

AGENDA
ARKANSAS STATE UNIVERSITY SYSTEM
BOARD OF TRUSTEES
December 9, 2022
10:00 a.m.
ASU System Office

- I. Call to Order
Christy Clark, Chair
- *II. Approval of the Minutes of Past Meeting
September 2, 2022
- III. President's Report
Reports of the Chancellors
- *IV. Agenda
 - Proposed Arkansas State University System Resolutions
 - Resolution approving the ASU System to revise the Employee Discount of Tuition and Select Fees Policy, in order to add "eligible" fees at Henderson State University for tuition discounts for employees
 - Resolution approving the ASU System to proceed with the Reynolds Center/University Center Chilled Water System Replacement Capital Project at ASU Mid-South
 - Resolution approving the candidates proposed to serve as members of the Henderson State University Board of Visitors
 - Resolution honoring the contributions of Philip Jackson to the Arkansas State University System
 - Proposed Arkansas State University Resolution
 - Resolution approving A-State to offer a Bachelor of Science degree in Public Health
 - Proposed Arkansas State University-Mountain Home Resolution
 - Resolution approving ASU-Mountain Home to offer as online programs the Technical Certificate in General Business, the Technical Certificate in Information Systems Technology, and the Associate of Applied Science degree in Business Administration
 - Proposed Arkansas State University Mid-South Resolutions
 - Resolution approving ASU Mid-South to offer a Certificate of Proficiency in Commercial Truck Driving
 - Resolution approving ASU Mid-South to offer a Technical Certificate in Paramedic Science
 - Resolution approving ASU Mid-South to name the conference room in the Marion Berry Renewable Energy Center, the "Alex P. Coulter Conference Room"

- **Proposed Arkansas State University Three Rivers Resolutions**
 - **Resolution approving ASU Three Rivers to offer a Certificate of Proficiency in Construction Pre-Apprenticeship**
 - **Resolution approving ASU Three Rivers to offer a Certificate of Proficiency in HVACR**

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 revise the Employee Discount of Tuition and Select Fees Policy, in order to add "eligible" fees at Henderson State University for tuition discounts for employees.

ISSUE: The Board of Trustees must approve all tuition and fees.

BACKGROUND:

- The Board of Trustees must authorize whether fees may be subject to the Employee Discount of Tuition and Select Fees Policy.
- Effective spring semester of 2023, Henderson wishes to add the following eligible-fee discounts to the ASU System Employee Discount of Tuition and Select Fees Policy: Athletics, Band, Publications, and Broadcasting.
- A copy of the revised ASU System Employee Discount of Tuition and Select Fees Policy is attached.

RECOMMENDATION/RESOLUTION:

Be it resolved that the Arkansas State University System is approved to revise the Employee Discount of Tuition and Select Fees Policy, in order to add "eligible" fees at Henderson State University for tuition discounts for employees as described herein, effective spring semester of 2023.



Niel Crowson, Secretary



Christy Clark, Chair

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

ACTION ITEM: The Arkansas State University System requests approval to proceed with the Reynolds Center/University Center Chilled Water System Replacement Capital Project at Arkansas State University Mid-South.

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

BACKGROUND:

- The Arkansas State University System is requesting to replace and upgrade the chilled water system for the Reynolds Center and the University Center on the campus of ASU Mid-South. The current equipment in the University Center was ill-designed and is inefficient. Combining and upgrading the systems between the two buildings will result in a significant increase in efficiency.
- The capital project, estimated to total \$1,500,000, will be funded through private monies (1,000,000) and institutional reserves (\$500,000).

RECOMMENDATION/RESOLUTION:

Be it resolved that the Arkansas State University System is approved to proceed with the Reynolds Center/University Center Chilled Water System Replacement Capital Project at Arkansas State University Mid-South.



Niel Crowson, Secretary



Christy Clark, Chair

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

ACTION ITEM: The Arkansas State University System requests approval of candidates proposed to serve as members of the Henderson State University (HSU) Board of Visitors.

ISSUE: Pursuant to Board policy, the ASU System Board of Trustees must approve candidates for the Board of Visitors for each System Institution.

BACKGROUND:

- Henderson State University Chancellor Charles Ambrose has submitted to System President Charles Welch the proposed members for the HSU Board of Visitors. President Welch has given his consent for the following proposed members and recommends approval by the Board of Trustees:

Nikki Chandler
Executive Vice President, Arkadelphia Alliance and Area Chamber of Commerce, Arkadelphia, AR

Lena Hayes
Chief Development Officer, Baptist Health Foundation, Little Rock, AR

Lloyd D. Jackson
Assistant Superintendent of School Leadership, Kansas City Public Schools, Kansas City, MO

William G. Wright
West Region CEO, Southern Bancorp Bank, Arkadelphia, AR

Jordan Jones
Student, Henderson State University

RECOMMENDATION/RESOLUTION:

Be it resolved that the Arkansas State University System Board of Trustees approves the candidates proposed above to serve as members of the Henderson State University Board of Visitors.



Niel Crowson, Secretary



Christy Clark, Chair

**ARKANSAS STATE UNIVERSITY SYSTEM
BOARD OF TRUSTEES**

A Resolution Honoring the Contributions of
Philip Jackson
to the Arkansas State University System

WHEREAS, the Board of Trustees recognizes the importance of the contributions made by individuals who have significantly distinguished themselves through loyal service to and support of the Arkansas State University System throughout the years; and

WHEREAS, Philip Jackson began his employment with Arkansas State University in 1985, serving as a Budget Officer and Grants and Contract Accountant for the Jonesboro campus. From 1995 until his retirement in December 2022, Mr. Jackson responsibly fulfilled his duties with the Arkansas State University System Foundation, serving as Business Manager from 1995-1997, Controller from 1997-2000, Controller/Treasurer from 2000-2015, and President from 2015-2022;

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of the Arkansas State University System, that Philip Jackson is recognized for his countless contributions to the Arkansas State University System, in deep gratitude for his legacy of wise and generous counsel and untiring efforts on behalf of the University and the Arkansas State University System Foundation.

DULY ADOPTED AND APPROVED this 9th day of December 2022



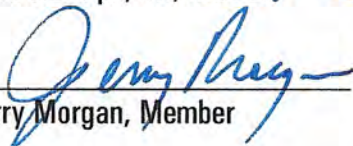
Christy Clark, Chair



Niel Crowson, Secretary



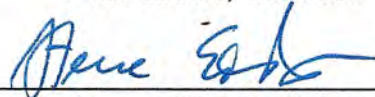
Robert G. Rudolph, Jr., Member



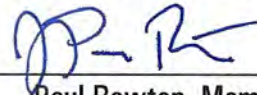
Jerry Morgan, Member



Price Gardner, Vice Chair



Steve Eddington, Member



Paul Rowton, Member



Charles L. Welch, President

EXECUTIVE SUMMARY

Contact: Todd Shields (870) 972-3030

ACTION ITEM: Arkansas State University (A-State) requests approval to offer a Bachelor of Science degree in Public Health.

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

BACKGROUND:

- The proposed Bachelor of Science degree in Public Health is a 120-credit hour, 100% online program, which will prepare students for employment in government, industry, and non-profit settings as epidemiologists, community health workers, health administrators and managers, health data scientists and analysts, and health educators. The required coursework will focus on the five core public health disciplines: (1) epidemiology, (2) biostatistics, (3) health policy and management, (4) environmental health sciences, and (5) social and behavioral sciences.
- There are both student demand and employment demand for an undergraduate Public Health program to serve the northeast Arkansas region. Market research, conducted on behalf of Arkansas State University, indicated that Public Health ranked second in demand among undergraduate healthcare programs in Arkansas. This research showed a 167% increase in undergraduate Public Health degree conferrals in the region. The average undergraduate Public Health degree conferrals per institution have increased 6.8% since 2015. Regional employment for Public Health occupations increased by 13% from 2016 to 2020, with continued projected growth of 13% by 2028.
- This program will be accredited by the Council on Education for Public Health (CEPH).
- New costs to support the degree program include the following: program director-\$90,000 (plus benefits) annually; two nine-month faculty-\$60,000 each (plus benefits) annually; computers, microphones, camera, and software-\$10,000; office supplies-\$5,000 annually; faculty development-\$1,000 per faculty annually; and accreditation fee-\$1,000.
- Program funding will be covered by A-State Online and the College of Nursing and Health Professions until the program begins to generate revenue. Ultimately, tuition will be the primary source of income for program operations, and if projected enrollment is actualized, tuition will fund the program entirely by year three.

EXECUTIVE SUMMARY

Contact: Todd Shields (870) 972-3030

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University is approved to offer a Bachelor of Science degree in Public Health, effective Summer 2023.



Niel Crowson, Secretary



Christy Clark, Chair

EXECUTIVE SUMMARY

Contact: Tamara Daniel (870) 508-6102

ACTION ITEM: Arkansas State University-Mountain Home (ASUMH) requests approval to offer as online programs the Technical Certificate in General Business, the Technical Certificate in Information Systems Technology, and the Associate of Applied Science degree in Business Administration.

ISSUE: The Board of Trustees must approve the offering of online programs.

BACKGROUND:

- These programs are currently offered as seated or hybrid options.
- Student demand for more online options supports the request for the online designation.
- Some courses within these programs will continue to be offered as seated sections also.
- No additional funding is required.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University-Mountain Home is approved to offer as online programs the Technical Certificate in General Business, the Technical Certificate in Information Systems Technology, and the Associate of Applied Science degree in Business Administration.



Niel Crowson, Secretary



Christy Clark, Chair

EXECUTIVE SUMMARY

Contact: Jeff Gray (870) 733-6731

ACTION ITEM: Arkansas State University Mid-South (ASU Mid-South) requests approval to offer a Certificate of Proficiency in Commercial Truck Driving.

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

BACKGROUND:

- Truck driving represents one of the highest demand occupations in the Mid-South region, where ASU Mid-South is located, due to the robust transportation and distribution industry present there. The demand for commercial driver training is significant in the region, due to its location at the intersection of major transportation routes - Interstates 40 and 55 - as well as its proximity to the Port of West Memphis, the International Port of Memphis, the Burlington Northern and Union Pacific Intermodal Yards, and the FedEx World Hub.
- The Certificate of Proficiency at ASU Mid-South will complement its existing certificate program in Automotive and Diesel Maintenance Technology, providing students with comprehensive learning opportunities to prepare them for occupations in the transportation industry sector.
- ASU Mid-South has strong existing partnerships with transportation employers, due to its long-standing and robust Heavy Truck Diesel Maintenance program (now Automotive and Diesel).
- A three-year grant from the Department of Labor Workforce Opportunities for Rural Communities (WORC), in the amount of \$490,000, has been awarded to ASU Mid-South to support, in part, development of Commercial Truck Driving, and will fund the instructor position for the first three years.
- A Regional Workforce grant, in the amount of \$1 million, has been awarded to ASU Mid-South to support construction of a driving range.
- Ready for Life grant funds were used to purchase a truck that will be used to train Commercial Truck Driving students.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University Mid-South is approved to offer a Certificate of Proficiency in Commercial Truck Driving, effective fall semester of 2023.



Niel Crowson, Secretary



Christy Clark, Chair

EXECUTIVE SUMMARY

Contact: Jeff Gray (870) 733-6731

ACTION ITEM: Arkansas State University Mid-South (ASU Mid-South) requests approval to offer a Technical Certificate in Paramedic Science.

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

BACKGROUND:

- Labor market data for Arkansas projects an increasing demand for licensed paramedics, forecasting an 11.24 percent growth rate in EMT and paramedic job openings in the years 2020-2030.
- As part of the Memphis Metropolitan Statistical Area, where ASU Mid-South is located, demand for licensed paramedics in the Mid-South region is greater than the state or national averages, with employer partners projecting to hire more than 180 licensed paramedics over the next five years.
- The Technical Certificate in Paramedic Science at ASU Mid-South will build upon its existing certificate programs in Basic and Advanced Emergency Medical Technician credentials to provide students with a career pathway in the field of Emergency Medical Services.
- A three-year grant from the Department of Labor Workforce Opportunities for Rural Communities (WORC), in the amount of \$490,000, has been awarded to ASU Mid-South to support, in part, development of paramedic programming.
- Funds currently used to support the Respiratory Care Program, which is scheduled for discontinuation as of July 1, 2023, will be redirected to support Paramedic Science programming, resulting in no anticipated expense increase.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University Mid-South is approved to offer a Technical Certificate in Paramedic Science, effective fall semester of 2023.



Niel Crowson, Secretary



Christy Clark, Chair

**ARKANSAS STATE UNIVERSITY SYSTEM
BOARD OF TRUSTEES**

A Resolution Recognizing the Significant Contributions of
Alex P. Coulter
to Arkansas State University Mid-South

WHEREAS, the Board of Trustees has retained unto itself the authority to name facilities and programs in honor of individuals who have distinguished themselves through service to the University; and

WHEREAS, Alex P. Coulter chaired a county-wide steering committee, founded to establish a community college in Crittenden County. Upon learning that Mid-South Vo-Tech had initially been left off the list of colleges when the state legislature passed the Two-Year Conversion Act in 1991, Mr. Coulter made a personal visit to then-Governor Bill Clinton to discuss the omission and persuaded him to add Mid-South to the list; and

WHEREAS, Mr. Coulter, as owner and publisher of the local newspaper, *The Evening Times*, tirelessly promoted the idea of the College, as well as the need for the four-mill levy required to establish it, helping to secure the millage's ultimate passage by a 3-1 margin on February 16, 1993; and

WHEREAS, Mr. Coulter served Mid-South Community College as a founding member of its Board of Trustees from October 23, 1992, until its merger with the ASU System in July 2015, and he continued to serve as a member of the ASU Mid-South's Board of Visitors until the expiration of his term in 2022;

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of the Arkansas State University System, that the conference room in the Marion Berry Renewable Energy Center at Arkansas State University Mid-South shall henceforth be known as the:

Alex P. Coulter Conference Room

DULY ADOPTED AND APPROVED this 9th day of December 2022



Christy Clark, Chair



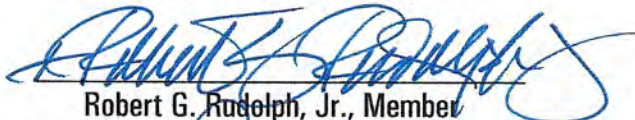
Price Gardner, Vice Chair



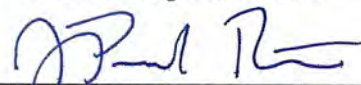
Niel Crowson, Secretary



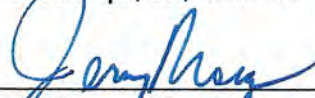
Steve Eddington, Member



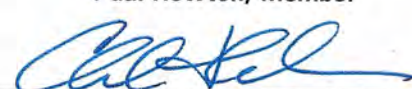
Robert G. Rudolph, Jr., Member



Paul Rowton, Member



Jerry Morgan, Member



Charles L. Welch, President

EXECUTIVE SUMMARY

Contact: Pat Simms (501) 332-0245

ACTION ITEM: Arkansas State University Three Rivers (ASUTR) requests approval to offer a Certificate of Proficiency in Construction Pre-Apprenticeship.

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

BACKGROUND:

- The Certificate of Proficiency in Construction Pre-Apprenticeship establishes a college credential for high school students participating in the pre-apprenticeship program.
- This program is designed to provide additional pathways (with matriculated apprenticeship hours) into one of three apprenticeship opportunities through the Arkansas Construction Education Foundation.
- No new funding is required.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University Three Rivers is approved to offer a Certificate of Proficiency in Construction Pre-Apprenticeship, effective February 1, 2023.



Niel Crowson, Secretary



Christy Clark, Chair

EXECUTIVE SUMMARY

Contact: Pat Simms 501-332-0245

ACTION ITEM: Arkansas State University Three Rivers (ASUTR) requests approval to offer a Certificate of Proficiency in HVACR (heating, ventilation, air conditioning, and refrigeration).

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

BACKGROUND:

- The Certificate of Proficiency in HVACR establishes a college credential for high school Career Center students, as well as college students, and prepares graduates for entry-level employment in the HVACR field.
- The Saline County Career and Technical Center currently offers the classes in this certificate program for concurrent credit.
- No new funding is required.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University Three Rivers is approved to offer a Certificate of Proficiency in HVACR, effective February 1, 2023.



Niel Crowson, Secretary



Christy Clark, Chair

Arkansas State University System
Board of Trustees Meeting
December 9, 2022

The Arkansas State University System Board of Trustees met on Friday, December 9, 2022, at the Arkansas State University System Office. Christy Clark, Chair of the Board, called the meeting to order at 10:00 a.m. Board members present were the following: Christy Clark, Price Gardner, Niel Crowson, Steve Eddington, Robert Rudolph, Paul Rowton, and Jerry Morgan.

Minutes:

Upon a motion by Mr. Crowson, seconded by Mr. Gardner, the minutes of the September 2, 2022, meeting were approved.

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

Nays: None

ASU System – Dr. Charles Welch, President

- It's been a very busy last few months as we have tried to navigate the fall semester and get prepared for the upcoming legislative session. There are a lot of unknowns, obviously. We have a new administration, with Governor-elect Sanders, who will replace Governor Hutchinson. We have been working with her staff on a number of different issues and continuing to have influence on public policies that relate to higher education. We are very appreciative of her staff for reaching out to us, proactively, to ask us for input on issues as we move forward. Pre-filing has already begun for bills for the legislature and we are working on those.
- The most exciting news is that we recently completed our System's consolidated audit through Legislative Audit. This was the first time that we had all seven campuses that participated in our consolidated audit, and we ended up having one negative finding, and it was a finding of fraud, where someone committed fraud by impersonating someone else. Those kinds of things unfortunately happen. So, we were pleased that there were no other negative findings System-wide. Henderson had no audit findings this year, so that continues their progress toward financial recovery. I want to

thank, not only the Henderson team for their leadership, but also thank Julie and her team at the ASU System and thank the Jonesboro finance team for what they did to help. They helped with the consolidated audit, and helped us successfully complete the audit and right the ship. We are very pleased with how things are progressing there and moving forward.

- Before I ask Julie to come forward and talk about the financial statements, I wanted to make one introduction. Landen Crancer has recently joined us as our new Assistant Vice President for Finance. He comes to us from FORVIS CPA Firm, and he is an A-State graduate from Rector, Arkansas. He will be helping with the consolidated financial statement efforts, as well as helping with the financial work for all seven campuses.
- I'm going to ask Julie Bates to come forward and make a short financial report.

Ms. Julie Bates, Executive Vice President

- I have a brief presentation this morning on the financial ratios. Our Board policy for financial reserves requires that we monitor our primary reserve ratio and our days of cash on hand. Our campuses are required to keep a minimum of 60 days of cash on hand for operational liquidity and requires that our primary reserve ratio, which is basically the reserves on hand to handle operating expenses, to be between .25 and .50. We stayed steady for 2022 at the consolidated level, with about 199 days of cash on hand. All of our campuses met the minimum requirements, with the exception of Henderson. The primary reserve ratio stayed very steady at 3.9, so all of our campuses also met that ratio, with the exception of Henderson.
- I'm going to go through a detailed analysis of Henderson's cash. I provided for you an analysis for Henderson, from 2015 through 2022. I selected that range, because I really want you to see how that trend progressed so rapidly, and then look at the trend back up to financial recovery. If you look at 2015, Henderson had almost \$15 million of cash on hand available, with operating expenses at almost \$56 million. If you noticed the progression, it was a rapid decline of reserves and a rapid increase of expenses. That would be primarily because of their negative operating expense. Obviously, they were spending more than they were taking in. In 2018, Moody's released a rating that said Henderson had a negative outlook, and they must change their negative operating

performance and improve their liquidity. In 2019, they went in the opposite direction. Moody's downgraded them. They had only seven days of cash on hand, and that's when they had to take the loan of \$6 million from the state. They proceeded to go through that entire \$6 million that summer. If you look at 2015, in just five years, they went from almost \$15 million to just \$1 million of cash on hand. However, the trend has reversed. If you look at their expenses of \$64 million in 2019 and then take a look at where they are in 2022, it has dropped to \$53 million. So we are getting those expenses back in to line. They now have 50 days of cash on hand. They still are not in compliance with the policy, but we are definitely making progress. What primarily has changed is personal services. We know that our largest expense category is personal services. We are a people business, so payroll is the largest part of our budgets. Looking again at 2015, we started at \$32 million in personal services. In 2019, it had grown to \$34 million. That's where you see those operating expenses are increasing at a greater rate than their revenue is growing. But the trend dramatically drops in 2020 to \$30 million and down to \$23.4 million in 2022. Again, they are bringing those core expenses down to where they need them to be.

Mr. Crowson: Did we transfer some money into that account? We never have?

Ms. Bates: No. So really this is very good news on Henderson.

Mr. Morgan: Do the System ratios between 2021 and 2022 include Henderson?

Ms. Bates: Yes. That's why ratios are helpful, because we have had fluctuations in our revenues and expenses based upon incoming Three Rivers and things like that. It is helpful to look at that ratio number, because it normalizes all those other numbers

Dr. Welch: When we look at Henderson, there were obviously many unanswered questions about its overall financial well-being and budget and balance sheet and staffing levels, and we told you then there was never any missing money; it was just all about deficit spending and depletion of reserves. We still have some work to do, still have some revenue trends to reverse, but Chancellor Ambrose and this Board have made some difficult decisions. We are bringing expenses in to line and positioning Henderson long-term, and I'm pleased with our progress. Now, I would point out that we are not talking about the other campuses, because they all are in compliance with the policy, which we are pleased with and want to thank them. I also want to point out that, if you look at days cash on hand, that's a consolidated

number, and FY21 took a pretty big jump from FY20. A big part of that was COVID money or stimulus money, but this year it actually didn't decrease, even though some of that was spent. So this is another sign that the campuses are really being very good stewards of their funds and maintaining appropriate balances. We really appreciate them and the good work that they are doing.

Arkansas State University – Dr. Todd Shields, Chancellor

- We are in the process of looking for a Provost. We are putting together the search committee team and working on the job description. My hope is that we are able to advertise over the holidays and then hopefully do some interviewing, maybe by Zoom, in January, and then do some on-campus interviews in February. Hopefully, we'll have somebody in place, or at least hired, in late February-March.
- We are working a lot on enrollment. Many of you have heard about the demographic cliff that is coming that will affect higher education. It seems like it's more of a valley than a cliff. There is about a 5% to 10% drop in 18-year-olds predicted for Arkansas. Some of the other states in the country are looking at a 20% to 25% drop. The good news is that it will not hit every state or institution equally. We are trying to make sure we are ready for any type of a drop that we may have. The thinking is that 18-year-olds are expected to come back in about 2030 and we are supposed to start seeing a rise again. One of the many things we've done to address this is we've added more recruiters in the field. We've placed them in a lot of different locations that we've not been in before. We reduced the amount of time for students to receive admission letters; they hear from us almost immediately. We are using an internal call center to support recruiters and follow up with students who express interest so that they are hearing from us just as soon as they are admitted, or as soon as they express interest in us. We've launched a digital campaign. One of the things that is really shocking to me, is that students don't watch TV anymore and they don't read the newspaper and they don't listen to the radio. They get their information from TikTok. The political scientist in me gets really worried about that, what that means for the country, but it's a reality, so we are launching digital campaigns, particularly talking to students, who have been admitted, but will not make their decision about where they are going to go until probably later in the spring. The good

news is that our admissions are up right now, compared to where we were last year. So we are hoping that will have a greater yield. We are reaching out to these students right now and continually, so they don't lose contact with us between now and when they decide where they are going to go. And speaking of admissions, I don't want to de-link that from my communications with the community industries and businesses, because I've spent a lot of time this last semester talking to industry businesses about our need for scholarships, for fellowships and internships, and then jobs when students leave. We've had a great response, a lot of industry saying they want to partner with us. One of the things that they have said is that they don't see any technical or knowledge lack from our students, but what they do see sometimes is a lack of soft skills. "Work skills" is probably a better term, with things like emotional intelligence and conflict resolution, leadership abilities, working with a team that is very different from them, understanding people that are different from them. I was at a recent conference where somebody said, we have more data about our Fantasy Football players than we do our students. And that just hit me, as a data scientist that studies people and what they do politically, that is exactly right. We have found some very industry-validated measures of those types of skills I was just telling you about, and we are going to try and implement them this summer. As soon as students come in for new-student orientation, we are going to start evaluating them, where they are on their communication skills and their leadership skills and their critical-thinking skills and working with other teams. Then, hopefully, continue measuring them, so that we can see where they need training, where do they need help, or how much they have progressed, so that even when they leave, they can go tell an employer, hey, this is where I came in, but this is where I left and how much I've improved. That is something we really want to tell the parents, too, that we care about their student's development, not just in their reading, writing, and critical-thinking skills, which we care about, and we know it's happening in the classroom. But we want to be able to measure and show that they are actually improving. We've also heard repeatedly that this is going to be the most anxious and depressed and emotionally challenged generation that we've taught, maybe forever, but at least for many decades. So, one of the things we're also going to be doing in new-student orientation is deciding or measuring if these students are anxious, are they depressed, are they having emotional issues that we can help them with or get them help early. We can do that early

on and identify who is going to be at-risk and then identify them even beyond just some sociodemographic measures that we could use already. We think that is going to really help our retention, not just from freshmen and sophomores, but even to graduation rates, which is something that's a really big, important goal for me to really improve that. Just predicting: Who are the students that are going to need some help? Who are the students that might have the 4.0 GPA, but have some emotional needs that they need to have addressed, and how do we help them with that? Then what kind of leadership skills, communication skills do they have, and telling them this is where you can get more of that.

- We've been having a lot of campus conversations. In fact, our budget presentations started this fall. That process usually starts in the spring, but we are having it in the fall just to get the campus on the same page. We've had campus conversations about it with faculty and with students and the staff. One of the things we are hearing is that everybody feels a little isolated. Everyone feels a little post-pandemic trauma maybe. That they don't feel necessarily like they are a community, so we are trying to identify ways of building that community again.
- We are opening a counseling center in the renovated Wilson Center. It will give us a lot more room and space to help students and faculty and staff who might have some emotional needs that we can address and make sure we retain people. We are also implementing a software program called Degree Works that students will eventually be able to put on their phone. It will help schedule their core courses. We already have the templates of all of the degree programs loaded. What we are going to be doing next is just basically some trials to make sure that everything is right. It is going to be really helpful for students.
- The Governor recently gave us \$200,000 to expand a mentoring program for emerging women leaders that started on campus probably about 10 years ago. It's been extremely successful in developing women to start their own businesses, be leaders at the University, and be leaders in their community. This initiative is going to help expand that program into the Delta, where we hear repeatedly that there is a real lack of mentoring available.
- Fabricio Medina-Bolivar, one of our ARA Scholars, has this really great invention where he has found ways of tapping into plants which have amazing anti-inflammatory abilities. I was told that tobacco

is like the cockroach of plants. You can try to kill it, but you can't. We're trying to find out different reasons why you can't you kill it. Well, if a plant is attacked by a virus or cancerous growth or anything like that, plants will release something, usually like just in a couple of seconds, that will destroy that virus, destroy that cancer cell, destroy that tumor very fast. The plants will only emit that compound for a second or two. It's that powerful. In fact, they release anti-inflammatories that are 50,000 times more powerful than the products we have on market today. What he has found is a way to put the plant in an environment where it doesn't get the signal to release the anti-inflammatory. So, the plant keeps on producing. So you see these plants in these jars and they are filling up with the anti-inflammatory compound, something like 50,000 times more than Ibuprofen. We think it's an invention and a discovery that we will take to market. It's something I think will have a lot of great benefits for breast cancer, tumors, Alzheimer's, and everything that we cure today that's related to inflammation.

Mr. Gardner: On your enrollment, that's encouraging. After a semester on the job, are there any hurdles out there, as far as you know?

Dr. Shields: One thing that I am having a conversation with faculty about is our admissions standards at A-State. There was a change, maybe in 2019, and there was an effort to look at those admissions changes. I'm wondering if we should even go a step further. We're having that conversation right now. I know that we are rejecting students that are being admitted to other R1 and R2 competitive institutions of ours. There are students that I think want to come to Arkansas State University that we're denying. We do have an appeals process, but our appeal process is a pretty heavy lift. It's a letter from the student and then some letters of recommendation from people. Comparatively, other institutions will have a holistic admission process that allows the student to come in if they've shown promise in another area. For example, if the student had a low GPA, it could have meant that they had some illness during their sophomore year. Or they went through a traumatic experience their junior year. But their senior year, they have a 4.0. Or they've taken some AP classes and they've shown that they can do really well in college from the grades they got in AP. I really don't want to turn away somebody that I think can do really well at Arkansas State University, have them go somewhere else where that group already has a higher graduation rate than we do. Whatever they are doing there to help those students

succeed, I know we can do it as well. That is a conversation that we are having right now. We gave a proposal to Faculty Senate and then the Shared Governance Committee. They would like to take some time to talk to the campus because it is a big change. We are hoping to get some responses back quickly. We are hopeful to have something in place that would help fix this admission issue. It would probably not help us for next fall, since a lot of students are choosing where they are going to go now and through February, but maybe we would be ready for Fall 2024.

Mr. Morgan: As a first-generation student, who fell into that category, I would like to make a recommendation that the Shared Governance Committee and the A-State administration expedite the review of the admissions standards and proposals to ensure that we remain competitive with our peer institutions. I don't think we have to make that a formal motion, just a recommendation on behalf of the Board. I would think that would be something that could be reviewed by the Faculty Senate and Shared Governance Committee, and a proposal brought back to us.

Dr. Shields: What I will do is go back to the Shared Governance Committee when I get back. If they are not gone for the holiday already, then I will sit down and talk to them about what we are trying to do and see what concerns there are, see if we can get an expedited review or something to report back to you.

Dr. Welch: I don't think that requires a motion. I think what you are asking is that Dr. Shields communicate back to the Shared Governance group that you'd like to see a more expedited review to move this forward. Is there a consensus?

Mr. Rowton: I think so. I think we thought we were addressing this a couple of years ago. It sounds like we may have not fully accomplished what we were trying to do.

Dr. Shields: There is increasing evidence that ACT and SAT scores are not necessarily the best predictors of resilience and graduation rates. So, there are other things that we can look at that increasing evidence shows are indicators that students are going to do okay. We've got a lot of students that may have a really high ACT, but they struggle with some of the things that I've talked about earlier. We have students who don't have a high ACT and who are getting through four years quickly. There are other things we can do, and we have predictive models to indicate who we think is going to make it, who needs some help, what help they need, and how we can provide it for them.

Mr. Morgan: Do you have a feel for how many students that could have affected this last fall?

Dr. Shields: Yes, this last fall, I know that we had over 200 students that we did reject from A-State, and we know that they did go to some of our competitors. Many of them did appeal, and going through that is a difficult process. Some of them were admitted. The Committee does change every year, so what one committee one year might let through and say that's someone we are going to admit, the next committee next year might not. We are going to look at that appeal process, as well.

Mr. Morgan: When you say "peer competitors," what schools are you talking about to make sure we are in line with what we think our standards should be, compared to others?

Dr. Shields: We could expand it, but I'm really talking about the UA, Fayetteville; Ole Miss; UCA; Arkansas Tech; UA, Little Rock; and some of those southern schools in Missouri and Tennessee. Places where we think, if they are not coming here, where are they going? Then, with what we've done with tracing, we can see where they are. It's not a thorough analysis, but we can look on Facebook and see where they are.

Mr. Eddington: I certainly understand and appreciate the value of standards, but I don't want us turning people away that we think can be successful in a university setting.

Dr. Shields: And if these students are going to other places and they are successful there, I know that we can make sure that they are successful here, too.

Mr. Gardner: I would hate to see us miss an opportunity to accelerate that. Even if you pick up 100 of them, that's 100 students in the pipeline through four years that we are missing who are coming to live on campus.

Bishop Rudolph: So, we are just basically opening the door of opportunity if that happens.

Dr. Shields: Right. The last thing I want to do is open the door to someone who cannot succeed or doesn't have the support they need to succeed. That's one of the reasons we are trying to think through what types of support students need, and sometimes it is very much academic, and other times it might be an emotional issue or something like that that we need to address. In the past, we haven't done so, but we are going to be doing that now.

ASU-Beebe – Dr. Jennifer Methvin, Chancellor

- We were awarded a Title III grant in September. We actually wrote the grant in 2020, and we are very excited about the potential for this, because it is completely connected with our strategic plan to stabilize and grow enrollment and support students through graduation, improve retention, improve graduation rates, and serve more students. The tenets of it are pretty exciting. One is an expansion in our online ability to have what we call “master course shells,” so that faculty will have really good content created in an effective online environment that they can work with if they are teaching an online course, and they can spend their time focused on the student and mentoring the student through it. The faculty is working hard in that area. It will also include an early alert system, a software platform called Detective Drop Out, and it’s very analytical. This will be for all students, face-to-face and online, and will help us see indicators that someone is not going to be successful or is struggling early in the semester in time for intervention. But perhaps the most exciting part of it is that we will be able to create a one-stop on the Beebe campus. If you are a student and you come to the Heber Springs campus or you come to the Searcy campus, you walk up to this office suite area and someone greets you and figures out what you need and gets you there very quickly. That’s what we all expect these days. This grant will allow us to create a one-stop center in the Student Center on the Beebe campus. On-time information is what our students have grown up with. It’s what they expect, and it’s what we are going to have to provide in higher ed to be able to serve them adequately. This is \$2.25 million over five years.
- Our Marketing and Advancement folks brought home five awards from the National Council for Marketing and Public Relations, District 4. This has been a multi-year concerted effort to truly improve how we communicate with students and potential students and attract more students. We were successful. If you will recall, enrollment was up this fall. They brought home two golds, two silvers, and a bronze this year, and this is the first year we have ever competed. One of the award winners involved a sheet of stickers, Vanguard stickers, and when we did that, some of us said stickers? We teach college kids. These stickers are now on horn cases, on the back of laptops. Shout out to our marketing team.

- We have two new career coaches, one at Searcy High School and one at Riverview High School. Our faculty and staff have really worked the last couple of years to meet with our K-12 partners, to see how we can better serve their students and better build a bridge for them, whether or while they are still in high school or as they make their college decisions. A lot of exciting things are happening that are impacting our potential growth.
- We raised \$12,000 in the Heber Springs “Evening of Hospitality.” Some of you will remember Steve Storm, who was a faculty member at Heber Springs. We had an endowment, but it was not large enough to provide the rich scholarship that the family wanted to see every year from that scholarship fund. So we raised \$12,000, partly through an event and partly through a donation from Merrellyn Stark and her family, who moved funds from the Stark Family Fund into the Steve Storm Fund. As always, the Heber Springs community just steps up and supports their students and our campus.
- Our pharmacy articulation agreement with Harding is very exciting, in some ways, but also routine for ASU-Beebe. We have a number of associate of science degrees, and similar courses that are tailor-made for students, who are working to try to get into a professional program. Many of our graduates are very successful as they move on into professional programs at UAMS and various places. Harding has a pharmacy school. Our pharmacy tech students take a lot of electives that are applicable to prerequisites for pharmacy school as well, so this was an agreement for the 60 hours that will allow graduates of ASU-Beebe, who have an associate’s degree, to be fully admitted into pharmacy school at Harding. Some of our pharmacy tech students will go out and work and then chip away at the associate’s degree over time. Some of them will be students who just come to us. I believe that last year, five of our students were admitted to pharmacy school at Harding.

Mrs. Clark: Congratulations on winning the District 4 Pacesetter Award, which was for special leadership and support in college communications and marketing.

ASU-Mountain Home – Dr. Robin Myers, Chancellor

- We are in the second year of our Title III grant. We are very excited about the continuity of our online programs having those shells created, and the consistency that our faculty will have with those.

- We received notification that we will be getting \$323,000 to put solar lights and some more trees around that 1.6-mile recreational trail that's been completed.
- We are doing our Christmas lights program again this year, and the campus is beautifully decorated. It's 30-plus days of people coming to our campus. We will have thousands of cars and probably 25,000 to 30,000 people come on campus during November and December. It's a great event for us and in partnership with the city and the Mountain Home Chamber of Commerce.
- We opened bids for our technical center expansion project, and we expect the contractor to start working right after the first of the year. That is a grant-funded project to expand that building for a couple of new programs that we will be instituting.
- Our amphitheater project is going to the paper this week for bids. We will be opening those bids in January and getting that project started.
- We had our Trailblazers Day yesterday, which is the first athletic introduction media day for our athletes. We have 50 athletes on campus now, but we had 25 new athletes introduced yesterday, and they were interviewed by our local media. It was just a great event, with probably 40 to 50 parents in attendance. Athletics is a great new addition to our campus, and the spirit and enthusiasm on campus are just hard to measure. It's just incredible what that whole enterprise has brought to our campus.

ASU-Newport – Dr. Johnny Moore, Chancellor

- Overall, it's been a very successful semester at ASUN. If you look in my report, you will see awards, local and national, that students have received, and scholarships to help defray their cost of education. Also, we have a number of institutional awards, local and national. Our strategic plan won gold at the same national marketing event that Jennifer mentioned. That level of success would not be achieved if not for the wonderful and dynamic staff that I have at ASU-Newport.
- In August of this year, I challenged my employees to be a leader in Northeast Arkansas, and be a leader among community colleges within our state, as well as nationally. Our institution is stepping up to the plate. For example, one of our core values that is in our strategic plan is belonging, and recently we held our very first series "Lunch and Learn" as it relates to diversity, equity, and

inclusion. The first session was “I Am Here,” and it focused on the power of connection and providing practical tools for building relationships. This is available to our students, as well as our faculty and staff, because long gone are the days that you only focus on retention for students. We now have to focus on retention for our faculty and staff, as well. The second session was called “I Belong Here” and outlined keys to a person’s success and creating an authentic sense of belonging.

- At ASU-Newport, we have what’s called “The Hangar.” It was initially built to be a one-stop model. This spring, we will be focusing on enrollment management, and not only are we creating a one-stop model there on the main campus in Newport, but we are creating a one-stop model for all of our campuses because we want to make sure whatever the needs of the students are that we address them. Today’s students’ needs have changed. We are going to go through some organizational structural changes to ensure that we are not only just bringing students in, but we are putting in support and all of the supporting wrap-around services to make sure that we maintain those students and make sure that they graduate and become successful. There are a lot of exciting things that are happening at ASU-Newport.

ASU Mid-South – Dr. Debra West, Chancellor

- I bring you greetings and happy holidays from ASU Mid-South, home of Jalen Smith, the youngest black mayor ever elected in the United States. We are very proud of Jalen. When he was still in high school and enrolled as a Secondary Center student in our Diesel Technology Program, he came by to talk to me one day. We had a nice conversation about his dreams for his hometown and how he wanted to give back and make a difference for the people who live there, particularly the elderly. Earle is an impoverished community and it does not have a lot of basic essentials, such as a grocery store. So it’s really refreshing to see a young man take an interest in giving back to his community and trying to make a difference.
- Often, we stand before you and we talk about our colleges, we are talking about enrollment, and enrollment is a lot of different things. Typically, when you hear newspaper reports about what the enrollment is at a particular college, you are talking about credit-bearing enrollment. But each of us up here do a lot more than just enroll students in credit-bearing courses. We also do a lot of

workforce training, either customized training for industry or workforce training courses designed to help prepare individuals to gain employment. Recently ASU Mid-South became one of eight Manufacturing Skills Standard Councils (MSSC), authorized assessment centers in the state of Arkansas. The others are at ATU-Ozark, NorthArk, National Park, South Arkansas Community College, SAU-Tech, Texarkana College, and UAPTC. In addition, our Director of Workforce and Community Education recently became an MSSC-certified logistics technician instructor. That means Mid-South is now authorized to offer all the certifications through MSSC, such as the certified logistic associate's certified logistics technician, as well as the additional certifications that they provide related to manufacturing and logistics training. It's something that we are now able to do for our local manufacturers that they've not been able to get locally in the past. Our workforce division has been very active over the course of last year, particularly this last semester working with customized training for companies in our region, including Hino and Coca-Cola. One of the more exciting things that we have been involved in had to do with training residents of the local Arkansas Community Corrections facility in our city. The facility in West Memphis is a women's facility, and thanks to grant funding from the U.S. Department of Labor, we were able to train 256 residents of that facility prior to their release. These trainings included forklift certifications, CPR First Aid / Stop the Bleed certifications, OSHA Ten for General Industry, and the Work Keys National Career Readiness certifications. In addition, we focused on some of those employability skills, such as classes in emotional intelligence, communication, employability, financial literacy, and we took it a step further and talked to those women about the college financial-aid process, college admissions processes, one-stop services, and adult education and literacy programs and services. And while it might sound as though we are trying to recruit these students to our local college, the fact of the matter is those individuals do not live locally. So when they are released, they are going back to their respective communities, but with new skills and knowledge that they can hopefully use to improve their lives. While this is considered a workforce project on our campus, it actually involved 16 unique individuals from throughout our campus, making it truly an ASU Mid-South project. I will tell you that the people who are engaged in that work love it. Some of the best students that we have taught have been residents of that facility. After the last class, we received a note from the students in that class

which read, “Thank you teachers for having hope for our futures to help us rebuild and have beautiful lives.” The amount of gratitude that they give back to us is really motivation to keep this program going. The grant ended this month, and so we will be seeking additional funding to be able to continue that type of work with that facility.

- We at ASU Mid-South have been focused on, and have really made some strides on, increasing our on-time graduation rate. We went a step further than most this semester with some really targeted developmental education reform. When a student doesn’t score high enough on a standardized test to sit in a college algebra class or an English class, they have traditionally had to take remedial education courses before they can actually go into that college-level class. Between 2003 and 2009, 68% of students who started at a community college, and 40% of students who started at a public four-year college, had to take at least one remedial course. So it’s a big issue in this country. And while one might think that developmental courses prepare students to go on and successfully complete the college level course, the research shows that that is not necessarily the case. Placement into remedial education typically results in high drop-out rates and lack of progression. For that reason, there has been a push nationally to look at how we teach developmental coursework, and in some cases, such as in the state of Florida, it has actually been eliminated completely. One of the approaches that has shown significant effectiveness in improving outcomes is a model we at ASU Mid-South have moved fully into this fall semester. First, we have begun using multiple measures for placement. That means that instead of just using that ACT score, we are also looking at GPAs, and other ways to assess a student’s preparedness to go into those college-level courses. Then, based on our assessment, students are enrolled in the college level course, with prescribed levels of support. That means they may have an additional lab time outside of that class to receive co-requisite instruction, they may have prescribed tutoring, and/or they may be referred to other wrap-around services to help them be successful. This type of shift is a pretty bold step in a normal year, but given that we’re just coming out of a pandemic and we know of the resultant learning losses that have been documented for students coming out of high school, it’s a little bit scary. So, needless to say, we will continue to assess how our students are doing, but so far, we’ve been encouraged by the

success that we've seen. We hope that it will pay dividends in terms of increasing the student progression and completion to the end of their program.

- Our Wild Game Dinner is March 4, so I would encourage you to put that on your calendars. We try to do something different every year to make that a unique experience each time you come.

Mr. Eddington: Dr. West, I would like to congratulate you on the success of Jalen Smith. I was encouraged to hear that you and your team were part of his support team before he ever became a student. Really, to all of our campuses, thank you for being an enabler in a positive way.

ASU Three Rivers – Dr. Steve Rook, Chancellor

- We had a meeting with a representative from the Higher Learning Commission to do a site visit with our Saline County campus and everything went extremely well. We anticipate approval of that. We are also working on a strategic plan to define where we are going to go in the next five years, as far as college courses and workforce programming through the Saline County campus.
- One of the biggest partners on our campus is West Frazier, the largest lumber-producing company in North America. They have become a huge partner with our customized training, and they have pledged \$150,000 to us over the next couple of years to make some improvements in our workforce training program. Plus, they have also doubled the amount of customized training that they want from us in the next two years.
- A couple of meetings ago, I announced that we had received an anonymous donation of \$200,000 to help our students over this calendar year, and we have successfully spent that money. We helped students to the tune of about \$170,000, and then we were allowed to put the rest of that into our food pantry, and \$30,000 goes a long way in a college food pantry. That will go to continue to help our students.
- We named the house where our development and public relations is located, the Parker Family House. The Parker family recently completed a \$25,000 endowment to help maintain the house that bears their family name.

- Dr. Kim Armstrong, Vice Chancellor for Student Equity and Community Affairs, is leaving us. She is going to be the President of Clovis Community College in Fresno, California. We have some restructuring plans, and will not fill that position.

Henderson State University - Dr. Chuck Ambrose, Chancellor (video report)

- I know you wish you were here on campus as we graduate 250 new Reddies receiving their degrees with that hope and promise.
- This has been a semester that's been marked by incredible engagement, positive energy, and somewhat of a return to normal through Homecoming and Battle Week. These are traditions of Henderson that make this place so special, and so we are celebrating that today and certainly want to acknowledge where we are as an institution.
- This time last year, we began to focus in on the three priorities that we said were most important: restoring the institution back to its fiscal integrity, to build a resource allocation model that allowed us to think differently about how we allocate the resources and steward them forward, and then to have a sustainable platform for the future for Henderson. These were not easy times, because we recognized that the financial challenges were perhaps more severe and were going to require more action. I'm especially grateful to our team here on campus as they began to build a modified cash budget, which we utilized throughout the remainder of last fiscal year, and it remains in place as a vital tool during year zero. We continue to work to improve those three priorities of fiscal integrity, resource allocation, and sustainability. The power of systems has been that critical element of making the difference for Henderson. The willingness of the ASU System leadership and the ASU System Board to provide support has made a difference. From that modified cash budget, the work that went in with the support of the ASU-Jonesboro fiscal staff to reconcile those numbers back into an audit, an audit that had no reportable findings and then to again take a modified cash budget and translate that into year-end financials demonstrated that all the work that we've accomplished over this past fiscal year has made a significant difference in where Henderson finds itself at this time versus where we were last year. The research, the legal support, the financial support that came from so many of you, certainly the System staff, the backbone of shared services through all of the

efforts at Jonesboro, the collegial partnerships with ASU Three Rivers that now allows for workforce training to be delivered in Clark County, and the support of curriculum virtually in many ways, from ASUCQ to Jonesboro, has been a big part of not only rebuilding a semester and delivering a schedule, but now anticipating what the future could look like. It's important to also recognize that all the changes were very difficult. They had a very significant impact on the lives of many, and they required decisions and tools that hopefully we don't have to use again. These are tools none of us ever want to use, but the improvement in our net financial position, by over \$10 million, of bringing our cash position to an improved place of reducing our account payables to being on schedule for paying our bills and releasing those obligations by as much as 80%, are phenomenal. We can now envision how our learning community and partnerships will result in outcomes and processes that actually make college easier for our students. It will allow us to think differently, not only about spring semester, but certainly as we look ahead to the new academic year coming next fall.

- The fall has been exciting inside and outside the classroom with alumni returning for a great Homecoming weekend and Battle Week. Going through my first full fall, the traditions of Henderson, the school with the heart, the Reddie traditions, certainly the Pine Tree Speech, has been great. I've never seen a group of students literally beat 50 gallon drums down to a pummel for 72 hours. We see Xavier Malone being a Harlan Hill finalist, the equivalent of the Division II Heisman, which will be announced later this month. Volleyball and other fall sports are having great engagement from our students. I'm very excited about the Reddie golf programs. The men's program is ranked #8 and the women's program is ranked #3 in the country, the highest national rankings Reddie teams have carried through competitive seasons. So, there is a lot to look forward to this spring.

ASU System Resolutions:

- Resolution 22-49 approving the ASU System to revise the Employee Discount of Tuition and Select Fees Policy, in order to add "eligible" fees at Henderson State for tuition discounts for eligible employees

Dr. Welch: Henderson is actually moving on to the ASU System tuition remission policy for employees. To this point, they have remained under their own policy that they had before they joined the

System. It requires Board approval to have any mandatory fees waived. This is just getting that approval to be in line with what the other campuses do.

- Resolution 22-50 approving the ASU System to proceed with the Reynolds Center/University Center Chilled Water System Replacement Capital Project at ASU Mid-South

Dr. Welch: Our capital policy requires any project that exceeds \$1 million to get Board approval.

- Resolution 22-51 approving the candidates proposed to serve as members of the Henderson State Board of Visitors

Dr. Welch: There are five names being presented to you today. You will note that one of those is a student. Dr. Ambrose felt very strongly that he would like to have student input, and I think that is a wonderful recommendation, and so we present those five names to you for your consideration.

- Resolution 22-52 honoring the contributions of Philip Jackson to the Arkansas State University System

Dr. Welch: Philip is on Zoom today. He is retiring at the end of this calendar year. We recently had a retirement ceremony for him where he was honored with a scholarship endowment from the Foundation, as well as with a contribution to the ALS Research Fund. Philip has just been an incredible force. He still has that wit and he is a phenomenal human being. We are going to miss him at the Foundation. He has provided extraordinary service for 37 years at the University, which is just amazing.

Upon a motion by Mr. Gardner, seconded by Mr. Rowton, ASU System Resolutions 22-49 through 22-52 were approved.

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

Nays: None

A-State Resolution:

- Resolution 22-53 approving A-State to offer a Bachelor of Science degree in Public Health

Dr. Welch: This will be a totally online degree program. Regional employment for public health occupations increased 13% between 2016 and 2020. There is in anticipation of an additional 13% increase by 2028. Certainly there's a need for those occupations.

Upon a motion by Mr. Morgan, seconded by Mr. Eddington, A-State Resolution 22-53 was approved.

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

Nays: None

ASU-Mountain Home Resolution:

- Resolution 22-54 approving ASU-Mountain Home to offer as online programs the Technical Certificate in General Business, the Technical Certificate in Information Systems Technology, and the Associate of Applied Science degree in Business Administration

Dr. Welch: These are existing degree programs that are currently being taught in person. This would just allow them to be taught online. But we would anticipate that there would also still be core sections offered in person on some of these courses, as well. This is simply allowing for online, as well as in-person, instruction.

Upon a motion by Bishop Rudolph, seconded by Mr. Eddington, ASU-Mountain Home Resolution 22-54 was approved.

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

Nays: None

ASU Mid-South Resolutions:

- Resolution 22-55 approving ASU Mid-South to offer a Certificate of Proficiency in Commercial Truck Driving

Dr. Welch: The campus received a Department of Labor grant totaling \$490,000 to assist with start-up costs for the program. They also received a \$1 million Regional Workforce grant to assist with the construction of a truck-driving range, as well as a grant to purchase a truck. So, this is great work by the campus in securing grant dollars to begin this program. Obviously, their physical location is one that is conducive to transportation, and we believe this could be a very positive program for the campus.

- Resolution 22-56 approving ASU Mid-South to offer a Technical Certificate in Paramedic Science

Dr. Welch: Another Department of Labor grant of \$490,000 will help with start-up costs. It is anticipated that there will be an 11.24% growth in EMT paramedic positions by the year 2030. So again, this is a critical-need area and the campus wants to respond.

- Resolution 22-57 approving ASU Mid-South to name the conference room in the Marion Berry Renewable Energy Center, The “Alex P. Coulter Conference Room”

Upon a motion by Mr. Rowton, seconded by Mr. Gardner, ASU Mid-South Resolutions 22-55 through 22-57 were approved.

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

Nays: None

ASU Three Rivers Resolutions:

- Resolution 22-58 approving ASU Three Rivers to offer a Certificate of Proficiency in Construction Pre-Apprenticeship
- Resolution 22-59 approving ASU Three Rivers to offer a Certificate of Proficiency in HVACR

Upon a motion by Bishop Rudolph, seconded by Mr. Rowton, ASU Three Rivers Resolutions 22-58 and 22-59 were approved.

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

Nays: None

Dr. Welch: Madam Chair, before you entertain a motion for executive session, we have a special announcement that we would like to make and we have some special guests. So I am going to ask if Shane Broadway would come forward to make that announcement.

Mr. Broadway: I am honored to stand before you today with a few members of my family. I have my brother, Joe Don; my sister-in-law, Cindy; and my sister-in-law, Leann. We are honored to be here today to announce that, through many thoughtful and generous memorial gifts, including yours and our family's, we have endowed a scholarship in honor of our parents, Charles and Bertha Broadway. This will be the first ASU System scholarship that will annually go to a high school student who attends the ASU Three Rivers Saline County Career Technical campus. The Charles and Bertha Broadway Memorial

Scholarship will be able to be used by that student to attend any one of our seven institutions. Neither of our parents graduated high school. They instilled in each of us the importance of getting an education. It is our hope that this scholarship could do the same for another student. It was because of their commitment to our family, and their desire for us to have a better life than they did, that we wanted to honor their memory and continue that legacy forever. The people of Saline County have been there for our family on so many occasions throughout the years, and we wanted this scholarship to go to a student from our hometown. Most of our family has worked in the mines, construction, manufacturing, plumbing, electrical, nursing and health professions, education, welding, you name it. So having it go to a student at the Saline County Career Technical campus for us was a no-brainer. It is our hope that our Vice Chancellor and Director of the Center, Scott Kuttenkuler, who is here today, and his staff, will choose someone, who sees that they, too, can obtain a higher education credential, whether it is a certificate, or an associate, or bachelor degree.

Dr. Welch: Shane, thank you and your entire family for establishing the first ASU System scholarship.

Executive Session:

Upon a motion by Mr. Rowton, seconded by Mr. Morgan, the Board voted to retire into executive session at 11:32 a.m.

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

Nays: None

Mrs. Clark 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 12:24 p.m.

Personnel Actions:

Upon a motion by Mr. Gardner, seconded by Mr. Eddington, the non-academic appointments for the ASU System were approved.

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

Nays: None

Upon a motion by Mr. Rowton, seconded by Mr. Crowson, the academic appointment, non-academic appointments, and non-academic reassignments for A-State were approved.

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

Nays: None

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

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

Nays: None

Upon a motion by Mr. Crowson, seconded by Mr. Gardner, the non-academic appointments for ASU-Mountain Home were approved.

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

Nays: None

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

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

Nays: None

Upon a motion by Mr. Eddington, seconded by Bishop Rudolph, the non-academic appointments for ASU Mid-South were approved.

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

Nays: None

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

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

Nays: None

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

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

Nays: None

Election of Officers:

Upon a motion by Mr. Crowson, seconded by Bishop Rudolph, the following officers for 2023 were elected: Jerry Morgan, Chair; Steve Eddington, Vice Chair; and Robert Rudolph, Secretary.

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

Nays: None

Adjournment:

Upon a motion by Mr. Crowson, seconded by Bishop Rudolph, the meeting adjourned at 12:28 p.m.

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

Nays: None


Niel Crowson, Secretary


Christy Clark, Chair

**ARKANSAS STATE UNIVERSITY SYSTEM
NON-ACADEMIC APPOINTMENTS
December 9, 2022**

CRANCER, LANDEN

Assistant to Vice President for Administration

Salary: \$80,000

Effective Date: November 16, 2022

Source of Funds: Education and General, page II, line 11 (Contingency)

Justification: New budgeted position

Education:

2019 B.S. Accounting, Arkansas State University

Certification:

Certified Public Accountant, Arkansas

Employment:

2021-Present Senior Assurance Associate, FORVIS, LLP, Little Rock, AR

2019-2021 Assurance Associate, Frost, PLLC, Little Rock, AR

FREY, NICOLE

Chief Operating Officer – ASU System Foundation

Salary: \$90,000

Effective Date: October 1, 2022

Source of Funds: New position created and funded by private funds

Justification: Succession planning for the retirement of the ASU System Foundation President

Education:

2011 B.S. Accounting, Arkansas State University

2010 B.S. International Business, Arkansas State University

Certification:

Certified Public Accountant, Arkansas; Active 2013-2015, 2019, Inactive 2020-2022

Employment:

2021-Present Senior Manager II, International Finance, Walmart, Bentonville, AR

2019-2021 Senior Manager I, Global Source Finance, Walmart, Bentonville, AR

2018-2019 Manager II, Global Source Finance, Walmart, Bentonville, AR

2014-2018 Audit Senior Associate, EY, Nashville, TN

2013-2014 Associate Accountant, BKD, LLP, Little Rock, AR

ARKANSAS STATE UNIVERSITY (A-STATE)
ACADEMIC APPOINTMENT
December 9, 2022

AREMU, JOHN

Assistant Professor, A-State Online Public Health

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

Effective: October 1, 2022

Source of Funds: Education and General, page 199, line 1

Justification: New position in FY2023 budget (\$60,000)

Education:

2019 MPH Epidemiology, Harvard University, Boston, MA

2013 B.S. Dental Surgery, University of Ibadan, Ibadan, Nigeria

Employment:

2020-2021 Adjunct Instructor, Department of Biostatistics and Epidemiology, School of Public Health, Rutgers University, Piscataway, NJ

2019-Present Research Associate, Department of Biostatistics and Epidemiology, Rutgers University, Piscataway, NJ

2022 Assistant Examiner, The Commission on Dental Competency Assessment, Boston University Examination Center, Boston, MA

2019-2020 Lecturer, School of Public and International Affairs Center for Health and Wellbeing, Princeton University, Princeton, NJ

2018-2019 Tutor, Roxbury Prep Charter School, Boston, MA

2016-2018 Medical Director/Founder, Supreme Dental and Medical Services Ltd., Abuja, Nigeria

2015-2018 Director of Clinical Services/General Dentist, Calens Dental Clinic, Abuja, Nigeria

2014-2015 Director of Dental Services/General Dentist, Dental Unit, Ondo State Hospital Management Board, Akure, Nigeria

2013-2014 General Dentistry Resident (Intern), National Hospital, Abuja, Nigeria

2011-2012 Chairman, Committee on Dental Education and Health, University of Ibadan, Ibadan, Nigeria

ARKANSAS STATE UNIVERSITY (A-STATE)
NON-ACADEMIC APPOINTMENTS
December 9, 2022

BALLIN, LEAH

Project Program Specialist, Horses

Salary: \$40,000

Effective: October 1, 2022

Source of Funds: Education and General, page 86, line 1

Justification: Replacement for Cassandre Burdett, who transferred to a faculty position (\$42,247)

Education:

2022 B.A. Agriculture Business, Arkansas State University

Employment:

2019-Present Student Worker at Equine Center, Arkansas State University

2021-Present Assistant Manager, Mark Dunham Quarter Horses, Jonesboro, AR

BOOTH, KIMBERLEE

Institutional Information Technology Coordinator, Information and Technology Services

Salary: \$50,000

Effective: October 17, 2022

Source of Funds: Education and General, page 232, line 24

Justification: Replacement for Cathy Gongloff, who transferred to another position (\$50,000)

Education:

2014 B.S. Information Technology, Online Program, South University

2011 A.A. Information Systems Technology, Arkansas State University-Mountain Home

Employment:

2014-Present Project Program Specialist, ASU-Mountain Home

2011-2014 Computer Operator/Programmer, ASU-Mountain Home

CARLTON, MARCUS

Computer Support Specialist, Information and Technology Services

Salary: \$50,000

Effective: October 7, 2022

Source of Funds: Education and General, page 10, line 7, plus salary savings (\$9,987)

Justification: Replacement for Eric Jones, who resigned (\$40,013)

Education:

2000 B.S. Radio TV Broadcast News, Arkansas State University

Employment:

2014-Present Content Manager, Ritter Communications, Jonesboro, AR

2008-2014 Producer, Ritter Communications, Jonesboro, AR

CUNNINGHAM, BRANDON

Assistant Director of Athletics, Athletic Administration

Salary: \$150,000

Effective: September 6, 2022

Source of Funds: Auxiliary, page 237, line 10, plus Red Wolf Foundation (\$56,000)

Justification: Replacement for Philip England, who resigned (\$94,000)

Education:

2008 M.S. Sports Administration, University of Louisville, Louisville, KY

2006 B.S. Political Science, Transylvania University, Lexington, KY

Employment:

2017-Present Associate Athletics Director/Deputy Director, West Virginia University Athletic Club, Morgantown, WV

2013-2017 Director of Development, Athletics/Wolfpack Club, North Carolina State University, Raleigh, NC

2009-2012 Associate Director of Development, Athletics/Wolfpack Club, North Carolina State University, Raleigh, NC

DOYLE, JON

Research Assistant, Information and Technology Services

Salary: \$70,000

Effective: September 1, 2022

Source of Funds: Education and General, page 232, line 9

Justification: Replacement for Sara Moser, who resigned (\$80,000)

Education:

2013 B.S. General Technology, Arkansas State University

2012 A.S. Computer Networking Systems, Arkansas State University

Employment:

2016- Present Coordinator of Application Technology, Arkansas State University-Newport

2012-Present CEO, Doyle Consulting, INC., Jonesboro, AR

2013-2016 Computer Support Technician, ASU-Newport

GARRET, MIYANNA

Athletic Ticket Sales Coordinator, Athletic Advancement

Salary: \$40,000

Effective: September 12, 2022

Source of Funds: Auxiliary, page 237, line 20 (\$23,496), and Education and General, page 213, line 2 (\$7,989), plus Marketing Game Day Budget (\$8,606)

Justification: Replacement for Zachary Patterson, who transferred to another position (\$31,327)

Education:

2018 B.S. Strategic Communications, Arkansas State University

Employment:

2021-Present Assistant Director of Strategic Communications, Mountain West Conference, Colorado Springs, CO

2021 Director of Communications, Sun Belt Conference, New Orleans, LA

2018-2021 Assistant Director of Media Relations, Arkansas State University

HANNA, NATALIE

Academic Advisor, A-State Online Operations

Salary: \$35,500

Effective: September 12, 2022

Source of Funds: Education and General, page 66, line 3

Justification: Replacement for Gregory Umhoefer, who transferred to another position (\$36,750)

Education:

2011 M.Ed. Health and Physical Education, Indiana University of Pennsylvania, Indiana, PA

2008 B.S. Exercise Science, Waynesburg University, Waynesburg, PA

Employment:

2021-Present Group Fitness Instructor, Columbus State University, Columbus, GA

2019-2021 Swim Instructor/Trainer, Chattahoochee Scuba, Columbus, GA

2019-2020 Physical Education Teacher, Muscogee County School District, Columbus, GA

2017-2019 Warrant Officer, US Army, Ft. Rucker, AL

2012-2017 Elementary Physical Education Teacher, Clarksville-Montgomery County School System, Clarksville, TN

HASKINS, JANA

Project Program Specialist, The Beck Center for Veterans

Salary: \$85,000

Effective: October 31, 2022

Source of Funds: Education and General, page 3, line 2, plus Academic Affairs Indirect Cost Account (\$32,980)

Justification: Replacement for Lynda Nash, who retired (\$52,020); additional salary required for market and experience

Education:

1995 M.S. Social Work, University of Tennessee, Memphis, TN

1994 B.S. Social Work, Arkansas State University

Employment:

2022-Present Therapist, St. Bernards Counseling Center, Jonesboro, AR

2017-2022 Therapist, St. Bernards Behavioral Health, Emergency Department, High Acuity Unit, Jonesboro, AR

2018-2020 Healthy Mind-Set Specialist, St. Bernards Medical Center Cardiac Rehab, Jonesboro, AR

2015-Present Adjunct Professor, Arkansas State University

2013-2017 Cancer Navigator, Social Worker, St. Bernards Cancer Care, Jonesboro, AR

2010-2012 Intake Coordinator, St. Bernards Behavioral Health, Jonesboro, AR

HODGES, BRANDI

Development Advancement Specialist, Chief Communications Officer

Salary: \$46,900

Effective: November 1, 2022

Source of Funds: Education and General, page 44, line 4, plus salary savings (\$3,930)

Justification: Replacement for Van Provence, who transferred to another position (\$42,970)

Education:

2002 B.S. Radio-Television Broadcast News, Arkansas State University

Employment:

2011-Present Public Relations and Marketing Manager, Craighead County Jonesboro Public Library, Jonesboro, AR

2002-2011 Reporter/Anchor, KAIT-TV, Jonesboro, AR

MERRELL, FRANCES

Student Development Specialist, University Centers

Salary: \$40,000

Effective: September 6, 2022

Source of Funds: Education and General, page 61, line 5

Justification: New position in FY2023 budget (\$35,700); salary adjusted to accommodate market demand

Education:

1989 B.S. Journalism, Arkansas State University

Employment:

2021-Present Sales, Garvan Woodland Gardens, University of Arkansas, Fayetteville, AR

2012-2014 Coordinator of University Communications, Arkansas State University-Beebe

2006-2012 Director of Marketing, A-State Convocation Center

SLATER, PHILIP

Trainer, Sports Medicine

Salary: \$38,000

Effective: September 1, 2022

Source of Funds: Auxiliary, page 240, line 6, plus salary savings (\$3,000)

Justification: New position in FY2023 Budget (\$35,000)

Education:

2020 B.S. Exercise Science, Rutgers University, New Brunswick, NJ

Employment:

2020-2022 Athletic Training Student, Stephen F. Austin State University, Nacogdoches, TX

2019-2020 Men's Basketball Athletic Training Intern, Rutgers Athletics, New Brunswick, NJ

2017-2020 GO Outdoors Event Facilitator, Rutgers Recreation, New Brunswick, NJ

TEAGUE, EMMA

Research Associate, Farm Administration

Salary: \$45,000

Effective: October 3, 2022

Source of Funds: Education and General, page 85, line 2

Justification: Replacement for Richard Readnour, who transferred to another position (\$46,280)

Education:

2021 B.S. Animal Science, Arkansas State University

Employment:

2021-Present Broiler Technician, PECO Foods, Pocahontas, AR
2019-2021 Veterinary Technician, Veterinary Healthcare Clinic, Paragould, AR
2016-2018 Veterinary Assistant, Langley Animal Clinic, Thayer, MO

WOOLBRIGHT, ELIZABETH

System Analyst, Information and Technology Services

Salary: \$50,000

Effective: October 10, 2022

Source of Funds: Education and General, page 232, line 33

Justification: Replacement for Matthew Wright, who transferred to another position (\$50,000)

Education:

2022 B.S. Computer Information, Arkansas State University

Employment:

2021-Present Manager Trainee, Buckle, Jonesboro, AR
2019-2020 Team Member, Target, Jonesboro, AR

ARKANSAS STATE UNIVERSITY (A-STATE)
NON-ACADEMIC REASSIGNMENTS
December 9, 2022

BALAKRISHNAN, HIMAJA

From: Associate Registrar, Records & Registration
To: Project Program Manager, A-State Online Operations
Effective: November 16, 2022
Salary: \$65,000
Source of Funds: Education and General, page 66, line 14
Justification: Replacement for Brian Davidson, who resigned (\$66,300)

BRAWLEY, CINDY

From: Records Management Analyst, A-State Online Operations
To: Academic Advisor, A-State Online Operations
Salary: \$35,500
Effective: September 1, 2022
Source of Funds: Education and General, page 66, line 11
Justification: Replacement for Rachel Williamson, who resigned (\$36,567)

EVERETT, ADRIAN

From: Project Program Specialist, University Centers
To: Project Program Director, Multicultural Affairs
Effective: October 15, 2022
Salary: \$66,000
Source of Funds: Education and General, page 3, line 1, plus salary savings (\$11,000)
Justification: Replacement for Evette Allen, who resigned (\$55,000); position was reclassified in FY2023 budget

HARRIS, DEANNA

From: Computer Support Specialist, Access & Accommodation Services
To: Computer Support Analyst, Dean of Nursing & Health Professions
Effective: September 16, 2022
Salary: \$45,000
Source of Funds: Education and General, page 176, line 3, and page 178, line 73, Faculty Salary Pool (\$11,448)
Justification: Replacement for Nobel Patil, who transferred to another position (\$33,552)

MACON, LONELL

From: Financial Aid Analyst, Office of Financial Aid & Scholarships
To: Project Program Specialist, Treasurer
Effective: September 1, 2022
Salary: \$45,000
Source of Funds: Education and General, page 8, line 3
Justification: Replacement for Amanda Sullinger, who transferred to another position (\$46,726)

NELSON, RANDY

From: Records Management Analyst, Global Initiatives Student Services
To: Project Program Specialist, Global Initiatives Student Services
Effective: December 1, 2022
Salary: \$35,000
Source of Funds: Education and General, page 68, line 7
Justification: New position in FY2023 budget (\$35,000)

OSORIA, ANA

From: HEI Program Coordinator, Dean of Science and Mathematics
To: Project Program Specialist, CSM Smart Center
Effective: September 16, 2022
Salary: \$35,568
Source of Funds: Education and General, page 88, line 2
Justification: Replacement for Tracy Caskey, who resigned (\$36,279)

PATTADA, PRATHIMA

From: Research Analyst, Dean of Education and Behavioral Science
To: Project Program Director, Arkansas Biosciences Research Institute
Effective: September 16, 2022
Salary: \$61,000
Source of Funds: Education and General, page 51, line 4
Justification: Replacement for Maria Barner, who resigned (\$61,200)

ROBERTSON, JOHN

From: Professor, Accounting
To: Associate Dean of Schools, Dean of Business
Salary: \$145,000
Effective: September 16, 2022
Source of Funds: Education and General, 135, line 1 (\$17,500), page 143, line 2 (\$64,000), and page 133, line 2 (\$63,500)
Justification: Replacement for James Washam, who transferred to Dean (\$145,632)

ARKANSAS STATE UNIVERSITY-BEEBE
ACADEMIC APPOINTMENTS
December 9, 2022

REYNOLDS, LINDSEY

Instructor of Nursing

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

Effective: November 1, 2022

Source of Funds: Education and General, page 30, line 2, plus salary savings (\$1,697)

Justification: Replacement for Amber Dale, who was reassigned, (\$53,303)

Education:

2021 B.S.N. Nursing, University of Arkansas for Medical Sciences, Little Rock, AR
2012 M.S. Educational Leadership, Arkansas State University
2010 M.Ed. Middle Childhood Education, University of Arkansas, Little Rock, AR
2005 B.S. Biology, Lyon College, Batesville, AR
2003 A.A. General Education, University of Arkansas Community College, Batesville, AR

Employment:

2021-2022 R.N./Clinical Research Nurse Coordinator, Bowen Hefley Orthopedics, Little Rock, AR
2020-2021 Clinical Care Assistant, University of Arkansas for Medical Sciences, Little Rock, AR
2015-2018 Elementary Building Principal, Concord School District, Concord, AR
2012-2015 K-12 Arkansas Science Professional Development Specialist, Northcentral Arkansas Education Cooperative, Melbourne, AR

SMITH, ZACHARY

Instructor of Emergency Medical Services

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

Effective: October 17, 2022

Source of Funds: Education and General, page 28, line 1, plus salary savings (\$11,256)

Justification: Vacant position (9-month) in FY2023 budget (\$39,977)

Education:

2012 T.C. Emergency Medical Technician, MEMS Training Academy, Little Rock, AR

Employment:

2018-2022 EMS Specialist, Arkansas Department of Health, Little Rock, AR
2016-2018 Emergency Medical Technician, NorthStar EMS, Searcy, AR
2014-2016 Emergency Medical Technician, Unity Health Emergency Department, Searcy, AR
2012-2013 Inventory Management System Team Lead, Walmart, Searcy, AR
2012-2012 Emergency Medical Technician, Metropolitan Emergency Medical Service, Little Rock, AR

ARKANSAS STATE UNIVERSITY-BEEBE
ACADEMIC REASSIGNMENT
December 9, 2022

DALE, AMBER

From: Instructor of Nursing
To: Nursing/Clinical Simulation Coordinator
Salary: \$39,977 (9-month)
Effective: September 16, 2022
Source of Funds: Education and General, page 30, line 8, plus salary savings (\$1,552)
Justification: Vacant position in FY2023 budget (\$38,425)

ARKANSAS STATE UNIVERSITY-BEEBE
NON-ACADEMIC APPOINTMENTS
December 9, 2022

DROBECK, KAREN

Coordinator of Workforce Training

Salary: \$39,000

Effective: September 16, 2022

Source of Funds: Education and General, page 49, line 2

Justification: Vacant position in FY2023 budget (\$39,535)

Education:

2008 B.P.S. Organizational Leadership, University of Memphis, Memphis, TN

Employment:

2016-2021 Territory Sales Representative, Barrett & Associates, Arrington, TN

2012-2016 Specialty Account Associate, Creative Co-Op, Memphis, TN

RAPER, MISTY

Director of Marketing & Public Relations

Salary: \$55,000

Effective: October 3, 2022

Source of Funds: Education and General, page 73, line 1

Justification: Replacement for Hannah Keller Flanery, who resigned (\$56,100)

Education:

2022 M.S. Strategic Communications, Arkansas State University

2006 B.S. Psychology, Henderson State University, Arkadelphia, AR

Employment:

2020-2022 Public Information Officer, City of Sherwood, Sherwood, AR

2013-2020 Event & Facility Coordinator, City of Sherwood, Sherwood, AR

2007-2013 Special Sections Designer/Photographer/Writer & Section Coordinator/Freelancer,
Arkansas Democrat-Gazette, Little Rock, AR

ROBINSON, SYLVESTER

Student Development Specialist

Salary: \$34,000

Effective: September 1, 2022

Source of Funds: Education and General, page 53, line 5

Justification: Replacement for Sharon Hawkins, who was reassigned (\$36,081)

Education:

2019 B.S. Business Administration/Marketing, California State University, Carson, CA
2017 A.A. Business Administration/Accounting, Los Angeles Southwest College, Los Angeles, CA
2017 A.A. Liberal Studies, Los Angeles Southwest College, Los Angeles, CA

Employment:

2021-2022 Math Paraprofessional, Palisades Charter High School, Palisades, CA
2018-2022 Math Tutor, Arithmetic Solutions, Los Angeles, CA
2016-2019 College English & Math Tutor, Los Angeles Southwest College, Los Angeles, CA

**ARKANSAS STATE UNIVERSITY-BEEBE
NON-ACADEMIC REASSIGNMENT
December 9, 2022**

DOBBINS, DANA

From: Accountant I
To: Assistant Controller/Contracts & Grants Administrator
Salary: \$42,000
Effective: November 16, 2022
Source of Funds: Education and General, page 71, line 1
Justification: Replacement for Sarah Beadle, who resigned (\$45,101)

**ARKANSAS STATE UNIVERSITY-MOUNTAIN HOME
NON-ACADEMIC APPOINTMENTS
December 9, 2022**

BRATTON, JOEL

Vada Sheid Community Development Center Technical Director/Media Specialist

Salary: \$42,800

Effective: September 1, 2022

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

Justification: Replacement for James Stephens, who resigned (\$42,500)

Education

2001 B.A.S. Graphic Design, Robert Morris University, Chicago, Illinois

1999 A.A.S. Applied Science, Robert Morris University, Chicago, Illinois

Employment

2014-2022 Area Manager, SG360, Mountain Home, AR

2015-2022 Event Coordinator for the Annual Red, White & Blue Festival, Mountain Home, AR

RILEY, SCOTT

IT Manager

Salary: \$60,000

Effective: September 16, 2022

Source of Funds: Education and General, page 91, line 2, plus salary savings (\$16,075 from page 91, line 4/Jeremy Oaks, who resigned, and the position will not be filled)

Justification: Replacement for Kimberlee Booth, who resigned (\$43,925)

Education

1994 B.S. Math and Science, Northland International University, Dunbar, WI

Employment

2020-2022 IT Director, Maranatha Baptist University, Watertown, WI

2011-2020 Network Administrator, Maranatha Baptist University, Watertown, WI

STEVENS, MEGAN

Human Resources Coordinator

Salary: \$34,200

Effective: August 16, 2022

Source of Funds: Education and General, page 24, line 1

Justification: Replacement for Lindsey Powers, who resigned (\$38,572)

Education

2021 A.A. General Studies, Arkansas State University-Mountain Home

Employment

2019-2022 Administrative Assistant, Arkansas Department of Human Services, Mountain Home, AR

2015-2019 Administrative Assistant, Regional Family Medicine, Mountain Home, AR

**ARKANSAS STATE UNIVERSITY-NEWPORT
ACADEMIC APPOINTMENT
December 9, 2022**

JUDD, JOHN

Instructor of Advanced Manufacturing

Salary: \$60,000 (12-month)

Effective: August 16, 2022

Source of Funds: Education and General, page 52, line 1

Justification: Replacement for Bobby Smith, who retired (\$57,525)

Education:

2013 A.A.S. Industrial Maintenance, Arkansas State University-Newport

2013 C.P. Industrial Engineering Technology, Arkansas State University-Newport

Employment:

2014-present Mechatronics Lead Instructor, ASU Mid-South

2009-2013 Adjunct Instructor, ASU-Newport

ARKANSAS STATE UNIVERSITY-NEWPORT
NON-ACADEMIC APPOINTMENTS
December 9, 2022

BILLINGS, KENDALL

Campus Police Officer

Salary: \$43,000

Effective: November 1, 2022

Source of Funds: Education and General, page 122, line 1, plus salary savings (\$3,220)

Justification: Replacement for Kevin Foust, who resigned (\$39,780)

Education:

2017 Arkansas Law Enforcement Training Academy, Camden, AR

Employment:

2021-present Security Officer, Cornerstone Transition Home, Newport, AR

2021-present Security Officer, Delta Medical Cannabis Company, Newport, AR

2017-2021 Deputy Sheriff, Jackson County Sheriff's Office, Newport, AR

2015-2017 Detention Officer, Jackson County Sheriff's Office, Newport, AR

2007-2011 United States Marine Corps

THOMAS, AARON

Campus Police Officer

Salary: \$43,000

Effective: September 1, 2022

Source of Funds: Education and General, page 121, line 1, plus salary savings (\$3,220)

Justification: Replacement for Greg Lawson, who resigned (\$39,780)

Employment:

2017-present Criminal Investigator, Jackson County Sheriff's Department, Newport, AR

2016-2017 Detention Officer, Craighead County Detention Center, Jonesboro, AR

2015-2016 State Trooper, Arkansas State Police, Newport, AR

2013-2015 Detention Officer, Craighead County Detention Center, Jonesboro, AR

2011-2013 Maintenance, Jonesboro Human Development Center, Jonesboro, AR

WALKER, CHARLES

Director of Workforce Development

Salary: \$90,000

Effective: September 1, 2022

Source of Funds: Education and General, page 68, line 1, plus salary savings (\$13,500)

Justification: Vacant position in FY2023 Budget (\$76,500)

Education:

1997 B.S. Business Management, Arkansas State University

Employment:

2021-present Chief Operating Officer, Lawrence Memorial Health Foundation, Inc., Walnut Ridge, AR
2019-2021 Human Resources Director, Lawrence Memorial Health Foundation, Inc., Walnut Ridge, AR
2017-2019 Human Resources Manager, Martin Sprocket & Gear, Paragould, AR
2016-2017 Benefits Manager, St. Bernards Regional Medical Center, Jonesboro, AR
2013-2016 Associate Vice Chancellor for Administration, ASU-Newport
2003-2013 Human Resources and Risk Manager, Best Conveyor, Jonesboro, AR

**ARKANSAS STATE UNIVERSITY-NEWPORT
NON-ACADEMIC REASSIGNMENT
December 9, 2022**

HAY, STACIE

From: Interim Director of Nursing
To: Dean for Nursing and Health Professions
Salary: \$78,000
Effective: September 1, 2022
Source of Funds: Education and General, page 75, line 1
Justification: Replacement for Typhanie Myers, who was promoted (\$81,600)

**ARKANSAS STATE UNIVERSITY MID-SOUTH
NON-ACADEMIC APPOINTMENTS
December 9, 2022**

WEBB, MEG

Director of Marketing

Salary: \$66,500

Effective: September 26, 2022

Source of Funds: Education and General, page 21, plus salary savings (\$200)

Justification: Replacement for Debbie Yen, who resigned (\$66,300)

Education:

2015 M.A. Journalism, University of Mississippi, Oxford, MS

2014 B.G.S Business/History/Journalism, University of Mississippi, Oxford, MS

Employment:

2020-2022 Senior Marketing Specialist, Le Bonheur Children's Hospital, Memphis, TN

2017-2020 Marketing Specialist, Le Bonheur Children's Hospital, Memphis, TN

2015-2017 Marketing Coordinator, Le Bonheur Children's Hospital, Memphis, TN

WINKLES, KRISTINA

Accounting Manager

Salary: \$51,000

Effective: September 26, 2022

Source of Funds: Education and General, page 33

Justification: Replacement for Melissa Andrews, who resigned (\$51,000)

Education:

2020 M.B.A. Business Administration, Union University, Germantown, TN

2014 B.S. Business Administration, Arkansas State University

Employment:

2015-2022 Coordinator of Marketing & Enrollment, Union University, Germantown, TN

2011-2015 Accountant/Fiscal Support Specialist-Student Services, Crowley's Ridge Technical Institute, Forrest City, AR

**ARKANSAS STATE UNIVERSITY THREE RIVERS
ACADEMIC APPOINTMENTS
December 9, 2022**

CASAWAY, JOHN

Construction Instructor, Saline County Career Center

Salary: \$45,486 (10-month)

Effective: August 8, 2022

Source of Funds: Education and General, Saline County Career Technical Campus, Faculty, page 77

Justification: New position in FY2023 budget

Education:

1996 A.A.S. Engineering Technology, University of Arkansas, Little Rock, AR

Employment:

2021-2022 Journeyman Carpenter, Pro Service Builders, Little Rock, AR

2008-2020 Construction Superintendent, Bell Construction, Silver Spring, MD

KING, ERICA

Practical Nursing Clinical Coordinator

Salary: \$53,199 (12-month)

Effective: September 19, 2022

Source of Funds: Education and General, Twelve Month Academic, page 76

Justification: New position created to manage clinicals, due to increased enrollment in the Practical Nursing program

Education:

2011 B.S. Nursing, University of Arkansas for Medical Sciences, Little Rock, AR

Employment:

2019-2022 RN Faculty, National Park College, Hot Springs, AR

2019-2022 On-call Nurse, Arkansas Hospice, Hot Springs, AR

**ARKANSAS STATE UNIVERSITY THREE RIVERS
NON-ACADEMIC APPOINTMENT
December 9, 2022**

CREASY, TRISTAN

Business Office Accountant

Salary: \$48,000

Effective: October 3, 2022

Source of Funds: Education and General, page 75, Administrative Positions

Justification: Replacement for William Matthews, who transferred to the ASU System (\$75,000);
Controller position changed to Business Office Accountant

Education:

Enrolled B.S. Business Administration, University of Arkansas at Little Rock, Little Rock, AR

2011 A.A.S. Accounting, National Park Community College, Hot Springs, AR

Employment:

2014-2022 Operations Support Specialist, Diamond Lakes Federal Credit Union, Malvern, AR

2004-2014 Cash Office Associate and Head Teller, TJ Maxx, Hot Springs, AR

**HENDERSON STATE UNIVERSITY
NON-ACADEMIC APPOINTMENTS
December 9, 2022**

ADKINS, ERIN

Area Coordinator for Housing, Housing and Community Standards

Effective: October 1, 2022

Salary: \$35,568

Source of Funds: Auxiliary, page 25

Justification: Replacement for Richard Wolaver, who resigned (\$35,568)

Education:

2021 B.A. Business Administration in Accounting & Management, Henderson State University

Employment:

2021- Present Hall Director, Henderson State University

2018-2021 Resident Assistant, Henderson State University

2016-2017 Receptionist, Sharon Wilson CPA, Forrest City, AR

BARRETT, ZEBADIAH

Computer Operator, Information Technology

Effective: November 7, 2022

Salary: \$30,000

Source of Funds: Education and General, page 22

Justification: Vacant position in FY2023 budget (\$36,279)

Education:

2020 B.A. Mass Communication, Ouachita Baptist University, Arkadelphia, AR

Employment:

2021- Present HSU Campus Marketing Coordinator/HR Assistant, Sodexo, Inc., Arkadelphia, AR

2020-2021 Field Representative, Legacy Termite and Pest Control, Little Rock, AR

2020 Head A/V Technician, Kanku Family Kamp, K-Kauai, Branson, MO

2019 A/V Technician, Kanku Family Kamp, K-Kauai, Branson, MO

PAYTON, LEANNA

Director, Housing and Community Standards

Effective: September 16, 2022

Salary: \$70,000

Source of Funds: Auxiliary, page 25

Justification: Replacement for Nicole Laird, who transferred to another position (\$66,467/\$75,000 in FY2023 budget)

Education:

2011 M.S. Adult and Higher Education, University of Oklahoma, Norman, OK
2009 B.S. Broadcast Journalism, University of Arkansas, Fayetteville, AR

Employment:

2021-2022 Director of Housing and Residence Life, University of Arkansas at Monticello,
Monticello, AR
2015-2021 Center Coordinator, University of Oklahoma in Arezzo, Italy
2012-2015 Residence Hall Director, University of Arkansas at Little Rock, Little Rock, AR

**HENDERSON STATE UNIVERSITY
NON-ACADEMIC REASSIGNMENTS
December 9, 2022**

ESCUE, HILLYN

From: Administrative Analyst, Development Office
To: Project Program/Specialist, Alumni Office
Effective: September 27, 2022
Salary: \$40,000
Source of Funds: Education and General, page 24
Justification: Replacement for Carrie Burt, who resigned (\$42,000)

BAILEY, AMBER

From: Project Program Manager, Office of Financial Aid and Scholarships
To: Director of Alumni Services, Alumni Office
Effective: September 1, 2022
Salary: \$47,500
Source of Funds: Education and General, page 23
Justification: Replacement for Leah Sexton, who resigned (\$48,631)

MCCOLLUM, YOLANDA

From: Financial Aid Analyst, Financial Aid
To: Project Program Manager, Office of Financial Aid and Scholarships
Effective: September 1, 2022
Salary: \$45,000
Source of Funds: Education and General, page 23
Justification: Replacement for Amber Bailey, who transferred to another position (\$45,000)