

AGENDA
ARKANSAS STATE UNIVERSITY SYSTEM
BOARD OF TRUSTEES
December 3, 2021
10:00 a.m.
ASU System Office

- I. Call to Order
Price Gardner, Chair
- *II. Election of Secretary
- *III. Approval of the Minutes of Past Meetings
September 10, 2021
- IV. President's Report
Reports of the Chancellors
- *V. Agenda
 - Proposed Arkansas State University System Resolution
 - Resolution approving the ASU System to proceed with the FedEx Aviation Mezzanine Finish-out Capital Project at ASU Mid-South
 - Proposed Arkansas State University Resolutions
 - Resolution approving the mission and mission implementation statements, strategic plan, and collections policies (accreditation documents) for the ASU Museum
 - Resolution approving A-State to modify its lease agreement with the NEA Sports Club
 - Resolution approving A-State to name the arts and innovation building that will be built on campus the "Windgate Hall of Art and Innovation"
 - Proposed Arkansas State University-Mountain Home Resolution
 - Resolution approving ASU-Mountain Home to name the newly created walking and biking trail the "James D. and Sally E. Moore Recreational Trail"
 - Proposed Arkansas State University Three Rivers Resolution
 - Resolution approving ASU Three Rivers to offer a Technical Certificate and a Certificate of Proficiency in Teaching
 - Proposed Henderson State University Resolution
 - Resolution approving Henderson State to enter into an agreement with Sodexo Management, Inc. to sell and serve alcoholic beverages on the HSU campus

VI. Executive Session

***VII. Approval of Personnel Actions**

VIII. Other Business

***IX. Election of Officers**

***X. Adjournment**

***Action Items**

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

ACTION ITEM: The Arkansas State University System requests approval to proceed with the FedEx Aviation Mezzanine Finish-out Capital Project at Arkansas State University Mid-South.

ISSUE: The Board of Trustees must approve all capital projects.

BACKGROUND:

- The Arkansas State University System is requesting to complete the finish-out phase of the mezzanine level of the FedEx Aviation Maintenance Building. The project will complete the 7,000 square-foot facility by adding two classrooms, additional restrooms, an elevator, and a vending area. The space is needed to accommodate further growth in related academic programs.
- The capital project, estimated to total \$1,031,102, will be funded through a federal grant of \$360,000, and from institutional reserves of \$671,102.

RECOMMENDATION/RESOLUTION:

Be it resolved that the Arkansas State University System is approved to proceed with the FedEx Aviation Mezzanine Finish-out Capital Project at Arkansas State University Mid-South.


Secretary


Price Gardner, Chair

ASU System Capital Project Proposal Form

In accordance with board policy, Capital Project means a new construction, renovation or remodeling project with a projected cost exceeding \$1,000,000. Campus officials shall complete a Capital Project proposal form and submit to the President for review and recommendations. The President will submit Capital Project proposals to the Board of Trustees for approval. Forms should be submitted electronically to the System Vice President for Finance.

Institution:	Arkansas State University Mid-South	Date:	10/25/21
Project Name:	FedEx Aviation Mezzanine Finish-Out Project		

Project Description: (in detail)

To finish out the second floor of the FedEx Aviation Maintenance Building. This will include 7,000 square feet of completed space to add two classrooms, restrooms, an elevator and a vending area. This program has grown substantially and we need the additional space to accommodate the increased number of students.

Estimated Date of Commencement:	01/01/22
Estimated Date of Completion:	Fall 2022
Total Project Cost Estimate:	1,031,102

Please provide the detail of cost estimate below:

	Estimated Project Cost	
Construction: <i>(Include cost of built-in equipment)</i>	813,550	
Architect/Engineer Fees:	63,047	7.7%
Contingencies: <i>[Not to exceed 10% of Construction and A&E]</i>	80,605	9.2%
Land Purchases:	0	
Movable Equipment and Furniture:	73,900	
Total Cost of Project:	1,031,102	

Please provide detail of planned sources of funding:

	Amount	Percentage
General Improvement:		0.0%
Institutional Reserves:	671,102	65.1%
Institutional Operating Funds:		0.0%
Federal Grant Funds:	360,000	34.9%
Special Revenue Funds:		0.0%
Foundation or Other Private Monies:		0.0%
Loan Proceeds (If approved):		0.0%
Total Proposed Funding:	1,031,102	100.0%

EXECUTIVE SUMMARY

Contact: Alan Utter (870) 972-2030

ACTION ITEM: Arkansas State University (A-State) requests approval of the mission and mission implementation statements, strategic plan, and collections policies (accreditation documents) for the Arkansas State University Museum.

ISSUE: The American Association of Museums requires Board of Trustees approval of accreditation documents.

BACKGROUND:

- The Arkansas State University Museum has been accredited by the American Association of Museums since 1973. The Museum is currently seeking reaccreditation.
- The following items are being submitted for approval by the Board of Trustees:
 - ASU Museum Mission and Mission Implementation Statements
 - ASU Museum Strategic Plan 2022-2026
 - ASU Museum Collections Policies

RECOMMENDATION/RESOLUTION:

Be it resolved that the mission and mission implementation statements, strategic plan, and collections policies (accreditation documents) for the Arkansas State University Museum are approved, effective immediately.


Secretary


Price Gardner, Chair

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

ACTION ITEM: Arkansas State University (A-State) requests approval to modify its lease agreement with the NEA Sports Club.

ISSUE: The ASU System Board of Trustees approves lease agreements.

BACKGROUND:

- In 2015, A-State entered into a 10-year lease agreement with the NEA Sports Club to dispense alcoholic beverages in certain areas of Centennial Bank Stadium and other designated A-State campus locations.
- Subject to additional approval by the Alcoholic Beverage Control administration, the NEA Sports Club wishes to modify the lease agreement to authorize additional areas of service in the Centennial Bank Stadium concourses, additional areas of service at Tomlinson Stadium, and service at athletics events at First National Bank Arena.
- The revised lease agreement will begin on the effective date and will remain in effect for 10 years.
- The revised agreement will create additional revenue opportunities to support the University.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University is approved to modify its lease agreement with the NEA Sports Club and that the Executive Vice Chancellor for Finance & Administration and COO of A-State is authorized to execute documents to effect this agreement.


Secretary


Price Gardner, Chair

**ARKANSAS STATE UNIVERSITY SYSTEM
BOARD OF TRUSTEES**

A Resolution Recognizing the Significant Contributions of
the Windgate Foundation
to Arkansas State University

WHEREAS, the Board of Trustees has retained unto itself the authority to name facilities and programs of the campuses within the Arkansas State University System; and

WHEREAS, the Windgate Foundation and its trustees are generous supporters of Arkansas State University and the students we serve, having made significant contributions of a magnitude worthy of special gratitude and lasting recognition. They have also offered a financial-challenge gift for a new building on campus, dedicated to art and innovation, and a gift to endow a building maintenance fund; and

WHEREAS, Arkansas State University has accepted the gift challenge and pledges to raise and/or designate the remaining funds needed to construct the new building on campus;

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of the Arkansas State University System, that the art and innovation building on the Arkansas State University campus shall be known as the:

Windgate Hall of Art and Innovation

DULY ADOPTED AND APPROVED this 3rd day of December 2021



Price Gardner, Chair



Jerry Morgan, Member



Steve Eddington, Member



Paul Rowton, Member



Christy Clark, Vice Chair



Niel Crowson, Member



Robert G. Rudolph, Jr., Member



Charles L. Welch, President

**ARKANSAS STATE UNIVERSITY SYSTEM
BOARD OF TRUSTEES**

A Resolution Recognizing the Significant Contributions of
James D. Moore and Sally E. Moore
to Arkansas State University-Mountain Home

WHEREAS, the Board of Trustees has retained unto itself the authority to name facilities of campuses within the Arkansas State University System in honor of individuals who have significantly distinguished themselves through service to and support of the System; and

WHEREAS, James D. Moore and Sally E. Moore, after retiring from the City of Detroit's Parks and Recreation Department, moved to Mountain Home in the 1970s, becoming keenly involved in supporting sports in Mountain Home, and wished to provide a recreational trail on the Arkansas State University-Mountain Home campus; and

WHEREAS, the Moores have given a significant contribution to Arkansas State University-Mountain Home of a magnitude worthy of special gratitude and lasting recognition, through funds designated to build and maintain a recreational trail on the ASU-Mountain Home campus;

NOW, THEREFORE, BE IT RESOLVED, by the Board of Trustees of the Arkansas State University System, that the newly created walking and biking trail on the campus of ASU-Mountain Home shall be known henceforth as the:

James D. and Sally E. Moore Recreational Trail

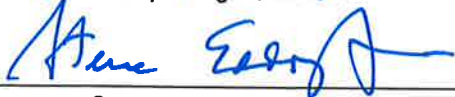
DULY ADOPTED AND APPROVED this 3rd day of December 2021



Price Gardner, Chair



Jerry Morgan, Member



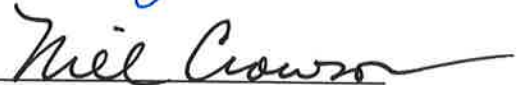
Steve Eddington, Member



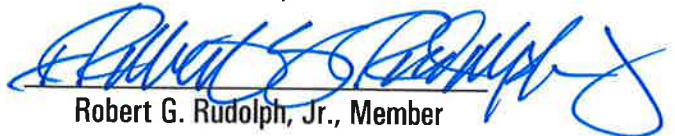
Paul Rowton, Member



Christy Clark, Vice Chair



Niel Crowson, Member



Robert G. Rudolph, Jr., Member



Charles L. Welch, President

EXECUTIVE SUMMARY

Contact: Pat Simms (501) 332-0245

ACTION ITEM: Arkansas State University Three Rivers (ASUTR) requests approval to offer a Technical Certificate and a Certification of Proficiency in Teaching.

ISSUE: The Board of Trustees must approve the offering of any new degree.

BACKGROUND:

- The Technical Certificate and Certificate of Proficiency were developed, based on the need to address a prolonged K-12 educator shortage in Arkansas. ASU Three Rivers is participating in the Arkansas Educator Pipeline project, a partnership between the Arkansas Division of Higher Education and the Arkansas Division of Elementary and Secondary Education, seeking to increase the number of candidates entering the teaching profession.
- This certificate program is designed to provide additional pathways to educator licensure through short-term program completion. ASUTR currently offers an Associate of Arts in Teaching.
- No new funding is required.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University Three Rivers is approved to offer a Technical Certificate and a Certificate of Proficiency in Teaching, effective January 10, 2022.


Secretary


Price Gardner, Chair

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

ACTION ITEM: Henderson State University (HSU) requests approval to enter into an agreement with Sodexo Management, Inc. (Sodexo), for Sodexo to sell and serve alcoholic beverages on the HSU campus.

ISSUE: The Board of Trustees approves agreements that authorize alcoholic beverage services on ASU System campuses.

BACKGROUND:

- Sodexo has applied for an alcohol permit through the State of Arkansas's Alcoholic Beverage Control Division. This permit seeks authority for Sodexo to serve alcoholic beverages at certain locations on the HSU campus.
- If the permit is awarded, Sodexo and HSU wish to enter into an agreement that allows Sodexo to serve alcoholic beverages in the donor room area of the Carpenter-Haygood Football Stadium, at the Captain Henderson House, the Barkman House, the Newberry House (Chancellor's Residence), and at the Garrison Center.
- This agreement will create new revenue opportunities for the HSU Foundation and the Arkadelphia area.

RECOMMENDATION/RESOLUTION:

Be it resolved that Henderson State University is approved to enter into an agreement with Sodexo to sell and serve alcoholic beverages on the HSU campus, and that the Vice Chancellor for Finance and the Chancellor, or the Chancellor's designee, are authorized to execute documents to effect this agreement.


Secretary


Price Gardner, Chair

Arkansas State University System
Board of Trustees
December 3, 2021

The Arkansas State University System Board of Trustees met on Friday, December 3, 2021, at the Arkansas State University System office in Little Rock. Price Gardner, Chair of the Board, called the meeting to order at 10:00 a.m. Board members present were the following: Price Gardner, Christy Clark, Niel Crowson, Robert Rudolph, Paul Rowton, and Jerry Morgan. Trustee Steve Eddington participated by Zoom.

Dr. Welch: We would like to welcome Jerry Morgan, our fourth new Trustee this year. Jerry has been around the University and the System for a number of years. He is a native of Harrisburg, and has been in the banking industry for 28 years. He is just a wonderful supporter of every aspect of our System. Jerry is replacing Dr. Tim Langford, who stepped down when he became Chair of the Department of Urology at UAMS, because you cannot serve on a Board if you are also a state employee. Jerry, welcome.

Mr. Gardner: With Dr. Langford resigning from the Board, it leaves us with a vacancy in the office of Secretary.

Upon a motion by Mrs. Clark, seconded by Bishop Rudolph, Niel Crowson was elected Secretary of the Board, with the following votes:

Ayes: Gardner, Clark, Crowson, Eddington, Rudolph, Rowton, Morgan

Nays: None

Minutes:

Upon a motion by Mr. Crowson, seconded by Bishop Rudolph, the minutes of the September 10, 2021, Board meeting were approved.

Ayes: Gardner, Clark, Crowson, Eddington, Rudolph, Rowton, Morgan

Nays: None

ASU System – Dr. Charles Welch, President

- Many of you probably know that Shane Broadway recently lost his mom, Mrs. Bertha Broadway. If any of you knew Ms. Bertha, you know that she loved the University, and was a wonderful individual. Her funeral services are going to be held tomorrow. Unfortunately, Debra West's mother is in grave condition, and so I would ask that you keep Debra and her family in your prayers. I'd like to offer a moment of silence for Mrs. Broadway and for Debra's mom, please. SILENCE. Thank you.
- Bailey Pendergrass is helping us today with some of the logistics of the meeting. She is a former student of ASU-Beebe and was a part of their Student Government. Bailey is now a student of A-State through the ASU-Beebe Degree Center, a perfect example of what collaboration will do. So, welcome, Bailey.
- Dr. Damphousse has been appointed to the NCAA Board of Governors, which is the highest governing body for the NCAA. That is a wonderful reflection on our System and on Dr. Damphousse and the reputation he enjoys from his colleagues around the country.
- I haven't started a President's report without talking about COVID in quite a long time. We are hopeful. The last few weeks have been better. We are obviously keeping our eyes open about the Omicron variant and what that might mean. But we feel that we had a good fall semester. The campuses have been visiting with me about a very different spring and about protocols, and maybe some different approaches. We think things are going as well as we could hope for.
- We're trying to follow a path of being more strategic, being more analytical, being more efficient, and being more accountable. Those are four words that we have tried to use for every initiative that we have undertaken. Within that, we have talked a great deal about collaborating to implement a growing number of shared services. We are looking for ways that we can leverage the benefits of being in a System with multiple institutions and what we can make that look like. We initiated the Accelerate ASU study in 2018, and there were a number of recommendations that were made related to shared services. We immediately addressed areas, such as institutional research. Eric Atchison and his team have done a great job, so that we could have data-informed decision-making. Then we added System Management for IT, thanks to Henry Torres, and the IT functions on the campuses have resulted in substantial savings through shared software contracts, personnel, and equipment.

All of our institutions are now on the same ERP (enterprise resource planning) software platform for financial management and for financial aid. At the beginning of the first quarter of the next year, we will also be moving into the student module, as well as Human Resources. That's just a wonderful way for all of us to be on the same page and be able to share information better and more efficiently, in a less costly manner, and with much easier ways to do analyses. Our campuses are also performing a significant amount of in-depth course analysis. Eric has developed a course dashboard that our provosts, deans, and other academic decision-makers are using. Those reports provide availability for filters, so that each college, department, prefix, modality, and level can be looked at, and results can be reviewed by those departments by each specific course, even by an individual faculty member. Then our decision-makers are able to perform trend analyses, so that they can see what's been accomplished. They are also using the categories, DFWI (grade D, Fail, Withdraw, or Incomplete), for those students who have not successfully completed a course. That allows for a heightened awareness of the intersection between student success and instructional cost because obviously, that is something that can drive up costs considerably. That course modality tab allows them to track our online courses, hybrid courses, traditional courses, and to see what trends are happening, see what types of student success levels are happening, and then align our course offerings based on what student needs are and what student success rates are. Multiple campuses within our System are also looking at our academic programming. They are using as many as ten metrics to make determinations on the viability and success levels of our programs. They are looking at things like tuition revenue and salary cost ratios. They are looking at credit hours per FTE; they are looking at cost per credit hour. We can make adjustments, if necessary, to core scheduling, the way that we assign courses, the way that we are spending, and then we can make decisions on whether programs are still viable, or whether they need to be revamped. We need to reallocate resources, whatever the case may be. We recently entered what we would almost call a "pilot phase" by looking at how we can implement shared services in areas such as HR and Payroll. We've taken the first step. Henderson State's HR and Payroll will now be managed through the HR and Payroll offices at A-State. We are all on the same system, so it is much easier to do that. Everything will be kept separate; all the salaries will be kept separate, positions will be kept separate, and other

things of that nature. Henderson will compensate Jonesboro, because they will need to add a position or two. But it will still be a net savings for Henderson, because they will not need as many people. Something that we've talked about a great deal is how we can find ways to leverage some "back-office functions." We are going to work through this one and then, as we see how that works, look at possibly doing it with other institutions. What Henderson was able to do with their payroll employees is to reassign those individuals to vacant positions they needed to fill. It really has worked very well. It's going to be a net cost savings for Henderson, and it's going to be a much more efficient operation. There are also other areas that we are looking at. I want to thank the chancellors, because they have really embraced these shared services.

- Eric has also been working on, and will be providing to you soon, a System score card. This is something I know this Board has talked about - in terms of looking at benchmarking and looking at metrics - that we can utilize to determine our own success. I've seen an initial draft and I'm excited about that.
- Jo LunBeck will be retiring at the end of January. On her retirement date, she will have served the ASU System for 23 years, five months, and seven days. Jo was a tremendous asset when she was in Jonesboro, and certainly while she's been with the System. We always knew that she loved this System. She focused very hard on ensuring that we were doing things the right way and helping us figure out how to do that. She is going to be missed.

Mr. Gardner: I'd like to say two things. Jo, thank you for your service and best wishes for a very well-deserved and hard-earned retirement. It was a pleasure working with you on Internal Audit and as the liaison. I appreciate all you've done for the System. I would also like to say before we get into the Chancellors' reports, that seeing the 2018 Accelerate ASU study move into execution has been really exciting. We have been harping on accountability, and part of the accountability is having the good data so you all can make good, informed decisions, so I am really excited to see, not only chancellor buy-in, but also the way you all have integrated it into your campuses and how everybody seems to really be embracing it. These are really great ways to be good stewards of our resources.

ASU-Jonesboro – Dr. Kelly Damphousse, Chancellor

- One year ago tomorrow, this Board approved our Discover 2025 Strategic Plan. I want to share some of the actions that we've been taking since that approval was made. We actually wrote the plan in 2019 and were going to announce it in March of 2020, but when COVID hit, we pushed it off and got it approved in December of 2020. One of the things that we have been focusing on was improving access to a four-year college degree for the young men and women of the state of Arkansas in our region. In collaboration with our two-year community colleges, we recently came to an agreement on our 3 + 1 BSN program. It allows students, who are at one of our sister community colleges, to get their two-year associate's degree in nursing, then to complete their third year on the campus with live instruction, and then the fourth year through online instruction from us. The three years will be taught at the tuition rate of the community colleges. This makes it cheaper for our students. But they can get a four-year bachelor's degree in science and nursing without leaving their hometown. I appreciate our fellow chancellors for making that possible. Those students will also be eligible for our \$4,000 transfer scholarship, so it saves them money and accelerates their likelihood of getting a four-year college degree. It complements our other 2 + 2 program that we have right now. Students in one of our community college sister schools can go two years there and then get two years from us. We are teaching those classes live and in person. Based on that strategic plan, we developed and sought approval from the Board for a new admission policy, which moved us to test optional admission standards. The goal for that was to open up access to a college degree. We have been discovering that students, who came from challenging academic backgrounds in high schools where they weren't really prepared to go to college, were having trouble passing that test at a high enough rate that they could get into Arkansas State. With the new admission policy, our admissions are up 8% over last year, which is great. Minority admissions are up 25.1% and Black student admissions were up 40.1%, as well. That makes a tremendous impact on the young people, who live in our community, who might not, otherwise, be able to go to Arkansas State.
- We are trying to change the experience of our students on our campus. Students have been asking for a 24/7 learning place, where they can go hang out and study. They like to study in the evening and late into the evening. We discovered a place on our campus that will work really well for this –

the old bookstore in the Student Union. We can control both exits so that students cannot enter into the Union when it is closed. We recently announced this to our students and engaged them in the planning, and we hope to start renovating that space very soon.

ASU-Beebe – Dr. Jennifer Methvin, Chancellor

- We had our community tree lighting ceremony last night, with about 400 or 500 people circulating through. It was a really great community event with lots of good music, as we lit the big blue tree, and the holiday season can now start.
- I want to extend my thanks to A-State on the BSN program. When I got to Beebe, A-State was actually offering the associate level RN program on our campus. We have transitioned to ASU-Beebe taking up the associate level RN. Having the A-State BSN pathway for our RN graduates is huge for the providers in our areas and is a really smart way to do it without negatively impacting the capacity of our clinical sites, which is always one of the obstacles when we are trying to graduate more nurses or anyone in the health professions.
- We had our 10-year HLC visit in October, and I am happy to report that we met the criteria for reaccreditation. We did have one sub-criteria; they are asking for a follow-up on our regular four-year report. But we have everything in place and that's going to be an easy thing to do. It doesn't constitute any monitoring, other than some information embedded in the four-year report.
- We are at nearly 70% of employees being fully vaccinated for COVID. I don't know the number for boosters yet. We are still not where we want to be with students; we are still about 40% fully vaccinated with our last data report from the Arkansas Department of Health. We are very grateful to our students for their cooperation. We will continue to have less density in classes and add more sections as needed to meet the student demand through the spring. All of our spread has continued to be community spread and not campus spread. That's a good sign that faculty, staff, and students are following our protocols.
- We look forward to commencement on December 11. We are going to have four ceremonies and about 200 graduates. Each family will walk in and will have a place to sit with their student. There will be a student from each division to be speaker.

ASU-Mountain Home – Dr. Robin Myers, Chancellor

- We had our Christmas event last night. Debbie Boone was on campus as part of The Coulter Performing Art Series.
- We recently initiated the Coulter Celebration of Lights on campus. We have lit the Mountain Home campus and it is quite beautiful. Dr. Coulter has very generously donated \$400,000 to the institution for the light show.
- We initiated our Book Author Lecture Series, which was endowed through our ASU System Foundation. Rex Nelson is the first speaker to discuss his most recent book and all things Arkansas.
- We were recently designated as an ASPEN Institution. The Aspen Institute awards this prize to the top 150 community colleges in the nation. This will be our eighth consecutive year to be an ASPEN Institution, so I think it speaks well of our faculty and staff and what's going on at ASU-Mountain Home.
- We are working on a Boat Manufacturing Training Program for boat manufacturers and hope to be bringing that to you very soon. We made an application to the Delta Regional Authority for support for this program. We are also developing the Truck Driver Training program. We hope to be joining Dr. Rook and some other schools in the Arkansas Trucking Academy in the near future.
- We were awarded a Title III grant to support our Distance Learning Initiative and Student Success Initiative and that's going to be quite a help to our campus.
- The recreational trail will be finished in two or three weeks. We are very proud of that.

ASU-Newport – Dr. Johnny Moore, Chancellor

- Next week is final examination period. On Friday of next week, we will have fall commencement exercises. We are expecting about 300 graduates and will have four different ceremonies, including Adult Education.
- This semester, we launched our five-year Strategic Planning process. We are in the data synthesis stage. We've had multiple dialogues with our students, faculty, and staff, as well as our business partners and leaders throughout the community. We are expecting to launch it in August of 2022.

- On Tuesday of this week, we had our official leadership kickoff of what's called A Caring Campus Initiative. We were one of about 60 community colleges selected nationwide, and the first college in the state of Arkansas to be chosen. This initiative was developed by the Institute for Evidence-Based Change, out of California. The goal is to increase student retention, as well as success and graduation rates, by fostering a caring environment that will improve our students' connection to the college. Our focus has to be on becoming student-centered and student-ready and making sure we are addressing those needs of our students. We do a lot of things academically, but we have to do other things to ensure that our students are going to be successful.
- Our college is moving forward with increasing our partnerships with the Arkansas Department of Corrections. Our nursing staff recently met with folks in the spring clinical exercises at those Corrections Units because, again, part of our mission is to help those individuals who have gotten off-track to bring them back on-track. If they are successful, then our community is successful. That's one of the roles of a comprehensive community college.

ASU Three Rivers – Dr. Steve Rook, Chancellor

- The Saline County Career Technical Campus is about to complete its first semester. We have approximately 450 students enrolled from the six different school districts. It has been a challenge getting in equipment and everything that is needed for a brand-new building. But I believe all the equipment has finally come in. We are doing some excellent things. They have started some of their credentialing, and in one of our industrial maintenance classes, about three percent of the students have already passed their first credential. With the student population at the Center, ASU Three Rivers had the highest increase in headcount of any institution in the state of Arkansas. We are talking about high school students taking college classes, not necessarily full-time, degree-seeking students. We are still proud of that, and we see lots of great potential. We are starting an LPN cohort at our Saline County campus in May, with 30 new nursing students.
- As for employment data, we received the most recent economic security report, and two-year graduates from ASU Three Rivers have the highest starting average salary of any graduates in the state of Arkansas, two-year or four-year. Our two-year graduates have an average starting salary of

\$49,789, and that is number one in the state. When you compare this to students with bachelor's degrees, it's second only to UAMS.

- Phase II of the Historic Ritz Theatre renovation has started. With construction costs increasing, we will probably need a Phase III and IV to finish that project.
- We have not relaxed our mask requirement. We felt that it was just better to keep doing what we are doing, instead of going back and forth. We will reevaluate that after the first of the year, and see what happens with Omicron.
- The ASU Three Rivers Foundation voted to join the ASU System Foundation this past summer. All of our assets are now invested and are part of the ASU System.

Henderson State University – Dr. Chuck Ambrose, Chancellor

Dr. Welch: I will make a quick introduction, as this is the first Board meeting for our newest chancellor, Dr. Chuck Ambrose. Chuck has been on the job for a little over two weeks now. We are elated that Chuck and his wife, Kris, are joining our community. I've known Chuck for a number of years through work we've done with the AASCU. He was the former President of Pfeiffer University, and then the President of the University of Central Missouri. Most recently, he was the CEO of Knowledge Works, which is a national foundation focused on student success and student learning.

Dr. Ambrose:

- An invitation to be a part of this community is humbling, and I am really energized by being with the Arkansas State University System. From the community of Arkadelphia and the campus of Henderson State and then of course from Dr. Welch, Board members, System staff, college chancellors, there has been a degree of hospitality here that has been extraordinary. When we think about collaboration, partnership driving innovation, to have that kind of openness to consider what's possible is why it's just very exciting to be in Arkansas. I can tell you that the Reddie Spirit is real, it's purposeful, and it's forward facing. And as a Board, with Steve Eddington and Robert Rudolph, there is a heartbeat of that Reddie Spirit that makes us all better. That element of history and heritage and purpose and mission is obviously evident in the relationships that we all share now as a part of the Arkansas State University System.

- Without question, as we think about those things you are paying the most attention to, those systemic and structural challenges and opportunities that cause completion, and the debt outcomes Henderson is challenged with, we are going to be realistic about where we are today. We are very aspirational about what is possible in creating a future from Arkadelphia. We are really asking very simple questions: What does Henderson mean to you? What do you cherish about your university? Where do we really aspire to see Henderson ten years from now, and how can we redefine Arkadelphia as a part of redefining education for the rest of the citizens that we serve? There are some things that are happening on our campus that I'm most proud of. One is the safety protocols of keeping a campus well and safe. I've been very impressed by the attentiveness and resources and consciousness of our campus. As newcomers to a community, it is coming into a community where you feel really good about taking care of each other. The second was in our institutional report to you as a Board: the five core programs, two newly funded programs, but one that probably means the most is the childcare access and Parents in School Program. If you think about 70% of our students being first generation, financially challenged, more students of color, literally those TriO programs and the intensiveness of really making certain that success and completion rates as our objectives are the programs that should reach every student on our campus. On Friday, we will celebrate that with 250 students. There is no greater privilege a university leader has than his or her impact on a young person. I know you are willing to engage. I know you are willing to help us answer those critical questions. I'm most confident that, by working together in ways that we haven't even imagined, that we will really truly create the future of learning together.

Dr. Welch: Dr. LeAnn Perkins is our benefits administrator. We are in the process of merging Henderson into the ASU System health insurance plan and all of our benefits plans. That's really a win-win for everybody, except for LeAnn, in terms of her workload and sanity. We are now almost 5,000 plan lives. Henderson had a better per member spend rate than we did at the System level, which helps keep our costs lower. And obviously it is much more efficient. But it is a lot of work when you are moving another university of that size and scope into our health insurance plan. And LeAnn has done just incredible work, and I want to publicly thank her. We appreciate it.

Dr. Ambrose: She has done that on a very personal level, one person at a time.

Note: Trustee Eddington left the meeting prior to voting on the resolutions.

ASU System Resolution:

- Resolution 21-50 approving the ASU System to proceed with the FedEx Aviation Mezzanine Finish-out Project at ASU Mid-South

Dr. Welch: ASU Mid-South has an aviation maintenance program through a partnership with FedEx. It is a very successful program. Salaries are extremely good; in fact, most students who graduate and go on to work in that industry in the Memphis area, particularly those who put in overtime, can earn as much as \$100,000 or more a year. Allowing this project to be completed will also allow for doubling the enrollment in that program. They were able to get a grant to help offset some of this cost. It comes to you as part of our capital policy plan that the Board has to approve capital projects of a certain size and scope. This is one of those that will literally pay for itself with that doubling of student enrollment in a program that has a vast need in that area and where the students are compensated well.

Upon a motion by Mr. Crowson, seconded by Mr. Rowton, ASU System Resolution 21-50 was approved.

Ayes: Gardner, Clark, Crowson, Rudolph, Rowton, Morgan

Nays: None

ASU-Jonesboro Resolutions:

- Resolution 21-51 approving the mission implementation statements, strategic plan, and collections policies (accreditation documents) for the ASU Museum

Dr. Welch: This is the museum itself, not the Bradbury Museum, which is separate and different. But this allows for their reaccreditation.

Upon a motion by Mrs. Clark, seconded by Bishop Rudolph, A-State Resolution 21-51 was approved.

Ayes: Gardner, Clark, Crowson, Rudolph, Rowton, Morgan

Nays: None

- Resolution 21-52 approving A-State to modify its lease agreement with the NEA Sports Club

Dr. Welch: We have a lease agreement on the A-State campus that allows for the sale and consumption of alcoholic beverages at certain locations, and this is a modification of that lease agreement to add additional locations.

Upon a motion Mr. Crowson, seconded by Mr. Morgan, A-State Resolution 21-52 was approved.

Ayes: Gardner, Clark, Crowson, Rowton, Morgan

Nays: Rudolph

- Resolution 21-53 approving A-State to name the arts and innovation building that will be built on campus the "Windgate Hall of Art and Innovation"

Dr. Welch: Pending your approval, there will be an event at 2:30 this afternoon on the Jonesboro campus with some additional information about this project. Dr. Erika Chudy and Jessica Blackburn are here. I want to thank them for their work in establishing these relationships with Windgate and allowing us to bring this forward for your consideration today.

Upon a motion by Mr. Morgan, seconded by Mrs. Clark, A-State Resolution 21-53 was approved.

Ayes: Gardner, Clark, Crowson, Rudolph, Rowton, Morgan

Nays: None

ASU-Mountain Home Resolution:

- Resolution 21-54 approving ASU-Mountain Home to name the newly created walking and biking trail the "James D. Moore and Sally E. Moore Recreational Trail"

Dr. Welch: James and Sally Moore have made a gift commitment of \$500,000 for this project.

We are very appreciative and ask for your consideration of that naming.

Upon a motion by Bishop Rudolph, seconded by Mr. Rowton, ASU-Mountain Home Resolution 21-54 was approved.

Ayes: Gardner, Clark, Crowson, Rudolph, Rowton, Morgan

Nays: None

ASU Three Rivers Resolution:

- Resolution 21-55 approving ASU Three Rivers to offer a Technical Certificate and a Certificate of Proficiency in Teaching

Upon a motion by Mr. Crowson, seconded by Mrs. Clark, ASU Three Rivers Resolution 21-55 was approved.

Ayes: Gardner, Clark, Crowson, Rudolph, Rowton, Morgan

Nays: None

Henderson State University Resolution:

- Resolution 21-56 approving Henderson State to enter into an agreement with Sodexo Management, Inc. to sell and serve alcoholic beverages on the HSU campus

Dr. Welch: This is a little different than the agreement that we have at A-State because of county laws regarding alcoholic beverages. It is simply a matter that, with your approval, we can allow Sodexo to provide those services to the University. There is no requirement for the creation of a private club license or anything of that nature.

Upon a motion by Mr. Rowton, seconded by Mr. Morgan, Henderson State Resolution 21-56 was approved.

Ayes: Gardner, Clark, Crowson, Rowton, Morgan

Nays: Rudolph

Executive Session:

Upon a motion by Mrs. Clark, seconded by Bishop Rudolph, the Board voted to retire into executive session at 10:52 a.m.

Ayes: Gardner, Clark, Crowson, Rudolph, Rowton, Morgan

Nays: None

Mr. Gardner announced, "This body has voted to retire into executive session to consider the personnel action items. We will reconvene in public session following this executive session to present and vote on any action arrived at in private."

The Board reconvened at 11:38 a.m.

Personnel Actions:

Upon a motion by Mrs. Clark, seconded by Mr. Morgan, the non-academic appointment for the ASU System was approved.

Ayes: Gardner, Clark, Crowson, Rudolph, Rowton, Morgan

Nays: None

Upon a motion by Mr. Crowson, seconded by Bishop Rudolph, the academic appointment, academic reassignment, non-academic appointments, non-academic reassignments, and contract revision for A-State were approved.

Ayes: Gardner, Clark, Crowson, Rudolph, Rowton, Morgan

Nays: None

Upon a motion by Mr. Rowton, seconded by Mrs. Clark, the non-academic appointments and non-academic reassignment for ASU-Beebe were approved.

Ayes: Gardner, Clark, Crowson, Rudolph, Rowton, Morgan

Nays: None

Upon a motion by Bishop Rudolph, seconded by Mrs. Clark, the non-academic appointment for ASU-Mountain Home was approved.

Ayes: Gardner, Clark, Crowson, Rudolph, Rowton, Morgan

Nays: None

Upon a motion by Mr. Morgan, seconded by Mr. Rowton, the academic appointments and non-academic appointments for ASU-Newport were approved.

Ayes: Gardner, Clark, Crowson, Rudolph, Rowton, Morgan

Nays: None

Upon a motion by Mr. Crowson, seconded by Mrs. Clark, the non-academic appointment for ASU Mid-South was approved.

Ayes: Gardner, Clark, Crowson, Rudolph, Rowton, Morgan

Nays: None

Upon a motion by Mr. Morgan, seconded by Mr. Rowton, the academic appointments and non-academic reassignment for ASU Three Rivers were approved.

Ayes: Gardner, Clark, Crowson, Rudolph, Rowton, Morgan

Nays: None

Upon a motion by Bishop Rudolph, seconded by Mr. Morgan, the academic appointments and non-academic appointments for Henderson State were approved.

Ayes: Gardner, Clark, Crowson, Rudolph, Rowton, Morgan

Nays: None

Election of Officers:

Upon a motion by Mr. Morgan, seconded by Mr. Rowton, the following officers for 2022 were elected: Christy Clark, Chair; Price Gardner, Vice Chair; and Niel Crowson, Secretary.

Ayes: Gardner, Clark, Crowson, Rudolph, Rowton, Morgan

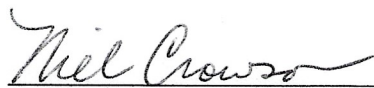
Nays: None

Adjournment:

Upon a motion by Mr. Crowson, seconded by Mrs. Clark, the meeting was adjourned at 11:45 a.m.

Ayes: Gardner, Clark, Crowson, Rudolph, Rowton, Morgan

Nays: None



Niel Crowson, Secretary



Price Gardner, Chair

ARKANSAS STATE UNIVERSITY SYSTEM
NON-ACADEMIC APPOINTMENT
December 3, 2021

AMBROSE, CHARLES

Chancellor, Henderson State University

Salary: \$250,000, plus \$25,000 in deferred compensation from private sources

Effective Date: November 15, 2021 – June 30, 2024 (3½-year contract)

Source of Funds: Education and General, page 69, line 1

Justification: Replacement for Jim Borsig (Interim), who resigned (\$230,000)

Education:

1989 Ed.D. Higher Education Administration, University of Georgia, Athens, GA

1986 M.A. Higher Education Administration, University of Louisville, Louisville, KY

1983 B.A. Sociology, Furman University, Greenville, SC

Employment:

2018-Present President and Chief Executive Officer, KnowledgeWorks Foundation, Cincinnati, OH

2010-2018 President, University of Central Missouri, Warrensburg, MO

ARKANSAS STATE UNIVERSITY (A-STATE)
ACADEMIC APPOINTMENT
December 3, 2021

SHANN, TAYLOR

Instructor, Sports Medicine

Salary: \$38,000 (12-Month)

Effective: November 1, 2021

Source of Funds: Auxiliary page 236, line 2, plus Salary Pool (\$668)

Justification: Replacement for Katie Buria, who resigned (\$37,332)

Education:

2020 M.S. Athletic Training, University of Arkansas, Fayetteville, AR

2017 B.S. Health and Human Performance, University of Wisconsin River-Falls, River Falls, WI

Employment:

Jan-May 2020 Athletic Training Student, Train Move Recover - UAMS, Little Rock, AR

2019-2020 Athletic Training Student, University of Arkansas Tennis and Spirit, Fayetteville, AR

May-Aug 2019 Athletic Training Intern, Atlanta Dream WNBA, Atlanta, GA

2018-2019 Athletic Training Student, University of Arkansas Women's Basketball, Fayetteville, AR

ARKANSAS STATE UNIVERSITY (A-STATE)
ACADEMIC REASSIGNMENT
December 3, 2021

CAROTHERS, JUSTINE

From: Financial Aid Analyst, A-State Online Operations
To: Instructor, A-State Online Faculty Support
Salary: \$40,000 (12-month)
Effective: October 16, 2021
Source of Funds: Education and General, reallocated budgeted A-State Online revenue and salary savings
Justification: New position created for additional capacity to implement SLATE, new admission software

ARKANSAS STATE UNIVERSITY (A-STATE)
NON-ACADEMIC APPOINTMENTS
December 3, 2021

ARQUITT, TRISTAN

Development/ Advancement Specialist

Salary: \$46,350

Effective: October 1, 2021

Source of Funds: Education and General, page 40, line 2

Justification: Replacement for David McClain, who resigned (\$88,000)

Education:

2019 B.S. Creative Media Production, Arkansas State University, Jonesboro

Employment:

2020-Present Marketing Coordinator, NEA Baptist Hospital, Jonesboro, AR

2019-2020 Freelance Videographer and Editor, NEA Baptist Hospital, Jonesboro, AR

2017-2019 Music Librarian/Event Photographer, 91.9 FM KASU Radio, Jonesboro, AR

2018-2019 Board Operator/ Remote Assistant, SAGA Communications Jonesboro Radio, Jonesboro, AR

BROWN, BRANDON

Research Associate - Arkansas Biosciences Research Institute

Salary: \$50,000

Effective: October 25, 2021

Source of Funds: Education and General, page 49, line 8, plus ABI Salary Pool (\$5,000)

Justification: New position in FY2022 Budget (\$45,000)

Education:

2003 A.A.S. General Technology, Black River Technical College, Pocahontas, AR

Employment:

2021-Present Technology Director, Bay School District, Bay, AR

2020-2021 Applications Analyst, St. Bernards Regional Medical Center, Jonesboro, AR

2014-2020 Network/Systems Administrator, Pocahontas Public Schools, Pocahontas, AR

2013-2014 Distance Learning Technology Specialist, Northeast Arkansas Education Cooperative, Walnut Ridge, AR

2009-2013 Technology Specialist, Northeast Arkansas Education Cooperative, Walnut Ridge, AR

COATS, CARSON

Development/Advancement Specialist

Salary: \$46,350

Effective: September 1, 2021

Source of Funds: Education and General, page 40, line 3

Justification: Replacement for John Fray, who resigned (\$48,500)

Education:

2020 M.A. Communication Studies, Arkansas State University, Jonesboro

2018 B.S. Finance, Arkansas State University, Jonesboro

Employment:

2021-Present Business Development Officer, Centennial Bank, Jonesboro, AR

Jan-Dec 2020 Teller, Centennial Bank, Jonesboro, AR

CORNEIL, AARON

Facilities and Equipment Manager

Salary: \$35,700

Effective: August 6, 2021

Source of Funds: Auxiliary, page 237, line 13

Justification: Replacement for Christopher Buttgen, who resigned (\$35,700)

Education:

2013 B.A. Communication and Information Sciences, University of Alabama, Tuscaloosa, AL

Employment:

2017 Football Video Coordinator, Troy University, Troy, AL

2016-2017 Football Assistant Video Coordinator, Western Kentucky University, Bowling Green, KY

2016-2015 Football Assistant Video Coordinator, Louisiana Tech University, Ruston, LA

2014-2015 Video Operations Associate, Louisiana Tech University, Ruston, LA

2009-2013 Sports Video Production, University of Alabama, Tuscaloosa, AL

DICKERSON, JOHN

Apprentice Tradesman, Recycling & Solid Waste

Salary: \$23,227

Effective: September 1, 2021

Source of Funds: Education and General, page 224, line 5

Justification: Replacement for Ray Brucker, who transferred to another position (\$23,339)

Employment:

April-July 2021 Warehouse Loader, PepsiCo, Jonesboro, AR
2020-2021 Termite Technician, Orkin's, Jonesboro, AR
2018-2020 Forklift Operator/Palletizer Operator, Warehousing Specialist INC., Jonesboro, AR
2016-2018 Wireless Associate, Sam's Club, Jonesboro, AR

DUNN, ALAN

Assistant Coach, Baseball

Salary: \$30,600

Effective: September 1, 2021

Source of Funds: Auxiliary, page 240, line 2

Justification: Replacement for Lenny Hardy, who is no longer employed (\$30,600)

Education:

1991 B.S. Physical Education, University of Alabama, Tuscaloosa, AL

Employment:

2017-Present Associate Head Coach and Pitching Coach, Louisiana State University, Baton Rouge, LA
2012-2017 Pitching Coach, Louisiana State University, Baton Rouge, LA
2011 Baltimore Orioles Minor League Pitching Coordinator, Baltimore, MD

KENNEDY, COLE

Project Program Specialist, Safety Officer

Salary: \$42,500

Effective: October 18, 2021

Source of Funds: Education and General, page 18, line 1

Justification: Replacement for Jon Carvell, who transferred to another position (\$46,410)

Education:

2019 B.S. Emergency Administration and Management, Arkansas Tech University, Russellville, AR

Employment:

2020-Present Emergency Communication Specialist, Arkansas Department of Health, Little Rock, AR
Mar-Jul 2021 Quarantine Facility Administrative Support, Arkansas Department of Health, Little Rock, AR

LLOYD, AMY

Project Program Director, Payroll Services

Salary: \$60,000

Effective: October 11, 2021

Source of Funds: Education and General, page 16, line 1

Justification: Replacement for Dianna Long, who transferred to another position (\$63,240)

Education:

2009 B.S. Interdisciplinary Studies, Arkansas State University, Jonesboro

Employment:

2021 Assistant Food Service Coordinator/Security Operations Manager, Unified Government of Athens-Clarke County, Athens, GA
2019-2021 Business System Analyst Advanced Entry, University System of Georgia, Athens, GA
2016-2019 Senior Administrative Assistant, Unified Government of Athens-Clarke County, Athens, GA
2007-2016 HEI Program Coordinator/Payroll Specialist, Arkansas State University, Jonesboro

MASON, GABRIEL

Director of Strength & Conditioning, Strength

Salary: \$23,460

Effective: September 7, 2021

Source of Funds: Auxiliary, page 238, line 3

Justification: Replacement for Corey Fatony, who resigned (\$23,460)

Education:

2020 M.S. Sports Administration, Arkansas State University, Jonesboro

2019 B.S. Communications, Arkansas State University, Jonesboro

Employment:

2014-2015 Assistant Sprinters Coach; Field Events Specialist, Trezevant High School, Memphis, TN

MCMILLEN, JUSTIN

Public Safety Officer, University Police Department

Salary: \$38,240

Effective: September 13, 2021

Source of Funds: Education and General, page 22, line 19

Justification: Replacement for Colton Moon, who resigned (\$39,005)

Employment:

2019-Present Sergeant, Greene County Detention Center, Paragould, AR

2016-Present Sergeant, Arkansas National Guard, Paragould, AR

2018-2019 CAP 2, Walmart, Paragould, AR

MCNELIS, CONNOR

Assistant Coach, Women's Basketball

Salary: \$40,000

Effective: October 6, 2021

Source of Funds: Auxiliary, page 246, line 2

Justification: Replacement for Weston Jameson, who resigned (\$45,900)

Education:

2017 B.S. Sports Coaching Education, University of Southern Mississippi, Hattiesburg, MS

Employment:

2019-Present Women's Basketball Assistant Coach, Nicholls State University, Thibodaux, LA
2017-2019 Women's Basketball Video Coordinator/Player Development Coach, Florida Atlantic University, Boca Raton, FL
2014-2017 Men's Basketball Team Manager, University of Southern Mississippi, Hattiesburg, MS
2014-2017 Women's Basketball Practice Player/Office Assistant, University of Southern Mississippi, Hattiesburg, MS

MEDINA-JIMENEZ, KARINA

Research Assistant - Arkansas Biosciences Research Institute

Salary: \$46,307

Effective: September 1, 2021

Source of Funds: Education and General, page 49, line 12

Justification: Replacement for Zachary Campbell, who transferred to graduate assistant (\$46,307)

Education:

2017 Ph.D. Biotechnology and Ecology Sciences, Universidad Veracruzana, Veracruz, Mexico

2010 B.S. Biology, Universidad Veracruzana, Veracruz, Mexico

Employment:

2018-Present Postdoctoral research, ABI, Arkansas State University, Jonesboro
2017 Postdoctoral and Research Assistant, Evolutive Biology Laboratory, Xalapa, Veracruz, Mexico
2011-2017 Ph.D. student in the laboratory of Epigenetics and Developmental Biology, Universidad Veracruzana, Veracruz, Mexico

SALAMI, RYAN

Project Program Manager, Club Sports-Cheerleaders

Salary: \$49,343

Effective: October 16, 2021

Source of Funds: Education and General, page 34, line 1

Justification: Replacement for Paige Pauley, who resigned (\$49,343)

Education:

2019 M.S. Sports Administration, Arkansas State University, Jonesboro
2017 B.S. Health Education, University of Central Arkansas, Conway, AR
2011 B.S. Public Relations, University of Central Arkansas, Conway, AR

Employment:

2017-2020 Graduate Assistant, Arkansas State University, Jonesboro
2012-2019 Crew Chief, United States Air Force Reserve, Jacksonville AR
2015-2017 Cheer Coach, University of Central Arkansas, Conway AR
2014-2017 Cheer and Tumbling Coach, Sonshine Academy Arkansas, Conway AR
2011-2015 Campus Supervisor, North Little Rock High School, North Little Rock, AR

THIBAUT, JONATHAN

Development/ Advancement Specialist

Salary: \$46,350

Effective: October 11, 2021

Source of Funds: Education and General, page 40, line 5

Justification: Replacement for Taylor Buxbaum, who resigned (\$47,277)

Education:

2020 M.A. Communication Studies, Arkansas State University, Jonesboro

2017 B.A. Communication Studies, Arkansas State University, Jonesboro

Employment:

2017-2020 Graduate Student Research Assistant, Arkansas State University, Jonesboro

2012-2016 Public Affairs/Relations Specialist Supervisor, U.S. Army, Fort Carson, CO

TIMMS, DERICK

Apprentice Tradesman, Grounds & Landscape

Salary: \$23,227

Effective: September 27, 2021

Source of Funds: Education and General, page 218, line 5

Justification: Replacement for Adam Smith, who transferred to another position (\$23,339)

Employment:

2012-2017 Stock and Utility Worker, Sodexo, Jonesboro, AR

2012 Grounds, Links at Jonesboro Apartments, Jonesboro, AR

WASHAM, RACHEL

Development/ Advancement Specialist

Salary: \$46,350

Effective: September 1, 2021

Source of Funds: Education and General, page 39, line 3

Justification: Replacement for Donald Edwards, who resigned (\$51,754)

Education:

2020 M.B.A. Business Administration, Arkansas State University, Jonesboro
2019 B.S. Finance, Arkansas State University, Jonesboro

Employment:

2020-Present Executive Assistant, Evins Insurance Agency, Jonesboro, AR
2019-Present Financial Literacy Peer Mentor/Leader, Scarlet to Black Program, Jonesboro, AR
2015-Present Childcare Worker, First Baptist Church, Jonesboro, AR
2018-2020 Student Worker, Delta Center for Economic Development, Arkansas State University, Jonesboro
2017-2018 Personal Assistant, Mary Ellen Warner, Jonesboro, AR
2016-2018 Student Worker, International Student Services, Arkansas State University, Jonesboro
Aug-Dec 2017 Teaching Assistant, Arkansas State University, Jonesboro
May-Oct 2016 Case Manager, Goad a la Mode, Jonesboro, AR

WILSON, JORDAN

Project Program Specialist, Treasurer's Office

Salary: \$45,854

Effective: September 21, 2021

Source of Funds: Education and General, page 8, line 5

Justification: Replacement for Vanessa Williams, who resigned (\$45,854)

Education:

2016 B.S. Finance and Accounting, Arkansas State University, Jonesboro

Employment:

2017-Present Human Resource Associate, Craighead County Jonesboro Public Library, Jonesboro, AR
Jan-Nov 2017 Tax Collector, Craighead County, Jonesboro, AR

ARKANSAS STATE UNIVERSITY (A-STATE)
NON-ACADEMIC REASSIGNMENTS
December 3, 2021

ALLEN, EBONI

From: Academic Advisor, Advising Services
To: Student Development Specialist, Residence Life-Director
Effective: September 16, 2021
Salary: \$41,000
Source of Funds: Auxiliary, page 252, line 5, plus salary savings (\$4,688)
Justification: Replacement for Casey Gilbert, who resigned (\$36,312)

BEAVER, CATHERINE

From: Assistant Dean of Students, Residence Life-Director
To: Academic Counselor, Transition Studies
Salary: \$40,000
Effective: September 16, 2021
Source of Funds: Education and General, page 73, line 6, and Education and General, page 74, line 1 (\$4,432)
Justification: Replacement for Nora Bouzihay, who transferred to another position (\$35,568)

HUCKABY, MATTHEW

From: Associate Dean of Students, WOLF Recreation Center
To: Student Development Specialist, Residence Life-Director
Salary: \$45,000
Effective: September 16, 2021
Source of Funds: Auxiliary, page 252, line 8, plus salary savings (\$8,375)
Justification: Replacement for Dylan Herekamp, who resigned (\$36,625)

PATROM, TANNER

From: Computer Support Specialist, Information and Technology Services
To: Network Support Specialist, Information and Technology Services
Salary: \$45,521
Effective: October 16, 2021
Source of Funds: Education and General, page 229, line 38
Justification: Replacement for Shannon Lincoln, who transferred to another position (\$47,251)

PRESTIDGE, MADELINE

From: Administrative Analyst, Provost/Academic Affairs and Research
To: Research Assistant, University College
Salary: \$45,000
Effective: October 1, 2021
Source of Funds: Education and General, page 71, line 3
Justification: Replacement for Alyssa Wells, who transferred to another position (\$45,846)

SANCHEZ, SUSAN

From: Administrative Specialist II, A-State Online Operations
To: Research Associate, A-State Online Administration
Salary: \$40,000
Effective: October 16, 2021
Source of Funds: Education and General, page 64, line 3
Justification: Replacement for Natalie Cline, who transferred to another position (\$45,000)

STAPLETON, BRIAN

From: System Analyst, Information and Technology Services
To: Associate Director of Information Technology, Information and Technology Services
Salary: \$49,739
Effective: September 1, 2021
Source of Funds: Education and General, page 228, line 2
Justification: Replacement for Joe Burleson, who transferred to another position (\$56,689)

WELLS, ALYSSA

From: Research Assistant, University College
To: Executive Assistant, Provost/Academic Affairs and Research
Salary: \$53,000
Effective: September 28, 2021
Source of Funds: Education and General, page 47, line 7
Justification: Replacement for Tara Burcham, who resigned (\$53,040)

ARKANSAS STATE UNIVERSITY (A-STATE)
Contract Revision
December 3, 2021

BOEH, THOMAS

Associate Director of Athletics, Athletic Administration

Salary: \$125,000

Effective: July 1, 2021 – June 30, 2024 (three-year contract)

**ARKANSAS STATE UNIVERSITY-BEEBE
NON-ACADEMIC APPOINTMENTS
December 3, 2021**

CRAIN, WILLIAM

Student Accounts Manager

Salary: \$40,800

Effective: September 16, 2021

Source of Funds: Education and General, page 73, line 4

Justification: Replacement for Shane Clark, who resigned, (\$40,800)

Education:

1987 B.S. Accounting, Arkansas State University, Jonesboro

Employment:

2006-2018 Accounting Supervisor, University of Arkansas Pulaski Technical College, North Little Rock, AR

JUAREZ, CHRISTIAN

Admissions Counselor

Salary: \$32,000

Effective: October 18, 2021

Source of Funds: Education and General, page 64, line 2

Justification: Replacement for Stacey Dicken, who was reassigned, (\$31,212)

Education:

2019 A.G.S. General Studies, Arkansas State University-Beebe

2019 A.S. Liberal Arts, Arkansas State University-Beebe

Employment:

2021-2021 Merchandising Service Team Member, Lowes, Searcy, AR

2019-2020 Clerk/Associate, Kroger, Conway, AR

2019-2019 Student Ambassador, Arkansas State University, Beebe, AR

2019-2019 Seasonal Electrical Associate, Lowes, Searcy, AR

2017-2018 Grocery Clerk, Walmart, Searcy, AR

KELLER FLANERY, HANNAH

Director of Marketing & Public Relations

Salary: \$55,000

Effective: October 1, 2021

Source of Funds: Education and General, page 79, line 4

Justification: Replacement for Keith Moore, who resigned, (\$64,309)

Education:

2016 M.P.A. Public Administration, Arkansas State University, Jonesboro
2004 B.S. Journalism, Arkansas State University, Jonesboro

Employment:

2021-2021 Marketing Specialist, White River Health System, Batesville, AR
2018-2021 Communications & Marketing Coordinator, University of Arkansas Community College, Batesville, AR
2015-2018 Assistant to the Chancellor, University of Arkansas Community College, Batesville, AR
2013-2015 Communications Specialist, Lyon College, Batesville, AR
2006-2013 Designer/Reporter/Photographer, *Arkansas Democrat-Gazette*, Little Rock, AR

MEDLEY, KAYLA

Counselor/Student Success Coach

Salary: \$37,000

Effective: September 1, 2021

Source of Funds: Education and General, page 62, line 3

Justification: Replacement for Jennifer Downey-Rutledge, who resigned, (\$43,301)

Education:

2018 M.S. Marriage & Family Counseling/Therapy, Capella University, Minneapolis, MN

Employment:

2016-2020 Qualified Behavioral Health Professional, Methodist Family Health, Heber Springs, AR
2015-2016 Paraprofessional Self-Contained, Riverview School District, Judsonia, AR
2015-2015 Sales Associate, Bible House, Searcy, AR

WILLIAMS, JOHN

Public Safety Officer

Salary: \$32,000

Effective: September 16, 2021

Source of Funds: Education and General, page 100, line 1

Justification: Replacement for Robbie Cooper, who resigned, (34,592)

Education:

1988 Diploma Certified Law Enforcement Officer, State of Arkansas, Little Rock, AR
1988 Diploma Basic Auxiliary Police Training, Jacksonville Police Department, Jacksonville, AR

Employment:

2012-2021 Part-time Police Officer, ASU-Beebe
2015-2020 Investigator, State of Arkansas Towing and Recovery Board, North Little Rock, AR
1989-2012 Police Officer, Jacksonville Police Department, Jacksonville, AR

**ARKANSAS STATE UNIVERSITY-BEEBE
NON-ACADEMIC REASSIGNMENT
December 3, 2021**

BELL, KATIE

From: Financial Aid Specialist

To: Verification Coordinator

Salary: \$35,000

Effective: August 16, 2021

Source of Funds: Education and General, page 63, line 8

Justification: Replacement for Dixie Shearer, who was reassigned, (\$35,000)

**ARKANSAS STATE UNIVERSITY-MOUNTAIN HOME
NON-ACADEMIC APPOINTMENT
December 3, 2021**

YOUNG, RACHEL

Recruiter

Salary: \$37,200

Effective: November 1, 2021

Source of Funds: Education and General, page 72, line 1

Justification: Replacement for Carla Stroud, who resigned (\$40,500)

Education

2019 B.A. Teaching & Learning, University of Arkansas, Monticello, AR

2015 A.A. Interdisciplinary Studies, University of Arkansas, Little Rock, AR

Employment

2020-2021 Senior Teller, Arvest Bank, Mountain Home, AR

2014-2020 Junior High/Senior High Student Ministry, New Life Assembly, Monticello, AR

2017-2019 Student Recruiter, University of Arkansas, Monticello, AR

ARKANSAS STATE UNIVERSITY-NEWPORT
ACADEMIC APPOINTMENTS
December 3, 2021

GODSEY, LISA

Interim Instructor of Hospitality

Salary: \$50,000 (10.5-month appointment, ending July 1, 2022)

Effective: November 1, 2021

Source of Funds: Education and General, page 130, line 1, plus salary savings (\$3, 590)

Justification: Replacement for Kara Wolfe, who resigned (\$46,410)

Education:

1986-1989 Two years completed, Criswell Baptist College, Dallas, Texas,

Employment:

2013-present General Manager/Executive Chef, J-Town Grill, Jonesboro, AR

2012-2013 Catering Chef, Sodexo, Jonesboro, AR

2007-2012 Owner/Chef, Godsey's Grill, Jonesboro, AR

2005-2007 Owner/Chef, Church Street Station, Jonesboro, AR

2002-2005 Owner/Chef, Godsey's Gourmet, Jonesboro, AR

TACKER, TANNA

Interim Instructor of Cosmetology

Salary: \$43,000 (10.5-month appointment, ending July 1, 2022)

Effective: September 1, 2021

Source of Funds: Education and General, page 157, line 2

Justification: Replacement for Savannah Reed, who resigned (\$47,234)

Education:

2020 Cosmetology Instructor Certification, ASUN-Marked Tree

2016 T.C. Cosmetology, ASUN-Marked Tree

Employment:

2021 Adjunct Cosmetology Instructor, ASUN-Marked Tree

2020-2021 Owner/Technician, T & Co. Beauty, Marked Tree, AR

2016-2020 Hair Stylist, self-employed, Marked Tree, AR

2016 Hair Stylist, JC Penney's, Jonesboro, AR

ARKANSAS STATE UNIVERSITY-NEWPORT
NON-ACADEMIC APPOINTMENTS
December 3, 2021

HOWARD, MELINDA

Payroll Services Specialist

Salary: \$45,000

Effective: November 16, 2021

Source of Funds: Education and General, page 71, line 2

Justification: Replacement for Brandilynn Dean, who resigned (\$45,900)

Education:

2019 B.S. Business Administration, Arkansas State University, Jonesboro

Employment:

2019-present Compensation Manager, A-State

2002-2019 Human Resources Manager, Arkansas Department of Corrections, Newport, AR

MARTIN, WESLEY

Information Systems Manager

Salary: \$40,000

Effective: November 16, 2021

Source of Funds: Education and General, page 45, line 5; funds transferred from page 14, line 3, a line vacated by Stephanie Turner, who resigned (\$47,086), and the position will not be filled

Justification: New position to provide increased IT support to employees and students

Education:

2010 B.S. Mass Communications, University of Arkansas, Little Rock, AR

Employment:

2018-2020 Network Engineer, Windstream, Little Rock, AR

2017-2018 IT Administrator, Destined to Win Ministries, Bryant, AR

2016-2017 Technology Consultant, Innovative Systems, Inc., Little Rock, AR

2015-2016 Reprographics, Novitex, Little Rock, AR

2010-2016 Instructor, ITT Technical Institute, Little Rock, AR

2012-2014 Help Desk Specialist, Arkansas Economic Development Commission, Little Rock, AR

**ARKANSAS STATE UNIVERSITY MID-SOUTH
NON-ACADEMIC APPOINTMENT
December 3, 2021**

HASTINGS, CODY

Wellness Coordinator

Salary: \$25,755

Effective: October 1, 2021

Source of Funds: Education and General, page 29

Justification: New position in FY2022 Budget

Education:

2019 M.B.A. Business, Howard Payne University, Brownwood, TX

2018 B.S. Kinesiology-General, Howard Payne University, Brownwood, TX

Employment:

2019-2021 Wellness Coordinator (grant-funded), ASU Mid-South

2019 Graduate Assistant, Men's Basketball, Howard Payne University, Brownwood, TX

**ARKANSAS STATE UNIVERSITY THREE RIVERS
ACADEMIC APPOINTMENTS
December 3, 2021**

BAILEY, MICHAEL

Computer Information Systems Instructor

Salary: \$36,100 (9-month rate)

Effective: August 16, 2021

Source of Funds: Education and General, page 8

Justification: Replacement for Shane McWilliams, who resigned (\$37,799)

Education:

2020 B.S. Computer Science, University of Central Arkansas, Conway, AR

Employment:

2020-Present IT Operations and Services End User Operations, Department of Veteran Affairs,
North Little Rock, AR

2007-2015 Cyber Network Operator, United State Marines, Norfolk, Virginia

TAYLOR, BRANDON

HVACR Instructor, Saline County Career Technical Campus

Salary: \$41,239 (10-month rate)

Effective: September 13, 2021

Source of Funds: Education and General, page 8

Justification: New position in FY2022 Budget

Education:

2018 Electrical Apprenticeship Program, ASU Three Rivers

2014 Arkansas Journeyman's License

Employment:

2014-Present Electrician and HVACR Technician, Daniell Heat and Air, Hot Springs, AR

**ARKANSAS STATE UNIVERSITY THREE RIVERS
NON-ACADEMIC REASSIGNMENT
December 3, 2021**

BRATTON, JOHN

From: Automotive Instructor, Career Center-Malvern
To: Director of Career Center-Malvern
Salary: \$62,000
Effective: December 20, 2021
Source of Funds: Education and General, page 8, plus \$2,000 from salary savings
Justification: Replacement for Kim Roberson, who resigned (\$60,000)

**HENDERSON STATE UNIVERSITY
ACADEMIC APPOINTMENTS
December 3, 2021**

CONE, ELISHA

Assistant Professor, Undergraduate Nursing

Salary: \$55,000 (9-month)

Effective: August 16, 2021

Source of Funds: Education and General, page 10, line 13

Justification: Replacement for Tamara Ogden, who resigned (\$56,613)

Education:

2020 M.S.N. Family Nurse Practitioner, Henderson State University
2020 M.S.N. Nursing Administration with minor in Nursing Education, Henderson State University
2018 B.S.N. Registered Nurse
2012 A.S.N. Registered Nurse, Ouachita Technical College, Malvern, AR
2009 L.P.N. Nursing, Ouachita Technical College, Malvern, AR

Employment:

2021-present Case Management/Utilization Review PRN, CHI, St. Vincent Hospital, Hot Springs, AR
2020 Adjunct Faculty, Henderson State University
2019-2021 RN Supervisor (WEO), Courtyard Gardens, Arkadelphia, AR
2019-2020 Adjunct Faculty, College of the Ouachitas, Malvern, AR
2018-2019 Assistant Director of Nursing, Courtyard Gardens, Arkadelphia, AR
2015-2016 Assistant Director of Nursing, Courtyard Gardens, Arkadelphia, AR
2014-2015 RN2 (Charge Nurse), Baptist Medical Center, Arkadelphia, AR
2013-2014 RN, Courtyard Gardens, Arkadelphia, AR
2009-2013 LPN, Courtyard Gardens, Arkadelphia, AR

KLINGER, LACY

Director of Theatre and Assistant Professor of Theatre

Salary: \$55,000 (9-month)

Effective: August 16, 2021

Source of Funds: Education and General, page 25, line 4

Justification: Replacement for Claudia Beach, who retired (\$64,223)

Education:

2011 M.F.A. Acting, Rutgers University-Mason Gross School of the Arts, New Brunswick, NJ
2006 B.A. Theater, University of Central Arkansas, Conway, AR

Employment:

June 2021 Intimacy Choreographer, InTuition Theatre, Lynchburg, VA
2014-2021 Theatre Program Coordinator, Associate Professor of Theatre, Longwood University, Farmville, VA
2016-2020 Co-founder, Director, Actor, Choreographer, Illyria Theatre Company, Farmville VA
2017 Actor, Director, Educator, Lyric Repertory Company, Logan, UT
2014-2015 Actor, Director, Educator, Lyric Repertory Company, Logan, UT
2011 Speech Teaching Assistant, Rutgers University-Mason Gross School of the Arts, New Brunswick, NJ
2009-2010 Acting Teaching Assistant, Rutgers University- Mason Gross School of the Arts, New Brunswick, NJ

MILLS, NEVADA

Interim Associate Director of Bands

Salary: \$53,000 (12-month)

Effective: August 1, 2021

Source of Funds: Education and General, page 23, line 2

Justification: Replacement for Dontay Douglas, who resigned (\$53,000)

Education:

2015 M.S.E. Education Theory and Practice, Arkansas State University, Jonesboro

2006 B.M. Music Education, Henderson State University

Employment:

2021-Present Interim Associate Director of Bands, Henderson State University

2018-2021 Director of Music, Ouachita School District, Donaldson, AR

2015-2018 Assistant Director of Bands, Ouachita Baptist University, Arkadelphia, AR

2012-2013 Junior High Band Director, Watson Chapel Junior High, Pine Bluff, AR

2010-2012 Junior High Band Director, Lakeside Junior High, Hot Springs, AR

NEIDHART, PETER

Instructor of Physics

Salary: \$35,500 (9-month)

Effective: August 16, 2021

Source of Funds: Education and General, page 13, line 6

Justification: Replacement for James Duke, who resigned (\$42,122)

Education:

2016 M.S. Mathematics, Loyola University Chicago, Chicago, IL

2014 B.S. Mathematics, Newman University, Wichita, KS

Employment:

2020-2021 Master Level Tutor, Tutor.com
2019-2020 Jr. High Mathematics Instructor, Our Lady of Perpetual Help School, Glenview, IL
2016-2019 Mathematics Instructor, Marian High School, Mishawaka, IN

TODD, CHRISTOPHER

Visiting Professor, Counselor Education

Salary: \$53,000 (9-month)

Effective: August 16, 2021

Source of Funds: Education and General, page 39, line 5

Justification: Replacement for Eric Jett, who resigned (\$53,350)

Education:

2021 Ph.D. Counselor Education and Supervision, University of Memphis, Memphis, TN
2012 M.S.N. School Counseling, University of Memphis, Memphis, TN
2010 M.DIV. Theology and Pastoral Care, Memphis Theological Seminary, Memphis, TN
2003 B.A. Political Science, University of Arkansas, Little Rock, AR
2003 B.A. Criminal Justice, University of Arkansas, Little Rock, AR

Employment:

2017-2021 Vocational Rehabilitation Counselor, State of Tennessee, Vocational Rehabilitation, Covington, TN
2019 Practicum Counselor, Church Health, Memphis, TN
2016-2017 Academic Counselor, University of Memphis, Memphis, TN
2009-2010 Curriculum Developer/Counseling Support, Memphis Ambassador Program, Memphis, TN
2007-2008 Volunteer Counselor/Educator, Domestic Violence Program, Murfreesboro, TN

YOUSEF, ABRAHAM

Assistant Professor of Chemistry

Salary: \$50,500 (9-month)

Effective: August 16, 2021

Source of Funds: Education and General, page 14, line 7

Justification: Replacement for Terry Bateman, who resigned (\$58,434)

Education:

2005 Ph.D. Chemistry, University of Kansas, Lawrence, KS
2000 B.S. Chemistry, Sam Houston State University, Huntsville, TX

Employment:

2013-2021 Associate Professor, Sweet Briar College, Sweet Briar, VA
2007-2013 Assistant Professor, Sweet Briar College, Sweet Briar, VA

**HENDERSON STATE UNIVERSITY
NON-ACADEMIC APPOINTMENTS
December 3, 2021**

BULS, GUY

Assistant Swimming Coach

Salary: \$29,469

Effective: August 8, 2021

Source of Funds: Auxiliary, page 109, line 2 and page 117, line 2

Justification: Replacement for Wallace Senter, who resigned (\$29,467)

Education:

2016 B.S. Finance, Henderson State University

Employment:

2020-2021 Client Services Analyst, CBRE, Inc., Memphis, TN

2018-2020 United States Coast Guard, Seaman, Elizabeth City, NC

2017-2018 Associate, RGS Sales and Sourcing Management, Brenham, TX

2016-2017 Teller, Bank of Brenham, Brenham TX

2016-2017 Assistant Coach, Aggie Swim Club, Texas A&M, College Station, TX

CANALE, KYLE

Computer Support Technician

Salary: \$30,000

Effective: August 30, 2021

Source of Funds: Education and General, page 85, line 10

Justification: Replacement for Kory Taylor, who is no longer employed (35,706)

Education:

2021 A.A. Computer Information Technology, Southern Arkansas University Tech, Camden, AR

Experience:

2021 Extra Help Computer Technician, Henderson State University

2014-present IT/Sound Booth-Media Director, Trinity Temple Assembly of God, Arkadelphia, AR

HARVEY, CHRISTINA

Assistant Coach, Women's Basketball

Salary: \$32,470

Effective: August 2, 2021

Source of Funds: Auxiliary, page 113, line 2

Justification: Replacement for Scottie Schmidt, who resigned (\$56,613)

Education:

2014 M.S.E. Exercise Science and Health Promotion, California University of Pennsylvania, California, PA
2013 B.S. Health and Exercise Science, Pfeiffer University, Misenheimer, NC

Employment:

2019-2021 Assistant Women's Basketball Coach, Young Harris College, Young Harris, GA
2017-2019 Assistant Women's Basketball Coach, Gannon University, Erie, PA
2015-2017 Assistant Women's Basketball Coach, Alvernia University, Reading, PA

MARROQUIN, BRANDON

Computer Support Technician

Salary: \$31,500

Effective: September 20, 2021

Source of Funds: Education and General, page 85, line 3

Justification: Replacement for Zackary Gray, who is no longer employed (\$28,429)

Education:

2020 B.S. Electronics Computer Engineering Technologies, Sam Houston State University, Huntsville, TX

Employment:

2015-Present Self-employed garage door and opener installer, Houston, TX
2012-2015 Garage door installer for Steward Door, Houston, TX
2008-2012 Garage door installer for TBS, Dallas, TX

MCDANIEL, ERICA

Assistant Director of Davis-Baker Preschool

Salary: \$31,500

Effective: September 20, 2021

Source of Funds: Education and General, page 34, line 4

Justification: Replacement for Holly Schultz, who resigned (\$33,182)

Education:

2021 B.A. Psychology, Henderson State University

Employment:

2019-2021 Teacher's Aide, Davis-Baker Preschool, Henderson State University
2018-2019 Substitute Teacher, Subteach, Arkadelphia School District, Arkadelphia, AR
2018-2019 Remote Seasonal Logistics Coordinator, Amazon.com, Seattle, WA
2008-2014 Account Specialist, AFG Distribution Inc., Asheville, NC

MORRISON, KAGON

Public Safety Officer

Salary: \$27,851

Effective: August 2, 2021

Source of Funds: Education and General, page 88, line 3

Justification: Replacement for Michael Dunn, who resigned (\$31,646)

Employment

2019- 2020 Detention Officer, Faulkner County Sheriff's Office, Conway, AR

2020-2021 Jailer and Specialized Officer, Clark County Sheriff's Office, Arkadelphia, AR

OWENS, TANISHIA

Admissions Counselor

Salary: \$32,010

Effective: August 25, 2021

Source of Funds: Education and General, page 60, line 10

Justification: Replacement for Corbie Adams, who resigned (\$32,010)

Education:

2018 B.S. Human Services, Henderson State University

Employment:

2020-2021 Kindergarten Teacher, KIPP Elementary Literacy Academy, Helena-West Helena, AR

REESE, KAILEY

Admissions Counselor

Salary: \$32,010

Effective: August 2, 2021

Source of Funds: Education and General, page 60, line 7

Justification: Replacement for Madyson Simms, who is no longer employed (\$32,010)

Education:

2021 B.S. Health and Human Performance, Henderson State University

Employment:

2020 Care Coordinator, Fort Behavioral Center, Fort Worth, TX

THAXTON, E'LYSE

Admissions Marketing Manager

Salary: \$40,000

Effective: September 17, 2021

Source of Funds: Education and General, page 60

Justification: Replacement for Timothy Sims, who resigned (\$40,000)

Education:

2019 B.A. Innovative Media, Henderson State University

Employment:

2020-2021 Insurance Specialist, AllCare Pharmacy, Arkadelphia, AR

2019-2019 Reporter (Internship), Arkadelphia Dispatch, Arkadelphia, AR

2017-2018 Editor-in-Chief, STAR Yearbook at Henderson State University