

The Board of Trustees of the University of Central Arkansas convened in regular meeting Friday, October 7, 2005, at 2:00 p.m. in the FireplaceteopMr. Rush Harding Mr. Randy Sims

Dr. Conrad Garner  
Mr. Scott Roussel

meeting the following business was transacted:

**UTES**

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Minutes of the August 5, 2005, Board meeting and the September 15, 2005, called Board meeting were unanimously approved as circulated upon motion by Mrs. Bassett with a second by Mr. Harding.

**PRESIDENT'S REPORT**

Enrollment - President Hardin announced that enrollment for the fall semester totals







**2. GAP Insurance** - In late 2002, a change to the plan design of the UCA health insurance was approved and employees were allowed to choose among deductibles of \$500, \$1,000 and \$2,500. For those employees choosing either the \$1,000 or the \$2,500 deductible, a supplemental health insurance plan was offered to help off-set the higher deductible. The plan chosen was American Fidelity GAP. Employee only coverage was provided at no cost to the employee; family coverage was offered with one-fourth of the cost paid by the employee; and, employee plus one coverage was offered with one-third of the cost paid by the employee. This GAP plan was implemented in the 2003 coverage year to mitigate the movement to the higher deductibles for health care coverage. From all indications, the GAP plan was to be a temporary bridge to enable UCA and its employees to save money on the health care insurance coverage, while moving toward co-pays for doctor office visits and higher deductibles on testing and treatment.

In calendar year 2004, the point-of-service plan with a \$1,000 deductible was the only plan offered for health insurance coverage with GAP continued at its same premiums. The premiums paid for GAP during this plan year were \$253,314 and the claims paid totaled \$128,629.

In 2005, the insurance choice was between a point-of-service and an HMO, both plans included a \$1,000 deductible and, again, GAP was continued at its same premiums. This is the third year of the American Fidelity GAP plan and the way the plan is currently constructed, it has the effect of giving some employees a zero deductible and others an \$800 deductible. This is based on in-patient procedures having \$1,000 coverage while out-patient procedures have \$200 coverage. After reviewing numerous employee complaints about the complexity of GAP reimbursement and the in/out patient differential, a request was made to American Fidelity to submit rates based on reducing the in-patient coverage to \$500 and increasing the out-patient coverage to \$500. The rates submitted would have resulted in an annual increase to the cost of the benefit of approximately \$50,000.

It is recommended that the Gap plan with American Fidelity be canceled effective December 31, 2005, and a GAP plan be self-administered by the Fringe Benefits section of Human Resources. The plan would continue to cover employees at no cost to them and coverage would be extended to families for the \$10-per-month currently charged for GAP coverage. The University Fringe Benefit Committee has reviewed and recommended this proposal.

This self-administered GAP plan is recommended to reimburse the employee

education institutions' insurance offerings. Doctor visit co-pays would no longer be eligible for reimbursement. The plan would be administered using the explanation of benefits form from the university's health insurance provider and a spreadsheet for tracking payments. It is anticipated that 400 employees and/or family members would be the maximum number of covered lives that would take advantage of this benefit.

It is recommended that the approximately \$50,000 saved by this change be dedicated to the budget of the UCA Health Center. The Health Center had a little over 1,200 visits from employees last year at a fee of \$10 per visit. It has been agreed that with this funding from Human Resources the Health Center would maintain the \$10 charge per visit through the budget year 2008-09.

**3. Long-Term Disability** - The university provides long-term disability insurance for employees at no cost to the employees. The request for proposals for long-term disability insurance was issued in 2003 and Metropolitan Life was chosen to continue offering the product. The proposal submitted by MetLife guaranteed a rate for two years, 2004 and 2005. MetLife has been contacted about a renewal rate for 2006 and has responded with no increase in the rate for the next isabilTc6et1 Tc0plo-0.nitha0.2(m)129( )TJration of beith6(e 89ati)TJeeabil

**“BE IT RESOLVED: That the administration is authorized to establish a contract with United Healthcare for health insurance coverage for the period from January 1, 2006, through December 31, 2006; and**

**BE IT FURTHER RESOLVED: That the administration is authorized to cancel the GAP plan with American Fidelity for 2006 and self-administer a GAP plan in accordance with the terms detailed above for the period from January 1, 2006, through December 31, 2006; and**

**BE IT FURTHER RESOLVED: That the administration is authorized to renew the long-term disability insurance contract with Metropolitan Life Insurance Company for the period from January 1, 2006, through December 31, 2006: and**

**BE IT FURTHER RESOLVED: That the administration is authorized to renew the dental agreement with Blue Cross for the period from January 1, 2006, through December 31, 2006.**

**BE IT FURTHER RESOLVED: That the administration is authorized to amend the cafeteria plan to establish a 2½-month grace period for the**

**BE IT FURTHER RESOLVED:** That the Board of Trustees authorizes the administration to seek the services of an architect to assist in plan development; and

**BE IT FURTHER RESOLVED:** That the Board of Trustees expresses its intent to reimburse certain funds and accounts for all expenditures related to the facility planning from the proceeds of the Bonds and desires that, with respect to any tax-exempt obligations, such reimbursement comply with Treasury Regulation Section 1.150-2 so that proceeds of the bonds or notes will be deemed spent when such reimbursement is made.”

### **EXECUTIVE SESSION**

Executive session, for the purpose of considering personnel matters, was unanimously declared upon motion by Mr. Harding with a second by Mr. Sims.

### **OPEN SESSION**

Open session was declared by Chairman Stanton.

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

**“BE IT RESOLVED:** That the Board of Trustees approves the following personnel list, provided however, that the administration is authorized to make corrections and changes of a clerical nature.”

**PERSONNEL LIST  
BOARD OF TRUSTEES MEETING  
OCTOBER 7, 2005**

<b>Employee Name</b>	<b>Department</b>	<b>Current Title</b>	<b>New Title</b>	<b>Effective Date</b>	<b>Action</b>
Appointments					
Tracy Allman	Biology		Visiting Assistant Professor	8/16/2005	Appointment
Bobby Altom	Graduate, Management, Leadership Admin		Assistant Professor (non-tenure track)	8/16/2005	Appointment
Amy Amy	Writing and Speech		Assistant Professor(tenure track)	8/15/2005	Appointment
John Barlow	Health Sciences		Instructor	8/22/2005	Appointment
Clifford Beacham	Sociology		Instructor	8/16/2005	Appointment
Carol Benton	Music		Visiting Assistant Professor	8/15/2005	Appointment
Rebecca Bogoslavsky	Writing and Speech		Instructor	8/15/2005	Appointment
Patricia Bueter	Family and Consumer Sciences		Instructor	8/16/2005	Appointment
Elizabeth Bullington	Family and Consumer Sciences		Instructor	8/16/2005	Appointment
Tara Bullock	Nursing		Clinical Instructor I	8/15/2005	Appointment
Clarence Burg	Mathematics		Visiting Assistant Professor	8/15/2005	Appointment
Debra Burris	Physics and Astronomy		Assistant Professor (tenure track)	8/16/2005	Appointment
Francis Cleberg	Mathematics		Instructor	8/16/2005	Appointment
Sherry Clements	Writing and Speech		Instructor	8/15/2005	Appointment
Dwayne Coleman	English		Visiting Assistant Professor (Emergency)	8/16/2005	Appointment
Brian Corbin	Admissions		Assistant Director of Admissions	8/15/2005	Appointment
Sherrye Craig	Occupational Therapy		Assistant Professor(non-tenure track)	8/16/2005	Appointment
Allen Crawford	Kinesiology and Physical Education		Instructor	8/15/2005	Appointment
Stefanie Crumbley	Music		Instructor	8/15/2005	Appointment
Jessica Dulac	Health Sciences		Instructor	8/16/2005	Appointment
Valdy Eichmann	World Languages, Literatures, and Cultures		Visiting Assistant Professor of French(E	8/16/2005	Appointment
Monda Fason	Writing and Speech		Instructor	8/15/2005	Appointment
Rita Fielder	University College		Instructor	8/16/2005	Appointment
Karen Fite	Family and Consumer Sciences		Instructor	8/16/2005	Appointment
Adam Frank	Honors College		Assistant Professor(tenure track)	8/15/2005	Appointment
Kathy French	Health Sciences		Instructor	8/16/2005	Appointment
Adriian Gardner	Writing and Speech		Instructor	8/15/2005	Appointment
Mark Garrison	Physical Therapy		Assistant Professor(tenure track)	8/16/2005	Appointment
Joshua Haase	Kinesiology and Physical Education		Clinical Instructor	8/15/2005	Appointment
Alison Hall	Sociology		Instructor	8/16/2005	Appointment
Ying Hutton	Physics and Astronomy		Visiting Assistant Professor	8/25/2005	Appointment
Siddaramaiah Indumanti	EFIRM		Visiting Assistant Professor	8/22/2005	Appointment
Jianfeng Jiang	Marketing and Management		Instructor (Emergency Hire)	8/16/2005	Appointment
Artelia Jones	Candidate Serv/Field Experience		Student Teacher Supervisor	8/16/2005	Appointment
Stacey Jones	Writing and Speech		Instructor (Emergency Hire)	8/16/2005	Appointment
Kerry Jordan	Nursing		Clinical Instructor I	8/15/2005	Appointment
Robert Keeton	Biology		Instructor	8/16/2005	Appointment
Danielle Kellogg	History		Assistant Professor(tenure track)	8/15/2005	Appointment

**PERSONNEL LIST  
BOARD OF TRUSTEES MEETING  
OCTOBER 7, 2005**

William Russell  
Elizabeth Sale  
Lea Anne Smith  
Tiffanie Snyder  
Kenith Sobel  
Julia Spears

Writing and Speech  
Occupational Therapy  
Management Information Systems  
Family and Consumer Sciences  
Psychology and Counseling  
Writing and Speech

Instructor (Emergency Hire)  
Clinical Instructor  
Instructor  
Instructor  
Assistant Professor(tenure track)  
Instructor

8/16/2005 Appointment  
8/15/2005 Appointment  
8/16/2005 Appointment  
8/16/2005 Appointment  
8/16/2005 Appointment  
8/15/2005 Appointment

There being no further business to come before the Board, the meeting was adjourned by Chairman Stanton.

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Dr. Michael Stanton, Chair

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Mrs. Kay Hinkle, Secretary



Provost Esteban have been working toward the financial success of the university and that leads to the financial success of the faculty members. President Hardin and Provost Esteban have made recent commitments to the Physical Plant and Infrastructure, commitments to the faculty working conditions in terms of workloads, and commitments to faculty compensation. A significant percentage of faculty are convinced that these commitments will be met—the track record of this administration is quite good. Yet, still another smaller yet significant percentage are a little more cynical or skeptical in that they are saying ...”well, they are talking a good game but let us watch and see if they can deliver.”

Why is the personal financial success important to the University as well as the faculty member?? Because the faculty members focus on the bottom lines listed in the opening of this address when they are not worried about being able to provide for their family.

I think last year the faculty senate did a good job of helping to revise the handbook which is a

## **TOP TEN SGA GOALS 2005-2006**

**1. Improve Athletic Image:** As we move into Division I we want to boost the image of athletics on this campus. In order to achieve this SGA has identified three main objectives: 1) Create a University wide logo that is not only associated to athletics. The new logo will be used in all campus publications and will serve as a unifying theme for the campus. 2) Get a new statute of a Bear. 3) Partner up with an outside organization to adopt a bear and name it the official UCA bear.

**2. Constituent Services:** SGA wants to become more active in dealing with student problems. We want to have open forums throughout the year to listen to student grievances and complaints.

**3. Meal Plans / Food Services:** SGA wants to work with Aramark to extend the hours of service to better provide the student needs. We would like to work with Aramark to extend the hours of service to better provide the student needs. We would like to work with Aramark to extend the hours of service to better provide the student needs.

## OCTOBER 7, 2005 BOARD OF TRUSTEE MEETING REMARKS

To the Board of Trustees, President Hardin, Vice Presidents and guests, I am Kevin Hamilton, President of Staff Senate and on behalf of the Senate and staff, I wish to express my sincere appreciation for the opportunity to address you.

At the beginning of the academic year, the Staff Senate had a frank discussion about our mission and goals for the upcoming academic year. Because UCA is considered such a tight knit community academically and socially, the Senate wanted to ensure the idea of community resonated throughout staff. This year, our theme is “Staff Senate: Creating Community Together”.