

**AGENDA**  
**ARKANSAS STATE UNIVERSITY SYSTEM**  
**BOARD OF TRUSTEES**  
**September 2, 2022**  
**10:00 a.m.**  
**ASU-Mountain Home Campus**

- I. Call to Order  
Christy Clark, Chair
- \*II. Approval of the Minutes of Past Meeting  
June 2, 2022
- III. President's Report  
Reports of the Chancellors
- \*IV. Agenda
  - Proposed ASU System Resolutions
    - Resolution approving the ASU System to revise its list of degree programs designated as "not eligible for employee tuition discounts" and to clarify international tuition deposits and rates for Arkansas State University
    - Resolution approving the ASU System to revise the Emeritus Status Policy
    - Resolution approving the ASU System to revise the Family Educational Rights and Privacy Act Policy
    - Resolution approving the ASU System to proceed with the Technical Center Expansion Capital Project at ASU-Mountain Home
    - Resolution approving the ASU System to proceed with the Caddo Center Renovation Capital Project at Henderson State
    - Resolution approving the ASU System to sell University-owned property located in Jonesboro, Craighead County, Arkansas
  - Proposed Arkansas State University (A-State) Resolutions
    - Resolution approving Arkansas State University to amend its agreement with Arkansas State University Campus Queretaro.
    - Resolution approving Arkansas State University to apply for a grant from the Arkansas Department of Human Services to continue participating in the Child and Adult Care Food Program
    - Resolution approving Arkansas State University to name Room 224 in the Business Building of the Neil Griffin College of Business, the "FORVIS AIS Lab"
  - Proposed ASU-Mountain Home Resolutions
    - Resolution approving ASU-Mountain Home to offer an Associate of Applied Science degree, a Technical Certificate, and a Certificate of Proficiency in Boat Manufacturing

- Resolution approving ASU-Mountain Home to offer a Certificate of Proficiency in Commercial Truck Driving
- Proposed ASU Mid-South Resolution
  - Resolution approving the ASU Mid-South Strategic Plan for 2022-2025
- Proposed Henderson State Resolutions
  - Resolution approving Henderson State's revised Mission Statement and affirming its Strategic Positioning Platform
  - Resolution approving Henderson State to name the dining hall, the "Malachi Smith Dining Hall"

V. Executive Session

\*VI. Approval of Personnel Actions

VII. Other Business

\*VIII. 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

# ASU System Policy

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**Effective Date: January 1, 2023**

**Subject: Employee Discount of Tuition and Select Fees**

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## **1. Purpose**

Arkansas State University System will discount tuition and select fees for regular full-time employees, retired employees, their spouses, and their unmarried dependent children. These discounts will be consistent among the campuses comprising the Arkansas State University System.

## **2. Arkansas State University System Employee Discount of Tuition and Select Fees Policy**

Arkansas State University System regular full-time employees, retired employees, their spouses, and their unmarried dependent children may enroll for undergraduate studies for credit, or for audit on a space-available basis, at a seventy five percent (75%) discount of tuition provided they are eligible for resident tuition. Arkansas State University System full-time employees, retired employees, their spouses, and their unmarried dependent children may enroll for graduate studies for credit, or audit on a space-available basis, at a fifty percent (50%) discount of tuition provided they are eligible for resident tuition.

Select fees will be discounted in the same percentage by campus as follows:

Jonesboro: Infrastructure Fee, Athletic Fee, Technology Fee, and Library Fee

Beebe: Quality Improvement Fee and Infrastructure Fee

Mountain Home: Infrastructure Fee

Newport: Quality Improvement Fee

Henderson: Athletic Fee, Band Fee, Publication Fee, and Broadcasting Fee

All other fees will be assessed at their full rate and will not be discounted.

The Internal Revenue Service definition of legal dependent will be used for purposes of this policy. An Internal Revenue tax return or other proof of legal dependency status must be submitted for a dependent to be eligible for the tuition and select fees discount.

Persons who receive the tuition and fees discount will have any university-sponsored scholarships adjusted accordingly. Persons who choose to accept a full-fee grant-in-aid or assistantship will be charged regular tuition and fees.

Tuition and select fees discounts will continue to be available after the death or disability of a full-time employee or retiree of the university.

(Adopted by the Arkansas State University System Board of Trustees on May 15, 2009, Resolution 09-23, revised December 9, 2022, Resolution 22-49)

**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

# ASU System Capital Project Proposal Form

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

<b>Institution:</b>	Arkansas State University Mid-South	<b>Date:</b>	11/18/22
<b>Project Name:</b>	Reynolds Center/University Center Chilled Water System Replacement		

**Project Description: (in detail)**

This project will replace and upgrade the chilled water system for the Reynolds Center and the University Center. The equipment in the Reynolds Center is over 20 years old and is reaching end-of-life and is becoming increasingly difficult to maintain. The equipment in the University Center was ill-designed and is inefficient. By combining and upgrading the systems between the two buildings, we will experience a significant increase in efficiency.

<b>Estimated Date of Commencement:</b>	01/01/23
<b>Estimated Date of Completion:</b>	Summer 2023
<b>Total Project Cost Estimate:</b>	1,500,000

**Please provide the detail of cost estimate below:**

	Estimated Project Cost	
Construction: <i>(Include cost of built-in equipment)</i>	1,270,000	
Architect/Engineer Fees:	95,000	7.5%
Contingencies: <i>[Not to exceed 10% of Construction and A&amp;E]</i>	135,000	9.9%
Land Purchases:	0	
Movable Equipment and Furniture:		
<b>Total Cost of Project:</b>	1,500,000	

**Please provide detail of planned sources of funding:**

	Amount	Percentage
General Improvement:		0.0%
Institutional Reserves:	500,000	33.3%
Institutional Operating Funds:		0.0%
Federal Grant Funds:		0.0%
Special Revenue Funds:		0.0%
Foundation or Other Private Monies:	1,000,000	66.7%
Loan Proceeds (If approved):		0.0%
<b>Total Proposed Funding:</b>	1,500,000	100.0%

**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.

  
Neil 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 9<sup>th</sup> day of December 2022



Christy Clark, Chair



Niel Crowson, Secretary



Robert G. Rudolph, Jr., Member



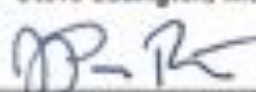
Jerry Morgan, Member



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.



Neil 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 9<sup>th</sup> day of December 2022



Christy Clark, Chair



Price Gardner, Vice Chair



Niel Crowson, Secretary



Steve Eddington, Member



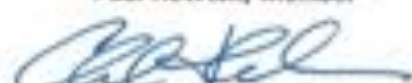
Robert G. Randolph, Jr., Member



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

  
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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**  
**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)