twice elected as Chair of the Board of Trustees for the 2015-16 and 2017-18 terms, providing strong stewardship of the board and recognizing its essential mission to guide and develop the entire University of Arkansas System; and

WHEREAS, Mr. Hyneman, his wife Janet and their family, have deep ties to the University of Arkansas and have provided generous support to the University and its students through the Janet and Ben Hyneman Leadership Endowment with the University Libraries, along with assistance to students with financial need and other areas; and

WHEREAS, Mr. Hyneman has found success in his private sector service as president of Southern Property and Casualty Insurance Company and in public service as former commissioner and chairman of the Arkansas Soil and Water Conservation Commission; and

WHEREAS, Mr. Hyneman leaves a legacy on the Board characterized by reliable leadership, sound judgement and an enduring commitment to the mission of the University to serve the educational needs of the entire State of Arkansas; and

WHEREAS, Mr. Hyneman's dedication to his service on the Board, his communications skills and the manner in which he approached major Board decisions earned the respect of his fellow board members and the administrative leaders across the University System;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the Board acknowledges the expiration of Ben Hyneman's term of office as a member of the Board of Trustees upon the appointment of his successor, and the Board expresses to him its sincere appreciation for his dedicated service and continued friendship.

BE IT FURTHER RESOLVED THAT the Board hereby bestows on Mr. Hyneman the rank of Trustee Emeritus, and the Secretary of the Board is hereby directed to spread this resolution on the minutes of this meeting and transmit a copy of this resolution to Mr. Hyneman.

10. Approval of Awarding of Degrees at May 2018 Commencements, All Campuses:

President Donald R. Bobbitt presented the request for approval of the awarding of degrees at the May 2018 commencement ceremonies. Upon motion by Trustee Eichler and second by Trustee Gibson, the following resolution was approved:

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the Board hereby approves the awarding of degrees in May 2018 to all candidates who are certified by the various campuses as having completed degree requirements and have the approval of the respective faculties of such campuses.

11. Approval of Recommended Board Meeting Dates for Academic Year 2018/2019:

Chairman Waldrip presented a request for approval of the recommended Board meeting dates for academic year 2018/2019. Upon motion by Eichler and second by Trustee Goodson, the following resolution was approved:

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT regular meetings of the Board of Trustees for the 2018/2019 academic year are hereby scheduled as follows:

<u>Date</u>	<u>Location</u>
August 7-8, 2018 (Tues-Wed)	Board Retreat at WRI
September 13-14, 2018 (Thurs-Fri)	UAF
November 14-15, 2018 (Wed-Thurs)	UAFS
Jan. 30-31, 2019 (Wed-Thurs)	UAMS
March 27-28, 2019 (Wed-Thurs)	ASMSA
May 22-23, 2019 (Wed-Thurs)	UALR

BE IT FURTHER RESOLVED THAT should unanticipated conflicts or the need for additional meetings arise, this schedule may be changed as necessary.

12. Campus Report: Dr. Karla Hughes, Chancellor, UAM:

Prior to Dr. Hughes' Campus Report, Chairman Waldrip thanked Dr. Hughes, her staff and her students, on behalf of the Board, for their hospitality and the wonderful welcome extended to the Board.

Dr. Karla Hughes discussed how UAM is moving forward with student success initiatives. Building/Campus construction projects aimed at student success include the redesign of the first floor of the Library into a Student Learning Commons, and the construction of the Student Success Center, which is scheduled to open in August. This facility will be the centerpiece to UAM's goal of creating the model open access institution and the focal point of student activity as incoming students learn to navigate the campus and current students continue through the college experience. Education Advisory Board projects including the Student Success Collaborative and Connecting the Student Success Dots will allow the sharing of best practices in student success and evaluate the procedures and practices that guide our students from entry to graduation. A Degree Pathway Plan is being developed which will direct students to the degree/certificate entry point that is most likely to ensure their initial academic success. It is also designed to allow students to reach completion points, receive a certificate or degree, opt to go to work or to continue their education at the next degree/certificate level. As a result, better student retention and degree/certificate completion is expected. With the advent of the performance funding legislation, we established the Performance Funding Watch Group. They meet regularly to review performance data to ensure that UAM is aware of our status and challenges that could arise with the ADHE funding metrics. While monitoring the data, they are making recommendations that will move us forward with student success. UAM will continue to build upon these achievements as we move forward toward sustainable enrollment, improved infrastructure, and continued partnerships.

13. President's Report: Dr. Donald R. Bobbitt, University of Arkansas System:

Dr. Bobbitt thanked Chancellor Hughes, Provost Doss and their colleagues for their exceptional hospitality in hosting the Board. He also thanked UAMS Interim Chancellor Stephanie Gardner and her colleagues for the hard work in addressing the challenging financial issues facing UAMS. He then recognized new Trustee Steve Cox and welcomed him to the Board and thanked him for agreeing to serve.

Dr. Bobbitt discussed the UA System's strategic plan which makes student success a priority. In approving the plan, it is clear the Board believes retention and graduation rates should meet and exceed averages of peer institutions. He reported the establishment of a small group of peer institutions for each of the 4-year institutions and the use of the entire set of 2-year institutions in the state to evaluate progress toward these goals. Additional information will be shared at a future meeting regarding the continuing efforts in this area.

He closed his comments by acknowledging the work of UA System staff in assisting the Chancellors and Directors in keeping the System functioning and constantly improving.

14. Chairman's Report: Mr. Mark Waldrip, UA Board of Trustees:

Chairman Waldrip deferred the Chairman's Report for the purpose of awarding a special resolution to Trustee David Pryor. Prior to making the presentation, Chair Waldrip shared some personal reflections of his experiences with Senator Pryor while serving on the Board. He commented that Senator Pryor is a unique Arkansan and a unique American and read the following resolution aloud:

WHEREAS, David Pryor has devoted his life to serving the people of Arkansas and the University of Arkansas as State Representative, United States Congressman, Governor, United States Senator, inaugural Dean of the University of Arkansas Clinton School of Public Service and a member of the Board of the Trustees of the University of Arkansas; and

WHEREAS, Senator Pryor has served as a member of the Board of Trustees with distinction since he was sworn in on March 24, 2009; and

WHEREAS, as a member of the Board of Trustees Senator Pryor has made significant contributions to the deliberations of the Board in furtherance of the best interests of the students, faculty and employees of the University of Arkansas; and

WHEREAS, Senator Pryor and his wife, Barbara, through their contributions established the David and Barbara Pryor Center for Oral and Visual History at the University of Arkansas to honor and enrich the lives of the people of the State of Arkansas by preserving stories of Arkansans from all walks of life; and

WHEREAS, in view of the esteem in which he is held by his fellow Trustees, the Board wishes to bestow upon Senator Pryor the honorific title, Chair Emeritus of the Board of Trustees of the University of Arkansas;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT, on motion duly made and seconded, the Board hereby bestows upon **Senator David Pryor the title Chair Emeritus of the Board of Trustees of the University of Arkansas.**

BE IT FURTHER RESOLVED THAT that the Secretary shall spread a copy of this resolution upon the minutes of the Board of Trustees of the University of Arkansas and shall send a copy to The Honorable David Pryor as an enduring pronouncement of the fondness and respect in which he is held by the members of the Board and the people of the State of Arkansas.

Following the reading of the resolution, and upon motion by Trustee Goodson, second by Trustee Broughton and the unanimous approval of the Board, Mr. Waldrip presented Senator Pryor with a symbolic gavel and a framed copy resolution.

15. Approval of Revisions to Board Policies 405.1, *Appointments, Promotion, Tenure, Non-Reappointment, and Dismissal of Faculty*; 405.4, *Termination of Employment*; and 470.1, *Distinguished Professorships*; and Approval of New Board Policy 500.1, *Graduate Assistants: Termination of Appointments*:

Vice President for Academic Affairs Michael Moore made general comments concerning these revisions and the process followed; General Counsel JoAnn Maxey commented on the specific changes to the policies. The following individuals addressed the Board expressing their position regarding the Board Policy changes: Kevin Hall, Carol Strong, Leanne Lefler, Joshua Silverstein, Philip Palade, John DiPippa, Christopher Westfall, Lee Ann MacMillan-Crow, JoAnn Coleman, and Luther Sutter.

Upon motion by Trustee Gibson and second by Trustee Broughton the following resolution was approved:

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the Board Policy 405.1 *Appointment, Promotion, Tenure, Non-Reappointment, and Dismissal of Faculty*; Board Policy 405.4 *Termination of Employment*; and Board Policy 470.1 *Distinguished Professorships* are hereby revised in their entirety as attached. [Set forth below.]

BE IT FURTHER RESOLVED THAT new Board Policy 500.1 *Graduate Assistants: Termination of Appointments*, which is attached [set forth below], is hereby approved.

- 15.1 Revised Board Policy 405.1 *Appointment, Promotion, Tenure, Non-Reappointment, and Dismissal of Faculty*:

BOARD POLICY 405.1  
APPOINTMENTS, PROMOTION, TENURE, NON-REAPPOINTMENT, AND  
DISMISSAL OF FACULTY<sup>1</sup>

This policy supersedes all existing policies concerning appointments, promotion, tenure, non-reappointment, and dismissal of faculty. The Board of Trustees has the right to amend any portion of this policy at any time in the future.

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<sup>1</sup> In most cases, academic units are organized into colleges and departments with deans, chairpersons, and faculty. The normal order is for appointment, promotion and tenure processes to utilize this structure in making recommendations. Where colleges or departments are not present, the normal order shall follow a pattern that closely mirrors the typical structure. For example, in schools without departments, the recommendations shall start with the faculty and move to the director, if applicable, and then to the dean. For the purpose of this policy, and in reference to items involving professional librarians, instructional development specialists, or museum curators, the terms "chairperson," "administrative officer," and "administrator" refer to the director or head librarian. Throughout this policy, any reference to "chairperson" includes any equivalent position.



This policy shall be included without change or inter-lineation in the Faculty Handbook for each campus.

To the extent any provision in this policy conflicts with a campus policy, this policy shall control.

#### I. Definition of Terms

For purposes of this policy, the following definitions shall apply:

Appointment - An appointment is a written notice ("Notice of Appointment") that initiates the employment relationship between the Board of Trustees and the faculty member. An appointment is valid only when approved and signed by the President of the University, the Chancellor of the respective campus, the Vice President for Agriculture, the Chief Executive Officer of the respective unit, or their designee, in accordance with authority delegated by the Board of Trustees. Such appointment is subject to all applicable policies of the Board of Trustees, the University of Arkansas System, and the respective campus, division or unit.

Cause - Cause is defined as conduct that demonstrates the faculty member lacks the willingness or ability to perform duties or responsibilities to the University, or that otherwise serves as a basis for disciplinary action. Pursuant to procedures set out herein or in other University or campus policies, a faculty member may be disciplined or dismissed for cause on grounds including, but not limited to, (1) unsatisfactory performance, consistent with the requirements of section V.A.9 below, concerning annual reviews;<sup>2</sup> (2) professional dishonesty or plagiarism; (3) discrimination, including harassment or retaliation, prohibited by law or university policy; (4) unethical conduct related to fitness to engage in teaching, research, service/outreach and/or administration, or otherwise related to the faculty member's employment or public employment; (5) misuse of appointment or authority to exploit others; (6) theft or intentional misuse of property; (7) incompetence or a mental incapacity that prevents a faculty member from fulfilling his or her job responsibilities; (8) job abandonment; (9) a pattern of conduct that is detrimental to the productive and efficient operation of the instructional or work environment<sup>3</sup>; (10) refusal to perform reasonable duties; (11) threats or acts of violence or retaliatory conduct; or (12) violation of University policy, or state or federal law, substantially related to

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<sup>2</sup> Each campus shall include criteria and procedures for determining "Unsatisfactory performance" in their campus policies governing faculty annual reviews. In order for a tenured faculty member to be dismissed for unsatisfactory performance, the requirements set out in V.A.9 as well as any corresponding campus policy must first be followed.

<sup>3</sup> This need not be a separate component in the evaluation criteria of faculty, but may be considered in evaluating faculty in the areas of teaching, research and service. Subject to Section V, the criteria and procedures for annual reviews shall be developed and adopted by each campus.

performance of faculty responsibilities or fitness to serve the University. Nothing in this provision is intended to inhibit expression that is protected under principles of academic freedom, or state or federal law.

Dismissal - Dismissal is severance from employment for cause after administrative due process as provided in this policy and Board of Trustees Policy 405.4. Termination by notice, expiration of appointment, or non-reappointment, or due to job abandonment, is not a dismissal.

Faculty - Faculty are employees who hold academic rank of lecturer, master lecturer, instructor, advanced instructor, senior instructor, assistant professor, associate professor, professor, University professor, distinguished professor or one of the above titles modified by clinical, research, teaching, adjunct, visiting, executive in residence, professor of practice, (e.g., clinical professor or adjunct assistant professor). Additional appropriate non-tenure track modifiers may be approved by the President. For the purposes of tenure and promotion policy and recommendations, a campus may define which faculty may participate in tenure and promotion related decisions. For example, institutions that offer tenure could limit for tenure and promotion matters the definition of faculty to tenured and tenured track faculty.

Individuals holding certain non-teaching titles (i.e. Director of Libraries, Instructional Development Specialist II, and Curator) also receive faculty rank. The rank that corresponds with each title is reflected in the chart below. Both the title and the academic rank will be stated in the appointment.

Instructional and Research Ranks	Library	1890 Extension Service*	Instructional Development	Museum
Professor, University Professor, Distinguished Professor	Director of Libraries, Librarian	Extension Specialist IV	Instructional Development Specialist II	Curator
Associate Professor	Associate Librarian	Extension Specialist III	Instructional Development Specialist I	Associate Curator
Assistant Professor	Assistant Librarian	Extension Specialist II		Assistant Curator
Instructor		Extension Specialist I		

\*Academic rank will be granted only if the individual is appointed in an academic unit.

Non-Reappointment - Non-reappointment means that a non-tenured, tenure-track faculty member is not offered a next successive appointment for employment at the end of a

stated appointment period. It is effected by a written notice sent in compliance with the time limits hereafter specified (IV.B.). This provision and the time limits specified in IV. B. do not apply to the non-renewal of an appointment of a non-tenure-track faculty member.

Probationary Period - The probationary period is the time a faculty member spends under appointments for full-time services in a tenure-track position on one campus of the University of Arkansas prior to being awarded tenure.

Promotion - Promotion is advancement based on merit to a higher rank or title. All promotions must be approved by the Board of Trustees and become effective with the next year's appointment following action of the Board of Trustees, unless a different effective date is approved by the Board.

Resignation - Resignation is voluntary termination of employment by an employee. The dean or director of the unit to which the employee is assigned is authorized by the Board of Trustees to accept the resignation.

Suspension - Suspension is temporarily relieving an employee of duties. A disciplinary suspension or suspension pending an investigation does not alter the nature of an individual's appointment. Suspension may be with or without pay as warranted by the circumstances. If a faculty member is suspended as a disciplinary measure, the faculty member may grieve or appeal the suspension in accordance with the policies of the campus, division or unit.

Tenure - Tenure is the right of continuous appointment, awarded by the President to eligible members of the faculty upon successful completion by each of a probationary period. Once granted, tenure ceases to exist only by (1) dismissal for cause, as defined in section 1 and according to the procedures set forth in Section IV.C., (2) demonstrably bona fide financial exigency, (3) reduction or elimination of programs, (4) retirement, (5) resignation, or (6) job abandonment. The probationary period may be waived as provided in Section IV.A.4. Salaries for tenured faculty may be adjusted for disciplinary reasons, or based on material changes in job duties or funding sources.<sup>4</sup> NOTE: Tenured faculty holding positions eliminated by reduction or elimination of programs will be relocated in other academic units of the campus for which they are qualified whenever possible. A position occupied by a tenured faculty member that was eliminated as a result of reduction or elimination of a program may not be reactivated for a period of five academic years.

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<sup>4</sup> Subject to all University policies, any salary reduction for tenured faculty must be preceded by notice and an opportunity to appeal the proposed reduction to the chief academic officer of the campus, division or unit.

Tenure-Track and Non-Tenure-Track Positions - Tenure-track positions are ranks of assistant professor, associate professor, professor, University professor, and distinguished professor. Faculty appointed to clinical attending positions at the University of Arkansas for Medical Sciences, faculty positions designated as clinical positions<sup>5</sup> at other campuses, or other non-tenure-track positions approved by the President, may bear the designation of assistant professor, associate professor, professor, University professor or distinguished professor<sup>6</sup> but in no event shall be considered tenure-track positions and shall acquire no tenure rights by virtue of occupying such positions. Such non-tenure-track positions shall be set forth in applicable promotion and tenure policies approved by the President, following review by the Office of General Counsel; such policies may authorize term appointments beyond one year, but not to exceed five years, under merit-based campus procedures approved by the President. Salaries for non-tenured faculty may be adjusted for disciplinary reasons, or based on material changes in job duties or funding sources.<sup>7</sup>

Terminal Appointment - A terminal appointment is a final appointment, the expiration of which results in termination of an individual's employment.

Termination - Termination is the general term to describe severance of employment from the University. Termination may be by resignation, retirement, dismissal, written notice, non-reappointment, expiration of appointment, or job abandonment.

Year - Year will be either a fiscal year (July 1 through June 30 next) or an academic year (fall and spring semesters of the same fiscal year), unless otherwise designated.

## II. Appointments

A. Faculty. The following principles shall apply to appointments to faculty positions:

### 1. General

Appointments shall not exceed one academic or fiscal year except in the following limited circumstances: (1) term appointments beyond one year for

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<sup>5</sup> When a faculty member who holds a tenure-track position teaches in a clinical setting, the faculty member is not holding a "clinical position" for purposes of this provision.

<sup>6</sup> Solely at those institutions that do not offer tenure, the rank of University or distinguished professor may be awarded to non-tenured faculty who otherwise meet the qualifications for the rank as set out in Board Policy 470.1.

<sup>7</sup> Subject to all University policies, any salary reduction for tenure-track faculty or faculty with merit-based term appointments must be preceded by notice and an opportunity to appeal the proposed reduction to the chief academic officer of the campus, division or unit.

non-tenure track faculty under merit-based procedures specifically established for that purpose as permitted in Section I (Tenure-Track and Non-Tenure Track Positions); or (2) appointments to faculty positions for summer school.

Recommendations for appointments to the faculty will be made by the departmental chairperson or equivalent after consultation with the faculty concerned, and are subject to the approval of the dean, the chief academic officer, and the chief executive officer of the campus. (See definition of appointment, Section I.)

Criteria and procedures for the initial appointment and successive appointment of all faculty members on a campus shall be adopted by each campus. As a general practice, the faculty, through its governance structure, will initiate the process, on its own or at the request of the Chancellor (or chief executive officer) of the campus. The deans and chief academic officer of the campus will then have an opportunity to give their advice regarding these criteria and procedures. Thereafter, these criteria and procedures must be submitted to the Chancellor (or chief executive officer) of the campus and the President for approval. More detailed criteria and procedures may be adopted by the faculty and chairperson of each academic unit; these criteria and procedures must be submitted to the dean, the chief academic officer of the campus, the Chancellor (or chief executive officer) of the campus, and the President for approval. Campus and unit criteria and procedures must be consistent with and are subject to this and other applicable University policies.

2. Initial Appointment

An appropriate degree or professional experience is an essential qualification for appointment to positions at academic ranks.

Other important qualifications include experience in teaching, research, or other creative activity, and educational service at other colleges and universities or in non-academic settings.

3. Successive Appointments

Tenured faculty members have a right to a next successive appointment except for the reasons for termination of a tenured appointment given in Section I under definition of tenure. Salaries for tenured faculty may be adjusted for disciplinary reasons, or based on material changes in job duties or funding sources.<sup>8</sup> Non-tenured faculty do not have a right to a next successive

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<sup>8</sup> Subject to all University policies, any salary reduction for tenured faculty must be preceded by notice and an opportunity to appeal the proposed reduction to the chief academic officer of the campus, division or unit.

appointment, but may be offered an appointment after the expiration of a current appointment, provided that, in the case of tenure-track faculty, the appointment does not extend the time in probationary status beyond the limits set in Sections IV.A.4 and IV.A.12. In the event that a non-tenured, tenure-track faculty member is not recommended for reappointment, the procedure described in Section IV.B. shall be followed. Non-tenure-track faculty with a term appointment for a specified term of years do not have a right to an appointment beyond the appointment period.<sup>9</sup>

#### B. Administrative Appointments

Consistent with longstanding policy and practice, appointments as dean are made by the chief executive officer or chief academic officer of the campus. Deans serve at the pleasure of the chief executive officer or chief academic officer. Appointments as department head or chair, or as director of an academic program or center, are made by the dean, in consultation with the chief executive officer or chief academic officer, and serve at the pleasure of the dean. Additional criteria or procedures relating to the making of such appointments may be adopted by the campus, but must be submitted to the dean, the chief academic officer of the campus, the Chancellor (or chief executive officer) of the campus, and the President for approval. Tenure may only be granted in faculty status and not in an administrative appointment.

#### III. Promotion

Promotion in academic rank shall be based primarily on the accomplishments of the individual while in the most recent rank. No minimum time in rank is required before a faculty member is eligible for promotion, nor is there a maximum time an individual may remain in a given rank except as limited by Sections IV.A.4. and IV.A.12. However, individual accomplishments and potential for continued value to the University are required for promotion. Effective July 1, 2018, no faculty member in a tenure-track position shall be promoted to the rank of associate professor or higher without also being granted tenure. (This does not preclude a faculty member from being hired into a tenure-track position with the rank of associate professor or full professor if they satisfy the applicable criteria.)

Generally, recommendations for promotion shall originate with the chairperson, but may be initiated in accordance with departmental, unit, or campus rules, which have been submitted to the dean, chief academic officer, Chancellor (or chief executive officer) and

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<sup>9</sup> Subject to all University policies, nothing in this provision precludes a non-tenure-track faculty member, with a merit based, multi-year term appointment, from having a rolling appointment.

President for approval. Faculty members who are being considered for promotion shall be given the opportunity to submit relevant material regarding their professional accomplishments, which they believe will facilitate consideration of their competence and performance. Each campus shall provide for the inclusion of peer<sup>10</sup> evaluation in the consideration of faculty nominated for promotion.

Criteria and procedures for promotion to each rank on a campus, including an appeals procedure for those desiring reconsideration of a negative recommendation, shall be adopted by each campus. As a general practice, the faculty, through its governance structure, will initiate the process of preparing such criteria and procedures, on its own or at the request of the Chancellor (or chief executive officer). The deans and chief academic officer of the campus will then have an opportunity to give their advice regarding the criteria and procedures. Thereafter, these criteria and procedures must be submitted to the Chancellor (or chief executive officer) of the campus and the President for approval. More detailed criteria and procedures may be adopted by the faculty and chairperson of each academic unit; these criteria and procedures must be submitted to the dean, the chief academic officer of the campus, the Chancellor (or chief executive officer) of the campus, and the President for approval. Campus and unit criteria and procedures must be consistent with and are subject to this and other applicable University policies.

In addition to any criteria established by the campus concerning research, teaching and service, all candidates for promotion and tenure are expected to be in substantial compliance with applicable University policies and legal requirements.

#### IV. Tenure, Non-reappointment, and Dismissal

##### A. Tenure

1. The granting of tenure implies that the individual has completed successfully his or her probationary period and has become a permanent member of the University community. As such, he or she acquires additional procedural rights in the event that dismissal proceedings may be brought against him or her.
2. Only full-time faculty with ranks of associate professor, professor, University professor, and distinguished professor are eligible to be awarded tenure. An assistant professor is eligible to seek tenure accompanied by a concurrent promotion to associate professor. Faculty and other employees with the following titles are ineligible to be awarded tenure: clinical, research, teaching,

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<sup>10</sup> "Peer" shall be defined by each campus as part of its policies governing promotion and tenure or faculty annual reviews.

adjunct, visiting, professor of practice or executive in residence faculty, research associates or research assistants, graduate associates or graduate assistants, instructors, advanced instructors, senior instructors, lecturers, and master lecturers. Faculty appointed to clinical attending positions at the University of Arkansas for Medical Sciences, other faculty positions designated as clinical positions, or other non-tenure track positions approved by the President, although designated assistant professor, associate professor or professor, are ineligible to be awarded tenure. Academic administrators not appointed to a teaching or research unit may be awarded academic rank in addition to their administrative titles, with the concurrence of the faculty and administrative officer of the academic unit in which such rank could lead to tenure, in which case they may acquire tenure as faculty, but not as administrators. Other administrators and staff whose primary duties do not involve teaching regularly scheduled credit-hour courses, but who occasionally teach courses, are not eligible for tenure and do not acquire credit for service toward tenure for such teaching activities.

3. Tenure rights apply to the area or areas of the faculty member's expertise and in the academic unit(s) in which his or her position is budgeted (examples: Department of English (not College of Arts and Sciences), UAF; School of Law, UALR; Library, UAM; Departments of Music and Education, UAPB). Tenure rights are confined to a particular campus and are not applicable on another campus of the University of Arkansas. Tenure and tenure rights are not awarded in a named or endowed chair or professorship or in any administrative appointment.
4. The probationary period may not extend beyond seven years, except as specifically provided herein, or as otherwise required by law. An initial appointment of one-half year (academic or fiscal) or less will not be included in the probationary period. If more than one-half of any year is spent in approved leave of absence without pay status, that year shall not apply toward the probationary period.

During the first six years of the probationary period, a tenure-track faculty member may request, for reasons set forth below, that the probationary period be suspended by one (1) year. The reasons for such a request will generally be the same as required under the Family and Medical Leave Act (FMLA), as amended, and are as follows: (a) the birth of a child to the faculty member or spouse and the child's care during the first year; (b) the adoption of a child by the faculty member or placement in the faculty member's home of a foster child within the first year of placement; (c) the care of the faculty member's spouse, child, or parent with a serious health condition; (d) the serious health condition of the faculty member that makes the faculty member unable to



perform the functions of his or her job; (e) a qualifying exigency arising from the military deployment of an employee's spouse, son, daughter, or parent to a foreign country; (f) to care for a covered service member with a serious injury or illness if the employee is the spouse, son, daughter, parent, or next of kin of the service member.

On the rare occasion that an additional one-year extension is requested, such requests will be considered on a case-by-case basis. However, the faculty member will receive any leave to which he or she is entitled under the FMLA.

A request to suspend the probationary period for these reasons must be made at the time of the qualifying event and shall first be directed in writing to the department chair for approval and must also be approved by the dean (or approved through other established administrative channels), the vice chancellor for academic affairs, the Chancellor (or chief executive officer) of the campus, and the president, under such procedures as the president shall approve. These procedures may include, but shall not be limited to, the manner in which the faculty member's duties and salary, if any, are determined during such year, the information which is required to substantiate a request and the extent to which a faculty member's performance during such year may be considered in awarding tenure. A faculty member who has been notified that he or she will not be reappointed may not subsequently request to suspend the probationary period under this policy.

5. Upon the recommendation of the department chair<sup>11</sup>, after consultation with the departmental faculty and with concurrence of the dean, the vice chancellor for academic affairs, and the Chancellor (or the chief executive officer), new appointees at the rank of associate professor, professor, University professor, or distinguished professor, who possess the requisite qualifications, may be granted immediate tenure. Immediate faculty tenure may also be granted, under this same procedure, in connection with the hiring of senior leadership positions.
6. Generally, recommendations for tenure shall originate with the chairpersons, but may be initiated as provided for in departmental, unit or campus rules, which have been submitted to the dean, chief academic officer, Chancellor (or chief executive officer) and President for approval. Faculty members who are in tenure-track positions who are being considered for tenure shall be given the opportunity to submit relevant material documenting his or her professional

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<sup>11</sup> In Schools without departments and department chairs, refer to footnote 1.

performance which they believe will facilitate consideration of their accomplishments and potential.

7. Criteria and procedures concerning the awarding of tenure on a campus, including an appeals procedure for those desiring reconsideration of a negative recommendation, shall be adopted by each campus. As a general practice, the faculty, through its governance structure, will initiate the process of preparing such criteria and procedures, on its own or at the request of the Chancellor (or chief executive officer) of the campus. The deans and chief academic officer of the campus will then have an opportunity to give their advice regarding these criteria and procedures. Thereafter, these criteria and procedures must be submitted to the Chancellor or chief executive officer of the campus and the President for approval. More detailed criteria and procedures may be adopted by the faculty and chairperson of each academic unit; these criteria and procedures must be submitted to the dean, the chief academic officer of the campus, the Chancellor (or chief executive officer) of the campus, and the President for approval. Campus and unit criteria and procedures must be consistent with and are subject to this and other applicable University policies.
8. The President will not consider awarding tenure to a faculty member in a probationary status without obtaining the prior recommendation of the faculty member's departmental faculty, chairperson, dean, chief academic officer, and the Chancellor (or chief executive officer) of the campus concerned.
9. A faculty member, on attaining tenure, shall receive a notice from the chief executive officer of the campus affirming the acquisition of such rights. No person shall lose tenure rights by acceptance of leave-of-absence approved pursuant to University policy, or by appointment to a University of Arkansas administrative position.
10. Tenure becomes effective at the beginning of the nine- or twelve-month appointment period following the President's action granting tenure (July 1 for twelve-month appointments, and the beginning of fall semester for nine-month appointments).
11. Each year at the meeting at which promotions are considered by the Board of Trustees, the President shall inform the Board of the names of each person awarded tenure during the preceding twelve months, and shall indicate for each such individual the recommended rank for promotion and the faculty member's academic discipline.
12. Subject to any extension of the probationary period under IV.A.4, an individual in a tenure-track position who was not awarded tenure with any of the first six

academic year or fiscal year appointments must be evaluated as specified in Section IV.A.6 and 7 during the sixth appointment. If he or she is not approved for tenure, the seventh appointment shall be a terminal appointment and the individual may not be considered for tenure during the seventh appointment.

13. A faculty member holding tenure rights may be dismissed for cause only after the procedures prescribed in Section IV.C. have been followed. Provided the requirements set out in V.B.9 as well as any corresponding campus policy have been satisfied, a tenured person notified of dismissal for reasons of unsatisfactory performance will be given notice of dismissal twelve months prior to termination of employment. Dismissal on other grounds may be immediate (if the dismissal is not contested by the faculty member) or upon the conclusion of any procedures prescribed in Section IV.C. This provision does not create an award of severance pay, but assumes the full performance of University responsibilities and duties assigned for the period between dismissal notice and final termination. Termination of a faculty member's employment because the faculty member has abandoned his or her job duties, or because the faculty member has accepted another position, shall not constitute dismissal under this policy.
14. No faculty member shall be dismissed, or otherwise disciplined, or denied reappointment in violation of the following principles of academic freedom, but the observation of the limitations stated herein is the responsibility of each faculty or staff member. Subject to all provisions of this and other applicable University policies, mere expressions of opinions related to the faculty member's scholarship, the subject matter of their assigned teaching duties, and University employment-related service activities (e.g. committee assignments and campus governance activities), however vehemently expressed and however controversial such opinions may be, shall not constitute cause for dismissal. The threat of dismissal will not be used to restrain faculty members in their exercise of academic freedom or constitutional rights.
  - a. The faculty member is entitled to full freedom in research and in the publication of results, subject to the performance of his or her other academic duties, but personal research for pecuniary return requires prior approval by the appropriate University authorities and must be in accordance with Board Policy 450.1.
  - b. The faculty member is entitled to freedom in the classroom in discussing the subject of the course, but should not teach material inappropriate or unrelated to the course, and should maintain a respectful and professional academic learning environment.

- c. The University faculty member is a citizen, a member of a learned profession, and a member of an educational community. Speaking or writing as a citizen, the faculty member is free from institutional censorship or discipline. However, as a person of learning and as a member of an educational community, the faculty member has a responsibility for awareness that the public may judge the profession and the institution by his or her utterances. Hence, faculty should at all times make an effort to be accurate, exercise good judgment and appropriate restraint, show respect for the opinions of others, and indicate that they are not spokespersons for the institution. Faculty are expected to contribute to the productive and efficient operation of the instructional and work environment.

B. Non-Reappointment

These procedures apply to non-tenured faculty members who are in tenure-track positions who are not offered a next successive appointment for the period following the expiration of a current appointment. These procedures do not apply to faculty in clinical attending positions at the University of Arkansas for Medical Sciences bearing the designation of assistant professor, associate professor or professor, other clinical faculty, or other non-tenure-track faculty.

The appointment of a non-tenured, tenure-track faculty member may be terminated effective at the end of the appointment period, at the option of either the individual or the University.

A chairperson, dean, or chief academic officer who decides not to recommend a non-tenured, tenure-track faculty member for reappointment shall notify him or her in writing in accordance with the following schedule and shall enclose a copy of this section with the letter of non-reappointment:

For the first year of service, not later than March 1, if the appointment expires at the end of that academic year; or at least three months in advance of its termination if the appointment expires at some other time during the year.

For the second year of service, not later than December 15, if the appointment expires at the end of that academic year; or at least six months in advance of its termination if an appointment expires at some other time during the year.

After the second year of service, at least twelve months before the expiration of the terminal appointment. The terminal appointment will be for the

academic or fiscal year, according to the appointment last held by the individual.

The individual, upon being notified that he or she will not be reappointed, may request, within ten working days after receipt of the notice, a meeting with the dean of the school or college, or other appropriate administrators. The meeting shall be held within five working days or as soon as practical thereafter. Following the meeting with the dean, if the dean reaffirms the recommendation of non-reappointment, within five working days the employee may request a meeting with the chief academic officer of the campus.<sup>12</sup> Within ten working days following the meeting with the chief academic officer, or as soon as possible thereafter, the chief academic officer will make the final decision on any request that the non-reappointment be reconsidered.

In considering the matter, the dean and chief academic officer may consult with other University employees with relevant knowledge regarding the individual's performance.

If the individual does not request these interviews within the time limits stated above after receipt of notification of non-reappointment, the matter shall be considered closed.

### C. Dismissal

This section applies to all tenure-track or tenured faculty members. Dismissal of non-tenure-track faculty and other personnel is addressed in Board of Trustees Policy 405.4.

#### 1. Preliminary Proceedings

- a. Except in circumstances where there are personal safety concerns and consistent with applicable law, when a chairperson or dean has reason to consider a decision to dismiss a tenured or tenure-track faculty member prior to the expiration of an appointment, the chairperson or dean shall first discuss the matter with the faculty member privately. After the discussion, if the decision of the chairperson or dean is to recommend dismissal, he or she shall prepare a statement of the grounds constituting the cause for dismissal and forward it through the chief academic officer<sup>13</sup> to the chief executive officer on the campus, with a copy to the faculty member. If there are personal safety

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<sup>12</sup> For purposes of the Clinton School of Public Service, the employee may request a meeting with the Vice President of Academic Affairs.

<sup>13</sup> For purposes of the Clinton School of Public Service, the statement of grounds shall go directly to chief executive officer of the campus, with a copy to the faculty member.

concerns, the private meeting can be bypassed and the chairperson or dean can proceed with providing the statement of grounds for dismissal through the chief academic officer to the chief executive officer on campus, with a copy to the faculty member. If the chief executive officer of the campus, after considering the recommendation of the chairperson or dean, decides that a proceeding should be undertaken, action shall be commenced according to the procedures which follow.

- b. If requested by either party, or if directed by the chief executive officer of the campus, prior to further steps in the process, the parties shall engage in informal discussions to determine whether an acceptable resolution of the matter is possible. Such discussions may include assistance of one or more faculty selected for this purpose.

## 2. Hearing Procedures

The formal proceedings shall be initiated by a communication addressed to the individual by the chief executive officer of the campus informing him or her of the dismissal and the grounds for it, and that, if he or she so requests, a hearing to recommend whether his or her employment by the University shall be terminated on the grounds stated, will be conducted at a specified time and place by a faculty committee constituted as described in Section 4 below. Sufficient time shall be allowed to permit the individual to prepare a defense. The individual shall be informed in detail, or by reference to published regulations, of the procedural rights to which he or she is entitled, including the right to advice of counsel.

The individual shall indicate whether he or she wishes a hearing and, if so, shall file with the chief executive officer of the campus within two weeks of the date of the mailing of the communication by the chief executive officer of the campus an answer to the statement of grounds for the proposed dismissal.

If the individual does not request a hearing, no further action shall be taken. Further, at the request of the individual the proceedings provided for herein may be terminated at any time after the request for a hearing on written notice to the chief executive officer of the employee's acquiescence in the dismissal. Similarly, the administration may drop dismissal proceedings at any stage.

## 3. Suspension Pending Dismissal Proceedings

Suspension of the individual from normal duties or reassignment to other duties during the proceedings will occur only if circumstances exist which threaten harm or substantial disruption to the individual, to others, or to the University. Such determination shall be made by the chief executive officer, in

consultation with the President. Such suspension shall be with pay. This provision does not preclude disciplinary suspension without pay.

4. Hearing Committee

The faculty of each campus shall establish a systematically rotated panel of faculty from which hearing committees can be drawn. To hear a particular case a committee, selected from the panel in accordance with campus policies, shall be composed of faculty members of departments not involved in the dismissal.

Upon receipt from the chief executive officer of the campus of a copy of the statement of grounds for dismissal, accompanied by the individual's answer thereto, the chairperson of the hearing committee shall conduct hearings and recommend a course of action as provided in Section IV.C.5.

5. Committee Proceedings

The committee shall proceed by considering, before the time of the hearing, the statement of grounds for dismissal already formulated and the individual's written response.

In addition to the members of the committee, only the person requesting the hearing and his or her representative, the chief executive officer of the campus or his or her designee, and a representative, and witnesses called by the committee are permitted to attend the hearing.

Charges contained in the initially formulated statement of grounds for dismissal may be supplemented at the hearing by evidence of new events occurring after the initial communication to the individual which constitute new or additional cause for dismissal. If such supplementary grounds are adduced, the committee shall provide the individual with sufficient time to prepare his or her defense.

The chief executive officer of the campus shall have the option to attend or not to attend the hearing, and he or she may select a designee to assist in developing and presenting the case. The chief executive officer or designee may be assisted by the representative in developing and presenting the case and in other matters related to the hearing.

The committee shall determine the order of proof and shall supervise the questioning of witnesses. The committee may decline to accept unnecessarily duplicative material or unduly lengthy or repetitive testimony.

The individual shall have the aid of the committee when needed in securing the attendance of witnesses. The individual or his or her representative and the chief executive officer of the campus (or designee) or his or her representative shall have the right within reasonable limits to question all witnesses who testify orally.

The committee will use its best efforts to provide an opportunity for those involved to confront all witnesses, but where this cannot be achieved despite the efforts of the hearing committee, the identity of such non-appearing witnesses, and any written evidence they may have furnished, shall be disclosed to all interested parties during the hearing.

Subject to these safeguards, written statements may, when necessary, be taken outside the hearing and reported to it. All of the evidence shall be duly recorded. These are not legal proceedings and formal rules of court procedure or evidence do not apply, but the committee shall exercise reasonable efforts to protect the rights of the parties in the receipt of evidence. For purposes of illustration, the proceedings shall be recorded digitally rather than via court reporter, and witnesses will not be sworn or subpoenaed. The ultimate objective of the hearing is consideration of the matter in a fair and efficient manner.

6. Consideration by Hearing Committee

The committee shall formulate its recommendation in private, on the basis of the hearing. Before doing so, it shall give opportunity to the individual and the chief executive officer of the campus or his or her designated representative to make oral statements before it. If written arguments are desired, the committee may request them. The committee shall make its recommendation promptly, including explicit findings with respect to each of the grounds for removal presented.

The chief executive officer of the campus and the individual shall be notified of the recommendation in writing and a copy of the record of the hearing shall be available to both parties.

A copy of the record of the hearing and the recommendations of the hearing committee shall be furnished to the President of the University for his or her decision. The decision of the President shall be transmitted to the chief executive officer of the campus and to the individual involved.

7. Consideration by Board of Trustees

If the decision of the President is appealed to the Board of Trustees, or if the Board of Trustees chooses to review the case, the President shall transmit to



the Board of Trustees the full report of the hearing committee, stating its recommendation and his or her own decision. The review shall be based on the record of the previous hearing, accompanied by opportunity for argument, oral or written or both, by the principals at the hearing or by their representatives. The decision of the Board of Trustees on review shall be final. It shall be communicated to the President and through him or her to the person involved.

If the decision of the Board is that the faculty member is to be terminated, and the termination is based on unsatisfactory performance, the termination becomes effective at the conclusion of the twelve-month period from the date of the initial notice of termination. If that period has elapsed, or if the termination is based on other grounds of cause, the termination becomes effectively immediately following the Board's decision.

#### V. Annual Review

An annual review of the work and status of each faculty member shall be made on the basis of assigned duties and according to criteria and procedures required herein. Each year the chief academic officer of each campus shall (a) require of each chairperson an assessment of the performance of all faculty members in the academic unit, including an identification of all faculty development needs and of all problems in performance of faculty, and (b) in consultation with the Chancellor (or chief executive officer), take steps designed to insure compliance on that campus with all criteria and procedures for annual reviews.

##### A. Tenured and Tenure-Track Faculty

Provided a faculty member is in substantial compliance with applicable University policies and legal requirements, the annual review of each faculty member shall provide the primary basis for the chairperson's recommendations relating to salary, promotion, granting of tenure, successive appointment, non-reappointment, and dismissal. Furthermore, this review is to provide guidance and assistance to all faculty in their professional development and academic responsibilities in the areas of teaching, scholarly and creative activity, and service.

Criteria and procedures for an annual review of all tenured and tenure-track faculty shall be adopted by each campus. As a general practice, the faculty, through its governance structure, will initiate the process of preparing such criteria and procedures, on its own or at the request of the Chancellor (or chief executive officer) of the campus. The deans and chief academic officer of the campus will then have an opportunity to give their advice regarding these criteria and procedures. Thereafter, the criteria and procedures must be submitted to the Chancellor (or chief executive officer) of the campus and the President for approval. More detailed criteria and procedures may be recommended by the faculty and

chairperson of each academic unit; these criteria and procedures must be submitted to the dean, the chief academic officer of the campus, the Chancellor (or chief executive officer) of the campus, and the President for approval. All procedures for annual reviews adopted by a campus shall include provision for and details for implementation of the following:

1. Within a reasonable time after the beginning of the first appointment of each faculty member: written notification to the faculty member of the criteria, procedures, and instruments currently in use in assessing performance;
2. Within a reasonable time after the beginning of each academic year: written notification to each faculty member of that year's assignments, review schedule, and the criteria, procedures, and instruments to be used that year;
3. Reasonable opportunity for each faculty member to submit any relevant material documenting his or her professional performance to be considered in the annual review;
4. Peer evaluation, made fully available to the faculty member and those conducting the review;
5. Student evaluation of teaching, made fully available to the faculty member and those conducting the review;
6. Prior to the chairperson's completion of the annual evaluation (including any recommendations based on the evaluation) in any year: (a) a meeting between the chairperson and faculty member to discuss all issues relating to the review,<sup>14</sup> (b) providing to that faculty member a copy of the chairperson's intended evaluation and recommendation(s), and (c) a reasonable opportunity for the faculty member to submit a written response to the annual evaluation (including any recommendations), which will to be forwarded to each subsequent level of review;
7. As long as a faculty member is employed by the University and for at least three years thereafter: maintenance of annual review forms, recommendations, associated narratives, and all other relevant materials used in or resulting from the annual reviews of that faculty member;
8. Availability to each faculty member of all writings used in or resulting from the annual reviews of that faculty member.

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<sup>14</sup> In the case of a tenured faculty member who has a satisfactory performance evaluation, a faculty member can waive the meeting requirement.

9. In order to maintain a high quality and productive educational environment, annual review procedures adopted at the campus level must provide for prompt, meaningful and effective means of addressing unsatisfactory faculty performance. Effective July 1, 2019, campus procedures shall require that any tenured faculty member who receives an **overall** unsatisfactory performance rating<sup>15</sup> be placed on a remediation plan. The remediation plan shall be developed by the faculty member's academic unit in consultation with the faculty member and shall include remedial measures designed to address the overall performance deficiencies, with the expectation that carrying out the plan will lead to an **overall** satisfactory performance rating. If, in the next annual review following an **overall** unsatisfactory performance rating, the faculty member fails either to attain an **overall** satisfactory performance rating or to demonstrate meaningful progress in remediating the overall performance deficiencies, the faculty member may be issued a notice of dismissal on twelve months' notice as provided for in this policy, and subject to the procedures contained in Section IV.C.

B. Non-Tenure-Track Faculty

Faculty who are not in tenure-track positions shall be evaluated by procedures adopted by each campus. Such procedures shall provide guidance and assistance to faculty in their professional development and academic responsibilities. To the extent applicable and as fully as practicable, the criteria referenced in V. A. (especially with regard to peer and student evaluations) should be utilized in developing such campus procedures. Any campus procedure developed must be submitted to the Chancellor (or chief executive officer) of the campus and to the President for approval.

March 29, 2018 (Revised)  
October 2, 2001 (Revised)  
September 18, 1998 (Revised)  
August 11, 1998 (Corrected)  
June 6, 1997 (Revised)  
April 25, 1997 (Revised)  
September 16, 1994 (Revised)  
June 16, 1989 (Revised)  
January 23, 1987 (Revised)  
September 17, 1982 (Revised)  
June 18, 1982 (Revised)  
February 8, 1980 (Revised)  
April 20, 1962, and Revisions

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<sup>15</sup> As part of its criteria and procedures for annual review, each campus is responsible for establishing the criteria by which an "overall" performance rating is determined.

15.2 Revised Board Policy 405.4, Termination of Employment [formerly “Employment Periods”]:

BOARD POLICY

405.4

TERMINATION OF EMPLOYMENT

The following provisions apply to all campuses of the University of Arkansas and its programs and activities.

1. Administrative Employees

The President of the University shall serve at the pleasure of the Board of Trustees, unless otherwise provided by contract. The vice presidents, members of the System staff, and the Chancellors or chief executive officers of each campus, division or unit shall serve at the pleasure of the President, unless otherwise provided by contract. Vice chancellors, associate vice chancellors, and assistant vice chancellors shall serve at the pleasure of their appropriate Chancellors or chief executive officer, unless otherwise provided by contract. Similarly, associate vice presidents, assistant vice presidents, and department heads shall serve at the pleasure of the Vice President for Agriculture, unless otherwise provided by contract. Persons in such positions are “at-will” employees and may have their employment terminated by the university for convenience at any time or may be dismissed immediately for cause.<sup>16</sup> Although a dismissal for cause may be effective immediately, an administrator may seek review of a for-cause dismissal in accordance with the policies of the campus, division or unit. If no review policy applies, the administrator shall have the opportunity to seek, within five (5) working days of dismissal, review of the matter to the chief executive of the campus, division, or unit, or a designee selected by the chief executive, who shall make a final decision on the for-cause termination.

2. Faculty Employees

(A) Faculty members who have been awarded tenure have a right to continuous employment except for a disciplinary suspension, dismissal for cause (according to the procedures in Section IV., C. of Board Policy No. 405.1) or for termination in the event of demonstrably bona fide

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<sup>16</sup> When a tenured faculty member is serving in an administrative position as contemplated by this section, only the tenured faculty member’s administrative position is “at-will”.

financial exigency, reduction or elimination of programs, retirement, resignation or job abandonment.

- (B) Faculty members in tenure-track positions<sup>17</sup> who have not been awarded tenure, may be terminated at the end of the appointment period by a written notice, given in advance, according to the following schedule of time:

For the first year of service, not later than March 1, if the appointment expires at the end of that academic year; or at least three months in advance of its termination if the appointment expires at some other time during the year.

For the second year of service, not later than December 15, if the appointment expires at the end of that academic year; or at least six months in advance of its termination if an appointment expires at some other time during the year.

After the second year of service, at least twelve months before the expiration of the terminal appointment. The terminal appointment will be for the academic or fiscal year, according to the appointment last held by the individual.

These termination notice periods are those specified under IV.B., "Non-Reappointment", in Board Policy 405.1. In addition to termination as outlined here, these employees may be dismissed for cause, or terminated in the event of demonstrably bona fide financial exigency, reduction or elimination of programs, retirement, resignation, or job abandonment pursuant to Board Policy 405.1.

- (C) Clinical or other non-tenure track faculty who have received a multi-year term appointment under merit-based campus procedures approved by the President, may be terminated upon the expiration of their appointment or under campus procedures for such purpose, or they may be dismissed for cause by written notice of the chief academic officer of the campus, division, or unit, following verbal or written notice and opportunity to respond. Although the dismissal for cause may be effective immediately, the faculty member may, within five (5) working days of dismissal, appeal such termination directly to the Chancellor or chief executive officer of the campus, division or unit, with such decision to be final, or appeal in accordance with the grievance policies of the campus, division or unit. Further, such faculty may be terminated in the event of

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<sup>17</sup> See definition in Board Policy 405.1.

demonstrably bona fide financial exigency, reduction or elimination of programs, retirement, resignation or job abandonment. Terminations for bona fide financial exigency, reduction or elimination of programs, retirement, resignation or job abandonment are not appealable or grievable events.

- (D) Other faculty members and other academic employees in positions for which tenure may not be awarded (part-time faculty in the ranks of assistant professor, associate professor, professor, University professor, and distinguished professor; clinical, research, teaching adjunct, or visiting faculty; research associates or research assistants; instructors, advanced instructors, senior instructor, master lecturers and lecturers; executive in residence; professor of practice and faculty in clinical attending positions at the University of Arkansas for Medical Sciences notwithstanding that such faculty may be designated as assistant professor, associate professor or professor) are considered “at will” employees and may be terminated for convenience at any time, or dismissed for cause by written notice by the chief academic officer or other senior designee of the campus, division or unit, following verbal or written notice and opportunity to respond. Although a dismissal for cause may be effective immediately, employees under this section may seek review of a for-cause dismissal in accordance with the review policies of the campus, division or unit. If no review policy applies, these employees shall have the opportunity to seek, within five (5) working days of dismissal, review of the matter to the chief executive of the campus, division, or unit, or a designee selected by the chief executive, who shall make a final decision on the for-cause termination. For appointments through June 30, 2018, termination for convenience is effected by giving written notice at least sixty (60) days in advance of the date the employment is to cease. Thereafter, termination for convenience is effected by giving written notice at least thirty (30) days in advance of the date the employment is to cease.

### 3. Staff Employees-Appointed or Regular Positions

All classified and non-classified staff employees of the university, whether full-time or part-time, who are appointed or hold regular positions, are “at-will” employees and may have their employment terminated by the university for convenience at any time or may be dismissed immediately for cause. In the case of grant termination or loss of appropriated funds, termination may be immediate. Although a dismissal for cause may be effective immediately, a staff member may seek review of a for-cause dismissal in accordance with the review policies of the campus, division or unit. If no review policy applies, the staff member shall have the opportunity to seek, within five (5) working days of dismissal, review of the matter to the chief executive of the campus, division, or

unit, or a designee selected by the chief executive, who shall make a final decision on the for-cause termination.

4. All Other Employees and Student Workers (excluding Graduate Assistants)

All other employees (for example, temporary and hourly employees who do not hold an appointed or regular position) and student workers (excluding Graduate Assistants, who are addressed in Board of Trustees Policy 500.1) may be terminated at any time without advance written notice. While advance written notice is not required, termination should be communicated to the employees and documented.

5. Procedure

Each campus, division or unit of the University may establish procedures, which are consistent with any applicable Board Policies, University of Arkansas Systemwide Policies and Procedures, and laws, for processing personnel actions and similar employment-related information for all employees, and for communicating this information to employees.

March 29, 2018 (Revised)  
September 18, 1998 (Revised)  
April 18, 1998 (Revised)  
September 16, 1994 (Revised)  
March 27, 1989 (Corrected)  
January 23, 1987 (Revised)  
July 19, 1983 (Corrected)  
April 15, 1983 (Revised)  
January 7, 1983

15.3 Revised Board Policy 470.1, *University and Distinguished Professorships* [formerly "*Distinguished Professorships*"]:

BOARD POLICY

470.1

UNIVERSITY AND DISTINGUISHED PROFESSORSHIPS

The University of Arkansas acknowledges outstanding faculty through conferring the ranks of "University Professor" and "Distinguished Professor." These ranks are granted pursuant to Board Policy 405.1, governing Promotions and Tenure, and require Board approval. Promotion to the rank University Professor or Distinguished Professor is reserved for only a few and the very best faculty in recognition of sustained excellence in the performance of their duties. Faculty members holding

these ranks are expected to conduct themselves in a manner commensurate with the status and importance of these positions in order to continue to hold these ranks.

Faculty who hold named or endowed professorships that contain the word “university” or “distinguished” in their title but whose appointments into such positions did not require Board approval as required pursuant to Board Policy 405.1 do not hold the rank of University Professor or Distinguished Professor as contemplated in this policy. Appointments for such professorships are subject to the policies and procedures for conferring the award established by a particular campus.<sup>18</sup>

Each campus shall be responsible for establishing policies and procedures for promotions to the rank of University and Distinguished Professorships, consistent with the principles set forth below:

#### University Professor

The rank of University Professor is conferred only upon active faculty in recognition of an extended period of exemplary service in a spirit of collegiality at the faculty member’s campus and a combination of service in their profession and to the public through their professional activities.

Appointments to this rank shall be made only when the faculty member has demonstrated an extended period of documented exemplary service to the campus and has gained wide recognition at the national or international level for sustained excellence in service, teaching, research or creative activity germane to the faculty member’s respective discipline and academic role while serving as a member of the faculty of the campus.

The rank of University Professor is limited to active tenured faculty who hold the rank of Professor, or incoming faculty who will be awarded tenure and who hold credentials of similar merit from another university or other venues.

#### Distinguished Professor

The rank of Distinguished Professor is to be reserved for those individuals who are recognized nationally and internationally as intellectual leaders in their academic disciplines for extraordinary accomplishments in teaching, published works, research, creative accomplishments in the performing arts or other endeavors, and who have

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<sup>18</sup> Action taken by the Board to approve a salary over line item maximum (LIM) from an endowment or private fund that is associated with the named or endowed professorship does not constitute Board action pursuant to 405.1 for purposes of conferring the rank of University or Distinguished Professor.



gained such recognition for distinction at this or another university prior to appointment as distinguished professors.

Appointments to this rank shall be made only when clear indication exists that individuals so appointed will provide exemplary academic and intellectual leadership and continue their professional activities in such a way as to maintain national and international recognition and a commensurate level of accomplishment.

The rank of Distinguished Professor is limited to active tenured faculty who hold the rank of Professor or University Professor, or incoming faculty who will be awarded tenure and who hold credentials of similar merit from another university or other venues.

March 29, 2018 (Revised)  
September 19, 1980 (Revised)  
May 7, 1955

15.4 New Board Policy 500.1, Graduate Assistants: Termination of Appointments:

BOARD POLICY

500.1

GRADUATE ASSISTANTS: TERMINATION OF APPOINTMENTS

Graduate assistants, graduate associates, and teaching assistants (hereinafter collectively referred to as “graduate assistants”) assist with University programs and research but are first and foremost students. Subject to the procedures set out below, their appointments may be terminated at any time for convenience or for cause, or due to abandonment of the assistantship, or may be terminated following notice for unsatisfactory performance.

- (A) Termination for convenience shall be effected by giving written notice, at least sixty (60) days in advance of the end of the appointment.
- (B) With respect to dismissal for cause<sup>19</sup>, excluding unsatisfactory work performance, dismissal shall be effective immediately upon notification, and no advance notice shall be required, although the graduate assistant may seek post-termination review of the action pursuant to the campus grievance procedures for graduate students.
- (C) Termination due to abandonment of the assistantship shall be effective immediately upon notification.

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<sup>19</sup> For purposes of this policy, grounds to terminate the appointment of a graduate assistant for cause include, but are not limited to those examples set out in Board Policy 405.1, which applies to faculty.

- (D) With respect to unsatisfactory work performance, graduate assistants shall be given written notice of the possibility of termination, with a statement of actions pertaining to the duties of the assistantship to be taken within a specific time period to achieve satisfactory performance. These expectations must be appropriate to the nature of the appointment. If a graduate assistant so notified does not meet the requirements of satisfactory performance within the time frame specified, the student may be terminated from his or her appointment immediately.
- (E) In the case of grant termination or loss of appropriated funds, termination may be immediate or with reduced notice.

For purposes of this policy, expiration of appointment, or non-reappointment, is not a termination. Further, “graduate assistant” refers to all of those graduate students who are receiving a stipend and/or tuition benefits in exchange for duties associated with a University department or unit. These positions may be referred to as graduate associates, graduate assistants, senior graduate assistants, teaching assistants, fellows, or the like.

March 29, 2018

15.5 Approval of Concerning Update Peer-Review Process:

Trustee Morrill Harriman moved that the Board be updated at its January 2019 meeting concerning where the campuses stand with regard to the peer-review process addressed in BP 405.1. Trustee Broughton seconded and the motion was approved.

16. Approval of Extracurricular Camps for 2018/19, UAF, UAM and UA-PTC:

Upon motion by Trustee Cox and second by Trustee Eichler, the following resolution was approved:

WHEREAS, the activities involved in the proposed extracurricular camps at the various campuses of the University of Arkansas present no conflict of interest with the mission and purpose of the institution; and

WHEREAS, the activities proposed will bring to campus a number of potential students who might enroll on campus as a result of their exposure to its facilities and its personnel while engaged in these activities; and

WHEREAS, the contemplated activities will generate funds to be paid to the University for housing and meals and for the use of other institutional facilities which will be used to help support the auxiliary functions of the campuses serving to enroll students;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the Board hereby grants permission for the extracurricular camp set out below to be conducted during 2018-19 and approves the fees as shown.

BE IT FURTHER RESOLVED THAT the campus whose employees are conducting the aforesaid camps shall make certain that policies and contractual provisions are in place to assure that all applicable laws and regulations dealing with mandatory reporting of suspected child maltreatment are followed, that appropriate staffing patterns are utilized, that personnel involved in the conduct of such camps receive instruction in applicable policies, procedures, laws and regulations regarding protection of children, and further that campus officials shall assure that persons involved in the conduct of such camps have undergone criminal background checks (including registered sex offender checks). The President may furnish guidelines for matters to be included in such policies and contractual provisions.

UNIVERSITY OF ARKANSAS, FAYETTEVILLE

BASEBALL

<u>Instruction</u>	Baseball Coaching Staff
<u>Facility</u>	Baum Stadium Field & Cages; Fowler Indoor Practice Facility
<u>Facility/Licensing Fee</u>	\$5.00 per person, per day

- |   |                  |                  |
|---|------------------|------------------|
| • Jr. Razorback Summer All Skills Camp #1 | June 11-14, 2018 | \$250 per camper |
| • Summer Team Camp #1                     | June 18-21, 2018 | \$2000 per team  |
| • Jr. Razorback Summer All Skills Camp #2 | June 18-21, 2018 | \$250 per camper |
| • Summer Team Camp #2                     | June 26-28, 2018 | \$2000 per team  |
| • Jr. Razorback Summer All Skills Camp #3 | June 26-28, 2018 | \$250 per camper |
| • Intense Hitting Camp #1                 | June 25-28, 2018 | \$205 per camper |
| • Intense Infield/Hitting Camp            | July 1-2, 2018   | \$205 per camper |
| • Intense Hitting Camp #2                 | July 1-2, 2018   | \$205 per camper |
| • Pitching Camp                           | July 1-2, 2018   | \$205 per camper |
| • Jr. Razorback Summer All Skills Camp #4 | July 9-12, 2018  | \$250 per camper |
| • Intense Hitting Camp #3                 | July 9-12, 2018  | \$250 per camper |
| • Summer Team Camp #3                     | July 16-19, 2018 | \$2000 per team  |
| • Jr. Razorback Summer All Skills Camp #5 | July 16-19, 2018 | \$250 per camper |
| • HS Prospect Camp #1                     | July 16-18, 2018 | \$185 per camper |
| • Summer Team Camp #4                     | July 23-26, 2018 | \$2000 per team  |

- HS Prospect Camp #2 August 10-12, 2018 \$185 per camper
- HS Prospect Camp #3 August 17-19, 2018 \$185 per camper
- HS Prospect Camp #4 August 24-26, 2018 \$185 per camper
- HS Prospect Camp #5 October 27-28, 2018 \$185 per camper
- HS Prospect Camp #6 November 3-4, 2018 \$185 per camper
- HS Prospect Camp #7 December 8-9, 2018 \$185 per camper
- HS Prospect Camp #8 December 15-16, 2018 \$185 per camper
- Hitting and Defense Camp December 16-17, 2018 \$205 per camper
- Jr. Razorback January 5-6, 2019 \$130 per camper

All Skills Camp #6

- Infield/Catching/Hitting Camp January 12-13, 2019 \$255 per camper
- Infield/Catching/Pitching Camp January 19-20, 2019 \$255 per camper
- Infield/Catching/Pitching Camp January 26-27, 2019 \$255 per camper
- Winter Team Camp January 19-20, 2019 \$250 per camper
- Hogs of Tomorrow Camp #1 February 2, 2019 \$250 per camper
- Hogs of Tomorrow Camp #2 March 19, 2019 \$250 per camper
- Hitting/Defense Academies: \$250 per camper, per month (except December)
  - May 7, 14 - 2018
  - September 6, 10, 13, 17, 20, 24 - 2018
  - October 4, 8, 11, 15, 18, 22, 25, 29 - 2018
  - November 1, 5, 8, 12, 15, 19, 26 - 2018
  - December 3, 6, 10, 13 - 2018 (\$200)

**MEN’S BASKETBALL**

Instruction

Men’s Basketball Coaching Staff

Facility

Bud Walton Arena; Barnhill Arena; Basketball Practice Facility; HPER; University Housing; Food Services

Facility/Licensing

\$5.00 per person, per day

- Overnight Camp #1 June 10-13, 201 \$395 per camper
- Team Camp #1 June 15-16, 2018 \$250/\$450 per camper
- Elite Camp #1 June 15-16, 2018 \$250/\$450 per camper
- Day Camp #1 June 17-20, 2018 \$220 per camper
- Team Camp #2 June 22-23, 2018 \$250/\$450 per camper
- Elite Camp #2 June 22-23, 2018 \$250/\$450 per camper
- Overnight Camp #2 June 24-27, 2018 \$395 per camper
- Day Camp #2 July 9-11, 2018 \$190 per camper
- Day Camp #3 July 23-25, 2018 \$190 per camper

**WOMEN’S BASKETBALL**

Instruction

Women’s Basketball Coaching Staff

Facility

Bud Walton; Barnhill; Basketball Practice Facility; HPER

<u>Facility/Licensing</u>	\$5.00 per person, per day	
• Basketball Academy	June 2-4, 2018	\$20 per hour
• Team Experience Camp	June 2-4, 2018	\$20 per hour per camper
• Lil' Back Camp #1	June 5, 2018	\$60 per camper
• Team Camp #1	June 6, 2018	\$35 per camper
• Team Camp #2	June 7, 2018	\$35 per camper
• Basketball Academy	June 8-13, 2018	\$20 per hour
• Team Experience Camp	June 8-13, 2018	\$20 per hour per camper
• Elite Camp	June 14, 2018	\$60 per camper
• Basketball Academy	June 15-30, 2018	\$20 per hour
• Team Experience Camp	June 15-30, 2018	\$20 per hour per camper
• Basketball Academy	July 1-3, 2018	\$20 per hour
• Team Experience Camp	July 1-3, 2018	\$20 per hour per camper
• Lil' Back Camp #2	July 12, 2018	\$60 per camper
• Lil' Back Camp #3	July 31, 2018	\$60 per camper
• Basketball Academy	August 1-4, 2018	\$20 per hour
• Team Experience Camp	August 1-4, 2018	\$20 per hour per camper

**FOOTBALL**

Instruction

Football Coaching Staff

Facility

Fred Smith Center; Walker Indoor; Football Practice Fields; Razorback Stadium; Jones Success Center; University Housing; Food Service

<u>Facility/Licensing</u>	\$5.00 per person, per day	
• High School Camp	June 1, 2018	\$40 per camper
• High School Camp	June 2, 2018	\$40 per camper
• High School Camp	June 3, 2018	\$40 per camper
• High School Camp	June 4, 2018	\$40 per camper
• High School Camp	June 5, 2018	\$40 per camper
• High School Camp	June 6, 2018	\$40 per camper
• High School Camp	June 7, 2018	\$40 per camper
• Jr. High Camp	June 8, 2018	\$125 per camper
• Youth Camp	June 9, 2018	\$125 per camper
• High School Camp	June 9, 2018	\$40 per camper
• High School Camp	June 10, 2018	\$40 per camper
• HS Overnight Camp	June 11-12, 2018	\$250 per camper
• High School Camp	June 13, 2018	\$40 per camper
• QB/WR Camp	June 14, 2018	\$200 per camper
• OL/DL Camp	June 14, 2018	\$40 per camper
• High School Camp	June 15, 2018	\$40 per camper
• High School Camp	June 16, 2018	\$40 per camper
• Kicking Camp	June 16, 2018	\$175 per camper

- High School Camp June 17, 2018 \$40 per camper

WOMEN'S GOLF

Instruction

Golf Coaching Staff

Facility

Fred and Mary Smith Razorback Golf Center; The Blessings

Facility Fee

No facility fee

- Jr Girls Golf Camp June 3-6, 2018 \$600 per camper
- Jr Girls Golf Camp June 10-13, 2018 \$600 per camper

GYMNASTICS

Instruction

Gymnastics Coaching Staff

Facility

Bev Lewis Gymnastics Training Center; Barnhill Arena Gym Floor & Mezzanine; Maple Hill West University Housing; Food Services

Facility/Licensing

\$5.00 per person, per day

- Overnight Gymnastics Camp June 23-26, 2018 \$550 Overnight Camper  
\$400 Day Camper

SOCCER

Instruction

Soccer Coaching Staff

Facility

Razorback Soccer Field; Walker Indoor; University Housing; Food Services

Facility/Licensing

\$5.00 per person, per day

- Day Camp June 4-8, 2018 \$200 per camper
- Day Camp June 11-15, 2018 \$200 per camper
- Day Camp June 18-22, 2018 \$200 per camper
- Day Camp June 25-29, 2018 \$200 per camper
- Day Camp July 2-6, 2018 \$200 per camper
- Day Camp July 9-13, 2018 \$200 per camper
- Residential Camp July 14-20, 2018 \$400 per camper
- Residential Camp July 21-27, 2018 \$400 per camper
- Residential Camp July 28-31, 2018 \$400 per camper
- Day Camp August 6-10, 2018 \$200 per camper
- Day Camp August 13-17, 2018 \$200 per camper
- Day Camp August 20-24, 2018 \$200 per camper
- Day Camp August 27-31, 2018 \$200 per camper
- Winter ID Camp December 1-2, 2018 \$200 per camper
- Winter ID Camp December 8-9, 2018 \$200 per camper
- Winter ID Camp December 15-16, 2018 \$200 per camper
- Winter ID Camp December 22-23, 2018 \$200 per camper
- Winter ID Camp December 29-30, 2018 \$200 per camper
- Spring ID Camp January 11-13, 2019 \$200 per camper

• Spring ID Camp	January 18-20, 2019	\$200 per camper
• Spring ID Camp	January 25-27, 2019	\$200 per camper
• Spring ID Camp	February 1-3, 2019	\$200 per camper
• Spring ID Camp	February 8-10, 2019	\$200 per camper
• Spring ID Camp	February 15-17, 2019	\$200 per camper
• Spring ID Camp	February 22-24, 2019	\$200 per camper
• Spring ID Camp	March 1-3, 2019	\$200 per camper
• Spring ID Camp	March 8-10, 2019	\$200 per camper
• Spring ID Camp	March 15-17, 2019	\$200 per camper
• Spring ID Camp	March 22-24, 2019	\$200 per camper
• Spring ID Camp	March 29-31, 2019	\$200 per camper

**SOFTBALL**

Instruction

Softball Coaching Staff

Facility

Bogle Park; Walker Pavilion (if weather requires);  
 Intramural Fields

Facility/Licensing

\$5.00 per person, per day

• Day Camp	June 4-8, 2018	\$250 per camper
• Day Camp	June 11-15, 2018	\$250 per camper
• Day Camp	June 18-22, 2018	\$250 per camper
• Day Camp	June 25-29, 2018	\$250 per camper
• Day Camp	July 2-6, 2018	\$250 per camper
• Day Camp	July 9-13, 2018	\$250 per camper
• Day Camp	July 16-20, 2018	\$250 per camper
• Day Camp	July 23-27, 2018	\$250 per camper
• Day Camp	August 10-12, 2018	\$250 per camper
• Day Camp	August 13-17, 2018	\$250 per camper
• Day Camp	August 31, 2018	\$250 per camper
• Day Camp	September 1-2, 2018	\$250 per camper
• Day Camp	September 7-9, 2018	\$250 per camper
• Day Camp	September 14-16, 2018	\$250 per camper
• Day Camp	September 21-23, 2018	\$250 per camper
• Day Camp	September 28-30, 2018	\$250 per camper
• Day Camp	October 5-7, 2018	\$250 per camper
• Day Camp	October 12-14, 2018	\$250 per camper
• Day Camp	October 19-21, 2018	\$250 per camper
• Day Camp	October 26-28, 2018	\$250 per camper
• Day Camp	November 2-4, 2018	\$250 per camper
• Day Camp	November 9-11, 2018	\$250 per camper
• Day Camp	November 16-18, 2018	\$250 per camper
• Day Camp	November 23-25, 2018	\$250 per camper
• Day Camp	November 30, 2018	\$250 per camper

- Day Camp December 1-2, 2018 \$250 per camper
- Day Camp December 7-9, 2018 \$250 per camper
- Day Camp December 14-16, 2018 \$250 per camper
- Day Camp December 21-23, 2018 \$250 per camper
- Day Camp December 28-30, 2018 \$250 per camper
- Day Camp January 4-6, 2019 \$250 per camper
- Day Camp January 11-13, 2019 \$250 per camper
- Day Camp January 18-21, 2019 \$250 per camper
- Day Camp January 25-27, 2019 \$250 per camper
- Day Camp May 24-27, 2019 \$250 per camper

**MEN'S TRACK & FIELD**

- Instruction Track Coaching Staff  
Facility John McDonnell Field; Randal Tyson Indoor Track  
Facility/Licensing \$5.00 per person, per day
- Track & Field June 15-17, 2018 \$300 per camper
  - Cross Country Camp July 26-28, 2018 \$250 per camper

**MEN'S TENNIS**

- Instruction Tennis Coaching Staff  
Facility Dills & Billingsley Tennis Complex  
Facility/Licensing \$5.00 per person, per day
- Tennis Camp June 10-14, 2018 \$500 per camper
  - Tennis Camp June 17-21, 2018 \$500 per camper

**VOLLEYBALL**

- Instruction Volleyball Coaching Staff  
Facility Barnhill Arena; Bud Walton Arena; University Housing;  
 Food Services
- Facility/Licensing \$5.00 per person, per day
- Coaching Clinic April 27, 2018 \$75 per camper
  - Jr HOGS Play Day April 28, 2018 \$75 per camper
  - Jr HOGS Play Day May 5, 2018 \$75 per camper
  - Jr High Play Day July 7, 2018 \$20 per camper
  - High School Team Camp I July 9-11, 2018 \$295 Overnight  
 \$255 Commuter w/meals  
 \$195 Commuter no meals
  - High School Team Camp II July 12-14, 2018 \$295 Overnight  
 \$255 Commuter w/meals  
 \$195 Commuter no meals
  - HOGS Day Camp July 16, 2018 \$75 per camper
  - College Experience Camp July 16-18, 2018 \$350 Overnight  
 \$310 Commuter



- High School Team Camp III July 19-21, 2018 \$295 Overnight  
\$195 Commuter no meals; \$255 Commuter w/meals

UNIVERSITY OF ARKANSAS AT MONTICELLO

TEACH FOR AMERICA CAMP I

Dates Requested June 4-10  
Anticipated participants/staff 45 adults (36p:9s)  
Anticipated Housing 45  
Anticipated Cost \$0 (grant funded program)  
Director Contact Info Austin Warren, Teach for America  
501-902-9349, [austin.warren@teachforamerica.org](mailto:austin.warren@teachforamerica.org)

FOOTBALL 7-ON-7 TOURNY (DAY CAMP)

Dates Requested June 8<sup>th</sup>  
Anticipated participants/staff 292 (280p:12s) (9<sup>th</sup> – 12<sup>th</sup> grade)  
Anticipated Housing NONE  
Anticipated Cost \$200/team  
Director Contact Info Wm. ‘Hud’ Jackson, UAM Football  
501-499-1699, [coachjweevils@gmail.com](mailto:coachjweevils@gmail.com)

JUNIOR/SENIOR FOOTBALL CAMP 1 (DAY CAMP)

Dates Requested June 9<sup>th</sup>  
Anticipated participants/staff 162 (150p:12s) (11<sup>th</sup> -12<sup>th</sup> grade)  
Anticipated Housing NONE  
Anticipated Cost \$40  
Director Contact Info Wm. ‘Hud’ Jackson, UAM Football  
501-499-1699, [coachjweevils@gmail.com](mailto:coachjweevils@gmail.com)

YOUTH FOOTBALL CAMP (DAY CAMP)

Dates Requested June 11-13  
Anticipated participants/staff 102 (90p:12s) (1<sup>st</sup> -9<sup>th</sup> grade)  
Anticipated Housing NONE  
Anticipated Cost \$75  
Director Contact Info Wm. ‘Hud’ Jackson, UAM Football  
501-499-1699, [coachjweevils@gmail.com](mailto:coachjweevils@gmail.com)

BEGINNER/JUNIOR HIGH BAND CAMP

Dates Requested June 12-16  
Anticipated participants/staff 325 (275p:50s)  
Anticipated Housing 325  
Anticipated Cost \$295/person  
Director Contact Info Don Marchand, UAM Music  
870-460-1960, [marchand@uamont.edu](mailto:marchand@uamont.edu)

#### SENIOR HIGH BAND CAMP

Dates Requested June 26-30  
Anticipated participants/staff 180 (150p:30s)  
Anticipated Housing 180  
Anticipated Cost \$295/person  
Director Contact Info Don Marchand, UAM Music  
870-460-1960, [marchand@uamont.edu](mailto:marchand@uamont.edu)

#### NUTS, BOLTS & THINGAMAJIGS (DAY) CAMP at UAM College of Technology-Crossett

Dates Requested July: 2-1 week camps, dates TBD  
Anticipated participants/staff 22 (20p; 2s) (14-18yr)  
Anticipated Housing NONE  
Anticipated Cost \$100/ea. - May Be Grant Funded  
Director Contact Info Linda Rushing (Director TBA pending grant)  
870-460-2001, [rushingl@uamont.edu](mailto:rushingl@uamont.edu)

#### KID'S UNIVERSITY (DAY) CAMP

Dates Requested July 9-12  
Anticipated participants/staff 110 (100p; 10s) (6-12yr)  
Anticipated Housing NONE  
Anticipated Cost \$80/ea.  
Director Contact Info Rebecca Newton, Academic Affairs,  
870-723-2484, [newtonr@uamont.edu](mailto:newtonr@uamont.edu)

#### ALVY EARLY SOFTBALL (DAY) CAMP

Dates Requested July 10-12  
Anticipated participants/staff 160 (140p; 20 staff) (6-17yr)  
Anticipated Housing NONE  
Anticipated Cost \$120 ea. (age 6-11)/ \$125 ea (age 12-17)  
Director Contact Info Alvy Early, UAM Softball, Athletics  
870-723-5665, [early@uamont.edu](mailto:early@uamont.edu)

#### TEACH FOR AMERICA CAMP II

Dates Requested July 13-18  
Anticipated participants/staff 45 adults (36p:9s)  
Anticipated Housing 45  
Anticipated Cost \$0 (grant funded program)  
Director Contact Info Austin Warren, Teach for America  
501-902-9349, [austin.warren@teachforamerica.org](mailto:austin.warren@teachforamerica.org)

#### JAZZ CAMP

Dates Requested July 17-21  
Anticipated participants/staff 120 (100p:20s)

Anticipated Housing 120  
Anticipated Cost \$295/person  
Director Contact Info Don Marchand, UAM Music, 870-460-1960

#### AUXILIARY CAMP

Dates Requested July 17-20  
Anticipated participants/staff 106  
Anticipated Housing 106  
Anticipated Cost \$265/person  
Director Contact Info Don Marchand, UAM Music  
870-460-1960, [marchand@uamont.edu](mailto:marchand@uamont.edu)

#### JUNIOR/SENIOR FOOTBALL CAMP 2 (DAY CAMP)

Dates Requested July 28<sup>th</sup>  
Anticipated participants/staff 162 (150p:12s) (11<sup>th</sup>-12<sup>th</sup> grade)  
Anticipated Housing NONE  
Anticipated Cost \$40  
Director Contact Info Wm. 'Hud' Jackson, UAM Football  
501-499-1699, [coachjweevils@gmail.com](mailto:coachjweevils@gmail.com)

#### UAM YOUTH CHEER CLINIC (DAY)

Dates Requested September 22 (Parent/Family Appreciation Day)  
Anticipated participants/staff 50 (70p; 20s (K-6th))  
Anticipated Housing NONE  
Anticipated Cost \$30 ea.  
Director Contact Info Krystal Shipp, UAM Cheerleaders, Athletics,  
479-264-2927, [krystal.shipp@billies.org](mailto:krystal.shipp@billies.org)

#### ALVY EARLY PROSPECT (DAY) CAMP

Dates Requested December 1  
Anticipated participants/staff 60 (40-50p; 6-10s) (14-18yr)  
Anticipated Housing NONE  
Anticipated Cost \$100 ea.  
Director Contact Info Alvy Early, UAM Softball, Athletics  
870-723-5665, [early@uamont.edu](mailto:early@uamont.edu)

#### ALVY EARLY ELITE HITTING (DAY) CAMP

Dates Requested January 12, 2019  
Anticipated participants/staff 85 (50-70p; 7-10s) (14-18yr)  
Anticipated Housing NONE  
Anticipated Cost \$75 ea.  
Director Contact Info Alvy Early, UAM Softball, Athletics  
870-723-5665, [early@uamont.edu](mailto:early@uamont.edu)

UNIVERSITY OF ARKANSAS-PULASKI TECHNICAL COLLEGE

Summer Programs STEM

Summer Bridge May 21-24, 2018

No Cost to the Student

1. Summer Bridge to Greatness - for graduating African American high school seniors who will be STEM majors and entering UA-PTC in the Fall of 2018.. These students will enroll in our STEM Success program.  
Dates May 21-24. Max of 20 students.  
Summer Enrichment Institute June 4-15, 2018  
No Cost to the Student

2. Summer Enrichment Institute - for unrepresented middle school students with an interest in STEM. The students will engage in activities with instructors using Project Lead The Way curriculum.

Dates June 4 - 15. Max of 30 students.

Technical and Industry Division

Youth Manufacturers Academy

Summer 2018 Date to be Determined

No Cost to the Student

Expose youth to the world of manufacturing. Plan to host 25 students, 7<sup>th</sup> to 9<sup>th</sup> grade.

CHARTS Academy

CHARTS Academy is from July 9-13 and July 16-20, 2018 and will target 6<sup>th</sup>-12<sup>th</sup> grades.

Cost for Classes: \$200.00 for two weeks of half days, morning, or afternoon sessions  
\$400.00 for two weeks of full days, both morning and afternoon sessions

Course Offerings are as follows:

Dance Your Way to Broadway!

Acting for Camera and Stage

The Voice: Sing Your Way to Broadway!

Film

Advanced Film

Creating Characters with Makeup and Costumes

The Art of Paper

Digital Photography

Video Game Design

Advanced Video Game Design

Creative Writing Workshop

Introduction to Dance

Vocal Technique  
Advanced Vocal Technique  
Superheroes on Film  
The Study of the Undead and Supernatural  
Manga and Comic Character Design  
Create a Graphic Novel

Youth Chefs Culinary Camp

5 day sessions from 8-1:30 p.m. Ages 10-17

These Camps are weeklong sessions

June 4-June 29, 2018

Cost of \$250.00 per session, cost covers all expenses

Culinary Camps

Level I-Students will learn how to make starters, entrees, and desserts. Through the stations students will learn knife skills; how to make soups, stocks, and sauces; cooking methods; meat and seafood cookery; vegetable, fruit, bean and grain cookery; and basic baking and pastry techniques. Students will learn the importance of cleaning and sanitizing, and will rotate through stations where they will gain basic knowledge of how to maintain a clean kitchen. Life skills such as teamwork, dependability, communication skills, organization, nutrition, and leadership skills will be emphasized.

Level II-Students will build on the techniques learned in Level I. They will utilize their skills continuing to hone their knife skills and learn advanced fundamentals of cooking and baking.

Level III- Students will enjoy a week of competition and culinary discovery. The competition will encompass both hot and cold food preparation and presentation. Students will demonstrate their knowledge, creativity, and skills through the production of a three-course menu in a full day competition. They will rotate through different stations during the week to prepare for a final competition on the last day. The contestants will be rated on their organization, knife skills, cooking techniques, creative presentation, sanitation food safety techniques, and above all, the quality and flavor of their prepared items. Students will work from a market basket format and write their own menu throughout the week.

Baking Camps

Level I-Students will learn the basics of baking breads, pastries, cakes, and confections. Scaling and organization in the kitchen will also be taught.

Level II-Students will build on techniques learned in Level I, including croissants, macarons, mousse, and plated desserts.

### Cake Camp

Level I-Students will learn to bake, fill and frost celebration cakes. Buttercream piping, fondant and modeling techniques will be used so that students can create a variant of designs, including this year's trendiest cakes, the unicorn cake and the drip cake. The final project is a mini two-tiered cake that the students will design using all their new skills.

Level II-Students will continue to develop their piping and sugar modeling skills. They will work on techniques and decorations to create royal iced sugar cookies, sugar flowers, and final project for the inter-camp Sugar Art Show.

### 17. Unanimous Consent Agenda:

Chairman Waldrip presented the Unanimous Consent Agenda. He stated that items on this agenda are ones in which the Board has traditionally been in unanimous agreement. Upon motion by Trustee Cox and second by Trustee Harriman, the following resolutions were adopted:

#### 17.1 Sorrow Resolution for Dr. Duncan W. Martin, UAF:

WHEREAS, Dr. Duncan W. Martin, 86, of Fayetteville, Arkansas, Professor Emeritus of the Department of Biological Sciences, died December 2, 2017; and

WHEREAS, Dr. Martin received his B.S. and M.S. degrees from the University of New Mexico and his Ph.D. from the University of Illinois; and

WHEREAS, Dr. Martin joined the University of Arkansas faculty in 1965 and served the University until his retirement from active administration, teaching, research, and service in 1996; and

WHEREAS, Dr. Martin was a valued member of the Department of Zoology, serving as its Chair from 1980 until 1986, and then was a valued member of the Department of Biological Sciences until his retirement after 31 years of service to the University; and

WHEREAS, Dr. Martin was a transport physiologist who published scientific papers on the gallbladder epithelium and who taught several physiology and cell biology courses; and

WHEREAS, Dr. Martin was a congenial colleague within the Department of Biological Sciences and a mentor to several graduate students;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the Board expresses its appreciation for Dr. Duncan Martin's contributions and long service to the University of Arkansas and expresses condolences to his family.

FURTHERMORE, the Board of Trustees directs that this resolution shall be spread upon the minutes of this meeting and a copy shall be provided to Dr. Martin's wife, Margot Martin; son, Ian Martin; and daughter, Siobhan Martin.

17.2 Sorrow Resolution for Dr. Nolan Eugene "Gene" Williams, UAF:

WHEREAS, Nolan Eugene "Gene" Williams, Professor Emeritus of Accounting in the Sam M. Walton College of Business, University of Arkansas, Fayetteville, died on Monday, December 18, 2017; and

WHEREAS, Dr. Williams received his bachelor's and master's degrees from Oklahoma A&M University, now Oklahoma State University, and his Ph.D. in accounting from the University of Texas, and joined the University of Arkansas faculty in 1951; and

WHEREAS, Dr. Williams earned the distinguished titles of Professor and Holder of the Walter B. Cole Chair of Accounting, and in 1957 was appointed head of the Accounting Department, holding the position for the next fourteen years, under whose leadership the department developed a doctoral program; and

WHEREAS, Dr. Williams served as Vice-President and member of the Board of Directors of the American Accounting Association; member of the Council of American Institute of Certified Public Accountants; Treasurer, Secretary, and President of the Arkansas State Board of Public Accountancy; and President of the National Association of State Boards of Accountancy; and

WHEREAS, Dr. Williams received the Distinguished Achievement Award for Teaching from the Arkansas Alumni Association in 1972, and taught accounting in the University's European graduate program in management in Germany and Spain, and was a visiting professor at several universities, and whose contributions reached far beyond the University to state, national and international levels; and

WHEREAS, Dr. Williams' dedication to the Department of Accounting, the College of Business Administration, and the University of Arkansas earned him the highest respect of his peers and students; and

WHEREAS, Dr. Williams received the Purple Heart and Bronze Star Medals for his exemplary service in World War II in the Battle of the Bulge;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the Board expresses its appreciation for Dr. Williams' dedication, service and contributions to the University and expresses condolences to his family.

FURTHERMORE, the Board of Trustees directs that this resolution shall be spread upon the minutes of this meeting, and a copy shall be provided to his daughters, Janet Roessler and Susan Carney, of Fayetteville, Arkansas.

18. Executive Session:

Upon motion by Trustee Goodson and second by Trustee Harriman, the Board voted to convene into Executive Session at 12:25 p.m. for the purpose of considering appointments to the UAM and CCCUA Board of Visitors, the Winthrop Rockefeller Distinguished Lectures Advisory Committee and the UAMS Medical and AHEC staffs; the approval of salaries in excess of the line item maximum, early retirement agreements and honorary degrees; the granting of emeritus status; the report of tenure awarded; and the employment, appointment, promotion, demotion, disciplining or resignation of public officers or employees for the various campuses of the University of Arkansas System. Chairman Waldrip reconvened the Regular Session of the Board at 1:27 p.m. and called for action on the following matters discussed in Executive Session:

18.1 Approval of Initial Appointments, Six Month Reviews, Reappointments and Changes in Status and Privileges for University Hospital and AHEC Staffs, UAMS:

Upon motion by Trustee Goodson and second by Trustee Eichler the following resolution was adopted:

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the following Initial Appointments, Six Month Reviews, Reappointments and Requests for Changes in Status and Privileges for Medical Staff and Affiliated Health Professional Staff are hereby approved:

Initial Appointments - Medical Staff

AKBAR ALI, Anita, MD ..... Interventional/Pediatric Anesthesiology  
APUYA, Jesus, MD ..... Interventional/Pediatric Anesthesiology  
CARGILE, Christopher, MD ..... Behavioral Health/Psychiatry  
HAGRASS, Hoda, MD, PhD..... Lab\_Path/Clinical Pathology  
JENNER LANDIS, Alexandra, CRNA ..... Interventional/CRNA  
LOVETT, Howard, MD ..... Integrated Medicine/Internal Medicine  
MARCINIAK, Douglas, DO..... Integrated Medicine/Cardiology  
MARTIN, Renita, CNP..... Cancer/Adult-Gero Acute Care NP  
Collaborative Physician: Issam Makhoul, MD



ONISEI, Anna, MD.....Interventional/Pediatric Anesthesiology  
PARRAY, Tariq, MD .....Interventional/Pediatric Anesthesiology  
RADVANY, Martin, MD ..... Imaging/Interventional Radiology  
SAKARIYA, Geetababen, MD.....Integrated Medicine/Family Medicine  
SEARCY, Lauren, CNP ..... Cancer/Adult-Gero Acute Care NP  
Collaborating Physician: Matthew Steliga, MD  
YOUNG, Amanda, MD .....Emergency Medicine/Emergency Medicine

Six Month Reviews

AGARWAL, Shiv Kumar, MD .....Integrated Medicine/Interventional Card  
ALLARD, Felicia, MD .....Lab\_Path/Cytopathology  
ALLSOPP, Tristan, MD ..... Surgical Specialties/Otolaryngology  
ANTHONY, Codi, CNP ..... Behavioral Health/Psy-Mental Hlth NP  
ARANCIBIA, Rosa, MD ..... Integrated Medicine/Pulmonary Disease  
BAJAJ, Gitanjali, MD ..... Imaging/Diagnostic Radiology  
BANSAL, Shipra, MD ..... Womens & Infants/Ped Endocrinology  
BHAVARAJU, Avinash, MD.....Surgical Specialties/Surgical Critical Care  
BHUSAL, Sushma, MD .....Surgical Specialties/Nephrology  
BROWN, Carla, MD ..... Womens & Infants/Pediatrics  
BURDINE, Lyle, MD ..... Surgical Specialties/Surgery  
CARPENTER LIDE, Riley, MD ..... Interventional/Anesthesiology  
CHATTERJEE, Kshitij, MD .....Cancer/Internal Medicine  
CHERNEY, Steven, MD ..... Surgical Specialties/Orthopaedic Surgery  
CHOI, Heejung, MD .....Interventional/Pain Medicine  
CHOWDHARY, Vikas, MD ..... Womens & Infants/Neonatology  
CLOUD, Michael, MD..... Integrated Medicine/Internal Medicine  
DHANIREDDY, Bharat Reddy, MD ..... Integrated Medicine/Internal Medicine  
DILLAHUNTY, CarLeasha, RDA ..... Surgical Specialties/RDA  
DRIVER, Brandon, MD ..... Lab\_Path/Anatomic/Clinical Pathology  
DUBOIS, Dominique, CNM..... Womens & Infants/Certified Nurse Midwife  
DUKE, Julie, CRNA ..... Interventional/CRNA  
DULANEY, Stephanie, RDA ..... Surgical Specialties/RDA  
DUMAS, Ashley, MD..... Behavioral Health/Child & Adolescent Psych  
EGGENSPILLER, Caroline, CRNA ..... Interventional/CRNA  
ELNAGAR, Elwaleed, MD ..... Integrated Medicine/Nephrology  
GARG, Shashank, MD.....Surgical Specialties/Gastroenterology  
GARNER, Kristin, MD .....Musculoskeletal/Sports Medicine  
GORAYA, Harmeem, MD ..... Integrated Medicine/Pulmonary Disease  
GOYNE, Hannah, MD ..... Lab\_Path/Pathology  
GREENBERGER, Sarah, MD .....Emergency Medicine/Emergency Medicine  
HARDIN, Olga, MD ..... Integrated Medicine/Internal Medicine  
HARRIS, Zachary, MD ..... Integrated Medicine/Internal Medicine  
HILL, Erica, DO ..... Cancer/Surgery

HOWARD, Antonio, MD .....Musculoskeletal/Sports Medicine  
HUFFMAN, Laura, MD..... Cancer/Gynecologic Oncology  
HYDE, Carrie, MD ..... Cancer/Hospice & Palliative Medicine  
INAMDAR, Sumant, MD .....Surgical Specialties/Gastroenterology  
JAKUBOWICZ, Jessica, MD ..... Womens & Infants/Neonatal-Perinatal Med  
KAPOOR, Nidhi, MD..... Neurosciences/Neurology  
KENNEDY, April, CNP ..... Integrated Medicine/Adult Gero AC NP  
KIM, Thomas, MD .....Cancer/Radiation Oncology  
KOCUREK, Emily, MD ..... Integrated Medicine/Critical Care Medicine  
KRAIN, Summer, CNP..... Cancer/Family Nurse Practitioner  
LEWIS, Paul, MD ..... Imaging/Ped Interventional Radiology  
LEWIS, Zachary, MD .....Emergency Medicine/Emergency Medicine  
LIU, Hannah, MD..... Integrated Medicine/Dermatology  
LOPES CANCADO MACHADO, Bruno, MD.....Surgical Specialties/Urology  
LOWRY, Michael, MD..... Integrated Medicine/Internal Medicine  
MANDAVILLI, Kartikeya, MD ..... Integrated Medicine/Internal Medicine  
MARSH, Christina, CNP ..... Cancer/Adult-Gero Acute Care NP  
MARTINELLO, Caroline, MD..... Interventional/Anesthesiology  
MAYFIELD, Laura, CNP ..... Womens & Infants/Family NP  
MCCARTY, Jennifer, MD..... Imaging/Neuroradiology  
MCELREATH, Jessica, MD..... Imaging/Diagnostic Radiology  
MCKEE, Steven, MD ..... Integrated Medicine/Internal Medicine  
MCLUNG, Theresa, MD ..... Interventional/Anesthesiology  
MERRILL, Amelia, MD .....Cancer/Surgery  
MUESSE, Jason, MD.....Cancer/Thoracic/Cardiac Surgery  
NALLEBALLE, Kirshna, MD.....Neurosciences/Vascular Neurology  
O'MALLEY, Lawrence, MD.....Musculoskeletal/Orthopaedic Surgery  
O'MARA, Joshua, CRNA ..... Interventional/CRNA  
PAUL, Christopher, MD .....Neurosciences/Pain Medicine  
PEARSON, Courtney, MD ..... Integrated Medicine/Internal Medicine  
PRIVRATSKY, Anna, MD ..... Surgical Specialties/Surgery  
RODRIGUEZ, Analiz, MD..... Neurosciences/Neurological Surgery  
RUMPEL, Dustin, MD ..... Interventional/Anesthesiology  
SIMMONS, Christian, MD ..... Surgical Specialties/Surgery  
STEINBERG, Lon, MD ..... Neurosciences/Clin Neurophysiology  
SULTANA, Sania, MD..... Integrated Medicine/Internal Medicine  
TASNEEM, Sara, MD ..... Integrated Medicine/Internal Medicine  
TINGLE, Sarah, MD ..... Interventional/Anesthesiology  
TURNER, Shelby, CRNA..... Interventional/CRNA  
VOVOR-DASSU, Komi, MD .....Emergency Medicine/Emergency Medicine  
WHITE, Alexis, MD ..... Womens & Infants/OB-GYN  
YARLAGADDA, Naveen, MD.....Cancer/Internal Medicine  
YEE, Eric, MD ..... Lab\_Path/Anatomic/Clinical Pathology

Reappointments - Medical Staff

ARANT, Audra, CNP ..... Surgical Specialties/Acute Care NP  
Collaborative Physician: Ronald Robertson, MD

BARNES, Charles, MD .....Musculoskeletal/Orthopaedic Surgery

BELAND, Susan, MD..... Integrated Medicine/Internal Medicine

BENTON, Christopher, CRNA ..... Interventional/CRNA

BLEVINS, Steven, MD..... Behavioral Health/Psychiatry

BRYANT-SMITH, Gwendolyn, MD ..... Imaging/Diagnostic Radiology

BUSHMIAER, Martha, CNS.....Musculoskeletal/Orthopaedic Nurse  
Collaborative Physician: Charles Barnes, MD

CHANDLER, Angela, MD ..... Womens & Infants/Neonatology

COMPAS, Darren, CNP ..... Behavioral Health/Adult-Gero PC NP  
Collaborative Physician: Ronald Salomon, MD

DAY, John, MD ..... Neurosciences/Neurological Surgery

DOERHOFF, Shannon, CNP.....Neurosciences/Acute Care NP  
Collaborative Physician: Tuhin Virmani, MD

ESQUIVEL, Maria, MD ..... Womens & Infants/Neonatology

EVANS, Rhonda, CNS ..... Cancer/Adult-Gerontology CNS  
Collab. Physician: Muthu Veeraputhiran, MD

FAGIN, Alice, MD..... Surgical Specialties/Surg Critical Care

FONTENOT, Eudice, MD ..... Womens & Infants/Ped Cardiology

FRANKLIN, Patricia, CNP.....Cancer/Acute Care NP  
Collaborative Physician: Matthew Steliga, MD

GEORGE, Masil, MD .....Integrated Medicine/Geriatric Medicine

GORE, Michalee, CRNA..... Interventional/CRNA

HARTZELL, Larry, MD ..... Surgical Specialties/Otolaryngology

HEFLEY, Sarah, CRNA ..... Interventional/CRNA

HRUBY, Siobahn, MD ..... Integrated Medicine/Internal Medicine

HUBERTY, Alissa, PA..... Integrated Medicine/PA  
Supervising Physician: Henry Wong, MD

IVEY, Tesa, CNP .....Womens & Infants/Womens HC NP  
Collaborative Physician: Amy Phillips, MD

JACKSON-AUSTIN, Myoshi, CNP .....Cancer/Acute Care NP  
Collaborative Physician: Issam Makhoul, MD

JONES, John, DMD .....Surgical Spec/Facial Cosmetic Surgery

JONES, Stacie, MD..... Interventional/Anesthesiology

KRAUSE, Michelle, MD ..... Integrated Medicine/Nephrology

KRULIN, Gregory, MD ..... Integrated Medicine/Sleep Medicine

LEVY, Rebecca, MD ..... Lab\_Path/Hematopathology

LINDBERG, Matthew, MD ..... Lab\_Path/Anatomic/Clinical Pathology

MCDONALD, Jason, CRNA ..... Interventional/CRNA

MILLER, Christina, CNP..... Surgical Specialties/Adult-Gero AC NP  
Collab. Physician: Daniel Borja-Cacho, MD

MOSELEY, Pope, MD ..... Integrated Medicine/Pulmonary Disease  
NOVACK, Amanda, MD.....Integrated Medicine/Infectious Disease  
PIPPENGER, Mark, MD ..... Neurosciences/Neurology  
SHIHABUDDIN, Bashir, MD ..... Neurosciences/Neurology  
THOMAS, Allen, CNP .....Musculoskeletal/Adult-Gero AC NP  
Collaborative Physician: Simon Mears, MD  
TOBLER, Harmon, MD..... Integrated Medicine/Thoracic & Cardiac Surg  
WISSELER, Deonna, CNP .....Neurosciences/Family NP  
Collaborative Physician: Chan Tan, MD

Change in Status

MCKELVEY, Kent, MD ..... Cancer/Clinical Genetics  
Change from Active to Leave of Absence

Change in Privileges

AL-HAWWAS, Malek MD.....Integrated Medicine/Interventional Cardiology  
Requesting Percutaneous PFO and ASD Closure Privileges  
LABONTE, Judy, CNP ..... Integrated Medicine/Family Nurse Practitioner  
Collaborative Physician: Shreelekha Nallur, MD  
Requesting Change from Hospice & Palliative Care Privileges to Family &  
Preventive Medicine Privileges  
MARCINIAK, Douglas, DO..... Integrated Medicine/Cardiology  
Requesting Moderate Sedation Privileges  
MORENO, Mauricio, MD ..... Cancer/Otolaryngology  
Requesting laser privileges  
MOURSI, Mohammed, MD .....Surgical Specialties/Vascular Surgery  
Requesting moderate sedation privileges  
PALYS, Viktoras, MD ..... Neurosciences/Neurological Surgery  
Requesting Moderate Sedation Privileges  
SEXTON, Kevin, MD..... Surgical Specialties/Surgery  
Requesting Robotic Privileges  
SIMMONS, Christian, MD ..... Surgical Specialties/General Surgery  
Requesting moderate sedation privileges

Reappointments – Affiliated Health

HESTER, D. Micah, PhD ..... Integrated Medicine/Clinical Ethicist  
Sponsoring Physician: Laura Hutchins, MD

18.2 Approval of Early Retirement Agreements for Dr. Maxim Dobretsov and Dr. Charles Lumpkin, UAMS:

Upon motion by Trustee Eichler and second by Trustee Gibson, the following resolutions were adopted:

18.2.1 Dr. Maxim Dobretsov Early Retirement Agreement

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the Early Retirement Agreement of Maxim Dobretsov, Ph.D., an employee at the University of Arkansas for Medical Sciences, dated the 29th day of March, 2018, is hereby approved.

BE IT FURTHER RESOLVED THAT Maxim Dobretsov, Ph.D., must resign his position effective May 31, 2018, and relinquish all tenure rights. In return, the University of Arkansas for Medical Sciences will provide payments totaling \$66,654 to or on behalf of Maxim Dobretsov, Ph.D., in accordance with the Early Retirement Agreement.

BE IT FURTHER RESOLVED THAT Maxim Dobretsov, Ph.D., will be provided a period of at least of seven (7) days following execution of the Early Retirement Agreement by the Chairman of the Board within which to revoke the Agreement as required by applicable law.

18.2.2 Dr. Charles Lumpkin Early Retirement Agreement

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the Early Retirement Agreement of Charles Lumpkin, Ph.D., an employee at the University of Arkansas for Medical Sciences, dated the 29th day of March, 2018, is hereby approved.

BE IT FURTHER RESOLVED THAT Charles Lumpkin, Ph.D., must resign his position effective March 31, 2018, and relinquish all tenure rights. In return, the University of Arkansas for Medical Sciences will provide payments totaling \$85,351 to or on behalf of Charles Lumpkin, Ph.D., in accordance with the Early Retirement Agreement.

BE IT FURTHER RESOLVED THAT Charles Lumpkin, Ph.D., will be provided a period of at least of seven (7) days following execution of the Early Retirement Agreement by the Chairman of the Board within which to revoke the Agreement as required by applicable law.

18.3 Approval of Salary in Excess of the Line Item Maximum, UALR:

Upon motion by Trustee Broughton and second by Trustee Harriman, the following resolution was adopted:

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the salary, as set forth below, in excess of the legislated line-item maximum is hereby approved for the following individual at the University of Arkansas at Little Rock in accordance with Arkansas Code Annotated §6-62-103:

Joe Foley, Head of Women's Basketball (effective 7/1/2018)	\$316,000*
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\*maximum potential including post season compensation

18.4 Approval of Early Retirement Agreements for Dr. Roy Cabaniss and Dr. Louis James, UAM:

Upon motion by Trustee Gibson and second by Trustee Nelson, the following resolutions were approved:

18.4.1 Dr. Roy Cabaniss

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the Early Retirement Agreement of Dr. Roy Cabaniss, an employee at the University of Arkansas at Monticello, dated the 9th day of February, 2018, is hereby approved.

BE IT FURTHER RESOLVED THAT Dr. Roy Cabaniss, must resign his position effective May 31, 2018, and relinquish all tenure rights. In return, the University of Arkansas at Monticello will provide payments totaling \$42,013, to or on behalf of Dr. Roy Cabaniss, in accordance with the Early Retirement Agreement.

BE IT FURTHER RESOLVED THAT Dr. Roy Cabaniss shall be granted emeritus status effective May 31, 2018.

BE IT FURTHER RESOLVED THAT Dr. Roy Cabaniss, will be provided a period of at least of seven (7) days following execution of the Early Retirement Agreement by the Chairman of the Board within which to revoke the Agreement as required by applicable law.

18.4.2 Dr. Louis James

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the Early Retirement Agreement of Dr. Louis James, an employee at the University of Arkansas at Monticello, dated the 12th day of February, 2018, is hereby approved.

BE IT FURTHER RESOLVED THAT Dr. Louis James, must resign his position effective July 31, 2018, and relinquish all tenure rights. In return, the University of Arkansas at Monticello will provide payments totaling \$80,000, to or on behalf of Dr. Louis James, in accordance with the Early Retirement Agreement.

BE IT FURTHER RESOLVED THAT Dr. Louis James shall be granted emeritus status effective July 31, 2018.

BE IT FURTHER RESOLVED THAT Dr. Louis James, will be provided a period of at least of seven (7) days following execution of the Early Retirement Agreement by the Chairman of the Board within which to revoke the Agreement as required by applicable law.

18.5 Approval of Appointments to the Board of Visitors, UAM:

Upon motion by Trustee Gibson and second by Trustee Goodson the following resolution was adopted:

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the following individuals are hereby appointed to the Board of Visitors of the University of Arkansas at Monticello:

Mr. Jim Daniels  
Mr. Roger George  
Dr. Bettye Gragg  
Mr. George Harris  
Mr. J. Michael Jones  
Mr. Gregg Reep  
Ms. Lynn Rogers  
Mr. Scott Saffold  
Ms. Mellie Jo Owen  
Mr. Michael Walker

18.6 Approval of Early Retirement Agreements for Gary Battershell, Linda Birkner, Teresa Cash (rescinded), Grace Gunter, Linda Jaramillo, Nancy Patterson and Gretchen Schol, UACCM:

Upon motion by Trustee Gibson and second by Trustee Waldrip, the following resolutions were adopted:

18.6.1 Gary Battershell

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the Voluntary Early Retirement Agreement of Dr. Gary Battershell, History Instructor at the University of Arkansas Community College Morrilton, dated the 9th day of February, 2018, is hereby approved.

BE IT FURTHER RESOLVED THAT Dr. Gary Battershell must resign his position effective May 17, 2018. In return, the University of Arkansas Community College Morrilton will provide a payment in the amount of \$16,403.70, to or on behalf of Dr. Gary Battershell, in accordance with the Voluntary Early Retirement Agreement.

BE IT FURTHER RESOLVED THAT Dr. Gary Battershell will be provided a period of at least of seven (7) days following execution of the Voluntary Early Retirement Agreement by the Chairman of the Board within which to revoke the Agreement as required by applicable law.

18.6.2 Linda Birkner

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the Voluntary Early Retirement Agreement of Dr. Linda Birkner, Vice Chancellor for Administration at the University of Arkansas Community College Morrilton, dated the 13th day of February, 2018, is hereby approved.

BE IT FURTHER RESOLVED THAT Dr. Linda Birkner must resign her position effective June 30, 2018. In return, the University of Arkansas Community College Morrilton will provide a payment in the amount of \$56,977.00, to or on behalf of Dr. Linda Birkner, in accordance with the Voluntary Early Retirement Agreement.

BE IT FURTHER RESOLVED THAT Dr. Linda Birkner will be provided a period of at least of seven (7) days following execution of the Voluntary Early Retirement Agreement by the Chairman of the Board within which to revoke the Agreement as required by applicable law.

18.6.3 Teresa Y. Cash {Ms. Cash rescinded her decision on April 4, 2018}

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the Voluntary Early Retirement Agreement of Teresa Y. Cash, Director of Financial Aid at the University of



Arkansas Community College Morrilton, dated the 9th day of February, 2018, is hereby approved.

BE IT FURTHER RESOLVED THAT Teresa Y. Cash must resign her position effective June 30, 2018. In return, the University of Arkansas Community College Morrilton will provide a payment in the amount of \$17,977.20, to or on behalf of Teresa Y. Cash, in accordance with the Voluntary Early Retirement Agreement.

BE IT FURTHER RESOLVED THAT Teresa Y. Cash will be provided a period of at least of seven (7) days following execution of the Voluntary Early Retirement Agreement by the Chairman of the Board within which to revoke the Agreement as required by applicable law.

18.6.4 Grace Gunter

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the Voluntary Early Retirement Agreement of Grace Gunter, Coordinator of Academic Computing at the University of Arkansas Community College Morrilton, dated the 6th day of February, 2018, is hereby approved.

BE IT FURTHER RESOLVED THAT Grace Gunter must resign her position effective June 30, 2018. In return, the University of Arkansas Community College Morrilton will provide a payment in the amount of \$16,379.10, to or on behalf of Grace Gunter, in accordance with the Voluntary Early Retirement Agreement.

BE IT FURTHER RESOLVED THAT Grace Gunter will be provided a period of at least of seven (7) days following execution of the Voluntary Early Retirement Agreement by the Chairman of the Board within which to revoke the Agreement as required by applicable law.

18.6.5 Linda Jaramillo

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the Voluntary Early Retirement Agreement of Linda Jaramillo, Director of Academic Initiatives at the University of Arkansas Community College Morrilton, dated the 29<sup>th</sup> day of January, 2018, is hereby approved.

BE IT FURTHER RESOLVED THAT Linda Jaramillo must resign her position effective June 30, 2018. In return, the University of Arkansas

Community College Morrilton will provide a payment in the amount of \$18,733.20, to or on behalf of Linda Jaramillo, in accordance with the Voluntary Early Retirement Agreement.

BE IT FURTHER RESOLVED THAT Linda Jaramillo will be provided a period of at least of seven (7) days following execution of the Voluntary Early Retirement Agreement by the Chairman of the Board within which to revoke the Agreement as required by applicable law.

18.6.6 Nancy Patterson

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the Voluntary Early Retirement Agreement of Nancy Patterson, Business Instructor at the University of Arkansas Community College Morrilton, dated the 14th day of February, 2018, is hereby approved.

BE IT FURTHER RESOLVED THAT Nancy Patterson must resign her position effective May 17, 2018. In return, the University of Arkansas Community College Morrilton will provide a payment in the amount of \$26,659.00, to or on behalf of Nancy Patterson, in accordance with the Voluntary Early Retirement Agreement.

BE IT FURTHER RESOLVED THAT Nancy Patterson will be provided a period of at least of seven (7) days following execution of the Voluntary Early Retirement Agreement by the Chairman of the Board within which to revoke the Agreement as required by applicable law.

18.6.7 Gretchen Schol

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the Voluntary Early Retirement Agreement of Gretchen Schol, English Instructor at the University of Arkansas Community College Morrilton, dated the 18th day of January, 2018, is hereby approved.

BE IT FURTHER RESOLVED THAT Gretchen Schol must resign her position effective May 17, 2018. In return, the University of Arkansas Community College Morrilton will provide a payment in the amount of \$15,314.70, to or on behalf of Gretchen Schol, in accordance with the Voluntary Early Retirement Agreement.

BE IT FURTHER RESOLVED THAT Gretchen Schol will be provided a period of at least of seven (7) days following execution of the Voluntary Early Retirement Agreement by the Chairman of the Board within which to revoke the Agreement as required by applicable law.

18.7 Approval of Appointment to the Board of Visitors, CCCUA:

Upon motion by Trustee Harriman and second by Trustee Eichler, the following resolution was adopted:

WHEREAS, the Merger Agreement by and between the Cossatot Community College of the University of Arkansas and the Board of Trustees of the University of Arkansas provided for the establishment of a “Board of Visitors” having certain responsibilities;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT Mr. Tim Pinkerton is hereby appointed to membership on the Board of Visitors of Cossatot Community College of the University of Arkansas to fill the vacancy created by the resignation of Ricky Kesterson, for the remainder of the term expiring on June 30, 2022.

18.8 Approval of Nominee for Honorary Degree at Commencement Exercises, UA-PTC:

Upon motion by Trustee Broughton and second by Trustee Gibson, a nominee recommended to receive an honorary degree from the University of Arkansas – Pulaski Technical College for the May 2018 commencement was approved. The name of the nominee will not be made public until after the individual has been contacted and agreed to accept the award.

18.9 Ratification of Appointments to the Winthrop Rockefeller Distinguished Lectures Advisory Committee, UAS:

Upon motion by Trustee Gibson and second by Trustee Cox, the following resolution was adopted:

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the appointments of following individuals to serve on the Winthrop Rockefeller Distinguished Lectures Advisory Committee for the terms indicated are hereby ratified, confirmed and approved:

Marion B. Burton, Public Member, Term Expires June 30, 2018  
Hugh Pollard, Public Member, Term Expires June 30, 2020  
Dorothy Stuck, Public Member, Term Expires June 30, 2021  
Lisenne Rockefeller, Public Member, Term Expires June 30, 2021

Brenda Fulkerson, Public Member, Term Expires June 30, 2021  
Judge Robert L. Brown, Chairperson, Public Member, Term Expires June 30, 2022  
Bruce Bartley, Public Member, Term Expires June 30, 2023  
Kathryn Sampson, UAF Campus Representative, Term Expires June 30, 2019  
Micah Hester, UAMS Campus Representative, Term Expires June 30, 2020  
Deborah Baldwin, UALR Campus Representative, Term Expires June 30, 2021  
Ann White, UAPB Campus Representative, Term Expires June 30, 2022  
Kathryn Anderson, UAM Campus Representative, Term Expires June 30, 2023  
Donald R. Bobbitt, UA System Representative

18.10 Approval of Recommendations for Emeritus Status and Promotions, and the Report of Tenure Awarded, All Campuses and Units:

Upon motion by Trustee Harriman and second by Trustee Gibson, the Board approved the following individuals to receive emeritus status and promotions, and the Board further acknowledged the report of tenure awarded to the individuals listed below:

EMERITUS STATUS

University of Arkansas, Fayetteville

Lynn Cleaveland, Ph.D., Instructor, Mathematical Sciences  
David Jolliffe, Ph.D., Professor, Department of English  
Boris M. Schein, Ph.D., Distinguished Professor, Mathematical Sciences  
Larry Swartwood, M.F.A., Visiting Assistant Professor

University of Arkansas for Medical Sciences

Debra Henry Fiser, M.D., Professor of Pediatrics, Anesthesiology and Psychiatry  
Kim Edward Light, Ph.D., Professor of Pharmaceutical Sciences

University of Arkansas at Little Rock

Vincent Vinikas, Ph.D., Professor of History

University of Arkansas at Monticello

Dr. Roy Cabaniss  
Dr. Louis James

Division of Agriculture, Cooperative Extension Service

Mr. James R. "Bobby" Hall  
Dr. Judith A. "Judy" Robison  
Mrs. Terrie L. Treadway  
Dr. Susan E. Watkins  
Dr. Tony E. Windham

University of Arkansas Community College at Batesville

Thomas “Mike” Cumnock, Board of Visitor Emeritus  
 Janice Inloes, Nursing Faculty Emeritus  
 Connie Lawrence, Staff Emeritus  
 Alexa Smith, Staff Emeritus  
 Nancy Whitmire, Staff Emeritus

PROMOTIONS

DIVISION OF AGRICULTURE

POSITION REQUESTED

County Agents

Hope Bragg, Cooperative Extension Service	Agent II
Jennifer Caraway, Cooperative Extension Service	Agent II
Mary Jane Cody, Cooperative Extension Service	Agent II
Randy Forst, Cooperative Extension Service	Agent II
Brett Gordon, Cooperative Extension Service	Agent II
Michael Paskewitz, Cooperative Extension Service	Agent II
Adam Willis, Cooperative Extension Service	Agent II
Michelle Carter, Cooperative Extension Service	Agent III
Sara Beth Johnson, Cooperative Extension Service	Agent III
Brad Runsick, Cooperative Extension Service	Agent III
Stewart Runsick, Cooperative Extension Service	Agent III

Non-Classified

Creenna Bocksnick – 4-H Youth Development	Program Associate II
Keith Cleek – Family & Consumer Sciences	Program Associate II
Eric DeVries – 4-H Youth Development	Program Associate II
Erin Grantz – Crop, Soil & Environmental Sciences	Program Associate II
Chris Hart – Animal Science	Program Associate II
Tieshan Jiang – Poultry Science	Program Associate II
Pedro Manjarrez-Sandoval–Crop, Soil & Environmental Sciences	Program Associate II
Bernie Max Franks – Community & Economic Development	Program Associate II
Amanda Tolbert – Plant Pathology (CES)	Program Associate II
Tsung Chang Tsai – Animal Science	Program Associate II
Grant West – Agricultural Engineering & AgriBusiness	Program Associate II
Chengjun Wu – Crop, Soil & Environmental Sciences	Program Associate II
Shannon Caldwell – 4-H Youth Development	Program Associate III
Kenny Simon – Animal Science (CES)	Program Associate III
Hong Wang – Poultry Science	Program Associate III
Amy Chapman – Vet Diagnostic Lab	Program Technician II
Tyler Keene – Crop, Soil & Environmental Sciences	Program Technician II
Carri Lu Scott – Crop, Soil & Environmental Sciences	Program Technician II
Michael Sims – Southwest Research & Extension Center	Program Technician II

Project/Program Administrators

Sheryl Baker – Information Technology (CES)	Project/Program Manager II
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Beverly Christenberry – Sponsored Programs (CES) Project/Program Specialist II

Non-Tenure Faculty

John Hopkins, Ph.D. –Entomology & Plant Pathology (CES) Professor  
 Byung-Whi Kong, Ph.D. – Poultry Science Professor  
 Jeremy Ross, Ph.D. – Crop, Soil and Environmental Sciences(CES) Professor  
 Xueyan Sha, Ph.D. – Rice Research & Extension Center Professor  
 Terry Spurlock, Ph.D. – Entomology & Plant Pathology (CES) Associate Professor

ARKANSAS ARCHEOLOGICAL SURVEY

Dr. Jodi Barnes Associate Archeologist

UNIVERSITY OF ARKANSAS, FAYETTEVILLE

James C. Correll, Ph.D. Plant Pathology Distinguished Professor  
 Sami Dridi, Ph.D., Poultry Science Professor  
 Qiuqing Huang, Ph.D., Agricultural Economics and Agribusiness Professor  
 Lawton Lanier Nalley, Ph.D., Agricultural Economics Professor and Agribusiness  
 Jamie I. Baum, Ph.D., Food Science Associate Professor  
 Kent F. Kovacs, Ph.D., Ag Economics & Agribusiness Associate Professor  
 Jeff Luckstead, Ph.D., Ag Economics & Agribusiness Associate Professor  
 Elizabeth H. Margulis, Ph.D., Music Distinguished Professor  
 Anthony J. Ryan, Ph.D., Mathematical Sciences Distinguished Professor  
 David C. Chioffi, M.A., Art Professor  
 Michelle A. Evans-White, Ph.D., Biological Sciences Professor  
 Michael H. Lehmann, Ph.D., Biological Sciences Professor  
 Andrew S. Raich, Ph.D., Mathematical Sciences Professor  
 Feng Wang, Ph.D., Chemistry and Biochemistry Professor  
 Andrew J. Alverson, Ph.D., Biological Sciences Associate Professor  
 Juan J. Bustamante, Ph.D., Sociology & Criminal Justice Associate Professor  
 Matthew D. Covington, Ph.D., Geosciences Associate Professor  
 Song Feng, Ph.D., Geosciences Associate Professor  
 Patricia S. Herzog, Ph.D., Sociology and Criminal Justice Associate Professor  
 Marty C. Maxwell Lane, M.A., Art Associate Professor  
 Marc E. Mitchell, M.F.A., Art Associate Professor  
 Charles E. Muntz, Ph.D., History Associate Professor  
 Moon-Sook Park, D.M.A., Music Associate Professor  
 Nathan A. Parks, Ph.D., Psychological Science Associate Professor  
 Ana Pulido-Rull, Ph.D., Art Associate Professor  
 Steven Rosales, Ph.D., History Associate Professor  
 Joshua B. Smith, Ph.D., English Associate Professor  
 Geoboo Song, Ph.D., Political Science Associate Professor  
 Celina A. Suarez, Ph.D., Geosciences Associate Professor

Jeremy Van Horn-Morris, Ph.D., Mathematical Sciences	Associate Professor
John D. Willson, Ph.D., Biological Sciences	Associate Professor
William F. McComas, Ph.D., Curriculum & Instruction	Distinguished Professor
Stephen W. Dittmore, Ph.D., Health, Human Performance, and Recreation	Professor
Christian Z. Goering, Ph.D., Curriculum and Instruction	Professor
Bart J. Hammig, Ph.D., Health, Human Performance, and Recreation	Professor
Cathy D. Lirgg, Ph.D., Health, Human Performance, and Recreation	Professor
Ronna C. Turner, Ph.D., Rehabilitation, Human Resources, and Communication Disorders	Professor
Vicki S. Collet, Ph.D., Curriculum and Instruction	Associate Professor
DeAnna "Jan" Emory, Ph.D., Nursing	Associate Professor
Conra D. Gist, Ph.D., Curriculum and Instruction	Associate Professor
Kenda S. Grover, Ed.D., Rehabilitation, Human Resources, and Communication Disorders	Associate Professor
Anna Jarrett, Ph.D., Nursing	Associate Professor
Elizabeth R. Lorah, Ph.D., Curriculum and Instruction	Associate Professor
Stephanie L. Lusk, Ph.D., Rehabilitation, Human Resources, and Communication Disorders	Associate Professor
Jennifer G. Beasley, Ed.D., Curriculum and Instruction	Clinical Associate Professor
Paul C. Calleja, Ph.D., Health, Human Performance, and Recreation	Clinical Professor
Amanda L. Sullivan, Ph.D., Health, Human Performance, and Recreation	Clinical Associate Professor
Donald Keith Roper, Ph.D., Chemical Engineering	Professor
Kartik Balachandran, Ph.D., Biomedical Engineering	Associate Professor
Ashlea Bennett-Milburn, Ph.D., Industrial Engineering	Associate Professor
David C. Jensen, Ph.D., Mechanical Engineering	Associate Professor
Timothy J. Muldoon, Ph.D., Biomedical Engineering	Associate Professor
Wen Zhang, Ph.D., Civil Engineering	Associate Professor
Laurent A. Sacharoff, J.D., Law	Professor
Tim R. Tarvin, J.D., Law	Professor
Sara R. Gosman, J.D., Law	Associate Professor
Brian Fugate, Ph.D., Supply Chain Management	Professor
Peter J. McGee, Ph.D., Economics	Associate Professor
Lauren Simon, Ph.D., Management	Associate Professor
David G. Hyatt, D.M., Supply Chain Management	Clinical Associate Professor
John L. Kent, Ph.D., Supply Chain Management	Clinical Associate Professor

UNIVERSITY OF ARKANSAS AT LITTLE ROCK

Eric Wiebelhaus-Brahm, Ph.D.		
College of Social Sciences and Communication		Associate Professor
Kilby Raptopoulos, M.A.		
College of Social Sciences and Communication		Advanced Instructor
Lindsey Gustafson, J.D., William H. Bowen School of Law		Professor
Anastasia Boles, J.D., William H. Bowen School of Law		Associate Professor
Nawab Ali, Ph.D., College of Arts, Letters and Sciences		Professor
Robert Belford, Ph.D., College of Arts, Letters and Sciences		Professor
Jeremy Ecke, Ph.D., College of Arts, Letters and Sciences		Associate Professor
Lakeshia Jones, Ph.D., College of Arts, Letters and Sciences		Associate Professor
Michael Underwood, DMA, College of Arts, Letters and Sciences		Advanced Instructor
Olimpia Underwood, M.A., College of Arts, Letters and Sciences		Senior Instructor
Sarah Quintanar, Ph.D., College of Business		Associate Professor
Roger Dorsey, J.D., LL.M., CPA, College of Business		Associate Professor
Gaurav Kumar, Ph.D., College of Business		Professor
Bruce Bauer, M.S., College of Engineering & Info Technology		Advanced Instructor
Michael DeAngelis, Ph.D.,		
College of Engineering and Information Technology		Associate Professor
Laura Ruhl, Ph.D., College of Engineering & Info Technology		Associate Professor
Lashun Thomas, Ph.D., P.E.,		
College of Engineering and Information Technology		Associate Professor
Jeffrey Carmack, DNP, College of Education & Health Professions		Associate Professor
Glenn Anderson, Ph.D., College of Education & Health Professions		Professor

UNIVERSITY OF ARKANSAS FOR MEDICAL SCIENCES

COLLEGE OF MEDICINE

PROMOTION FROM ASSOCIATE PROFESSOR TO PROFESSOR

Jill Mhyre, M.D.	Clinical Educator (TE)	Anesthesiology
Nicola Edge, Ph.D.	Basic Scientist (NTE)	Family & Preventive Medicine
Gohar Azhar, M.D.	Clinical Scientist (TE)	Geriatrics
Maria Schuller De Almeida, Ph.D.	Basic Scientist (TE)	Internal Medicine
Sara Tariq, M.D.	Clinical Educator (TE)	Internal Medicine
Allen Sherman, Ph.D.	Clinical Educator (TE)	Otolaryngology
Ozlem Tulunay Ugur, M.D.	Clinical Educator (TE)	Otolaryngology
Nicole Massoll, M.D.	Clinical Educator (TE)	Pathology
Elisabet Borsheim, Ph.D.	Basic Scientist (TE)	Pediatrics
Xiangyang Lou, Ph.D.	Basic Scientist (TE)	Pediatrics
Erick Messias, M.D.	Clinical Educator (TE)	Psychiatry
Prasad Padala, M.D.	Clinical Scientist (NTE)	Psychiatry
Tarun Pandey, M.D.	Clinical Educator (TE)	Radiology



PROMOTION FROM ASSISTANT PROFESSOR TO ASSOCIATE PROFESSOR

John Robben, M.D.	Clinical Attending (NTE)	Anesthesiology
Rahul Dasgupta, M.D.	Clinical Attending (NTE)	Anesthesiology
Kristen Lienhart, M.D.	Clinical Educator (TE)	Anesthesiology
Thea Rosenbaum, M.D.	Clinical Educator (TE)	Anesthesiology
Samuel Mackintosh, Ph.D.	Basic Scientist (NTE)	Biochemistry & Molecular Biology
Galina Glazko, Ph.D.	Basic Scientist (TE)	Biomedical Informatics
Carly Eastin, M.D.	Clinical Educator (NTE)	Emergency Medicine
Srinivas Ayyadevara, Ph.D.	Basic Scientist (NTE)	Geriatrics
Masil George, M.D.	Clinical Educator (TE)	Geriatrics
Liudmila Schafer, M.D.	Clinical Attending (NTE)	Internal Medicine
Zhifu Xiang, M.D.	Clinical Educator (NTE)	Internal Medicine
Khaled Khasawneh, M.D.	Clinical Educator (TE)	Internal Medicine
Nikhil Meena, M.D.	Clinical Educator (TE)	Internal Medicine
Peter Goulden, M.D.	Clinical Educator (TE)	Internal Medicine
Pooja Motwani, M.D.	Clinical Educator (TE)	Internal Medicine
John Lowery, D.V.M.	Clinical Attending (NTE)	Laboratory Animal Medicine
Kristie Hadden, Ph.D.	Basic Scientist (TE)	Medical Humanities
Karl Boehme, Ph.D.	Basic Scientist (TE)	Microbiology & Immunology
Melanie MacNicol, Ph.D.	Basic Scientist (NTE)	Neurobiology & Dev. Science
Jennings Boyette, M.D.	Clinical Educator (NTE)	Otolaryngology
Chien Chen, M.D., Ph.D.	Clinical Attending (NTE)	Pathology
Matthew Lindberg, M.D.	Clinical Attending (NTE)	Pathology
Eric Rosenbaum, M.D., MPH	Clinical Educator (TE)	Pathology
Sudeepa Bhattacharyya, Ph.D.	Basic Scientist (TE)	Pediatrics
Venkat Laxmi Yeruva, Ph.D.	Basic Scientist (TE)	Pediatrics
Douglas Seglem, D.O.	Clinical Attending (NTE)	Pediatrics
Brandi Whitaker, Ph.D.	Clinical Educator (NTE)	Pediatrics
Jennifer Andrews, M.D., FAAP	Clinical Educator (NTE)	Pediatrics
Debopam Samanta, M.D.	Clinical Educator (TE)	Pediatrics
Elizabeth Sellars, M.D.	Clinical Educator (TE)	Pediatrics
Sanjiv Pasala, M.D.	Clinical Educator (TE)	Pediatrics
Virginia Willis, M.D.	Clinical Educator (TE)	Pediatrics
Aime Franco, Ph.D.	Basic Scientist (TE)	Physiology & Biophysics
Bradley Goodson, M.D.	Clinical Attending (NTE)	Psychiatry
Lou Ann Eads, M.D.	Clinical Attending (NTE)	Psychiatry
Michael Cucciare, Ph.D.	Clinical Scientist (TE)	Psychiatry
Gwendolyn Bryant-Smith, M.D.	Clinical Educator (NTE)	Radiology
Roopa Ram, M.D.	Clinical Educator (TE)	Radiology

Daniel Borja-Cacho, M.D. Clinical Educator (TE) Surgery

SECONDARY APPOINTMENTS

Promotion from Associate Professor to Professor

Elisabet Borsheim, Ph.D. Basic Scientist (TE) Geriatrics

Lisa Hutchison, Pharm.D., n/a primary in COP Geriatrics  
BCPS

Prasad Padala, M.D. Clinical Scientist (NTE) Geriatrics

Maria Schuller De Basic Scientist (TE) Orthopaedics

Almeida, Ph.D.

Nicola Edge, Ph.D. Basic Scientist (NTE) Pediatrics

Promotion from Assistant Professor to Associate Professor

Venkat Laxmi Yeruva, Basic Scientist (TE) Biochemistry & Molec. Biology  
Ph.D.

Sudeepa Bhattacharyya, Basic Scientist (TE) Biomedical Informatics  
Ph.D.

Kristie Hadden, Ph.D. Basic Scientist (TE) Family Medicine, Orthopedics

Carly Eastin, M.D. Clinical Educator (NTE) Pediatrics

Bradley Goodson, M.D. Clinical Attending (NTE) Pediatrics

PROMOTION TO DISTINGUISHED PROFESSOR

Jawahar Mehta M.D., Clinical Scientist (TE) Internal Medicine  
Ph.D.

COLLEGE OF HEALTH PROFESSIONS

PROMOTION FROM ASSISTANT PROFESSOR TO ASSOCIATE PROFESSOR

Tiffany Wallace Huitt, Ph.D. Physician Assistant Studies

COLLEGE OF PHARMACY

PROMOTION FROM ASSISTANT PROFESSOR TO ASSOCIATE PROFESSOR

Ashley Castleberry, Pharm.I Clinical Scientist (NTE) Pharmaceutical Sciences

Jacob Painter, Pharm.D., Ph Clinical Scientist (TE) Pharmacy Practice

COLLEGE OF PUBLIC HEALTH

PROMOTION FROM ASSOCIATE PROFESSOR TO PROFESSOR

Karen H. Kim Yeary, Ph.D. Health Behavior & Health Education

SECONDARY APPOINTMENTS

Promotion from Associate Professor to Professor

Hassan Elsalloukh, Ph.D. Biostatistics

D. Keith Williams, Ph.D. Biostatistics

Promotion from Assistant Professor to Associate Professor  
Mallikarjuna Rettiganti, Biostatistics  
Ph.D.

ADJUNCT APPOINTMENTS

Promotion from Adjunct Associate Professor to Adjunct Professor  
Namvar Zohoori, M.D., MPH, Ph.D. Epidemiology

Promotion from Adjunct Assistant Professor to Adjunct Associate Professor  
Appathurai Balamurugan, M.D., Dr.PH Epidemiology

ACADEMIC AFFAIRS

PROMOTION FROM ASSOCIATE PROFESSOR TO PROFESSOR

Laura Smith-Olinde, Ph.D. Office of Educational Development

UNIVERSITY OF ARKANSAS AT MONTICELLO

Dr. Myeong Kim, School of Social and Behavioral Sciences Professor  
Ms. Becky Phillips, School of Business Associate Professor  
Dr. Jared Gavin, School of Mathematics & Natural Sciences Associate Professor  
Dr. V. Lynn Fox, School of Mathematics & Natural Sciences Associate Professor  
Dr. Kathleen Shahan, School of Education Associate Professor  
Ms. Heidi Hogue, School of Nursing Associate Professor  
Dr. John Dennis, School of Forestry & Natural Resources Associate Professor

UNIVERSITY OF ARKANSAS AT PINE BLUFF

Dr. Angela Andrade, Social & Behavioral Sciences Associate Professor  
School of Arts & Sciences  
Dr. Lawrence Awopetu, Accounting Associate Professor  
School of Business Management  
Mr. Charles Bauer Duke III, Agriculture Extension Specialist II  
School of Agriculture, Fisheries and Human Sciences  
Dr. Anissa Buckner, Biology Professor  
School of Arts and Sciences  
Dr. Mary Brentley, Basic Academic Services Associate Professor  
School, University College  
Dr. Selma Dagtas, Biology Associate Professor  
School of Arts and Sciences  
Dr. Sederick Rice, Biology Associate Professor  
School of Arts and Sciences  
Dr. Karl Walker, Mathematics & Computer Science Associate Professor  
School of Arts & Sciences



Jeff Luckstead, Ph.D., Associate Professor, Agricultural Economics and Agribusiness  
Stephanie L. Lusk, Ph.D., Associate Professor, Rehabilitation, Human Resources, and Communication Disorders  
Jonathan L. Marshfield, LL.M., Associate Professor, Law School  
Marty C. Maxwell Lane, M.A., Associate Professor, Art  
Peter J. McGee, Ph.D., Associate Professor, Economics  
Marc E. Mitchell, M.F.A., Associate Professor, Art  
Timothy J. Muldoon, Ph.D., Associate Professor, Biomedical Engineering  
Charles E. Muntz, Ph.D., Associate Professor, History  
Tiffany R. Murphy, J.D., Associate Professor, Law School  
Moon-Sook Park, D.M.A., Associate Professor, Music  
Nathan A. Parks, Ph.D., Associate Professor, Psychological Science  
Ana Pulido-Rull, Ph.D., Associate Professor, Art  
Steven Rosales, Ph.D., Associate Professor, History  
Lauren Simon, Ph.D., Associate Professor, Management  
Joshua B. Smith, Ph.D., Associate Professor, English  
Geoboo Song, Ph.D., Associate Professor, Political Science  
Celina A. Suarez, Ph.D., Associate Professor, Geosciences  
Jeremy Van Horn-Morris, Ph.D., Associate Professor, Mathematical Sciences  
Danielle D. Weatherby, J.D., Associate Professor, Law School  
John D. Willson, Ph.D., Associate Professor, Biological Sciences  
Wen Zhang, Ph.D., Associate Professor, Civil Engineering

UNIVERSITY OF ARKANSAS FOR MEDICAL SCIENCES  
COLLEGE OF MEDICINE

Jill Mhyre, M.D.	Clinical Educator (TE)	Anesthesiology
Kristen Lienhart, M.D.	Clinical Educator (TE)	Anesthesiology
Thea Rosenbaum, M.D.	Clinical Educator (TE)	Anesthesiology
Galina Glazko, Ph.D.	Basic Scientist (TE)	Biomedical Informatics
Donald Johann Jr, M.D.	Clinical Scientist (TE)	Biomedical Informatics
Masil George, M.D.	Clinical Educator (TE)	Geriatrics
Khaled Khasawneh, M.D.	Clinical Educator (TE)	Internal Medicine
Nikhil Meena, M.D.	Clinical Educator (TE)	Internal Medicine
Peter Goulden, M.D.	Clinical Educator (TE)	Internal Medicine
Pooja Motwani, M.D.	Clinical Educator (TE)	Internal Medicine
Kristie Hadden, Ph.D.	Basic Scientist (TE)	Medical Humanities
Karl Boehme, Ph.D.	Basic Scientist (TE)	Microbiology & Immunology
Eric Rosenbaum, M.D., MPH	Clinical Educator (TE)	Pathology

Elisabet Borsheim, Ph.D.	Basic Scientist (TE)	Pediatrics
Sudeepa Bhattacharyya, Ph.D.	Basic Scientist (TE)	Pediatrics
Venkat Laxmi Yeruva, Ph.D.	Basic Scientist (TE)	Pediatrics
Debopam Samanta, M.D.	Clinical Educator (TE)	Pediatrics
Elizabeth Sellars, M.D.	Clinical Educator (TE)	Pediatrics
Sanjiv Pasala, M.D.	Clinical Educator (TE)	Pediatrics
Virginia Willis, M.D.	Clinical Educator (TE)	Pediatrics
Aime Franco, Ph.D.	Basic Scientist (TE)	Physiology & Biophysics
Erick Messias, M.D.	Clinical Educator (TE)	Psychiatry
Michael Cucciare, Ph.D.	Clinical Scientist (TE)	Psychiatry
Roopa Ram, M.D.	Clinical Educator (TE)	Radiology
Daniel Borja-Cacho, M.D.	Clinical Educator (TE)	Surgery
Fredrick E. Barr, M.D.	Clinical Scientist (TE)	Pediatrics (effective Oct. 10, 2017)

COLLEGE OF HEALTH PROFESSIONS

Tiffany Wallace Huitt, Ph.D.		Physician Assistant Studies
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COLLEGE OF PHARMACY

Jacob Painter, Pharm.D., Ph.D.	Clinical Scientist (TE)	Pharmacy Practice
Carrie McAdam-Marx, Ph.D.	Clinical Scientist (TE)	Pharmacy Practice

COLLEGE OF PUBLIC HEALTH

Mohammed Elfaramawi, M.D., Ph.D., MSc, MPH		Epidemiology
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UNIVERSITY OF ARKANSAS AT LITTLE ROCK

Eric Wiebelhaus-Brahm, Ph.D., School of Public Affairs  
Anastasia Boles, J.D., Law  
Jeremy Ecke, Ph.D., English  
Lakeshia Jones, Ph.D., Mathematics & Statistics  
Sarah Quintanar, Ph.D., Economics & Finance  
Roger Dorsey, J.D., LL.M., CPA, Accounting  
Michael DeAngelis, Ph.D., Earth Sciences  
Laura Ruhl, Ph.D., Earth Sciences  
Lashun Thomas, Ph.D., P.E., Construction Management  
Richard Wang, Ph.D., Information Science  
Jeffrey Carmack, DNP, Nursing

UNIVERSITY OF ARKANSAS AT MONTICELLO

Jared Gavin, Ph.D., School of Mathematical and Natural Sciences  
V. Lynn Fox, Ph.D., School of Mathematical and Natural Sciences

Board of Trustees Meeting  
March 28-29, 2018  
Page 95

Kathleen Shahan, Ed.D., School of Education  
Heidi Hogue, MSN, School of Nursing  
John Dennis, Ph.D., School of Forestry and Natural Resources

UNIVERSITY OF ARKANSAS AT PINE BLUFF

Angela Andrade, Ph.D., Department of Social and Behavioral Sciences  
Selma Dagtas, Ph.D., Department of Biology, School of Arts and Sciences  
Sonya Locket, M.A., John Brown Watson Memorial Library  
Lavoris Martin, M.A., John Brown Watson Memorial Library  
Karl Walker, Ph.D., Mathematics & Computer Science

There being no further business to come before the Board, upon motion by Trustee Gibson and second by Trustee Harriman, the meeting was adjourned at 1:31 p.m.

Respectfully Submitted,

/s/

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Morril Harriman, Secretary