

AGENDA
ARKANSAS STATE UNIVERSITY
BOARD OF TRUSTEES
December 4, 2020
10:00 a.m.
ASU System Office

- I. Call to Order
Stacy Crawford, Chair

- *II. Approval of the Minutes of Past Meetings
September 18, 2020
November 4, 2020

- III. President's Report
Reports of the Chancellors

- *IV. Agenda
 - Proposed ASU System Resolutions
 - Resolution approving the ASU System to provide staff tuition discounts for Academic Partnership Online Programs
 - Resolution approving ASU-Jonesboro to set a tuition rate for the Doctor of Nursing Practice (DNP) – Nurse Anesthesia program
 - Resolution approving the ASU System to refund certain outstanding bonds through the issuance of housing system revenue refunding bonds and to execute the official statement, bond purchase agreement, supplemental trust indenture, and related documents

 - Proposed ASU-Jonesboro Resolutions
 - Resolution approving the ASU-Jonesboro Strategic Plan for 2020-2025
 - Resolution approving ASU-Jonesboro to offer a Bachelor of Science degree in Occupational and Environmental Safety and Health

 - Proposed ASU Mid-South Resolution
 - Resolution approving ASU Mid-South to offer an Associate of Applied Science degree, a Technical Certificate, and a Certificate of Proficiency in Computer Programming, and a Certificate of Proficiency in Database Programming

- V. Executive Session

- *VI. Approval of Personnel Actions

- VII. Other Business

***VIII. Election of Officers**

***IX. Adjournment**

***Action Items**

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

ACTION ITEM: The Arkansas State University System requests approval to offer staff tuition discounts for Academic Partnership online programs.

ISSUE: The Board of Trustees must approve all tuition discounts.

BACKGROUND:

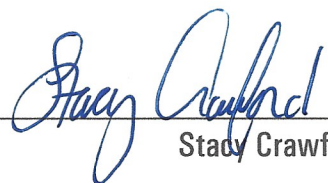
- ASU System employees, and their eligible spouses and dependents, have previously been granted, by the Board of Trustees, tuition discounts of 75% on undergraduate courses and 50% on graduate courses for on-campus programs.
- However, online Academic Partnership degree programs have previously been excluded from the ASU System employee discount.
- A-State would like to expand the tuition discount program to include a 50% discount on select undergraduate and graduate Academic Partnership online degree programs for regular full-time ASU System employees.
- ASU System employees' spouses and dependents are not eligible for the discount.
- Degree programs that are not economically feasible to be offered at a discounted tuition rate will be excluded.

RECOMMENDATION/RESOLUTION:

Be it resolved that the Arkansas State University System is approved to offer a 50% tuition discount to regular full-time ASU System employees (excluding spouses and dependents) for select Academic Partnership online undergraduate and graduate degree programs.



Christy Clark, Secretary



Stacy Crawford, Chair

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

ACTION ITEM: The Arkansas State University System requests approval for Arkansas State University-Jonesboro (ASUJ) to set a tuition rate for the Doctor of Nursing Practice (DNP) – Nurse Anesthesia program.

ISSUE: The Board of Trustees must approve tuition rates.

BACKGROUND:

The Arkansas State University System requests approval for the tuition rate for the ASUJ Doctor of Nursing Practice (DNP) – Nurse Anesthesia program.

ARKANSAS STATE UNIVERSITY-JONESBORO

Tuition (effective Summer 2021)

	<u>Program Flat-Rate</u>
Doctor of Nursing Practice (DNP) – Nurse Anesthesia	\$45,000

RECOMMENDATION/RESOLUTION:

Be it resolved that the tuition rate for the Arkansas State University-Jonesboro Doctor of Nursing Practice (DNP) – Nurse Anesthesia program is approved as stated herein.



Christy Clark, Secretary



Stacy Crawford, Chair

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

ACTION ITEM: The Arkansas State University System ("ASU System") requests approval to refund certain outstanding bonds through the issuance of housing system revenue refunding bonds and to execute an official statement, bond purchase agreement, supplemental trust indenture, and related documents.

ISSUE: The Board of Trustees (the "Board") of Arkansas State University (the "University") is authorized under the Constitution and laws of the State of Arkansas, including particularly Act No. 62 of 1947, as amended (codified at Arkansas Code Annotated Sections 6-62-301 *et seq.*) (the "Act") to borrow money for the purpose of acquiring, constructing, and equipping capital improvements for use by the University and to refund bonds issued under the Act to finance such capital improvements.

BACKGROUND:

- The Board has previously issued (a) its Housing System Revenue Bonds (Jonesboro Campus), Series 2012A (Federally Taxable) (the "2012A Bonds"), in the original principal amount of \$6,510,000; (b) its Housing System Revenue Bonds (Jonesboro Campus), Series 2012B (the "2012B Bonds"), in the original principal amount of \$6,875,000; and (c) its Housing System Revenue Bonds (Jonesboro Campus), Series 2012D (the "2012D Bonds"), in the original principal amount of \$1,255,000, for the purpose of financing capital improvements on the campus of Arkansas State University-Jonesboro ("ASU-Jonesboro").
- The 2012A Bonds are in the outstanding principal amount of \$5,525,000 and are subject to optional redemption by the Board without penalty on and after March 1, 2022.
- The 2012B Bonds are in the outstanding principal amount of \$5,705,000 and are subject to optional redemption by the Board without penalty on and after March 1, 2022.
- The 2012D Bonds are in the outstanding principal amount of \$1,040,000 and are subject to optional redemption by the Board without penalty at any time.
- The ASU System and ASU-Jonesboro have recommended the refunding of the 2012A Bonds, the 2012B Bonds, and the 2012D Bonds (collectively, the "Bonds Refunded"), and the Board has determined that the refunding of the Bonds Refunded (the "Refunding") should be accomplished and

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

financed through the issuance of the Board's Housing System Revenue Refunding Bonds (Jonesboro Campus) (the "Bonds").

- The Bonds are to be secured pursuant to a Trust Indenture dated as of December 1, 2010, as supplemented, between the Board and BancorpSouth Bank, as trustee (the "Trustee").
- The Bonds are to be issued on the terms and in the form set forth in a Supplemental Trust Indenture (the "Supplemental Indenture").
- In order to proceed with the financing, it is necessary for the Board (i) to authorize the issuance and marketing of the Bonds; (ii) to authorize the President to deem final the Preliminary Official Statement and to authorize its use; (iii) to authorize the pricing of the Bonds and the execution of a Bond Purchase Agreement in connection therewith; and (iv) to authorize the execution of the Supplemental Indenture and related documents, all relating to the security and issuance of the Bonds.
- The Board intends to work with Friday, Eldredge & Clark, LLP as bond counsel and Crews & Associates, Inc. and Stephens Inc. as underwriters (collectively, the "Underwriters") for the Bonds.

RECOMMENDATION/RESOLUTION:

Be it resolved that, so long as the Refunding will produce an aggregate net present value savings of at least 4% of the refunded principal balance of the Bonds Refunded, the Board hereby approves, authorizes, and directs the issuance, execution, and delivery of the Bonds in an aggregate principal amount not greater than the amount needed to accomplish the Refunding and to pay the costs of issuing the Bonds and accomplishing the Refunding. The Bonds shall mature not later than the final maturity date of the Bonds Refunded.

The Chair and Secretary of the Board and the President are hereby authorized to execute all documents necessary to the issuance of the Bonds, including without limitation:

- (a) the Supplemental Indenture, to be dated as of the date of the Bonds, between the Board and the Trustee, setting forth the terms and conditions of the Bonds and providing for the issuance of the Bonds;

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

- (b) a Bond Purchase Agreement, dated as of the date of execution, between the Board and the Underwriters, setting forth the purchase price (which shall include an Underwriters' discount not greater than 0.90%) and the other terms and conditions upon which the Bonds will be sold to the Underwriters; and
- (c) a Continuing Disclosure Agreement, dated as of the date of the Bonds, between the Board and the Trustee, setting forth certain obligations of the Board to make continuing disclosure of financial information and listed events to the secondary municipal marketplace, as set forth in Rule 15c2-12 of the Securities and Exchange Commission.

The Supplemental Indenture, the Bond Purchase Agreement, and the Continuing Disclosure Agreement shall be in substantially the form presented to the Board, but with such changes therein as shall be approved by the Chair or the President. The Board recognizes that certain revisions may be made to the Supplemental Indenture, the Bond Purchase Agreement, and the Continuing Disclosure Agreement prior to the issuance of the Bonds, and hereby authorizes the Chair or President to approve and accept such revisions, their signatures on each of such documents to constitute proof of their acceptance of such revisions. Specifically, the President is hereby authorized to (i) accept the final maturity schedule and interest rates for the Bonds if he deems such rates and maturity schedule to be appropriate and within the authority granted by this Resolution and execute the final Bond Purchase Agreement, and (ii) execute the Continuing Disclosure Agreement.

In order to provide credit enhancement for the Bonds, the Board recognizes that it may be economically desirable to obtain a municipal bond insurance policy (the "Policy"). The Board hereby authorizes the President to solicit proposals from municipal bond insurers, and if the terms and conditions of such Policy are favorable and provide economic benefit to the Board, to obtain such Policy. The Chair or President is hereby authorized and directed to execute all documents in connection with the Policy, provided that the Chair or President determines that the terms and conditions of the Policy are favorable and provide economic benefit to the Board.

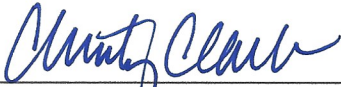
The Board hereby authorizes and ratifies the use of a Preliminary Official Statement in the marketing of the Bonds. The Preliminary Official Statement for the Bonds is hereby approved in substantially the form presented to the Board. The Board hereby authorizes the President to "deem final" for purposes of Rule 15c2-12 of the Securities and Exchange Commission the Preliminary Official Statement with such revisions as may be accepted by the President. The Board hereby further authorizes and approves the

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

production of a final Official Statement, and authorizes and directs the President to execute and deliver the Official Statement, in such form as he deems acceptable and necessary to accomplish the issuance of the Bonds.

The Chair and Secretary of the Board, the President, the Executive Vice President, and the Vice Chancellor for Finance and Administration of ASU-Jonesboro are hereby authorized and directed to do any and all lawful things to effect the execution and delivery of the Bonds, the performance of all obligations of the Board and of ASU-Jonesboro, and the execution and delivery of all papers, documents, certificates, and other instruments of whatever nature that may be necessary or desirable for carrying out the authority conferred by this Resolution or evidencing the authority and its exercise. The Secretary of the Board is hereby authorized to acknowledge and attest the signatures of the Chair and to execute such other documents as may be required in connection with the issuance of the Bonds.



Christy Clark, Secretary



Stacy Crawford, Chair

EXECUTIVE SUMMARY

Contact: Kelly Damphousse (870) 972-3030

ACTION ITEM: Arkansas State University-Jonesboro (ASUJ) requests approval of its Strategic Plan for 2020-2025.

ISSUE: The ASU Board of Trustees must approve the strategic plans for all institutions in the Arkansas State University System.

BACKGROUND:

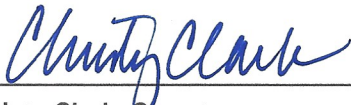
- ASUJ conducted a six-phase Strategic Planning Project, beginning in February 2019, with the formation of the Strategic Planning Steering Committee. During Phase 1, Chancellor Kelly Damphousse charged a diverse group of members of the administration, faculty, staff, and student body to organize the process and to begin an initial environmental assessment. In Phase 2, from March to May 2019, the steering committee launched the public phase of the project by hosting focus groups comprised of a wide range of participants, including faculty, staff, students, alumni, and community leaders. Feedback from the focus groups drove decisions in Phase 3 to re-imagine a framework of emerging “pillars” of the plan. Beginning with Fall 2019 semester, Phase 4 included taking these five pillars and related goals to a series of stakeholder engagement events, which were hosted by the committee for community leaders, students, staff, faculty, and alumni. The feedback from the stakeholder engagement events led to the selection of Task Forces and to the creation of the draft of a final plan in November 2019. The sixth and final phase of confirming and launching the plan was delayed and conducted virtually, due to the onset of the coronavirus pandemic in Spring and Summer 2020. Upon the students returning to campus, the process of drafting the final plan and establishing the implementation framework was completed with additional input from the Dean’s and the Chair’s Councils. In compliance with COVID-19 protocols, an in-person launch event will not be held. In its place, there will be a roll-out over the late Fall 2020 and early Spring 2021 semesters through the [AState.edu/Discover2025](https://www.astate.edu/Discover2025) website and a series of video discussions online.
- As a result of this extensive and thorough series of events, discussions, and collected feedback, the Strategic Planning Committee, along with Chancellor Damphousse and members of the Executive Cabinet, developed the University’s overall Strategic Plan. This Plan supports and aligns with ASUJ’s existing mission, and will charge each college, department, and division to create its own individual Discover 2025 implementation plan.
- A copy of Arkansas State University-Jonesboro’s Discover 2025 Strategic Plan for 2020-2025 is attached to this resolution.

EXECUTIVE SUMMARY

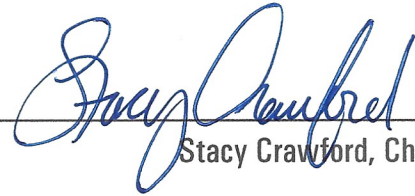
Contact: Kelly Damphousse (870) 972-3030

RECOMMENDATION/ RESOLUTION:

Be it resolved that Arkansas State University-Jonesboro's Strategic Plan for 2020-2025 is approved.



Christy Clark, Secretary



Stacy Crawford, Chair



Strategic Plan Arkansas State University

FINAL DRAFT

#Discover2025



ARKANSAS STATE
UNIVERSITY

Overview and Background

Following his first year leading Arkansas State University, Chancellor Kelly Dampousse launched a strategic planning project to engage the university community in establishing critical pathways for the next decade. This inclusive, collaborative project was a convening opportunity to engage the university's key stakeholders – faculty, staff, students, administration, university partners, alumni and other external stakeholders – to discover and define how the university would leverage its opportunities and tackle its challenges for the next five years.

Founded in 1909, Arkansas State University is a Carnegie Research 2 institution and the second-largest university in the state. It hosts the first osteopathic medical school in the state of Arkansas, NYIT's College of Osteopathic Medicine, and opened the first U.S.-style residential campus in Mexico in Fall 2017. A-State is the heart of activity for its hometown of Jonesboro, starting with its FBS Division I athletic program, and is the economic and research hub for the region.

Dedicated to teaching, research and service, the university provides students with the broad educational foundations that help them develop critical thinking, decision-making, analytical, and communication skills. With more than 90,000 living alumni, the university is the state's leading provider of nursing graduates, early childhood educators, and agricultural business graduates.

Despite these advantages and growth during the early 21st century, several leadership transitions at the university, demographic changes across Arkansas, and downward state funding brought new challenges to be addressed through a comprehensive strategic vision for A-State's future. Identified as an important need by incoming Chancellor Dampousse, the current Faculty and Staff Senates, and the Higher Learning Commission, the creation of the first comprehensive strategic plan update since 2004 became a high priority for the institution.

Arkansas, like many states, is experiencing “two economies,” with strong population and economic growth in urban areas and with fewer jobs in rural and smaller communities. Further, Arkansas was recently cited among the five states with the highest share of jobs at risk because of automation.

In response, “Momentum Jonesboro,” a local public-private partnership, targeted areas for job growth in changing business sectors requiring new skill sets, such as agribusiness, health care, manufacturing and logistics. Along with the university's more global mindset and the desire for a more dynamic on-campus experience for students, faculty, staff and the community, the university has embraced the need for positive advances in several areas.





The Strategic Planning Process

The formal strategic planning process began in early 2019 as the chancellor appointed a Steering Committee that represented the primary on-campus constituencies, including the Staff Senate, Faculty Senate, Student Government Association, Chairs Council, Deans Council, Research Office and Administrators in Finance, Enrollment, Student Affairs, Athletics and Advancement. The chancellor charged the committee to incorporate a “university-centric” approach to A-State’s future. Executive Vice Chancellor for Finance and Administration and Chief Operating Officer Len Frey chaired the Steering Committee.

The inaugural Steering Committee members

- Chair, Len Frey (Executive Vice Chancellor for Finance and Administration, and Chief Operating Officer)
- Lynita Cooksey (Executive Vice Chancellor for Academic Affairs and Provost)
- Maurice Gipson (VC for Diversity and Community Engagement)
- Rob Gordon (President of Staff Senate)
- Russ Hannah (Associate VC for Business)
- Susan Hanrahan (Dean of the College of Nursing and Health Professions)
- Loretta McGregor (President of Faculty Senate)
- Will McLean (Chair of the Chairs Council)
- Terry Mohajir (VC of Intercollegiate Athletics and Athletic Director)
- Jason Penry (VC for University Advancement)
- Tom Risch (Vice Provost for Research)
- Drew Roberson (Vice President, Student Government Association)
- Thilla Sivakumaran (VC for Global Engagement and Outreach)
- Bill Smith (Chief Communications Officer)
- Martha Spack (VC for Student Affairs and Dean of Students)
- Bryan Terry (VC for Enrollment Management)

During the process, Steering Committee members changed to include:

- Alan Utter, appointed as Provost and Executive Vice Chancellor for Academic Affairs to replace the retiring Lynita Cooksey
- Jon Carvell was elected as the new Staff Senate President, replacing Rob Gordon
- Erika Krennerich Chudy was appointed Vice Chancellor for University Advancement, replacing Jason Penry
- Summer DeProw, Assistant Vice Chancellor for Assessment & Accreditation, was added as a co-facilitator for the Public Forums Phase along with Russ Hannah
- Erika Tuck, SGA President

The project’s opening phases were facilitated by The Napa Group, a national firm specializing in higher education strategy, leadership and organizational design. The firm’s six-phase planning process equips universities to develop strategic solutions, supporting resource plans and an implementation roadmap informed by enterprise thinking and integration.

Summary: Project Activities & Outcomes

Phases 1 and 2 - Project Launch and Organizational Assessment and Compelling Vision: The Steering Committee met to develop strategic themes for the university, based on an internal and external situational assessment of the university's positioning in the state and region, trends driving higher education and employers' needs for the future, aspirational "big ideas" and scenarios for growth, and realistic financial and demographic forecasts for the next several years. Steering Committee discussions were framed by high-level "design thinking," strategic insights about global needs for talent, and career preparation priorities by local business and industry. Underscoring the university's goals was a desire to boldly and distinctively position the institution's impact as a regional university with a far more extensive reach.

Phases 3 and 4 - Realistic Strategies and Stakeholder Engagement: As the Steering Committee developed the plan's draft goals and objectives, constituencies within the university had the opportunity to provide input and perspectives at milestones in the process. These included focus groups in Spring 2019 and expansive deep-dive town hall sessions with internal and external constituencies (students, staff, faculty, alumni and Jonesboro community) in Fall 2019. Feedback from these constituent sessions influenced the next planning sessions and the plan draft. To build out the emerging plan, Task Forces drawn from the university's key stakeholder groups met in late Fall 2019 and developed the emerging plan's tactics, timelines, metrics and resources needed over five years.

Phases 5 and 6 – Draft and Final Strategic Plan, Business Plan and Implementation Framework: The Steering Committee met in early December 2019 to finalize the plan, based on the Task Force recommendations and other stakeholder input. This also enabled development of an accompanying business and financial plan, a five-year implementation framework and a dashboard tracking progress of key performance indicators, with the initial focus on the first two years. These supporting tools are essential to ensuring the Strategic Plan outcomes are accomplished, and also allow for reforecasting as situations change.

Launch Phase: Compiling feedback from the initial phases, the executive committee of the Steering Committee completed final changes and prepared a draft for adoption by the entire committee. Upon return to campus for Fall 2020, the Steering Committee reviewed and approved the plan for issuance to the entire university community for Fall 2020 implementation.

Throughout this interactive and inclusive process, more than 300 individuals representing the university community participated and gave voice to their perspectives about the university's future pathways and the priorities and activities to successfully achieve this Strategic Plan. Throughout the project, opportunities were provided for all stakeholders to submit comments and perspectives through the project's dedicated website and other online vehicles.





Discover 2025: Arkansas State University Strategic Plan

Goals and Objectives

Mission

*Arkansas State
educates leaders,
enhances intellectual growth
and enriches lives.*

Vision

To be a university that is a
recognized leader in the
power of higher education to
transform lives at an
inclusive research institution

Goal: Student Success

Develop a diverse learning community and innovative environment that provides engaged and continuous support for future and current students to pursue lifelong goals.

Goal: Teaching & Learning

Invest in viable and relevant academic programs designed to meet the needs of our students and their future employers.

Goal: Research & Creative Activities

Invest in academic research, scholarly activities and creative endeavors (faculty and student) that build on academic strengths and leverage regional opportunities.

Goal: Community Engagement

Strengthen the university's engagement with the community through economic and cultural endeavors.

Goal: Campus Culture & Shared Values

Improve campus culture and promote shared values.

#Discover2025



Goal: Student Success

Develop a diverse learning community and innovative environment that provides engaged and continuous support for future and current students to pursue lifelong goals.

1. Optimize undergraduate and graduate student recruitment in Arkansas and beyond (regional, national, international) through customized, targeted promotion
2. Build an agile system of linked communication and tracking to support undergraduate and graduate student success and improve retention
3. Create opportunities for P-12 students to engage with the university

Examples of Actionable Objectives

By 2025, strategic enrollment efforts will result in increase in specific groups including:

- First-year, first-time on-campus students
- Undergraduate and graduate online students
- International students
- Transfer students
- Military and veteran students

Retention from Freshman-to-Sophomore:
79% by FY 22
85% by FY 25

Graduation rates:
4-year graduation rate will be 45%
6-year graduation rate will be 65%

Reestablish the University College and promote student success by:

- Identifying populations most at-risk for attrition and provide a comprehensive support program to lessen the graduate gap at A-State.
- Adopting best practices in campus-wide support services including academic advising
- Increasing nontraditional pathways for adult learners to return to college and graduate in a timely manner
- Increasing avenues for financial assistance for students experiencing financial hardships

Goal: Teaching & Learning

Invest in viable and relevant academic programs designed to meet the needs of our students and their future employers.

1. Foster and promote general education to expand the learning experiences of students in an ever-changing society
2. Assess the viability and relevance of new and current academic programs that promote excellence in teaching and learning
3. Actively encourage academic programs to utilize interdisciplinary approaches to enhance creativity and critical thinking
4. Increase high-impact opportunities for all students such as study abroad, internships, and student research
5. Create educational programs that are responsive to the employment needs in the region

Examples of Actionable Objectives

By 2025:

- The university will redesign its general education program with updated language fully integrated into the campus culture.
- All academic degree programs will be reviewed for viability.
- Identifying potential undergraduate and graduate degree programs.
- All degrees will offer at least one high-impact opportunity.
- All degrees will include at least one interdisciplinary activity, course or co-curricular opportunity.
- Establishing a College of Veterinary Medicine



#Discover2025

Goal: Research & Creative Activities

Invest in academic research, scholarly activities and creative endeavors (faculty and student) that build on academic strengths and leverage regional opportunities.

1. Invest in faculty research, student research and administrative research capacity
2. Incentivize entrepreneurial ventures through faculty startups, industry partnerships, private sector, government, public and non-profit organizations/spaces
3. Invest in new and innovative research areas
4. Build and equip adequate facilities
5. Identify research areas to enhance and expand graduate programs

Examples of Actionable Objectives

Create a comprehensive position strategy to leverage academic research investments through encouragement of greater collaboration across all academic areas as measured by:

- 20% increase in total research expenditures
- 25% increase in master's degrees conferred
- 100% increase in doctoral degrees conferred
- 50% increase in student participation for Create@State and internal student funding opportunities
- Reestablish Graduate School with Dean of Graduate School
- Establish Innovation Campus
- Identify cluster hiring opportunities to enhance research areas
- Develop competitive research start-up packages
- Creation of Interdisciplinary projects including centers or institutes:
 - Rural Studies/Communities
 - P20 Initiative
 - No Boundary Thinking

Goal: Community Engagement

Strengthen the university's engagement with the community through economic and cultural endeavors.

1. Leverage our current role as a cultural center to become the recognized and valued cultural hub for the Jonesboro region and Northeast Arkansas
2. Designate and invest resources in areas necessary to oversee and champion the university's overall role in the community
3. Partner with community stakeholders to advance and create diversity initiatives
4. Increase workforce placement and partnerships through collaborations with business, industry, nonprofit and other educational organizations
5. Create organizational structures to coordinate and centralize community engagement activities


Examples of Actionable Objectives

By 2025, A-State will strengthen the university's role in the community by:

- Creating campus-wide committees to coordinate lectures, concert series and entertainment opportunities, thereby increasing community participation on campus by 10%.
- Fostering greater coordination between the university's cultural initiatives with organizations in the region.
- Increase internships, cooperative agreements, and business and industry engagement with academic programs by 10%.
- Increasing number of MOUs, working agreements and formal interactions with local and regional organizations by 10%.
- Increasing participation by students and potential students in diversity initiatives by 15%.
- Establishing advisory councils in all colleges, departments and programs.
- Seeking endorsement by the Carnegie Foundation as a Community Engaged institution.



Goal: Campus Culture & Shared Values

 *Improve campus culture and promote shared values*

1. Incorporate the Every Red Wolf Counts philosophy in all areas of the campus community
2. Embrace diversity, inclusion, and civility as important values
3. Invest in professional development and recognize employees for their commitment to campus service
4. Encourage increased health and wellness program participation
5. Foster a greater commitment to environmental impact and sustainability
6. Establish and promote campus traditions

Examples of Actionable Objectives

- By 2025, an increase in overall satisfaction expressed among key campus constituencies as measured by:
- Increasing participation in campus health and wellness programs by 10%
 - Conducting annual campus climate surveys by FY 22 as a baseline analysis
 - Conducting annual workplace satisfaction surveys by FY 22 as a baseline analysis
 - Achieving improvement of 15% in identified surveys
 - Developing remote working policy
 - Promoting campus leadership opportunities
 - Promoting the importance of sustainability initiatives on campus



ARKANSAS STATE UNIVERSITY

Strategic Plan



A series of horizontal lines for writing, intended for the Strategic Plan content.

#Discover2025

EXECUTIVE SUMMARY

Contact: Alan Utter (870) 972-2030

ACTION ITEM: Arkansas State University-Jonesboro (ASUJ) requests approval to offer a Bachelor of Science degree in Occupational and Environmental Safety and Health.

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

BACKGROUND:

- Occupational and Environmental Safety and Health is a degree that encompasses a broad range of areas, including worker health and safety, community health, and environmental health. In response to increasing government oversight and regulation of these areas, the fields of occupational and environmental safety and health are continuing to grow and they require a trained and educated workforce. Access to comprehensive, accredited academic programs at any level in these areas remains extremely scarce within Arkansas. ASUJ is establishing this program to support the demand for occupational safety and environmental health professionals.
- Students wishing to receive this degree must meet demands by a variety of industries within Arkansas, of an interdisciplinary curriculum of core studies, including biology, chemistry, and statistics, along with specialized courses in occupational and environmental safety and health. This degree will include 58 hours of upper-level courses in occupational and environmental safety and health. It will culminate in the practical experience of a required 180-hour internship. Students will be admitted to the program after completion of the required basic sciences and required support courses that are usually taken at the beginning of their junior year.
- Graduates of this program will find employment in industries such as manufacturing, construction, utilities, chemical plants, hospitals, and oil and gas. Also, upon completion of the program, students will be qualified to take the Associate Safety Professional (ASP) exam, which is the precursor to the Certified Safety Professional Exam (CSP). While professional certification is not necessary to enter the fields of occupational and environmental safety and health, this program will aid students in being successful on certification exams, including the Certified Safety Director (CSD) and Certified Industrial Hygiene (CIH) exams.
- This program will be accredited by the National Environmental Health Science and Protection Accreditation Council (NEHSPAC/EHAC), whose role it is to enhance the education and training of students who intend to become environmental health science and protection practitioners and professionals. This will allow students the unique opportunity to intern with the United States Public Health Service and the Centers for Disease Control and Prevention. Students graduating from EHAC-accredited programs are also eligible to enter the U.S. Public Health Service as environmental health officers.

EXECUTIVE SUMMARY

Contact: Alan Utter (870) 972-2030

- New costs to support the degree program, over a three-year period, include two faculty lines and a .5 administrative assistant; faculty costs: one 12-month FTE (who has already been hired and is on site) in year one (\$85,500 + fringes); and one 9-month faculty line in year one (\$60,000- salary and fringes) to support additional coursework at all levels. Adjunct faculty will be added as necessary. The program will also be supported by existing faculty within the College and University.
- Tuition will be the primary source of income for program operations. Tuition and fees, currently identified for an in-state resident of the OESH program, are \$297 per credit hour (\$218 tuition/\$79 fees). The resulting source of funding from tuition for 10 students is projected at \$65,400 tuition for one year. After year one, 14-20 students are expected to be participating in the program, resulting in \$130,800 from tuition. Additional funding for the program, to make up the difference between tuition revenues and program cost, will be funded by the College of Nursing and Health Professions.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University-Jonesboro is approved to offer a Bachelor of Science degree in Occupational and Environmental Safety and Health, effective Summer 2021.



Christy Clark, Secretary



Stacy Crawford, Chair

EXECUTIVE SUMMARY

Contact: Jeff Gray (870) 733-6731

ACTION ITEM: Arkansas State University Mid-South requests approval to offer an Associate of Applied Science (AAS) degree, a Technical Certificate (TC), and a Certificate of Proficiency (CP) in Computer Programming, and a Certificate of Proficiency in Database Programming.

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

BACKGROUND:

- The AAS in Computer Programming, consisting of 60 hours in Computer Programming, Information Systems Technology, and General Education courses, includes stackable and latticed credentials with multiple CP and TC entry and exit points. The TC is designed to be inclusive of either of the CPs.
- This career pathway provides an additional technology-related major for ASU Mid-South students. Emphasis is placed on object-oriented programming applications, configuration of servers, creation and navigation of databases, and reusable software components. Career opportunities available, after the completion of this degree, include software engineering, cloud development, front and back end development, and database development. The program aligns with various certifications.
- The need for this Computer Programming major is validated by regional and state labor market data. The purpose of the program is to help meet industry workforce needs related to computer programming/development, to provide an additional technology-related program option for students in addition to ASU Mid-South's existing CCNA and A+ programs, and to increase capacity for career pathways, which align with the State of Arkansas workforce and economic development priorities related to Information Technology and Governor Asa Hutchinson's Computer Science Initiative, which has a focus on coding.
- The cost of the development and implementation of the program will be covered by ASU Mid-South's Title III Strengthening Institutions grant, "Increasing Student Success through Technology," awarded by the U.S. Department of Education in October 2019.

EXECUTIVE SUMMARY

Contact: Jeff Gray (870) 733-6731

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University Mid-South is approved to offer an Associate of Applied Science degree, a Technical Certificate, and a Certificate of Proficiency in Computer Programming, and a Certificate of Proficiency in Database Programming, effective July 2021.



Christy Clark, Secretary



Stacy Crawford, Chair

Arkansas State University
Board of Trustees
December 4, 2020

The Arkansas State University Board of Trustees met on Friday, December 4, 2020, by WebEx. Price Gardner, Vice Chair of the Board, called the meeting to order at 10:00 a.m. Board members present were the following: Price Gardner, Christy Clark, Tim Langford, and Niel Crowson.

Minutes:

Upon a motion by Dr. Langford, seconded by Mrs. Clark, the minutes of the Board meetings of September 18, 2020, and the November 4, 2020, were approved.

Ayes: Gardner, Clark, Langford, Crowson

Nays: None

ASU System – Dr. Charles Welch, President

- It wouldn't be a President's report in 2020 without starting with COVID. The Jonesboro campus currently has 35 active cases, but the vast majority are off-campus students. We had a couple of spikes during this semester in the month of September and then in mid-November, when we went over 100 active cases on the Jonesboro campus. Other than that, we've stayed relatively low, and have had a grand total of 932 cases since June 1. On the ASU-Beebe campus, we currently have eight active cases, and we have had 76 cases since August 24. At the Henderson State campus, they currently have nine active cases and have had a grand total of 162 since July 1. Our campuses have done a remarkable job of trying to keep the pandemic under control as much as possible. We understand that the coming months are going to be extremely difficult. And we will continue to actively work to ensure that our students and our faculty and staff are as safe as absolutely possible.
- Just an update on the Henderson merger. We received final approval from the Higher Learning Commission in November. The remaining piece is for legislative action, which we anticipate happening at the beginning of the regular session that occurs in January. Everything is where we expected it would be at this point.

- From a budget standpoint, we were extremely conservative in the way that we budgeted for all of our campuses. We did not budget Category C or Category D of state funds, even though Category C was forecasted to flow in the Governor’s Revenue Forecast at that time. We feel extremely comfortable at this point that Category C will definitely flow. In fact, we feel pretty comfortable that Category D will flow. We are not going to go out and spend that until we know for sure that it will, but based on what we have seen so far in revenue collections from the state, we anticipate that we would be able to recoup 100% of those state funds. One concern that we had though was the unknown about whether Category D would actually be put into next year’s budget. Governor Hutchinson did put it in, and said he wanted to do so to recognize the good work that higher education was doing. We are deeply appreciative of that.
- There are continuing discussions in Washington about another stimulus package. We are in constant communications with both our ASU System Governmental Relations folks, who assist us in Washington, as well as the Governmental Relations staff from the American Association of State Colleges and Universities. I think everyone still feels comfortable that there will be a second package. It could be divided up into multiple phases. One, perhaps, would be more immediate, and one, perhaps, would come when the new Presidential administration comes in. We are monitoring that closely and are optimistic.
- This is the last Board of Trustees Meeting for Dr. Sandra Massey, as she is retiring. She has been our Chancellor at ASU-Newport for seven years and has done a tremendous job, and I just want to express, on behalf of the entire System, our extraordinary appreciation and gratitude for her work and the leadership that she’s accomplished. We wish Sandra all the best as she moves forward in retirement.
- I’d like to ask Eric Atchison to come in and provide us with a brief report on enrollment trends and figures.

Report by Eric Atchison

- In preparation for Fall 2020, the ASU System Office of Strategic Research worked with each campus to track weekly enrollment reports and changes, and was asked to present to the Board a summary, comparing Fall 2019 to Fall 2020 for each campus.

- We discussed data available through the National Student Clearinghouse at a national level with 75% of all institutions in the nation reporting.
- Using preliminary enrollment for the state of Arkansas, our total enrollment almost, at the very least, mirrors the national perspective, but this does exclude high school students, because of the delays in the opening of K-12.
- ASU System enrollment comparisons were discussed, using an online interactive dashboard with the following conclusions:
 - Overall enrollment across the System is down 4.3%;
 - Graduate enrollment exceeds national and statewide figures, with an increase of about 4.3%;
 - We have seen a decline of about 6% in in-state students;
 - Out-of-state student enrollment has actually increased by 5%;
 - International enrollment is down about 20%;
 - Students, who are in online classes only, have shown an increase of 20%;
 - First-time students, those students who are coming into our institutions for the first time and are living in this new environment and making decisions on what their majors will be, have shown a 9% increase choosing to major in the health professions.
- Potential impacts were discussed, including delayed entry for first-time students and its impact on course offerings in the spring and off-schedule time periods.

ASU-Jonesboro – Dr. Kelly Damphousse, Chancellor

- The Fall 2020 COVID response for A-State began in March, when we started creating our Return to Learn Plan, and we built what we thought was a very flexible schedule. Given all of the challenges and uncertainty that we faced, we had a pretty successful fall semester. Our community is facing a big challenge with the number of positive COVID-19 tests, so we moved to mostly online instruction post-Thanksgiving break. Classes that include laboratories or where you have to do hands-on work, are still being done in person. We had 2,900 students living in the residence halls in September. We still have about 2,600 living on campus right now. Students want to be here because, for many of them, this is a safer place. They have ready access to Wi-Fi. Not all students have equal access to

Wi-Fi, to computers, and to a safe environment, or much privacy when they go home, so a huge number of students remain on campus. In preparing the campus for Return to Learn, we spent about \$2 million on PPE and creating COVID capacities across campus. We have opened up a number of new classrooms in gymnasiums, First National Bank Arena, and so on. In the spring, we are looking at opening up classrooms in the ROTC armory building and the Cooper Alumni Center, because we are going to have more need for classroom space, which is a good sign. That tells us that the faculty are interested in teaching in person. I also want to take a moment to thank NYIT publicly. One of the benefits of having a medical school on our campus has been that it has been our contact tracing and testing partner for the entire System. No other university in the state has that kind of close tie. It has been a tremendous benefit for us, and I'm very thankful for them.

- We created a winter session this year to try to attract students, who didn't enroll in the fall, to come back and take at least one class in the winter. We currently have about 150 students who have signed up for that, which is great. We do have lower enrollment this fall semester. Our assessment is that those freshmen we had recruited didn't go somewhere else; they just didn't go anywhere. We are trying to recruit those students back for the spring semester with scholarship offers and so on. Many of our high school seniors didn't have a good experience in high school with their online environment. They wanted to see how the fall semester looked, and now they are ready to come back. So we are hoping to have an increase in students this spring compared to previous springs. We have benefitted a lot from our online program. We are the largest online provider in the state with almost 6,000 students online. We are the largest degree-granter for graduate degrees in the state, as well. More than 49% of the graduate degrees in the state of Arkansas are awarded through Arkansas State University, mostly through our online program. When I got here in 2017, we had about 120 undergraduate students online, and we are approaching 1,000 students online in undergraduates now. Many of those are degree completers, or those who got a two-year degree at one of our community colleges.
- We spent all of 2019 writing our strategic plan. We were going to roll it out in March, and then COVID hit, so we delayed that. We are focusing on "five pillars." Our focus is on student success,

teaching and learning changes, enhancing our research portfolio, our connection to community, and our responsibility for the upper Delta.

- We won the Bubas Cup this year, which is given in recognition of the success of our athletics programs in the Sun Belt Conference. We ranked number one as far as our championships and performance by our athletics teams. A special shout goes out to our cross-country program, which won a championship this fall, and our soccer team, which won the regular season and swept the year-end awards: Defensive Player of the Year, Offensive Player of the Year, Overall Player of the Year, and Coach of the Year for Brian Dooley.

ASU-Beebe – Dr. Jennifer Methvin, Chancellor

- Our housing students have done incredibly well. Over the Thanksgiving holiday, we had 40 students pay extra to stay in housing on campus, because that was the safest place for them to be, for themselves, and for their families. So that speaks to how important our housing is to them.
- We serve a lot of high school students with career and technical education from high schools that send those students for programming, primarily at our Searcy campus, and also at Heber Springs. Recently, the Lonoke School District successfully passed a tax to expand the space that will be available to offer career and technical education on their campus. As their primary Secondary Career Center partner, we have the opportunity to really grow that partnership. We are also looking at some expansion in a Secondary Career Center on the Heber Springs campus. We are looking at adding health professions back to the Heber Springs Career Center this coming fall. I'm excited about both the post-secondary and secondary versions of our Power Sports Program, in development, which will focus on marine technology.
- In the fall, we were fortunate to participate in the Global Entrepreneurship Week, an international focus on entrepreneurship. Some of our Searcy partners, the Chamber of Commerce and others, invited us to join in that celebration. We had an entrepreneurial panel, and conducted our programming via Zoom. While we focused on something we could teach our students, it's been very well viewed in the community and, since it's a national celebration, it's out there for anybody to see. We were fortunate to have with us David Conley with Conley Graphics, as well as representatives

from Loblolly Creamery, and other businesses. All of them had some connection to our institution and have gone out and really made a splash in the business world. They taught very rich lessons to our students about what it takes if you want to start your own business.

- We've had a group working very hard all across our campuses to revise our Shared Governance system. That system has now been proposed and accepted and will be ready for your approval at the March meeting. Our primary Shared Governance body to date has really been an *ex-officio* body. It was made up of folks, like me and my direct reports and others, who already have operational responsibilities for the institution. We wanted to move that body to be a more representative body. I appointed a task force, and they did a great job of vetting this idea across campus.
- We also have a Title III grant that we intend to apply for in the spring, as soon as that Title III call comes out.

ASU-Mountain Home – Dr. Robin Myers, Chancellor

- We now have six different modalities for how we deliver courses to students. There's everything from seated in classrooms to fully online, and there are four other versions of ways to attend class using some technology and some seated capacity. We went from just having online and seated courses to having all of these different methods available to students. I think it's going to pay many positive dividends in the future. As a result of COVID, we have several degrees and certificates that we are proposing to make available 100% online. We will still be offering many of these courses in the classrooms, but the students will have the option to attend classes and complete all of these degrees and certificates 100% online in the future.
- We are due for our mid-cycle review from the Higher Learning Commission in 2021 in early October. They are also coming to campus sometime in the mid-summer, because we are a distance-learning site, and every five years they visit if you have more than three distance-learning locations.
- We are starting a small Business Development and Technology Center on our campus in partnership with UALR, but we will actually work in conjunction with the ASU-Jonesboro office. The Center will be established in the spring, and it will be a great help to our local businesses.

- We have spent a tremendous amount of money this past year on technology, upgrading everything that has a switch or any kind of modification. Lately, we have been able to do a number of campus projects on our infrastructure. We've sealed our roadways, as well as our parking lots, and we are working on all the brick structures on campus.

ASU-Newport – Dr. Sandra Massey, Chancellor

- We were very pleased to learn that two of our graduates were featured in the *Arkansas Next Pros Magazine*, a magazine that goes to all 8-12 grade students in Arkansas. An Advance Manufacturing graduate, Zach Henderson, was featured in the CAD/CAM Drafter section. Zach has earned his TC in Advanced Manufacturing and is on track to graduate with his AASGT in 2021. On the front cover, we were proud to see our welding graduate, Benjamin Hunter.
- ASUN's Commercial Driver Training Program has tested 80 students for their Class A CDL, with a 98% pass rate. That's not unusual at all for this program. That's such a high demand area right now, and we are very pleased that we can contribute to that need.
- We are offering a winter session for the very first time this year, beginning on December 21. It will run through January 8. Students will be able to take up to 10 credit hours, and it's mostly going to be focused on our health professions and nursing programs. As of yesterday, we already had 66 students enrolled.
- Construction of our new agriculture technology lab, outdoor lab, and greenhouse is almost complete. This was fully grant-funded. It provides year-round learning opportunities for our students, but also it is providing an opportunity for our surrounding high school students to have designated greenhouse space to use in their programs. Hopefully, that will not only help fill the pipeline, but also give the students an opportunity to interact with our AG programs and our students and faculty.
- We have started a new professional-development series called Campus Connections. It is a weekly virtual meeting that will provide faculty and staff the opportunity to learn about each other's areas. We have about 30 to 50 people who join us each week.

- I will end by telling you that working for ASU was always a dream of mine. And 10 years ago, I stood in front of this Board and was able to return to Arkansas. It has been a privilege to watch the System grow, expand, and become number one in the state. Thank you for this opportunity.

ASU Mid-South – Dr. Debra West, Chancellor

- Today is the last day of instruction for us. We serve a student body that largely has to be in the classroom, either because of the program area that they are in, or because of the hands-on instruction necessary, or because they just simply don't have internet at home that will allow them to access our instruction remotely. So, we were apprehensive about coming back this fall and weren't sure how long we would make it. We made it through, and we are just delighted.
- We were contacted by the Federal Student Aid Office of the U.S. Department of Education and invited to participate in Project Success. It is a project to support minority-serving institutions to help them address student risk factors that impact graduation and retention. We have partnered with the Federal Student Aid Office and with their guarantee agency, which is Ascendium Education Solutions, Inc. What that allows us to do, at no cost to us, is to implement three key strategies aimed at improving student persistence and completion. Those include a financial literacy program, GradReady® Online Financial Literacy Training, an online program we can offer to all of our students. There is also a provision of an emergency aid program. It allows us to provide modest low-cost grants to low-income students who have an emergency that would cause them to either drop out or keep them from attending college. Also, it will pay for internships for our students who want to gain work experience in an industry, a local business, a nonprofit, or even here on our campus. This financial support will run for three years.
- We will be establishing a regional Arkansas Small Business and Technology Development Center on our campus, working in conjunction with the office at Arkansas State. Our program will serve five counties: Crittenden, Cross, Woodruff, St. Francis, and Lee. When we were approached about this opportunity, we were a little hesitant to sign on to it because of the required matching funds. But the City of West Memphis actually passed a resolution at its last city council meeting to assist us with

that, and Marion is looking to do the same thing. We are very excited to have these community partnerships to help us put this program together to serve the local businesses in our region.

- Our upcoming fundraiser, Christmas in Crittenden County, will be held next weekend on our campus and also remotely. You have the option of attending a drive-in-movie-type of scenario on our campus or accessing it remotely from the comfort of your living room. It's a community-wide Christmas concert featuring performers who have ASU Mid-South ties. Candace Quarrels, who was once a student here, is now a Broadway performer and was most recently in the Broadway Touring Company for *Hamilton*. Former student, Jenna Grissom, is an outstanding soprano, who now has an internship with the Metropolitan Opera in New York. For those of you who attended *25 Years on Broadway*, we had Broadway performers from all over staging that performance on our campus. We will be featuring two of those performers for this particular concert. The proceeds from this event will go to support our student athletes.

ASU Three Rivers – Dr. Steve Rook, Chancellor

- Our current number right now is one COVID infection. Fortunately, all we've had through this entire semester is a high of five people infected. We do have 11 employees and students in quarantine or isolation. This semester has gone a lot better than we thought it would, and we are planning to continue with the same plan in the spring as we have in the fall. One COVID highlight is that the Governor wore an ASU Three Rivers mask during his televised update on the virus yesterday.
- We are really getting into the details on our Saline County Technical Campus. I've met several times with six superintendents who are participating in that career center. We hope to get into that building in the fall of 2021.
- Our big project right now is the renovation of the Ritz Theatre. Asbestos abatement has been completed, and we hope that construction will start in the next few weeks.
- Over the past four years, at the beginning of each November, our college has sponsored the Ouachita River Rumble, which is a rivalry game between Arkadelphia and Malvern, two of the biggest school districts in our service area. In the past, we have been able to go into the schools and go on TV and

radio, but because of COVID, we did not get the exposure this year that we would like. Malvern, for the first time in four years, came out with the trophy.

- We had the opportunity to meet with Dr. Borsig and his team at Henderson to discuss a partnership for workforce development and small business development in Clark County. I think it's the start of a great partnership between Henderson and ASU Three Rivers.
- The Higher Learning Commission left here in September with positive comments about our alignment. They are going to be back for one day in February for a comprehensive visit, with three remote evaluators and only one in-person evaluator on our campus. Our assurance argument is just about complete as we are getting everything edited and ready to submit.

Henderson State University – Dr. Jim Borsig, Interim President

- Our faculty, staff, and students have worked at managing the COVID infection rate as it spread in the community, and we have been able to get to the Friday before Thanksgiving, which was our plan. Although we've been remote since then, our finals and commencement are next week.
- I'm very happy to report on the success of the launch of our MBA Program with Academic Partnerships. Support from the System and from our colleagues in Jonesboro has been indispensable.
- Henderson State received ADHE approval to offer a computer engineering degree. This is an interdisciplinary collaborative effort between our Department of Computer Science and our Department of Engineering Physics and will not cost any money to launch the program. As enrollment grows, we will be able to add faculty to support that. But that is the only computer engineering degree to be offered south of Little Rock in Arkansas. From 2019 to 2020, we have doubled the number of majors from about 30 to about 65 in our engineering program, which was accredited back in September. We believe that particular program is one that will see enrollment growth in the coming years.
- The University remains focused on three points around financial sustainability: one is getting our expenses within our revenues; another is being able to seek out efficiencies; and the final is to be able to seek out growth opportunities. The efficiencies, in large part, are due to the ability of Henderson to take advantage of the Banner implementation taking place across the ASU System. We have to

grow our revenues, as well as cut our expenses, in order for us to move the University forward. Being able to focus on where we can grow and grow enrollment are part of the solution for us. I will close by saying the University is stronger every day and every week.

ASU System Resolutions:

- Resolution 20-37 approving the ASU System to provide staff tuition discounts for Academic Partnership Online Programs

Dr. Welch: We have a Board of Trustees' policy that allows for tuition remission programs. However, there have been exclusions for the Academic Partnership programs because of the revenue share that is at the core of that partnership. It would have made it economically difficult for Jonesboro to be able to do that. I approached Dr. Damphousse some time ago and expressed a desire to seek an opportunity for there to be purely online programs available at least to our employees of our other System institutions, primarily because one of the great benefits of being an employee in the System is access to degree attainment. I was really thinking one program perhaps that was carved out. Dr. Damphousse had a larger vision. And through the outstanding work of Dr. Thilla Sivakumaran, they were able to get Academic Partnerships to agree to waive all of their revenue share for our employees. Now the employees on all of our System campuses will have access to Academic Partnership online programs.

- Resolution 20-38 approving ASU-Jonesboro to set a tuition rate for the Doctor of Nursing Practice (DNP) – Nurse Anesthesia Program

Dr. Welch: As is the case sometimes in health professions and other workforce-type programs, this is a flat-rate tuition amount. It's the only program in Arkansas of its kind, but our employees utilize market rates in other states and similar programs to set this rate. This is something that is a requirement of the accrediting body that we move to a DNP Program in Nurse Anesthesia.

- Resolution 20-39 approving the ASU System to refund certain outstanding bonds through the issuance of housing system revenue refunding bonds and to execute the official statement, bond purchase agreement, supplemental trust indenture, and related documents

Dr. Welch: We continually seek opportunities to refund bonds, so that we can incur savings both on an annual and cumulative basis for our campuses. This opportunity has presented itself and could be

extremely beneficial to the System and our campuses, in terms of the savings that are available. I want to thank our colleagues at Stephens and Crews and Associates and the Friday, Eldredge & Clark Law Firm, who are in attendance today and who have worked so hard and helped us get to this point.

Mr. Gardner: Because our law firm is involved in the issuance of the bonds, as has been my practice and consistent with our waiver of conflicts, I will recuse from any discussion or vote on resolution 20-39. We will split the approval of these resolutions into two phases.

Upon a motion by Dr. Langford, seconded by Mr. Crowson, ASU System Resolutions 20-37 and 20-38 were approved.

Ayes: Gardner, Clark, Langford, Crowson

Nays: None

Upon a motion by Mr. Crowson, seconded by Dr. Langford, ASU System Resolution 20-39 was approved.

Ayes: Clark, Langford, Crowson

Recused: Gardner

ASU-Jonesboro Resolutions:

- Resolution 20-40 approving the ASU-Jonesboro Strategic Plan for 2020-2025
- Resolution 20-41 approving ASU-Jonesboro to offer a Bachelor of Science degree in Occupational and Environmental Safety and Health

Upon a motion by Mrs. Clark, seconded by Mr. Crowson, ASU-Jonesboro Resolutions 20-40 and 20-41 were approved.

Ayes: Gardner, Clark, Langford, Crowson

Nays: None

ASU Mid-South Resolution:

- Resolution 20-42 approving ASU Mid-South to offer an Associate of Applied Science degree, a Technical Certificate, and a Certificate of Proficiency in Computer Programming, and a Certificate of Proficiency in Database Programming

Dr. Welch: These types of programs are important, both regionally and nationally. This is an opportunity to begin offering these programs with funding from a Title III grant that the institution has received.

Upon a motion by Dr. Langford, seconded by Mr. Crowson, ASU Mid-South Resolution 20-42 was approved.

Ayes: Gardner, Clark, Langford, Crowson

Nays: None

Executive Session:

Upon a motion by Dr. Langford, seconded by Mr. Crowson, the Board voted to retire into executive session at 11:11 a.m.

Ayes: Gardner, Clark, Langford, Crowson

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 11:50 a.m.

Personnel Actions:

Upon a motion by Dr. Langford, seconded by Mrs. Clark, the academic appointments, academic reassignments, non-academic appointments, and non-academic reassignments for ASU-Jonesboro were approved.

Ayes: Gardner, Clark, Langford, Crowson

Nays: None

Upon a motion by Mrs. Clark, seconded by Mr. Crowson, the academic appointment and non-academic reassignments for ASU-Beebe were approved.

Ayes: Gardner, Clark, Langford, Crowson

Nays: None

Upon a motion by Mr. Crowson, seconded by Dr. Langford, the academic appointment for ASU-Newport was approved.

Ayes: Gardner, Clark, Langford, Crowson

Nays: None

Upon a motion by Dr. Langford, seconded by Mr. Crowson, the academic appointment, academic reassignment, non-academic appointment, and non-academic reassignment for ASU Mid-South were approved.

Ayes: Gardner, Clark, Langford, Crowson

Nays: None

Upon a motion by Mrs. Clark, seconded by Dr. Langford, the non-academic appointment for ASU Three Rivers was approved.

Ayes: Gardner, Clark, Langford, Crowson

Nays: None

Election of Officers:

Upon a motion by Mr. Crowson, seconded by Dr. Langford, the following officers for 2021 were elected: Price Gardner, Chair; Christy Clark, Vice Chair; and Tim Langford, Secretary.

Ayes: Gardner, Clark, Langford, Crowson

Nays: None

Adjournment:

Upon a motion by Mr. Crowson, seconded by Mrs. Clark, the meeting adjourned at 11:54 a.m.

Ayes: Gardner, Clark, Langford, Crowson

Nays: None



Christy Clark, Secretary



Price Gardner, Vice Chair (Acting Chair)

ARKANSAS STATE UNIVERSITY-JONESBORO
ACADEMIC APPOINTMENTS
December 4, 2020

AITKEN, BRENDON

Temporary Assistant Professor of Physical Therapy

Salary: \$65,000 (9-month)

Effective: August 16, 2020

Source of Funds: Education and General, page 184, line 5

Justification: Replacement for Junlin Zhang, who resigned (\$67,289)

Education:

2016 DPT Physical Therapy, Arkansas State University-Jonesboro

2013 B.S. Exercise Science, Arkansas State University-Jonesboro

Employment:

2019-Present Outpatient Orthopedic/Sports Medicine Physical Therapist, Tim Soder Physical Therapy, Henderson, NV

2018-2019 Outpatient Orthopedic Physical Therapist, Kelly Hawkins Therapy, Las Vegas, NV

2016-2018 Outpatient Orthopedic Physical Therapist, Baton Rouge Physical Therapy Lake, Baton Rouge, LA

ALKARIMEH, BAKER

Assistant Professor of Creative Media, A-State Online Media Production

Salary: \$50,000 (9-month)

Effective: August 16, 2020

Source of Funds: Education and General, page 117, line 1

Justification: New position in FY21 budget (\$50,000), needed for increased enrollment in A-State Online Creative Media Production degree

Education:

2019 Ph.D. Information and Computer Science, Toulon University, Toulon, France

2011 M.S. Mass Communication, Arkansas State University-Jonesboro

2003 B.A. Journalism, Yarmouk University, Irbid, Jordan

Employment:

2011-2014 Radio and Television Instructor, Yarmouk University, Irbid, Jordan

2012-2014 Arabic and English Interpreter, Queen Rania Teacher Academy, Amman, Jordan

2010-2011 Graduate Assistant, School of Media and Journalism, ASU-Jonesboro

BOJANIC, DAVID

Visiting Professor of Management and Marketing

Salary: \$110,000 (9-month)

Effective: August 16, 2020

Source of Funds: Education and General, page 145, line 15 (\$105,380) and page 136, line 31 (\$4,620, Faculty Salary Pool)

Justification: Replacement for Shane Hunt, who resigned (\$114,088)

Education:

1988 D.B.A. Marketing, University of Kentucky, Lexington, KY

1983 M.B.A. Marketing, James Madison University, Harrisonburg, VA

1980 B.S. Marketing, Pennsylvania State University, State College, PA

Employment:

2007-Present Anheuser-Busch Foundation Professor in Tourism Management, University of Texas, San Antonio, TX

2006-2007 Associate Department Head, University of Massachusetts, Amherst, MA

1996-2006 Professor, University of Massachusetts, Amherst, MA

1993-1995 Graduate Program Director, University of Massachusetts, Amherst, MA

CAMP, JESSICA

Assistant Professor of Nursing and DNP Coordinator

Salary: \$70,000 (9-month)

Effective: August 16, 2020

Source of Funds: Education and General, page 174, line 5

Justification: Replacement for Charlotte Young, who retired (\$74,636)

Education:

2018 Ph.D. Nursing, Arkansas State University-Jonesboro

2010 M.S. Nursing, Arkansas State University-Jonesboro

2006 B.S. Nursing, Arkansas State University-Jonesboro

Employment:

2017-Present Advanced Practice Registered Nurse, Interventional Pain Management Clinic, Jonesboro, AR

2016-Present Advanced Practice Registered Nurse, Achieve Medical Weight Loss, Jonesboro, AR

2016-Present Adjunct Faculty, ASU-Jonesboro

2009-Present Clinical Nurse Specialist, St. Bernards Medical Center, Jonesboro, AR

CAMDEN, KATHARINE

Assistant Professor of Nursing

Salary: \$60,000 (9-month)

Effective: August 16, 2020

Source of Funds: Education and General, page 174, line 19 (\$53,772) and page 172, line 38 (\$6,228, Faculty Salary Pool)

Justification: Replacement for Brenda Anderson, who retired (\$63,600)

Education:

2018 M.S. Nursing, University of Texas, Arlington, TX

2016 B.S. Nursing, University of Texas, Arlington, TX

Employment:

2018-2020 RN Program Coordinator, University of Arkansas, Batesville, AR

2016-2017 RN Clinical Coordinator, University of Arkansas, Batesville, AR

2016 Clinical Adjunct Faculty, University of Arkansas, Batesville, AR

2014-2016 Registered Nurse, White River Medical Center, Batesville, AR

2012-2013 Patient Care Technician and Unit Coordinator, White River Medical Center, Batesville, AR

CAMERON, ERIN

Instructor of Clarinet

Salary: \$45,500 (9-month)

Effective: August 16, 2020

Source of Funds: Education and General, page 129, line 12

Justification: Replacement for Kendal Hatch, who retired (\$65,425)

Education:

2015 M.M. Clarinet Performance, Bowling Green State University, Bowling Green, OH

2011 B.M. Clarinet and Music Composition, Northwestern University, Evanston, IL

Employment:

2017-2019 Teaching Fellow, University of North Texas, Denton, TX

2018-Present Faculty, The Walden School, Dublin, NH

2018-Present Clarinet Private Lessons, Lake Dallas ISD, Lake Dallas, TX

2017-Present Clarinet Private Lessons, Strickland Middle School, Denton, TX

2019-Present Clarinet Private Lessons, Bettye Myers Middle School, Denton, TX

DAVIS, RANDI

Assistant Professor of Nursing

Salary: \$69,000 (9-month)

Effective: August 16, 2020

Source of Funds: Education and General, page 174, line 16 (\$66,840) and page 173, line 86 (\$2,160, Faculty Salary Pool)

Justification: Replacement for Viktorya Pleshkan, who resigned (\$65,152, increased salary due to greater clinical experience and credentials)

Education:

2013 M.S. Nursing, Arkansas State University-Jonesboro

2010 B.S. Nursing, Arkansas State University-Jonesboro

Employment:

2015-Present Registered Nurse, Access Medical Clinic, Jonesboro, AR

2013-2015 Registered Nurse, ARcare, Jonesboro, AR

2007-2013 Registered Nurse, NEA Baptist Memorial Hospital, Jonesboro, AR

FAN, LUTING

Instructor of Accounting

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

Effective: August 16, 2020

Source of Funds: Education and General, page 141, line 9 (\$50,820) and page 135, line 7 (\$4,180, Faculty Salary Pool)

Justification: Replacement for Dwayne Powell, who was promoted (\$56,116)

Education:

2015 M.S. Accountancy, Arkansas State University-Jonesboro

2014 B.A. Foreign Language, Dalian Ocean University, Dalian, China

Employment:

2019-2020 Business Service Accountant, Jones & Company, Jonesboro, AR

2017-2019 Staff Accountant, J.W. Stafford & Associates, Jonesboro, AR

2017 Staff tax Accountant, Albert Okagbue CPA, LLC, Houston, TX

FARLEY, PATRICIA

Program Coordinator and Instructor of Educational Leadership, A-State Online Leadership & Special Education

Salary: \$52,000

Effective: August 16, 2020

Source of Funds: Education and General, page 159, line 8

Justification: New position in FY21 budget, created due to growth in the Master in Arts in Teaching and the development of the A-State Online BSE in Special Education

Education:

2003 Ed.S. Educational Leadership, Southeast Missouri State University, Cape Girardeau, MO
1978 M.S.E. Education, Arkansas State University-Jonesboro
1977 B.S.E. Education, University of Arkansas, Fayetteville, AR

Employment:

2014-Present Temporary Faculty, Southeast Missouri State University, Cape Girardeau, MO
1998-2010 Elementary Principal, South Pemiscot R-V Elementary School, Steele, MO
1997-1998 Gifted and Talented Facilitator and Teacher, South Pemiscot R-V School District, Steele, MO

FEGADEL, AVERI

Assistant Professor, Criminology, Sociology and Geography

Salary: \$51,000 (9-month)

Effective: August 16, 2020

Source of Funds: Education and General, page 113, Line 11

Justification: Replacement for Joshua Williams, who is no longer employed (\$52,047)

Education:

2020 Ph.D. Criminology, University of South Florida, Tampa, FL
2014 M.A. Criminology, University of South Florida, Tampa, FL
2009 B.A. Anthropology, University of South Florida, Tampa, FL

Employment:

2017-Present Graduate Assistant, University of South Florida, Tampa, FL
2018 Research Assistant, University of South Florida, Tampa, FL
2016-2017 Research Assistant, University of South Florida, Tampa, FL

FERGUSON, MADISON

Assistant Professor of Nursing

Salary: \$60,000 (9-month)

Effective: August 16, 2020

Source of Funds: Education and General, page 180, line 2, plus \$5,000 from Tuition Differential

Justification: Replacement for Savanna Hailey, who resigned (\$55,000, increased salary due to credentials and experience)

Education:

2020 M.S.N. Nursing, Arkansas State University-Jonesboro
2016 B.S.N. Nursing, Arkansas State University- Jonesboro

Employment:

2016-Present Registered Nurse, Le Bonheur Children's Hospital, Memphis, TN
2016-2016 Nursing Extern Tier II, Le Bonheur Children's Hospital, Memphis, TN
2014-2015 Nursing Aide, Marion Minor Medical, Marion, AR

FRANYUTTI, KRISTEN

Assistant Professor of Studio Art

Salary: \$50,000 (9-month)

Effective: August 16, 2020

Source of Funds: Education and General, page 127, line 7

Justification: Replacement for Kasey Ramirez, who was budgeted for FY21 and later declined the position (\$50,000)

Education:

2017 M.A. Fine Arts, Michigan State University, East Lansing, MI

2011 B.A. Fine Arts, University of North Texas, Denton, TX

Employment:

2017-2019 Assistant Professor, Michigan State University, East Lansing, MI

2014-2016 Instructor of Record, Michigan State University, East Lansing, MI

2014-2017 Woodshop Supervisor, Michigan State University, East Lansing, MI

2012-2014 Lead Visual Merchandiser, Lululemon Athletica, Birmingham, MI

2011-2012 Assistant Technical Designer, Jones Apparel Group, New York, NY

GRIGGS, JASON

Assistant Professor of Nursing

Salary: \$60,000 (9-month)

Effective: August 16, 2020

Source of Funds: Education and General, page 178, line 1, plus \$546 from Tuition Differential

Justification: Replacement for Shymeka Williams, who resigned (\$59,454)

Education:

2019 M.S.N. Nursing Education, University of Memphis, Memphis, TN

2016 B.S.N. Nursing, University of Memphis, Memphis, TN

2013 A.S.N. Nursing, Dyersburg Community College, Dyersburg, TN

Employment:

2019-2020 Assistant Professor, Department of Nursing, Concorde Career College, Memphis, TN

2018-Present Adjunct Faculty, Dyersburg State Community College, Dyersburg, TN

HERMAN, MARK

Instructor of Philosophy

Salary: \$36,000 (9-month)

Effective: August 16, 2020

Source of Funds: Education and General, page 104, line 31

Justification: Replacement for Caroline Christoff, who was budgeted for FY21 and later declined the position (\$36,000)

Education:

2019 Ph.D. Applied Philosophy, Bowling Green State University, Bowling Green, OH

2000 B.A. Music, Wesleyan University, Middletown, CT

Employment:

2010-2020 Instructor, Bowling Green State University, Bowling Green, OH

2015 Instructor, Ohio State University, Columbus, OH

2013-2014 Instructor, Brown Mackie College, Indianapolis, IN

2011 Instructor, Bowling Green State University-Firelands College, Huron, OH

JENNINGS, APRIL

Assistant Professor of Nursing

Salary: \$62,000 (9-month)

Effective: August 16, 2020

Source of Funds: Education and General, page 174, line 29 (\$60,456) and page 172, line 47 (\$1,544, Faculty Salary Pool)

Justification: Replacement for Paula Gunter, who resigned (\$54,551, increased salary due to doctoral degree and prior teaching experience)

Education:

2019 D.E. Instructional Leadership in Nursing, University of Alabama, Tuscaloosa, AL

2017 M.S. Nursing Education, University of Alabama, Tuscaloosa, AL

2014 B.S. Nursing, University of Alabama, Tuscaloosa, AL

Employment:

2019 Nurse Case Manager, Oasis Hospice, Trussville, AL

2017-2019 Nurse Case Manager, Affinity Home Hospice, Homewood, AL

2015 Clinical Supervisor, Capstone College of Nursing, Tuscaloosa, AL

2011-2013 Patient Care Technician Instructor, Florida Care College, Margate, FL

2009-2011 Senior Public Health Nurse, Monroe County Health Department, Key West, FL

JONES, CHRISTOPHER

Temporary Instructor of Electrical Engineering

Salary: \$40,000 (9-month)

Effective: August 16, 2020

Source of Funds: Education and General, page 169, line 4 (\$39,080) and page 167, line 5 (\$920, Faculty Salary Pool)

Justification: Replacement for Paul Mixon, who retired (\$100,258)

Education:

2018 B.S. Electrical Engineering, Arkansas State University-Jonesboro

Employment:

2014-Present Student Support Services Tutor, East Arkansas Community College, Forrest City, AR

2014-2017 Part-time Student Support Services Tutor, Arkansas State University, Jonesboro, AR

PAOLINI, ALLISON

Assistant Professor, Psychology & Counseling

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

Effective: August 16, 2020

Source of Funds: Education and General, page 161, line 5

Justification: New position in FY21 budget, created due to growth in the A-State Online MSE Counseling program

Education:

2012 Ph.D. Curriculum and Instruction Counselor Education, University of South Florida, Tampa, FL

2005 M.S. School Counseling, Long Island University, Brooklyn, NY

2003 B.A. Film Studies, Hofstra University, Hempstead, NY

Employment:

2017-Present Assistant Professor, Winthrop University, Rock Hill, SC

2012-2017 Assistant Professor, Kean University, Union, NJ

2003-2005 Elementary School Counselor, Oak Park Elementary School, Tampa, FL

POKU, BENJAMIN

Assistant Professor, Disaster Preparedness and Emergency Management

Salary: \$63,000 (9-month)

Effective: August 16, 2020

Source of Funds: Education and General, page 190, line 4 (\$59,535) and page 173, line 85 (\$3,465, Faculty Salary Pool)

Justification: Replacement for Amy Hyman, who transferred to a 12-month position (\$54,500, increased salary due to Ph.D. and having extensive teaching experience)

Education:

2015 Ph.D. Public Health, Georgia Southern University, Statesboro, GA
2008 M.S. Health, Armstrong Atlantic State University, Savannah, GA
1993 B.S. Engineering Design, Centennial College, Toronto, Canada

Employment:

2019-Present Faculty Member, Eastern Washington University, Spokane, WA
2016-2019 Assistant Professor, International Colleges & HCT, Abu Dhabi, United Arab Emirates
2016-2016 Assistant Professor, Winston Salem State University, Salem, NC
2014-2016 Faculty Member, ECPI University, North Charleston, SC
2014-2015 Health Policy Administration, Veterans Health Administration/Apex Systems, Charleston, SC
2012-2015 Health Care Management, Albany State University, Albany, GA
2011-2014 Administrator, Computer Science Corporation/Marine Corps Logistics Base, Albany, GA

ROBINSON, DASHANYUA

Instructor in Theatre

Salary: \$45,000 (9-month)
Effective: August 16, 2020
Source of Funds: Education and General, page 132, line 4
Justification: Replacement for Marc Williams, who resigned (\$48,065)

Education:

2020 M.F.A Performance and Pedagogy, Texas Tech University, Lubbock, TX
2015 M.A. Theatre Studies, Miami University, Oxford, OH
2012 B.A. Theatre Performance, Penn State University, State College, PA

Employment:

2016-Present Graduate Part-time Instructor, Texas Tech University, Lubbock, TX
2019-2020 Artistic Director, BurkTech Players, Lubbock, TX
2016-2017 Youth Care Worker, WellFully Premier Adolescent Care Center, Rapid City, SD
2011-2016 Therapeutic Lead, Elwyn Inc., Media, PA

SOUTHERLAND, JOSEPH

Temporary Assistant Professor of Physical Therapy

Salary: \$79,000 (12-month)
Effective: August 16, 2020
Source of Funds: Education and General, page 184, line 4 (\$71,100) and page 172, line 26 (\$7,900, Faculty Salary Pool)
Justification: Replacement for Alexis Kendrick, who resigned (\$74,000, increased salary due to prior teaching experience and market demand)

Education:

2008 M.S. Physical Therapy, Arkansas State University-Jonesboro
2005 B.S. Physical Therapy, Arkansas State University-Jonesboro
2002 A.A. General Studies, East Arkansas Community College, Forrest City, AR

Employment:

2018-Present Teaching Assistant, University of Central Arkansas, Conway, AR
2011-Present Owner/Physical Therapist, Performance Physical Therapy, Forrest City, AR
2009-Present Pediatric Physical Therapist, Kids for the Future, Inc., Forrest City, AR
2009-2011 Acute, OP, SNF, Home Health Physical Therapy, Eastern Arkansas Physical Therapy, Forrest City, AR
2009-2020 Acute and Outpatient Physical Therapist, Forrest City Medical Center, Forrest City, AR

SMITH, LORI

Assistant Professor of Nursing

Salary: \$73,000 (9-month)

Effective: August 16, 2020

Source of Funds: Education and General, page 174, line 6, plus \$2,000 from Tuition Differential

Justification: Replacement for Lauren Hancock, who is no longer employed (\$71,000)

Education:

2014 DNP Nursing, University of Tennessee Health Science Center, Memphis, TN
2011 BSN Nursing, University of Central Arkansas, Conway, AR

Employment:

2018-Present Director of Graduate Nursing Programs, Henderson State University, Arkadelphia, AR
2016-2018 Assistant Professor of Nursing, Henderson State University, Arkadelphia, AR
2016-Present Direct Primary Care Provider, Compass Healthcare, LLC, Arkadelphia, AR
2017-2018 Family Nurse Practitioner, Baptist Health Family Clinic, Caddo Valley, AR
2015-2016 Comprehensive Primary Care Provider, Bray Family Medicine, Arkadelphia, AR
2014-2015 Comprehensive Primary Care Provider, Baptist Health Family Clinic, Arkadelphia, AR

TRAN, VANTHU

Instructor of Math

Salary: \$41,000 (9-month)

Effective: August 16, 2020

Source of Funds: Education and General, page 75, line 9

Justification: Replacement for Thomas Wharton, who transferred to another position (\$39,710)

Education:

2007 M.S. Criminology, University of South Florida, Tampa, FL
2005 B.A. Anthropology, University of South Florida, Tampa, FL

Employment:

2018-2020 Instructor, University of West Georgia, Carrollton, GA
2017-2018 Instructor, Virginia Tech, Blacksburg, VA
2016-2017 Adjunct Instructor, Kent State University, North Canton, OH
2007-2016 Senior Lecturer, University of Akron, Akron, OH

UNTER, KEVIN

Temporary Assistant Professor of Political Science

Salary: \$40,000 (9-month)

Effective: August 16, 2020

Source of Funds: Education and General, page 110, line 9

Justification: Replacement for Richard Wang, who retired (\$71,568)

Education:

2007 Ph.D. Political Science, University of New Orleans, New Orleans, LA
1992 M.A. Political Science, Colorado State University, Fort Collins, CO
1990 B.A. Political Science, Colorado State University, Fort Collins, CO

Employment:

2016-Present Sr. Director, Precision Opinion, Las Vegas, NV
2012-2015 Project Manager, SIRS Inc., Cincinnati, OH
2007-2011 Department Head/Assistant Professor of Political Science, University of Monroe, Monroe, LA
2006-2007 Visiting Professor of Political Science, Arkansas State University, Jonesboro, AR

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CARMACK, RODNEY

From: Instructor, Accounting
To: Assistant Professor, Accounting
Salary: \$110,000 (9-month)
Effective: August 16, 2020
Source of Funds: Education and General, page 141, line 8 (\$90,662) and page 136, line 40 (\$19,338,
Faculty Salary Pool)
Justification: Replacement for Hyung Kim, who resigned (\$108,012)

FITZGERALD, HALEY

From: Temporary Instructor, English
To: Instructor, English
Salary: \$35,000 (9-month)
Effective: August 16, 2020
Source of Funds: Education and General, page 103, line 10
Justification: Replacement for Cyndy Hendershot, who is no longer employed (\$68,433)

LONG, JOHNNA

From: Temporary Instructor, Nursing
To: Temporary Instructor, Nursing, ASU Mountain Home Distance Learning
Salary: \$50,000
Effective: August 16, 2020
Source of Funds: Education and General, page 177, line 1 (\$45,830) and page 173, line 83 (\$4,170,
Faculty Salary Pool)
Justification: Replacement for Diana Fuller, who retired (\$61,032)

MCDANIEL, KAREN

From: Department Chair, Marketing and Management
To: Associate Professor, Marketing and Management (9 month)
Salary: \$105,000 (9-month)
Effective: August 16, 2020
Source of Funds: Education and General, page 145, line 11 (\$95,603) and page 135, line 15 (\$9,397,
Faculty Salary Pool)
Justification: Returned to faculty, filling position recently vacated by Sharon James, new department
chair (\$116,036)

POWELL, DWAYNE

From: Instructor, Accounting
To: Assistant Professor, Accounting
Salary: \$110,000
Effective: August 16, 2020
Source of Funds: Education and General, page 141, line 5 (\$102,388) and page 135, line 30 (\$7,612, Faculty Salary Pool)
Justification: Replacement for Tina Quinn, who retired (\$107,622)

REED, JUDY

From: Temporary Instructor, Accounting
To: Instructor, Accounting
Salary: \$55,500 (9-month)
Effective: August 16, 2020
Source of Funds: Education and General, page 141, line 10
Justification: Replacement for Rod Carmack, who was promoted (\$56,114)

WASHAM, JAMES

From: Interim Dean, College of Business
To: Associate Professor, Finance
Salary: \$125,000 (9-month)
Effective: August 16, 2020
Source of Funds: Education and General, page 143, line 11 (\$95,363) and page 135, line 20 (\$24,637, Faculty Salary Pool), plus \$5,000 from the McAdams/Frierson Professional Endowment Fund
Justification: Returned to faculty, filling vacant position that was held by Randy Kesselring, who retired in 2018 (\$99,990)

WHARTON, THOMAS

From: Instructor of Math, Transition Studies
To: Developmental Math Coordinator, Transition Studies
Salary: \$40,500 (9-month)
Effective: August 16, 2020
Source of Funds: Education and General, page 75, line 7
Justification: New position in FY21 budget (\$45,000)

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BURIA, KATIE

Athletic Trainer, Sports Medicine

Salary: \$36,600

Effective: August 1, 2020

Source of Funds: Education and General, page 234, line 2

Justification: Replacement for Simone Rush, who resigned (\$36,600)

Education:

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

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

Employment:

2020-2020 Athletic Training Student, UAMS

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

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

2018-2020 Athletic Training Student, University of Arkansas Women's Basketball

DEKOK, STEPHANIE

Instructional Designer, A-State Online Operations

Salary: \$40,000

Effective: September 16, 2020

Source of Funds: Education and General, page 68, line 5

Justification: Replacement for Natalie Cline, who was promoted (\$40,000)

Education:

2019 M.A. English, Arkansas State University-Jonesboro

2016 B.S. Strategic Communication, Arkansas State University-Jonesboro

Employment:

2020-Present Director Online Writing Center, Arkansas State University, Jonesboro

2020-2020 Adjunct English Instructor, Arkansas State University, Jonesboro

2019-2020 International Student Engagement Specialist, Arkansas State University

2017-2019 Writing Center Tutor, Arkansas State University, Jonesboro

LATOURE, MICKEY

Dean of Agriculture

Salary: \$170,000

Effective: August 1, 2020

Source of Funds: Education and General, page 82, line 1

Justification: Replacement for Timothy Burcham, who resigned (\$181,585)

Education:

1995 Ph.D. Animal Physiology, Mississippi State University, Mississippi State, MS

1992 M.S. Animal Physiology, Mississippi State University, Mississippi State, MS

1990 B.S. Animal Science, Southeastern Louisiana State University, Hammond, LA

Employment:

2018-Present Professor, Southern Illinois University, Carbondale, IL

2012-2017 Dean, Southern Illinois University, Carbondale, IL

2010-2012 Associate Dean, Purdue University, West Lafayette, IN

2010-2012 Professor, Purdue University, West Lafayette, IN

2002-2009 Associate Professor, Purdue University, West Lafayette, IN

MATHENEY, JAROD

Director of Operations, First National Bank Arena

Salary: \$47,500

Effective: September 28, 2020

Source of Funds: Education and General, page 204, line 5 (\$35,625) and page 249, line 5 (\$11,875)

Justification: Replacement for Lisa Carmack, who retired (\$50,595)

Education:

2013 M.S. Student Personnel Services, Arkansas Tech University, Russellville, AR

2009 B.S. Kinesiology, University of Central Arkansas, Conway, AR

Employment:

2019-Present Building Manager, University of Tennessee, Knoxville, TN

2013-2019 Campus Recreation/Assistant Director-Facilities, University of Central Arkansas, Conway, AR

2011-2013 Resident Director, Arkansas Tech University, Russellville, AR

MILLER, COLTON

Admissions Counselor, Office of Admissions

Salary: \$30,000

Effective: October 16, 2020

Source of Funds: Education and General, page 24, line 8

Justification: Replacement for Xavier Flowers, who resigned (\$30,900)

Education:

2020 B.A. Christian Studies, Ouachita Baptist University, Arkadelphia, AR

Employment:

2019-2020 S-Core Leader, Camp Siloam, Siloam Springs, AR
2017-2018 Cabin Lead, Camp Siloam, Siloam Springs, AR
2017-2018 Residential Assistant, Ouachita Baptist University, Arkadelphia, AR

MORRIS, ROCHELLE

Academic Adviser, School of Nursing

Salary: \$40,000

Effective: November 2, 2020

Source of Funds: Education and General, page 174, line 2 (\$22,640) and page 172, line 11 (\$17,360, Faculty Salary Pool)

Justification: Replacement for Tyler Long, who resigned (\$35,000 - increase in salary due to prior experience as an academic adviser)

Education:

2007 M.S. Management, University of Phoenix, Tampa FL

Employment:

2018-Present Academic & Student Success Coach, Arkansas State University Mid-South
2017-2018 Assistant Director of Advising and Student Services, College of Southern Maryland, La Plata, MD
2014-2017 Academic and Career Counselor, College of Southern Maryland, La Plata, MD
2010-2013 Lead Academic Counselor/Program Coordinator, University of Tampa, Tampa, FL

OSORIO, ANA

Student Development Specialist, Admissions

Salary: \$30,000

Effective: November 11, 2020

Source of Funds: Education and General, page 24, line 6

Justification: Replacement for Gracie Hicks, who resigned (\$30,900)

Education:

2018 B.S. Marketing, Arkansas State University-Jonesboro

Employment:

2019-Present Orthodontic Assistant, Fergus Orthodontics, Jonesboro, AR
2018-Present Interpreter/Translator, Jonesboro Public Schools, Jonesboro, AR
2019-2019 Patient Care Coordinator, DDS Dentures, Jonesboro, AR
2014-2019 Brand Operations Manager, Victoria's Secret, Jonesboro, AR
2013-2014 Receptionist/Administrative Assistant, Braces by Burris, Jonesboro, AR

ROBINSON, TARON

AOS Online Faculty Support Copyright Coordinator/Course Builder, A-State Online

Salary: \$40,000

Effective: August 1, 2020

Source of Funds: AOS Program Revenue

Justification: New position to support all online and web assisted courses, with responsibility for ensuring compliance with all copyright laws and regulations for all course content

Education:

2018 B.S. Computer and Information Technology, Arkansas State University-Jonesboro

Employment:

2019-2020 Graduate Assistant, Office of Multicultural Affairs, ASU-Jonesboro

2010-Present Team Leader, Arkansas National Guard, Jonesboro, AR

2018-2018 Administrative Assistant, ASU-Jonesboro

SALEHI, KIRSTYN

Coordinator of Teaching Internship and Experience, Professional Education Programs

Salary: \$50,000

Effective: August 17, 2020

Source of Funds: Education and General, page 154, line 2

Justification: Replacement for Cindy Hinson, who retired (\$51,510)

Education:

2017 M.S. Education, Arkansas State University-Jonesboro

2013 B.S. Education, Arkansas State University-Jonesboro

Employment:

2018-Present Spanish Teacher, Brookland Junior High, Brookland, AR

2015-2018 Spanish Teacher, The Academies at Jonesboro High School, Jonesboro, AR

2016-2017 Spanish Teacher, Arkansas Virtual Academy, Jonesboro, AR

2014-2015 Spanish Teacher, Harrisburg Public Schools, Harrisburg, AR

STOKES, BRITTANY

A-State Online Faculty Support, A-State Online Services

Salary: \$42,000

Effective: September 1, 2020

Source of Funds: Education and General, page 68, line 2

Justification: Replacement for Kushal Jha, who resigned (\$40,000 - increased salary due to Blackboard experience and certification)

Education

2012 B.A. Spanish and International Studies, Arkansas State University-Jonesboro

Employment:

2015-2019 Office Manager, Aspen Dental, Jonesboro, AR

2013-2015 Finance Assistant, Central Buick GMC, Jonesboro, AR

TOOMBS, PENNY

Director of Johnny Cash Boyhood Home/Southern Tenant Farmers Site

Salary: \$45,000

Effective: August 10, 2020

Source of Funds: Education and General, page 202, line 1 (\$22,500) and page 200, line 1 (\$22,500)

Justification: Replacement for Amy Taylor, who resigned (\$45,675)

Education:

2006 M.S. Gifted, Talented, and Creative Education, Arkansas State University-Jonesboro

1995 B.S. Education, Arkansas State University-Jonesboro

Employment:

2006-Present Gifted and Talented/Advanced Placement Coordinator, Piggott Schools, Piggott, AR

UMHOEFER, GREGORY

Academic Advisor, A-State Online Operations

Salary: \$35,000

Effective: August 16, 2020

Source of Funds: Education and General, page 67, line 3

Justification: Replacement for Justin Carothers, who was promoted (\$36,449)

Education:

2020 M.S. Public Administration, Arkansas State University-Jonesboro

2013 B.A. History, St. Norbert College, De Pere, WI

Employment:

2018-2020 University Bookstore Student Manager, Follett, Jonesboro, AR

2017-2018 Sales Consultant, Victra Wireless, Jonesboro, AR

2016-2017 Fifth-grade Teacher, KIPP Delta College Preparatory School, Helena, AR

WILLIAMS, WILLIAM

Assistant Coach, Track

Salary: \$30,000

Effective: August 3, 2020

Source of Funds: Education and General, page 240, line 5 (\$19,602) and page 239, line 5 (\$10,398)

Justification: Replacement for Timothy Thompson, who is no longer employed (\$30,000)

Education:

2018 B.S. Sports Management, Texas A&M University, College Station, TX

Employment:

2019 Youth Basketball, Austin's Premier Athletic Complex, Austin, TX

YU, FEN

Assistant Vice Chancellor for Institutional Research

Salary: \$125,000

Effective: August 1, 2020

Source of Funds: Education and General, page 58, line 1 (\$117,646), plus VCAAR salary pool (\$7,354)

Justification: Replacement for Fnu Mihir, who is no longer employed (\$117,646 - increased salary due to prior experience in institutional research and advanced education)

Education:

2007 Ph.D. Educational Research Methodology, Louisiana State University, Baton Rouge, LA

2003 M.Ed. Curriculum and Instruction, Kent State University, Kent, OH

2000 B.A. English Educator, Wuhan University, Wuhan, China

Employment:

2016-Present Director of Institutional Research and Data Management, Western Michigan University, Kalamazoo, MI

2015-2016 Interim Director of Institutional Research, University of North Florida, Jacksonville, FL

2007-2015 Assistant Director of Institutional Research, University of North Florida, Jacksonville, FL

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CHAMPAGNE BELANGER, SOPHIE

From: Administrative Specialist II, A-State Online Operations
To: A-State Online Faculty Support, A-State Online Operations
Effective: September 15, 2020
Salary: \$42,000
Source of Funds: Education and General, page 68, line 4
Justification: Replacement for Amy Beard, who resigned (\$48,000)

CLINE, NATALIE

From: Instructional Designer, A-State Online Operations
To: Research Associate, A-State Online Operations
Effective: September 1, 2020
Salary: \$40,000
Source of Funds: Education and General, page 66, line 3
Justification: Replacement for Katie Street, who resigned (\$40,000)

COX, ELLENA

From: Student Development Specialist, Office of Financial Aid and Scholarships
To: Associate Director of Financial Aid and Scholarships Technical Operations
Salary: \$58,000
Effective: October 1, 2020
Source of Funds: Education and General, page 25, line 3
Justification: Replacement for Tonya Crittenden, who transferred to another position (\$63,672)

EDWARDS, WESLEY

From: Transfer Credit Coordinator
To: ADA Coordinator Online Course Builder, A-State Online Operations
Salary: \$40,000
Effective: August 1, 2020
Source of Funds: Non-budgeted, AOS Program Revenue
Justification: New position created to ensure all online course content meets ADA requirements

GOODWIN, GINA

From: Systems Specialist, Information and Technology Services
To: Programmer Operations Manager, Information and Technology Services
Effective: September 1, 2020
Salary: \$65,000
Source of Funds: Education and General, page 225, line 17
Justification: New position in FY21 budget (\$70,000)

JAMES, SHARON

From: Associate Professor, Management and Marketing
To: Department Chair, Management and Marketing
Salary: \$152,259
Effective: August 16, 2020
Source of Funds: Education and General, page 145, line 1 (\$109,413) and page 135, line 2 (\$42,846, Faculty Salary Pool)
Justification: Replacement for Karen McDaniel, who returned to faculty (\$136,258)

SANDERS, LINDSEY

From: Financial Aid Analyst, A-State Online Operations
To: Academic Advisor, A-State Online Operations
Salary: \$35,000
Effective: August 16, 2020
Source of Funds: Education and General, page 67, line 7
Justification: Replacement for Sharon Veteto, who resigned (\$35,000)

WADE, ANTWANET

From: Admissions Counselor
To: Academic Advisor, Dean of Education-Behavioral Sciences
Salary: \$35,000
Effective: October 10, 2020
Source of Funds: Education and General, page 153, line 3
Justification: Replacement for Jeannie Oliver, who is no longer employed (\$41,909)

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STUBENRAUCH, JENNIFER

Instructor/Director of Medical Laboratory Technology

Salary: \$51,233 (12-month rate)

Effective: October 16, 2020

Source of Funds: Education and General, page 33, line 1

Justification: Replacement for Jimmy Boyd, who retired (\$72,879)

Education:

2019 M.Ed. Education, University of Arkansas at Fayetteville, Fayetteville, AR

2010 B.S. Biology, University of Arkansas at Little Rock, Little Rock, AR

Employment:

2017-2020 MLS Program Director/Clinical Student Coordinator/Instructor, Baptist Health College,
Little Rock, AR

2013-2017 Medical Laboratory Scientist, Arkansas Children's Hospital, Little Rock, AR

ARKANSAS STATE UNIVERSITY-BEEBE
NON-ACADEMIC REASSIGNMENTS
December 4, 2020

JONES, ANGELA

From: Student Accounts Manager

To: Associate Director of Financial Aid

Salary: \$50,000

Effective: November 1, 2020

Source of Funds: Education and General, page 66, line 12

Justification: Replacement for Linda Yelder, who retired (\$54,296)

UTLEY, DANYA

From: Research Analyst

To: Director of IT Client Services

Salary: \$55,000 (12-month rate)

Effective: November 16, 2020

Source of Funds: Education and General, page 84, line 11

Justification: Replacement for Janet McGregor Liles, who resigned (\$68,302)

ARKANSAS STATE UNIVERSITY-NEWPORT
ACADEMIC APPOINTMENT
December 4, 2020

WOLFE, KARA

Master Instructor of Hospitality Service

Salary: \$45,500 (10.5-month)

Effective: October 16, 2020

Source of Funds: Education and General, page 133, line 2

Justification: Vacant position in FY21 budget (\$47,224)

Education:

2002 Ph.D. Foodservice & Hospitality Management, Kansas State University, Manhattan, KS
1999 M.S. Foodservice, Hospitality Management, and Administrative Dietetics, Kansas State University, Manhattan, KS
1992 B.S. Recreation, Emporia State University, Emporia, KC

Employment:

2020-Present Educational Consultant, ASU-Newport
2017-2020 Family and Consumer Sciences Department Chair and C.C. Wheeler Endowed Full Professor, Bradley University, Peoria, IL
2017-2017 Interim Associate Dean of Education and Health Sciences, Bradley University, Peoria, IL
2013-2020 C.C. Wheeler Endowed Professor, Bradley University, Peoria, IL
2011-2018 Director of Hospitality Leadership Program, Bradley University, Peoria, IL

**ARKANSAS STATE UNIVERSITY MID-SOUTH
ACADEMIC APPOINTMENT
December 4, 2020**

WILLIAMS, JASON

Instructor, Aviation Maintenance Technology Instructor

Salary: \$45,000

Effective: August 3, 2020

Source of Funds: Education and General, page 8

Justification: Replacement for Allan Bardos, who resigned (\$50,000)

Education:

2020 A.A.S. Aviation Airframe Maintenance, Arkansas State University Mid-South

2019 Cert. Airframe Mechanic, FAA

1992 Cert. Paramedic, National Park Community College, Hot Springs, AR

Employment:

2018 Aircraft Maintenance, FedEx, Memphis, TN

1997-2016 Paramedic, City of Memphis Fire Department, Memphis, TN

**ARKANSAS STATE UNIVERSITY MID-SOUTH
ACADEMIC REASSIGNMENT
December 4, 2020**

COOK, JAMES E.

From: Director of Facilities and Maintenance
To: Lead Instructor, Welding Technology
Effective: August 24, 2020
Salary: \$60,000
Source of Funds: Education and General, page 6
Justification: Replacement for Darrell Fisher, who resigned (\$60,000)

**ARKANSAS STATE UNIVERSITY MID-SOUTH
NON-ACADEMIC APPOINTMENT
December 4, 2020**

SASSER, BENJAMIN

Director, Facilities and Maintenance

Salary: \$68,000

Effective: October 5, 2020

Source of Funds: Education and General, page 39

Justification: Replacement for James Cook, who transferred to another position (\$70,000)

Education:

1977 A.S. Computer Science, East Mississippi Community College, Scooba, MS

Employment:

2009-2020 Facilities Maintenance Director, Canopy Children's Solutions, Jackson, MS

2007-2009 Painter, Metro Paint, Byram, MS

**ARKANSAS STATE UNIVERSITY MID-SOUTH
NON-ACADEMIC REASSIGNMENT
December 4, 2020**

HILL, NATASHA

From: Assistant Director of Adult Education
To: Director of Adult Education
Effective: October 5, 2020
Salary: \$64,480
Source of Funds: Education and General, page 10
Justification: Replacement for Terrell Washington, who resigned (\$64,450)

**ARKANSAS STATE UNIVERSITY THREE RIVERS
NON-ACADEMIC APPOINTMENT
December 4, 2020**

SMITH, COURTNEY

Distance Education Support Specialist

Salary: \$40,000

Effective: August 24, 2020

Source of Funds: Education and General, page 8, Unrestricted Funds, Distance Learning Salaries (\$16,000) and page 16, Restricted Funds, Title III Salaries (\$24,000)

Justification: Replacement for Ronna Pennington, who moved to a full-time faculty position (\$48,935)

Education:

2019	M.S.	Advanced Instructional Studies-Technology, Henderson State University, Arkadelphia, AR
2014	B.S.	Early Childhood Education, Henderson State University, Arkadelphia, AR
2011	A.A.	Teaching, National Park Community College, Hot Springs, AR

Employment:

2019-2020	Long-term Substitute Teacher, Glen Rose Elementary, Malvern, AR
2017-2020	Guest Services, Garvan Woodland Gardens, Hot Springs, AR
2016-2019	Third-grade Elementary Teacher, Gardner STEM School, Hot Springs, AR