







## A. Purpose

The University of Central Arkansas believes in academic freedom and free speech. The purpose of this policy is to provide fair and reasonable guidelines concerning the rights of individual assembly and free speech while maintaining order and access to the campus of the University of Central Arkansas.

## B. Policy

The First Amendment of the United States Constitution, the Arkansas Constitution, and the Forming Open and Robust University Minds (FORUM) Act protect the rights of free speech. To the extent any provision of this policy conflicts with federal or state law, the law shall control. The university believes that the right of expression is as necessary as the right of inquiry and both must be preserved as essential to the pursuit and dissemination of knowledge and truth. However, the university also has an obligation to protect its property, to prohibit interference with the normal educational process on its campus, and to respect the private rights of all individuals. The university recognizes that free speech may include ideas and opinions that individuals may find unwelcome, uncollegial, disagreeable, or even deeply offensive. ~~As set forth in statute and case law, free speech does not extend to harassment or threats. In the above cases, the individual or individuals will be prohibited from these activities on the UCA campus. Additionally, the free expression of views and opinions either~~ Free speech by individuals or by groups must not violate any rights of others, ~~or~~ materially and substantially disrupt the normal function of the university, materially and substantially disrupt previously scheduled or reserved activities, ~~or~~ violate other university policies, ~~any of the provisions of the UCA Student Handbook that would give to discipline or be unlawful.~~ As set forth in statute and case law, free speech does not extend to harassment or threats. In such cases, the individual or individuals will be prohibited from these activities on the UCA campus.

## C. Definitions

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

- a. ~~ōCco r wu Cqo o wpx{ō o gcpu: (k) vj g wpxgtuk{ōu uwf gpv, cf o kpkwtcvqtu, hcewv{, cpf uclh~~ and (ii) invited guests of the university or its students, administrators, faculty, and staff. A student, administrator, faculty member, or staff member must accompany the invited guest when such person is engaged in expressive activity protected by this policy.
- b. "Materially and substantially disrupts" means a disruption that occurs when a person, with the purpose or knowledge of significantly hindering the expressive activity of another person or group, prevents the communication of a message of another person or group or prevents the transaction of the business of a lawful meeting, gathering, or procession by: (i) engaging in fighting, violence, or other unlawful behavior or (ii) physically blocking or using threats of violence to prevent any person from attending, listening to, viewing, or otherwise participating in an expressive activity.
- c. ~~ōWwf qqt ctgcu qh eco r wüō (1) o gcpu vj g i gpgtcm{ ceeguukdrq qwwkf g ctgcu qh vj g eco r wu~~ where members of the campus community are commonly allowed, including without limitation: (i) grassy areas, (ii) walkways, and (iii) other similar common areas; (2) Outdoor areas of campus

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McAlister Hall, and the area in front of Christian Cafeteria; and (3) "Outdoor areas of campus" does not include outdoor areas where access by the majority of the campus community is restricted -- areas where access is restricted include, but are not limited to, Estes Stadium, Bear Baseball Stadium, Bill Stephens Track/Soccer Complex, Farris Softball Complex, Farris Fields Complex, and the Intramural Fields.

d.

employment, or (iii) by vendors that have a contractual relationship with the University acting



This plan will allow UCA to provide eligible faculty and staff with an attractive, completely voluntary retirement incentive, and it will allow leadership to plan strategically for the future.

Approximately 178 faculty and staff members who meet the criteria would be offered the opportunity to participate in the program. Those who elect to participate will receive 25% of their base salary as of December 31, 2019, along with 1% of their base salary for each year of employment through December 31, 2019.

Employees will have a 45-day election period to participate in the program. If approved by the Board, the election period would begin today, Friday, October 11, and will close at 4:30 p.m. on Tuesday, November 26.

The effective retirement date for staff and 12-month faculty in the VERI program will be December 31, 2019; the effective retirement date for nine-month faculty will be May 31, 2020.

The board unanimously adopted the following resolution upon motion by Shelia Vaught and second by Elizabeth Farris

**ADJOURNMENT**

There being no further business to come before the board, the meeting was adjourned upon motion by Joe Whisenhunt and second by Cornell Maltbia:

**The University of Central Arkansas Board of Trustees**

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**Bunny Adcock**  
**Chair**

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**Kay Hinkle**  
**Secretary**