

MINUTES OF THE SPECIAL MEETING OF THE  
UNIVERSITY OF ARKANSAS BOARD OF TRUSTEES  
TELEPHONE CONFERENCE CALL  
2:00 P.M., JUNE 3, 2015

TRUSTEES PRESENT:

Vice Chairman Reynie Rutledge; Trustees Jim von Grep; David Pryor; Mark Waldrip; Stephen A. Broughton, MD; Cliff Gibson and Morrill Harriman.

TRUSTEES ABSENT:

Trustees Ben Hyneman; Jane Rogers and John Goodson.

UNIVERSITY ADMINISTRATORS  
AND OTHERS PRESENT:

System Administration:  
President Donald R. Bobbitt, Vice President for Academic Affairs Michael K. Moore, General Counsel Fred Harrison, Vice President for University Relations Melissa Rust, Assistant to the President Angela Hudson and Associate for Administration Sylvia White.

Members of the Press.

Vice Chairman Reynie Rutledge called the special meeting of the Board of Trustees of the University of Arkansas to order at 2:03 p.m. on Wednesday, June 3, 2015, via telephone conference call. Vice Chairman Rutledge convened an Executive Session at 2:04 p.m. for the purpose of considering the approval of early retirement agreements for UAPB and UAMS and salaries in excess of the line item maximum for the Division of Agriculture, the University of Arkansas, Fayetteville, and the University of Arkansas at Little Rock. Vice Chairman Rutledge reconvened the full meeting of the Board at 2:21 p.m. and called for action on the following matters discussed in Executive Session:

1. Approval of Early Retirement Agreement for Dr. James O. Garner, UAPB:

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

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the early retirement of Dr. James O. Garner, Professor of

Agriculture and Dean of the School of Agriculture, Fisheries and Human Sciences, University of Arkansas at Pine Bluff, is hereby approved.

BE IT FURTHER RESOLVED THAT Dr. Garner must resign his position effective no later than June 30, 2015, and relinquish all tenure rights. In return, the University of Arkansas at Pine Bluff will provide the following for the benefit of Dr. Garner:

1. Pay Retiree a total stipend of \$29,484 with no work required in one payment on July 31, 2015.
  - a. From the payment, the following will be withheld:
    - state and federal income taxes according to AR4EC and W4 forms and FICA/Medicare tax.
  - b. In the event of Retiree's death prior to the payment having been made, the payment shall be paid to his wife, Cynthia Garner. If both Retiree and his said wife both shall die before the payment has been made, then the payment shall be made to the estate of the last of them to die.
2. Pay the full cost (employer and employee contributions) of The University of Arkansas Medical Benefit Plan or such other medical benefit plan the University may sponsor, up to but not exceeding \$9,704, for two years or until such funds are exhausted, for coverage for Retiree's wife, Cynthia Garner, with the following additional conditions:
  - a. Retiree will be responsible for any costs of the Arkansas Medical Benefit Plan that exceed \$9,704.
  - b. The \$9,704 will function as a pool of funds available for medical insurance. These funds may not be converted to cash. Should Retiree choose to adjust his wife's medical insurance to a more or less expensive plan, coverage will be extended until the \$9,704 pool is exhausted. Should Retiree leave the medical plan, by choice, before the funds are exhausted, any balance in the pool will return to the University of Arkansas at Pine Bluff. Should Retiree die before the pool is exhausted, his wife, Cynthia Garner, will be given the option to continue the coverage until the pool is exhausted as long as Cynthia Garner does not remarry. If Cynthia Garner decides not to continue the coverage or she remarries, any balance in the pool will return to the University of Arkansas at Pine Bluff.

- c. At such time that the \$9,704 pool is exhausted, Retiree will assume direct responsibility for the full cost of the Medical Benefit Plan, should he choose to continue it.
    - d. If the University ceases to offer retiree health insurance at any time prior to the pool of funds being exhausted, any amounts remaining will be distributed to the retiree as a stipend, less withholding for applicable state and federal taxes and FICA/Medicare taxes, if applicable.
  3. Pay the full cost (employer and employee contributions) of the University of Arkansas Dental Benefit Plan or such other dental benefit plan the University may sponsor, up to but not exceeding \$792 for two years dental insurance coverage for Retiree's wife, Cynthia Garner, with the following additional conditions:
    - a. Retiree will be responsible for any costs of the Arkansas Dental Benefit Plan that exceed \$792.
    - b. The \$792 will function as a pool of funds available for dental insurance. These funds may not be converted to cash. Should Retiree choose to adjust his wife's dental insurance to a more or less expensive plan, coverage will be extended until the \$792 pool is exhausted. Should Retiree leave the dental plan, by choice, before the funds are exhausted any balance in the pool will return to the University of Arkansas at Pine Bluff. Should Retiree die before the pool is exhausted, his wife, Cynthia Garner, will be given the option to continue the coverage until the pool is exhausted as long as Cynthia Garner does not remarry. If Cynthia Garner decides not to continue the coverage or she remarries, any balance in the pool will return to the University of Arkansas at Pine Bluff
    - c. At such time that the \$792 pool is exhausted, Retiree will assume direct responsibility for the full cost of the Dental Benefit Plan, should he choose to continue it.
    - d. If the University ceases to offer retiree dental insurance at any time prior to the pool of funds being exhausted, any amounts remaining will be distributed to the retiree as a stipend, less withholding for applicable state and federal taxes and FICA/Medicare taxes, if applicable.
4. Grant Retiree emeritus status as of June 30, 2015.

BE IT FURTHER RESOLVED THAT Dr. Garner be provided a period of at least 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.

2. Approval of Early Retirement Agreement for Dr. Mark B. Mengel, UAMS:

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

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the early retirement of Mark B. Mengel, M.D., Professor of Family and Preventive Medicine and Vice Chancellor for Regional Programs, University of Arkansas Medical Sciences, is hereby approved.

BE IT FURTHER RESOLVED THAT Dr. Mengel must resign his position effective no later than May 31, 2015, and relinquish all tenure rights. In return, the University of Arkansas for Medical Sciences will provide the following for the benefit of Dr. Mengel:

1. Pay Dr. Mengel a total stipend of \$271,296.20 with no work required, in monthly payments as follows: \$9,689.15 starting July 2015 and ending October 2017.
  - a. From the stipend payment, the following will be withheld: state and federal income taxes according to AR4EC and W4 forms and FICA/Medicare tax, as applicable.
  - b. In the event of Dr. Mengel's death prior to the stipend of \$271,296.20 being fully paid, the remainder of the payments shall be made to the personal representative of Dr. Mengel's estate in lump sum.
2. Pay the full cost (employee and employer contributions) of The University of Arkansas Medical Benefit Plan and/or The University of Arkansas System UHC MAPD PPO or such other medical benefit plan the University may sponsor, up to but not exceeding \$29,700, for Dr. Mengel and his wife, Laura Frankenstein, for thirty (30) months of coverage from Dr. Mengel's retirement through November 30, 2017, with the following conditions:
  - a. Dr. Mengel will be responsible for any insurance premium costs of the University of Arkansas Medical Benefit Plan that exceed \$29,700.
  - b. The \$29,700 will function as a pool of funds available for medical insurance premiums. These funds may not be converted to cash. Should Dr. Mengel

choose to adjust his medical insurance to a more or less expensive plan, coverage will be extended until the \$29,700 pool is exhausted. Should Dr. Mengel leave the medical plan, by choice, before the pool is exhausted, any balance in the pool will return to UAMS. Should Dr. Mengel die before the pool is exhausted, his wife, Laura Frankenstein, will be given the option to continue the coverage until the pool is exhausted as long as Ms. Frankenstein does not remarry. If Ms. Frankenstein decides not to continue the coverage or she remarries, any balance in the pool will return to UAMS.

- c. At such time that the \$29,700 pool is exhausted, Dr. Mengel will assume direct responsibility for the full cost of the Medical Benefit Plan, should he choose to continue it.
  - d. If the University ceases to offer Dr. Mengel retiree health insurance at any time prior to the pool of funds being exhausted, any amounts remaining will be distributed to Dr. Mengel as a stipend, less withholding for applicable state, federal and FICA/Medicare taxes.
3. Pay the full cost (employer and employee contributions) of the University of Arkansas Dental Benefit Plan or such other dental benefit plan the University may sponsor, up to but not exceeding \$2,056, for coverage for Dr. Mengel and his wife, Laura Frankenstein, for thirty (30) months of coverage from Dr. Mengel's retirement through November 30, 2017, with the following conditions:
- a. Dr. Mengel will be responsible for any insurance premium costs of the University of Arkansas Dental Benefit Plan that exceed \$2,056.
  - b. The \$2,056 will function as a pool of funds available for dental insurance premiums. These funds may not be converted to cash. Should Dr. Mengel choose to adjust his dental insurance to a more or less expensive plan, coverage will be extended until the \$2,056 pool is exhausted. Should Dr. Mengel leave the dental plan, by choice, before the pool is exhausted, any balance in the pool will return to UAMS. Should Dr. Mengel die before the pool is exhausted, his wife, Laura Frankenstein, will be given the option to continue the coverage until the pool is exhausted as long as Ms. Frankenstein does not remarry. If Ms. Frankenstein decides not to continue the coverage or she remarries, any balance in the pool will return to UAMS.
  - c. At such time that the \$2,056 pool is exhausted, Dr. Mengel will assume direct responsibility for the full cost of the Dental Benefit, should he choose to continue it.

- d. If the University ceases to offer Dr. Mengel retiree dental insurance at any time prior to the pool of funds being exhausted, any amounts remaining will be distributed to Dr. Mengel as a stipend, less withholding for applicable state, federal and FICA/Medicare taxes.

BE IT FURTHER RESOLVED THAT Dr. Mengel be provided a period of at least 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.

3. Approval of Salaries in Excess of the Line Item Maximum, AGRI:

Upon motion by Trustee Pryor and second by Trustee Waldrip the following resolution was adopted:

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the salaries, as set forth below, in excess of the line-item maximum are hereby approved for the following individuals at the University of Arkansas Division of Agriculture, in accordance with Arkansas Code Annotated section 6-62-103:

Mark J. Cochran, Vice President for Agriculture	\$262,331*
Stipend	\$ 25,200
<i>*Salary Established by the President up to this Amount</i>	

Lalit Verma, Department Head, Biological & Ag Engineering	\$226,150
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4. Approval of Salaries in Excess of the Line Item Maximum, UAF:

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

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT salaries, as set forth below, in excess of the line-item maximum established by law, are hereby approved for the following individuals at the University of Arkansas, Fayetteville, in accordance with Arkansas Code Annotated section 6-62-103:

Michael Adams, Assistant Golf Coach	\$82,425*
Robert (Bobby) Allen, Project/Program Director	\$163,258*
Mike Anderson, Head Basketball Coach	\$2,834,605*
Todd Barbour, Assistant Coach	\$98,374*

Bret Bielema, Head Football Coach	\$4,500,000*
Chris Bucknam, Head Track Coach	\$333,168*
Doug Case, Assistant Track Coach	\$254,273*
T. J. Cleveland, Assistant Basketball Coach	\$231,704*
Bryan Compton, Assistant Track Coach	\$137,443*
Mark Cook, Head Gymnastics Coach	\$239,300*
Julie Cromer, Sr. Associate Athletic Director	\$207,188*
Tari Cummings, Assistant Basketball Coach	\$177,289*
Jeff Daniels, Project/Program Manager	\$134,932*
Jimmy Dykes, Head Basketball Coach	\$832,000*
Dave England, Head Trainer	\$112,530*
Daniel Enos, Offensive Coordinator	\$733,333*
Shauna Estes, Head Golf Coach	\$210,008*
Jon Fagg, Sr. Associate Athletic Director	\$215,064*
E.K. Franks, Project/Program Manager	\$97,500*
Chris Freet, Senior Associate Athletic Director	\$194,350*
G. David Gearhart, Professor, College of Education and Health Professions	\$343,248
Travis Geopfert, Assistant Track Coach	\$181,624*
Danny Green, Project/Program Specialist	\$97,851*
Colby Hale, Head Soccer Coach	\$183,250*
Clayton Hamilton, Sr. Associate Athletic Director	\$194,335*
Vernon Hargreaves, Assistant Football Coach	\$366,667*
Michael Harris, Licensing Administrator	\$69,536*
Lance Harter, Head Track Coach	\$296,778*
Chris Hauler, Assistant Trainer	\$67,076*
Michael Hegarty, Head Tennis Coach	\$138,153*
Ben Herbert, Head Strength and Conditioning Coach	\$440,000*
Andy Jackson, Head Tennis Coach	\$147,542*
Clay Jennings, Assistant Football Coach	\$466,667*
Chris Johnson, Assistant Track Coach	\$189,434*
Dave Jorn, Assistant Baseball Coach	\$195,472*
Kristi Kiely, Assistant Women's Soccer Coach	\$107,250*
Barett Lais, Assistant Golf Coach	\$94,998*
Mike Larabee, Head Softball Coach	\$160,750*
Stacy Leeds, Dean, School of Law	\$276,083
Jeff Long, Vice Chancellor, Director of Athletics	\$1,500,000*
Barry Lunney Jr., Assistant Football Coach	\$320,000*
Todd Mann, Assistant Swimming Coach	\$86,920*
Terry Martin, Vice Provost for Academic Affairs	\$231,365
Brad McMakin, Head Golf Coach	\$255,349*

Kim Needy, Dean of the Graduate School and International Education	\$248,063
Sam Pittman, Assistant Football Coach	\$700,000*
Robert Pulliza, Head Volleyball Coach	\$181,225*
James M. Rankin, Vice Provost, Research & Economic Development	\$243,617
<i>Stipend</i>	\$6,000
Ashok Saxena, Provost	\$325,000
Sean Schimmel, Head Swimming Coach	\$167,164*
Rory Segrest, Assistant Football Coach	\$320,000*
Todd Shields, Dean, J. William Fulbright College of Arts and Sciences	\$252,404
Jemal Singleton, Special Teams Coordinator and Assistant Football Coach	\$413,333*
Christy Smith, Assistant Basketball Coach	\$195,225*
Michael Smith, Assistant Football Coach	\$366,667*
Robert Smith, Defensive Coordinator	\$1,000,000*
Samantha Snider, Assistant Gymnastics Coach	\$120,000*
Matt Summers, Assistant Football Coach	\$164,583*
Mark Taurisani, Project/Program Director	\$200,000*
Carol Torok, Assistant Volleyball Coach	\$83,366*
Matt Trantham, Sr. Associate Athletic Director	\$210,382*
Dave Van Horn, Head Baseball Coach	\$456,066*
Michael E. Vayda, Dean, Dale Bumpers College of Agricultural, Food and Life Sciences	\$231,980
Tony Vitello, Assistant Baseball Coach	\$199,847*
Melvin Watkins, Assistant Basketball Coach	\$408,887*
Chris Wyrick, Vice Chancellor for University Advancement	\$300,000†
†To Be Determined by President Bobbitt	
Matt Zimmerman, Assistant Basketball Coach	\$231,704*

*\*Maximum Potential Including Post Season Compensation*

5. Approval of Salaries in Excess of the Line Item Maximum, UALR:

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

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



Christopher Beard, Head Men's Basketball (effective 4/8/15)	\$309,667
Bob Denman, Vice Chancellor for University Advancement (for bonus pay from 9/1/14 to 1/20/15)	\$212,998
Wesley A. Flanigan, Associate Head Men's Basketball Coach (effective 6/1/15)	\$100,000
Joe Foley, Head of Women's Basketball (effective 7/1/15)	\$262,917

There being no further business to come before the Board, upon motion by Trustee Pryor and second by Trustee Broughton, the meeting was adjourned at 2:24 p.m.

Respectfully Submitted,

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/s/  
David Pryor, Secretary