

**UA Little Rock Policy Management Board
Annual Report on Policy Management**

Date Approved by PMB: December 12, 2025

Date Submitted to Chancellor: December 18, 2025

Pursuant to LR 216.1, the Policy Management Board (PMB) provides the following “summary of the policies created, revised, and decommissioned, as well other relevant activities” of the PMB. The annual-report requirement was recently modified to direct the report to the UA Little Rock Chancellor rather than to the University Assembly, as had been the practice. See the discussion of revisions to LR 216.1, below. Because this is the first report under LR 216.1 as revised, the time period covered by the report includes Academic Year 2025 and Academic Year 2026 to date. Going forward, the PMB anticipates submitting an annual report that covers the academic year just ended.

Policies are summarized here in chronological order based on the date of their consideration by the PMB. Following these are academic policies that were presented to the PMB as informational items, in order of policy number. Finally, other PMB activities from the academic year are summarized.

Academic Year 2025 (August 19, 2024 to August 8, 2025)

LR 302.7 (Tuition Waiver for Employees): Revisions to the policy that authorizes a discount on tuition for UA Little Rock employees enrolled in certain degree programs. The revised policy added a deadline for tuition waivers to be requested (during the academic term in which the waiver would be applied), and provided for tuition discounts in doctorate-level courses as well as undergraduate and master’s level, excluding J.D. Other language was updated and clarified.

LR 402.59 (Retrenchment): Decommission of campus-level retrenchment policy which was copied from an out of date Board Policy. Current Board Policy 405.5 sets out detailed procedures for financial-exigency and academic-planning retrenchments, and does not require campuses to adopt their own policy for retrenchment.

LR 402.58 (Retirement Age): Decommission of campus-level policy on retirement, which was outdated and inaccurate. Current Board Policy 425.5 on retirement states that there "shall be one plan-the University of Arkansas Retirement Plan," and "all of the campuses, divisions, units and entities of the University of Arkansas ... shall be included." LR 402.58 set its own retirement age and implied that tenured faculty have a mandatory retirement age of 70. The Provost’s Office recommended decommission.

LR 401.2 (Affirmative Action): Decommission of personnel policy last revised on April 1, 2010, as outdated and arguably in violation of state and federal law. While UA Little Rock works to prevent discrimination as an employer and in university programs and activities, state law no longer authorizes affirmative action plans by colleges and universities. Federal executive orders following *Students for Fair Admissions v. Harvard* also called affirmative action into question.

LR 303.3 (Tuition and Fees Adjustment): Revision of criteria for enrolled students to receive adjustments to tuition and fees, depending on when students withdraw or drop a course. One of the criteria in the current policy refers to deletion of courses for student non-payment, which is no longer campus practice. These revisions removed the language on non-payment and clarified when Board of Trustees policy may override LR 303.3.

LR 221.2 (Board of Visitors Operating Policies): Updates to the procedures and bylaws for the UA Little Rock Board of Visitors, which have not been revised since 2006. The Board of Visitors voted in February 2025 to revise procedures that at the time were codified as Board of Trustees Policy 1010.1. The Trustees voted in May 2025 to archive Board Policy 1010.1, allowing the Visitors to amend their procedures without affecting Board policy. The updated procedures for the Visitors are numbered LR 221.2, which corresponds to the "committees" category from the UA Little Rock Policy Index. A "Board of Visitors Policy 108.0," which appears on the campus website with an effective date of 11/17/75, was repealed.

LR 215.1 (Inclement Weather and Emergency Closures): Revisions to the policy providing on-site and remote-work designations for staff and administrative employees. The revised policy describes the responsibilities of designated employees and their supervisors during an inclement weather event or emergency closure. The policy had not been updated since 2015.

LR 518.1 (Hazing Prevention and Education): Revisions to comport with the Stop Campus Hazing Act of 2024, a federal law that amended the Clery Act. Under the Stop Campus Hazing Act, institutions subject to Clery Act requirements must adopt policies that define hazing, establish how reports of hazing will be submitted and investigated, and explain state, local, and tribal laws on hazing. The Stop Campus Hazing Act also required institutions to create policies on hazing prevention and awareness. The UA Little Rock revisions satisfying these requirements were based on model policies from the System Office. The UA Little Rock policy on hazing awareness and prevention is now linked in the introductory paragraph in LR 518.1.

LR 516.3 (Student Rights, Responsibilities, and Behavior): Revisions to comply with Act 731 of 2025, which amended the Arkansas Student Due Process and Protection Act of 2023. The revisions reduce the time for appeals of "serious violations" from 25 to seven days, and include a requirement for institutions to "advise" students of the right to an attorney or non-attorney advisor in serious violations. The revisions also comply with Act 721 of 2025 by adding "antisemitism" as defined in the Act as prohibited conduct. Finally, the revisions updated definitions for student account holds and class days.

LR 703.6 (Multi-Occupancy Bathrooms, Changing Rooms, and Sleeping Quarters): New policy to comply with Act 955 of 2025, which established requirements for designation and monitoring of multi-occupancy bathrooms and sleeping quarters by biological sex, as well as required governmental entities that occupy public buildings to investigate and resolve complaints under the Act. A System Office model policy was the basis for LR 703.6, which contains departments and points of contact specific to UA Little Rock.

LR 404.4: This academic policy on class attendance and withdrawal was updated to remove “non-payment” from a heading, for consistency with previously approved revisions. Substantive revisions to the policy had also been approved by the Chancellor on recommendation from the Faculty Senate. The PMB heard these updates as an informational item.

LR 404.8: This academic policy on syllabi, office hours, and contact with students was updated by recommendation of the Faculty Senate to include mandatory syllabus language that explains the availability of the Disability Resource Center for students with disabilities. The PMB heard these updates as an informational item.

LR 501.6 and 501.13: These academic policies on grade appeals and academic offenses were updated by recommendation of the Faculty Senate to include a uniform definition of “class day,” as Monday through Friday of any academic term, excluding fall and spring university breaks and holidays. The PMB heard these updates as informational items.

LR 502.6: This academic policy on international students was updated in areas including proof of English language proficiency, as proposed to the Faculty Senate via the Admissions and Transfer Credit Committee and approved by the Chancellor. The PMB heard these updates as an informational item.

Meetings of the Chancellor’s Working Group on Facilities Use were recapped as informational items. The Working Group has as its goals revisions to LR 703.4 on use of facilities and LR 518.3 on free speech.

Academic Year 2026 (August 20, 2025 to date)

LR 201.1 (Non-Discrimination): Revisions to comply with Act 721 of 2025, which defined antisemitism as a type of discrimination and harassment, as well as Acts 116 and 341 of 2025, which modified affirmative action requirements and limited “diversity, equity, and inclusion” initiatives by state-supported institutions of higher education. The revisions are consistent with the model anti-discrimination policy for employees, which was recently updated by the System Office.

LR 216.1 (Policy on Policy Management): Revisions to update the procedures for approving UA Little Rock-wide policies academic or administrative in nature. The revisions update the function of the PMB and related parties, provide definitions of common terms in policy drafting, and clarified the process to create, revise, and decommission university policies with Chancellor approval. Language was updated throughout for consistency with the recently approved UA Little Rock Constitution, for example to change the recipient of the PMB’s annual report to the Chancellor rather than the reconstituted University Assembly.

LR 401.7 (Title IX Policy): Revisions to comport with amendments to the Arkansas Student Due Process and Protection Act, including the right of an attorney or non-attorney advisor to participate fully in interviews and disciplinary proceedings; seven instead of

25 days for appeals by student parties; new FBI definitions of certain sex offenses; and updated contact information for campus Title IX officials. The revisions are consistent with the recently updated model Title IX policy from the System Office.

LR 402.3 (Career Service Recognition Payments): Revisions to delete references to “classified and non-faculty” employees in favor of “exempt and non-exempt (non-faculty)” employees. The revisions also corrected the statutory source to the Higher Education Expenditure Restriction Act, which governs career-service payments for non-faculty employees of publicly supported institutions of higher education. Authority for part-time employees to receive payments on a pro-rata basis was removed, consistent with current practice.

LR 402.7 (Non-Faculty Grievances - Employment Matters): Revisions to clarify existing language that authorizes non-faculty employees to grieve certain employment matters. The revisions added a section to specify the allowable grounds for challenging a grievable matter (procedural irregularities or discovery of new, outcome-determinative evidence). The UA Little Rock Staff Senate reviewed and approved the updated policy, in addition to the PMB.

LR 402.5 (Catastrophic Leave Bank): Decommission of the campus policy in furtherance of the Catastrophic Leave Program previously available to all campuses. The System Office wound down the Program, ending donations to the Cat Leave Bank after December 31, 2024; accepting applications from eligible employees through June 30, 2025; and ending Cat Leave benefits after December 31, 2025. December 31, 2025, is therefore the final date of Cat Leave for any UA Little Rock employees whose applications were approved.

UA Little Rock Constitution: The campus governance document approved by the Board of Trustees in May 2025 is now linked in the Policy Library. By following the link to the 2025 Constitution, related documents such as current Faculty Senate Bylaws may be viewed.

The PMB worked with Communications and Marketing to remind all employees of the steps to modify a departmental website. The PMB must be involved if a “university policy” will be revised, added, or decommissioned as part of the website change. The notice to employees provided a link to submit policy changes to the PMB.

Meetings of the Chancellor’s Working Group on Facilities Use were recapped as informational items. The Working Group has as its goals revisions to LR 703.4 on use of facilities and LR 518.3 on free speech. The PMB’s understanding is that the Working Group is on hold pending a proposed fee structure for reserving designated indoor and outdoor areas of campus.