



Board of Trustees Meeting

Arkansas State University System

Mar 14, 2024 at 10:00 AM CDT to Mar 14, 2024 at 1:00 PM CDT

ASU-Newport

Agenda

I. Call to Order

Presenter: Christy Clark

II. Approval of the Minutes of the Past Meetings: December 8, 2023; January 5, 2024; and February 23, 2024

Presenter: Christy Clark

III. President's Report

Presenter: Robin Myers

IV. Agenda

Presenter: Robin Myers

A. Proposed System Resolutions

- 1. Resolution #24-03 approving the ASU System to begin Phase II of the First National Bank Arena HVAC upgrades at Arkansas State University (A-State)**
- 2. Resolution #24-04 approving the ASU System to begin construction of the Windgate Art and Innovation Center at Arkansas State University (A-State)**
- 3. Resolution #24-05 approving candidates proposed to serve as members of the Henderson State University Board of Visitors**

B. Proposed Arkansas State University (A-State) Resolutions

- 1. Resolution #24-06 approving A-State to offer an optional voluntary retirement program**
- 2. Resolution #24-07 approving A-State to apply for federal grant funding from the Transportation Alternatives Program for support of the Campus Loop Trail in Jonesboro**
- 3. Resolution #24-08 approving A-State to name the College of Sciences and Mathematics, the "Beck College of Sciences and Mathematics"**

C. Proposed ASU-Newport Resolutions

- 1. Resolution #24-09 approving ASU-Newport to offer an Associate of Applied Science degree and a Technical Certificate in Business Management and Supervision and a Certificate of Proficiency in Basic Business Management and Supervision**

2. Resolution #24-10 approving ASU-Newport to offer an Associate of Science degree in Data Science
3. Resolution #24-11 approving ASU-Newport to enter into an award agreement with the Delta Regional Authority for a \$221,800 grant to support the construction of a Nursing and Health Sciences Workforce Training Center
4. Resolution #24-12 approving ASU-Newport to enter into agreements submitted for the purpose of allowing certain employees to conduct private camps on and in ASUN facilities

D. Proposed ASU Three Rivers Resolutions

1. Resolution #24-13 approving ASU Three Rivers to offer a Certificate of Proficiency in Patient Care Technician
2. Resolution #24-14 approving ASU Three Rivers to confer an Honorary Associate of Applied Science Degree in General Technology upon Rodney Allen
3. Resolution #24-15 approving ASU Three Rivers to confer an Honorary Associate of Applied Science Degree in General Technology upon Justin Cole Moore

E. Proposed Henderson State Resolutions

1. Resolution #24-16 approving Henderson State to restructure the University's academic units by establishing four University Colleges
2. Resolution #24-17 approving Henderson State to offer an Associate of Arts degree in General Education
3. Resolution #24-18 approving Henderson State to offer an Associate of Arts degree in Teaching
4. Resolution #24-19 approving Henderson State to offer a Bachelor of Science degree in Education-Early Childhood Special Education Integrated Birth-Kindergarten
5. Resolution #24-20 approving Henderson State to offer a Bachelor of Science degree in Secondary Education-Biology Licensure Track
6. Resolution #24-21 approving Henderson State to offer a Bachelor of Science degree in Natural Sciences-Biology Track
7. Resolution #24-22 approving Henderson State to begin exploring the disposition of University-owned property located in Arkadelphia, Clark County, Arkansas

V. Executive Session

VI. Approval of Personnel Actions

- A. ASU System Personnel
- B. A-State Personnel
- C. ASU-Beebe Personnel
- D. ASU-Mountain Home Personnel
- E. ASU-Newport Personnel
- F. ASU Mid-South Personnel
- G. ASU Three Rivers Personnel
- H. Henderson State Personnel

VII. Other Business

VIII. Adjournment

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

ACTION ITEM: The Arkansas State University System (System) requests approval to begin Phase II of the First National Bank Arena HVAC upgrades at Arkansas State University (A-State).

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

BACKGROUND:

- The System requests to begin Phase II of the HVAC upgrades at First National Bank Arena on the A-State campus. The project will replace one air-handling unit (AHU), refurbish an AHU, and upgrade controls and fire-detection capabilities for three AHUs.
- As this project was originally estimated to cost less than \$1,000,000, Phase I of this project was covered under the ASU System Capital Expenditure Budget for FY2024.
- The capital project will be financed through institutional reserves of \$1,078,839.

RECOMMENDATION/RESOLUTION:

Be it resolved that the Arkansas State University System is approved to begin Phase II of the First National Bank Arena HVAC upgrades at Arkansas State University.


Robert G. Rudolph Jr., Secretary


Christy Clark, Chair

ASU System Capital Project Proposal Form

In accordance with Board policy, the term "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 will be submitted electronically to the System Vice President for Finance.

Institution:	Arkansas State University-Jonesboro	Date:	2/13/24
Project Name:	FNB Arena HVAC Upgrades-Phase II		

Project Description: (in detail)

Replacing AHU 10 and refurbish AHU 11, upgrade controls for AHU 9 and 11 and fire detection for AHU 9 - 11 at the First National Bank Arena

Estimated Date of Commencement	02/01/24
Estimated Date of Completion	12/31/25
Total Project Cost Estimate	\$ 1,078,839

Please provide the detail of cost estimate below

	Estimated Project Cost
Construction (includes cost of built-in equipment)	\$ 980,763
Architect/Engineer Fees	-
Contingencies (<i>not to exceed 10% of Construction and A&E</i>)	98,076
Land Purchases	-
Movable Equipment and Furniture	-
Total Cost of Project	\$ 1,078,839

Please provide detail of planned sources of funding:

	Amount	Percentage
General Improvement	\$ -	0.0%
Institutional Reserves	1,078,839	100.0%
Institutional Operating Funds	-	0.0%
Federal Grant Funds	-	0.0%
Special Revenue Funds	-	0.0%
Foundation or Other Private Monies	-	0.0%
Loan Proceeds (if approved)	-	0.0%
Total Proposed Funding	\$ 1,078,839	100.0%

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

ACTION ITEM: The Arkansas State University System (System) requests approval to begin construction of the Windgate Art and Innovation Center at Arkansas State University (A-State).

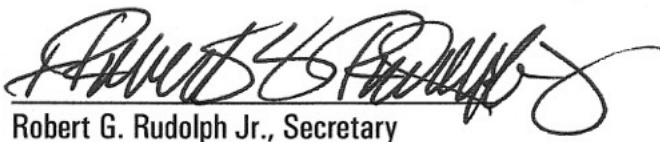
ISSUE: The Board of Trustees must approve all capital projects.

BACKGROUND:

- The System is requesting approval to begin construction of the Windgate Art and Innovation Center on the A-State campus. This facility will house spaces to support learning and creative activities for Art and Design, as well as Engineering and Computer Science.
- The capital project will be financed through Foundation or other private monies of \$22,000,000 and institutional reserves of \$3,219,886.

RECOMMENDATION/RESOLUTION:

Be it resolved that the Arkansas State University System is approved to begin construction of the Windgate Art and Innovation Center at Arkansas State University.


Robert G. Rudolph Jr., Secretary


Christy Clark, Chair

ASU System Capital Project Proposal Form

In accordance with Board policy, the term "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 will be submitted electronically to the System Vice President for Finance.

Institution:	Arkansas State University-Jonesboro	Date:	2/14/24
Project Name:	Windgate Art and Innovation Center		

Project Description: (in detail)

Full architectural design and construction of a new Art and Innovation facility to house spaces supporting learning and creative activities for Art and Design as well as Engineering and Computer Science

Estimated Date of Commencement	03/01/24
Estimated Date of Completion	12/31/27
Total Project Cost Estimate	\$ 25,219,886

Please provide the detail of cost estimate below

	Estimated Project Cost
Construction (includes cost of built-in equipment)	\$ 19,834,091
Architect/Engineer Fees	1,751,290
Contingencies (<i>not to exceed 10% of Construction and A&E</i>)	2,134,485
Land Purchases	-
Movable Equipment and Furniture	1,500,000
Total Cost of Project	\$ 25,219,866

Please provide detail of planned sources of funding:

	Amount	Percentage
General Improvement	\$ -	0.0%
Institutional Reserves	3,219,886	12.8%
Institutional Operating Funds	-	0.0%
Federal Grant Funds	-	0.0%
Special Revenue Funds	-	0.0%
Foundation or Other Private Monies	22,000,000	87.2%
Loan Proceeds (if approved)		0.0%
Total Proposed Funding	\$ 25,219,886	100.0%

EXECUTIVE SUMMARY

Contact: Trey Berry (870) 230-5091

ACTION ITEM: The Arkansas State University System (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 currently includes three members on its Board of Visitors: Nikki Chandler, Lena Hayes, and William G. Wright.
- HSU Chancellor Trey Berry has submitted to Interim System President Robin Myers the proposed additional members for the HSU Board of Visitors. Dr. Myers has given his consent for the following proposed additional members and recommends approval by the Board of Trustees.

Dan Garrison

Chief Scientist & Deputy Departmental Director, Barrios Technology, LTD.

- Dan is a Henderson graduate, and the son of Martin Garrison (former HSU President). He lives in Houston, TX.

Hosea Sanders

Anchor, ABC 7, Chicago

- Hosea has had a long career in journalism in California and Illinois. He is a Henderson graduate and lives in Chicago, IL.

Joanna Sutton

Teacher and Librarian, Centerpoint High School

- Centerpoint is a school system that sends many students to Henderson each year. Joanna is a Henderson graduate, and she lives in Amity, AR.

Dr. Alvin Futrell

Retired HSU Faculty Member in Education

- Dr. Futrell is a Henderson graduate, and he lives in Little Rock, AR.

EXECUTIVE SUMMARY

Contact: Trey Berry (870) 230-5091

Anita Cabe

CEO, Cabe Foundation

- Anita is a Henderson graduate, who is a long-time supporter of Henderson State. She lives in Gurdon, Arkansas.

Candy Martinez-Garcia

HSU Student

- Candy is a junior Marketing major from Malvern, AR.

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, effective immediately.


Robert G. Rudolph Jr., Secretary


Christy Clark, Chair

EXECUTIVE SUMMARY

Contact: Len Frey (870) 972-3303

ACTION ITEM: Arkansas State University (A-State) requests approval to offer an optional voluntary retirement program.


ISSUE: The Board of Trustees must approve terms and conditions of retirement programs.

BACKGROUND:

- Arkansas law allows an institution of higher education to offer voluntary retirement incentive programs when such programs result in financial savings to the institution.
- A-State wishes to offer an optional voluntary retirement program in fiscal year 2024 to those employees who have provided lengthy service to the institution, as well as to achieve such financial savings.
- The program will be limited to employees who are at least 60 years of age and who have 10 years of continuous full-time employment as of June 30, 2024.
- Eligible employees will be required to execute all documents necessary to effectuate the voluntary retirement.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University is approved to offer an optional voluntary retirement program for employees who are eligible as of June 30, 2024.


Robert G. Rudolph Jr., Secretary


Christy Clark, Chair

EXECUTIVE SUMMARY

Contact: Len Frey (870) 972-3033

ACTION ITEM: Arkansas State University (A-State) requests approval to apply for federal grant funding from the Transportation Alternatives Program for support of the Campus Loop Trail in Jonesboro.

ISSUE: A resolution from the Arkansas State University System Board of Trustees is required to apply for this grant.

BACKGROUND:

- A-State understands that federal-aid Transportation Alternatives Program funds are available at 80% federal participation and 20% local match/in-kind labor to develop or improve the Campus Loop Trail.
- Federal funds are available for this project on a reimbursable basis, requiring work to be accomplished and proof of payment, prior to actual monetary reimbursement.
- The Campus Loop Trail, using federal funding, will be open and available for use by the general public and will be maintained by A-State for the life of the project.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University is approved to apply for federal grant funding from the Transportation Alternatives Program for support of the Campus Loop Trail. The ASU System Board of Trustees pledges its full backing and hereby authorizes the Arkansas Department of Transportation to initiate action to implement this project. A-State will participate in accordance with its designated responsibility, including maintenance of this project. The A-State Executive Vice Chancellor for Finance & Administration, Chief Operating Officer is hereby authorized and directed to execute all appropriate agreements and contracts necessary to expedite the construction of the above-stated project, effective immediately.


Robert G. Rudolph Jr., Secretary


Christy Clark, Chair

**ARKANSAS STATE UNIVERSITY SYSTEM
BOARD OF TRUSTEES**

A Resolution Recognizing the Significant Contributions of
the Beck Foundation
to Arkansas State University (A-State)

WHEREAS, the Board of Trustees has retained unto itself the authority to name facilities and programs of the University; and

WHEREAS, through the Beck Foundation, Arkansas State University Distinguished Alums, Buddy and Charlotte Beck, have made significant philanthropic contributions to the University of a magnitude worthy of special gratitude and lasting recognition. This includes their historic giving in establishing the Beck Center for Veterans, a nationally recognized program and the primary reason that Arkansas State University remains ranked among the top Military Friendly[®] Schools in the United States. A-State's Beck Center assists individuals with prior or current military service and their families within the A-State and external communities. It provides them with counseling, physical and mental rehabilitation, and identifies services available to veterans in their pursuit of a college education and exploring career opportunities; and

WHEREAS, Colonel Buddy Beck has served on the Board of Directors for a number of public and private companies and was a member of several National Security Boards and various nonprofit organizations. He has been instrumental in the development of programs that focus on stimulating entrepreneurialism, job creation, leveraging technology into business applications, and advanced government-to-industry privatization initiatives. He has established numerous endowed scholarships, including the Chancellor's Medal for Research and endowed professorships in chemistry and engineering at A-State. Through the Beck Foundation, Buddy and Charlotte Beck are among the top five largest donors to the University; and

WHEREAS, Buddy and Charlotte Beck's most recent contribution is the initial funding, and a pledge to fully fund, the Beck Scholars Endowment in the College of Sciences and Mathematics; an endowment to support undergraduate research through Create@State; an endowed Dean's position; and an endowed fellowship in chemistry, mathematics, or physics, with discretion given to the Dean to best recruit and retain faculty. This effort will help the campus and the A-State community create a "culture of giving" that will improve opportunities for students, faculty, and staff; and

WHEREAS, Buddy G. Beck is a native of southeastern Missouri and received his commission in the U.S. Army as a Second Lieutenant in the Artillery Branch from the Arkansas State University Army ROTC program in 1958. He earned his B.S. degree in chemistry from ASU, and went on to receive his master's degree in Systems Management from the University of Southern California, and a Fellowship for Post Graduate Studies at the Brookings Institution in Washington, D.C. He graduated from the Army War College in 1976 with the "Bicentennial Class." Colonel Beck served our nation domestically, as well as in Korea, Germany, and Vietnam. He retired from the Army in 1984, after 26 years of distinguished service; and

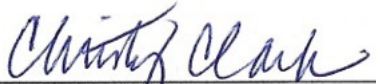
WHEREAS, since his retirement from the Army, Colonel Beck has held numerous senior leadership positions in the private sector, founding and serving as President and CEO of several successful companies, including Trans Digital Technology, and as a member of the U.S. Army Science Board. Within this industry, Colonel Beck's company advanced our nation's ability to use technology to ensure the security and safety of the United States. His companies supported millions of finger, face, palm, and iris records and produced millions of secure credentials annually. These technological advances led in the production of secure and accurate driver's licenses and passports, and in the passport security market as a provider for the U.S. Department of State and the Department of Defense. In these capacities, Colonel Beck has worked with companies such as Bell Labs, IBM, Lockheed Martin, Ford Aerospace, Northrop Grumman, Hughes Aircraft Company, Raytheon, BDM, SAIC, and many others; and

WHEREAS, Colonel Beck served on the White House National Security Council staff for both Presidents Ford and Carter and was a member of the Army Science Board. He worked at the forefront of securing advanced technology identity solutions to help safeguard America after the 9/11 terrorist attacks;

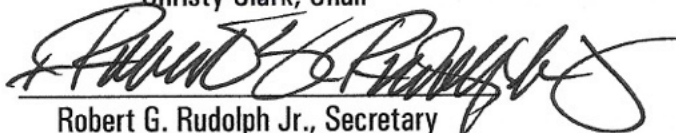
NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of the Arkansas State University System, that the College of Sciences and Mathematics at A-State shall be known henceforth as the:

BECK COLLEGE OF SCIENCES AND MATHEMATICS

DULY ADOPTED AND APPROVED this 14th day of March 2024



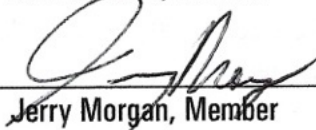
Christy Clark, Chair



Robert G. Rudolph Jr., Secretary



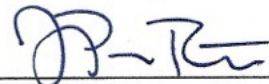
Price Gardner, Member



Jerry Morgan, Member



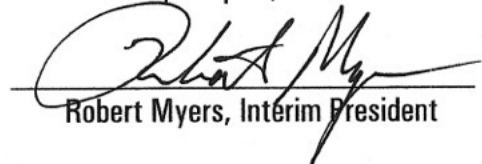
Steve Eddington, Vice Chair



Paul Rowton, Member



Gary Harpole, Member



Robert Myers, Interim President

EXECUTIVE SUMMARY

Contact: Typhanie Myers (870) 512-7704

ACTION ITEM: Arkansas State University-Newport (ASUN) requests approval to offer an Associate of Applied Science degree in Business Management and Supervision, a Technical Certificate in Business Management and Supervision, and a Certificate of Proficiency in Basic Business Management and Supervision.

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

BACKGROUND:

- The proposal for an Associate of Applied Science (A.A.S.) degree in Business Management and Supervision was developed based upon changes in academic and industry needs. This new A.A.S. degree will prepare students to enter the job market with interpersonal, leadership, and both financial and supervisory management skills.
- The A.A.S. degree in Business Management and Supervision will be a stackable degree, building from a 17-credit hour Certificate of Proficiency in Basic Business Management and Supervision, to a 32-credit hour Technical Certificate in Business Management and Supervision, to the final A.A.S. This provides value for a more diverse student group, which is expected to consist of currently employed individuals seeking managerial and supervisory proficiencies for job advancement, as well as more traditional degree-seeking students looking for a path directly from the classroom to a career in only two-years.
- The Certificate of Proficiency (CP) is expected to include courses in microcomputer applications, introductory business, business communications, supervisory management, leadership development, college/life skills, and basic quantitative literacy.
- The Technical Certificate (TC) is expected to include all courses in the CP, with the addition of courses in English, legal environment of business, database management, business management, and human relations.
- The 60-credit hour A.A.S. will include all courses in the CP and TC, with the addition of composition, accounting, macro- and micro-economics, managerial finance, spreadsheets, and a capstone integrated business project.

EXECUTIVE SUMMARY

Contact: Typhanie Myers (870) 512-7704

- The proposed degree path consists of a reconfiguration of courses previously offered at ASUN. These courses will be reviewed and updated to align with current and anticipated workforce needs.
- No additional funding is required for this program, at this time.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University-Newport is approved to offer an Associate of Applied Science degree in Business Management and Supervision, a Technical Certificate in Business Management and Supervision, and a Certificate of Proficiency in Basic Business Management and Supervision, effective August 2024.


Robert G. Rudolph Jr., Secretary


Christy Clark, Chair

EXECUTIVE SUMMARY

Contact: Typhanie Myers (870) 512-7704

ACTION ITEM: Arkansas State University-Newport (ASUN) requests approval to offer an Associate of Science degree in Data Science.

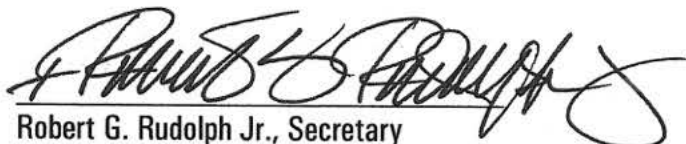
ISSUE: The Board of Trustees must approve the offering of any new degree.

BACKGROUND:

- The proposal for an Associate of Science (A.S.) degree in Data Science is the result of a statewide initiative to increase the number of graduates with the knowledge and skillsets to meet the demand for technology and data-literate employees, who are necessary to keeping Arkansas's economy competitive.
- Data science is the fastest-growing, and one of the highest-paying, job sectors in the nation today, and Arkansas must work hard to remain competitive in this area.
- The A.S. degree in Data Science is an ADHE-approved preparatory program with 2+2 agreements accepted by Arkansas four-year institutions, including Arkansas State University. Students graduating with an A.S. degree in Data Science will be eligible for transfer to four-year institutions for further studies and will also be highly qualified at the associate's level for many existing jobs in Arkansas. By providing this program option to our students, ASUN will be filling an important, largely vacant position in our regional economy, and will broaden opportunities for participation in this expanding field.
- ASUN will realize little expense in adding a Data Science program, since the technology platforms used are all cloud-based and free. A faculty position will be needed for the program, but ASU-Newport intends to use an existing faculty position that will not be renewed.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University-Newport is approved to offer an Associate of Science degree in Data Science, effective August 2024.


Robert G. Rudolph Jr., Secretary


Christy Clark, Chair

EXECUTIVE SUMMARY

Contact: Johnny Moore (870) 512-7850

ACTION ITEM: Arkansas State University-Newport (ASUN) requests approval to enter into an award agreement (Proposed Agreement) with the Delta Regional Authority (DRA), a federal agency, for a \$221,800 grant to support the construction of a Nursing and Health Sciences Workforce Training Center.

ISSUE: The DRA requires an awardee to be designated, appointed, and given authority by its governing board, to perform certain duties and administration of an award.

BACKGROUND:

- ASUN has applied for, and upon entering into the Proposed Agreement with the DRA, will be granted an award of two hundred twenty-one thousand eight hundred dollars (\$221,800) to support construction of a 24,000-square foot Nursing and Health Sciences Workforce Training Center.
- Phase 1 of this capital project was approved by the Arkansas State University System Board of Trustees on December 8, 2023 (Resolution 23-46).

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University-Newport is approved to enter into an award agreement with the Delta Regional Authority, for a \$221,800 grant to support the construction of a Nursing and Health Sciences Workforce Training Center. The Board designates, appoints, and authorizes ASU-Newport Chancellor Johnny Moore, to execute and enter into the Proposed Agreement, on behalf of Arkansas State University-Newport, and to make those acts and assume any and all duties in dealing with the award with DRA for the Fiscal Year 2024 federal award program cycle.

Chancellor Moore is hereby authorized to execute and submit any and all documents including, but not limited to, applications, award closing documents, request for funds, status reports to DRA for the Fiscal Year 2024 federal award program cycle; and in the event of an administration change, the new chancellor shall continue to have such authority under this resolution.


Robert G. Rudolph Jr., Secretary


Christy Clark, Chair

**ARKANSAS STATE UNIVERSITY SYSTEM
BOARD OF TRUSTEES**

A Resolution
Designating, Appointing, and Giving Authority to
Perform Duties and Administration of a
Delta Regional Authority Grant

WHEREAS, the Delta Regional Authority (DRA) requires that an individual be designated, appointed, and given authority to perform certain duties and administration of a DRA grant award for, and on behalf of, the Awardee; and

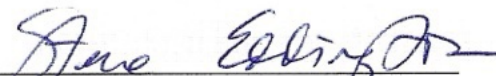
WHEREAS, at the ASU System Board of Trustees meeting, held on March 14, 2024, a motion was made by Gary Harpole, and seconded by Paul Rowton, to approve Resolution 24-11;

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of the Arkansas State University System, that ASU-Newport Chancellor Johnny Moore is designated, appointed, and given authority to perform all of the duties and administration of said award, and in the event of an administration change, the new ASU-Newport Chancellor shall continue to have such authority under this resolution. The motion carried unanimously by voice vote and was recorded in the minutes.

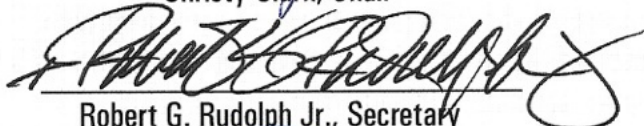
DULY ADOPTED AND APPROVED this 14th day of March 2024



Christy Clark, Chair



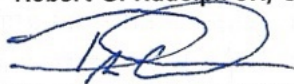
Steve Eddington, Vice Chair



Robert G. Rudolph Jr., Secretary



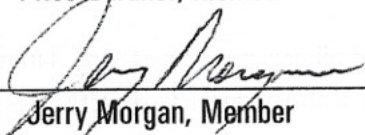
Paul Rowton, Member



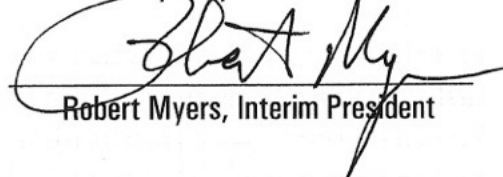
Price Gardner, Member



Gary Harpole, Member



Jerry Morgan, Member



Robert Myers, Interim President

EXECUTIVE SUMMARY

Contact: Johnny M. Moore (870) 512-7851

ACTION ITEM: Arkansas State University-Newport (ASUN) requests approval to enter into agreements submitted for the purpose of allowing certain employees to conduct private camps on and in ASUN facilities.

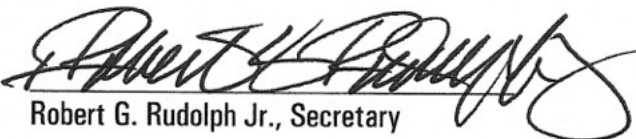
ISSUE: ASU-Newport wishes to contract with certain employees to conduct private camps on the ASUN campus. Such camps are designed to bring future students to the campus and expose them to its facilities and personnel, while engaging in program activities. Additionally, funds are generated and paid to ASUN to cover the use of its facilities and auxiliary services.

BACKGROUND:

- A.C.A. § 6-62-401 authorizes the boards of trustees of state institutions of higher learning to grant permission to employees of such institutions to conduct, on and in campus facilities, certain outside work for private compensation (as described in the Act). Employees are to be engaged in this outside work only after they have fully discharged their employment responsibilities to such institutions. Employees, who accrue annual leave, are required to take their annual leave during these camp periods.
- The Act grants the Board the non-delegable duty to make express findings of fact, as follows:
 - the activities in question involve no conflict of interest with the mission and purpose of the institution itself;
 - the proposed activities would bring to the campus a significant number of persons who are potentially future students, and who might tend to enroll on that campus as a result of their exposure to its facilities and personnel, while engaged in these activities; and
 - the contemplated activities will, as a part thereof, generate funds to be paid to the state institution for housing, meals, and for the use of institutional resources that will produce significant revenues in support of the auxiliary functions of the particular campus serving its enrolled students.
- All agreements will comply with A.C.A. § 6-62-401.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University-Newport is approved to enter into agreements submitted for the purpose of allowing certain employees to conduct private camps on and in ASUN campus facilities, effective July 1, 2024, through June 30, 2025.


Robert G. Rudolph Jr., 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 Patient Care Technician.

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

BACKGROUND:

- ASUTR is establishing this program to meet the growing demand for entry-level health care providers in our local communities, as well as statewide. With support from health care industry partners, ASUTR will recruit and train students to become Patient Care Technicians.
- The Certificate of Proficiency in Patient Care Technician provides students with an expanded option for career development in the medical field.
- 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 Patient Care Technician, effective April 26, 2024.


Robert G. Rudolph Jr., Secretary


Christy Clark, Chair

**ARKANSAS STATE UNIVERSITY SYSTEM
BOARD OF TRUSTEES**

A Resolution Conferring
the Honorary Associate of Applied Science Degree in General Technology
upon Rodney Allen

WHEREAS, the Board of Trustees of the Arkansas State University System has adopted procedures for awarding honorary degrees upon individuals, who have made an extraordinary difference in the lives of so many; and

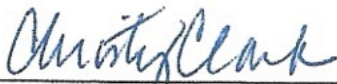
WHEREAS, the procedures adopted by the Board provide that honorary degrees are to be conferred upon persons, who serve as models worthy of emulation and respect. Nominees must have achieved the highest levels of excellence as scholars, artists, professionals, philanthropists, or public servants, and must have demonstrated personal integrity and concern for the public good; and

WHEREAS, procedures require that nominations for such a degree be reviewed and approved by the Honorary Degree Committee and must also receive the recommendation of the Chancellor; and

WHEREAS, Rodney Allen has been nominated for an honorary associate degree from Arkansas State University Three Rivers, and this nomination has been properly reviewed and recommended by the Honorary Degree Committee, the Chancellor of Arkansas State University Three Rivers, and the Interim President of the Arkansas State University System;

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of the Arkansas State University System, that Rodney Allen shall be granted the honorary degree, Associate of Applied Science in General Technology, from Arkansas State University Three Rivers, and that said degree shall be conferred upon him during commencement exercises on May 14, 2024.

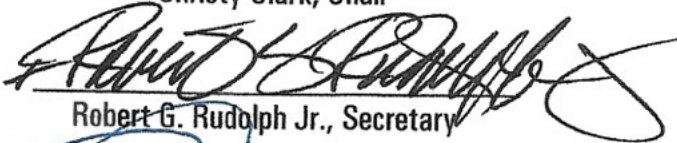
DULY ADOPTED AND APPROVED this 14th day of March 2024



Christy Clark, Chair



Steve Eddington, Vice Chair



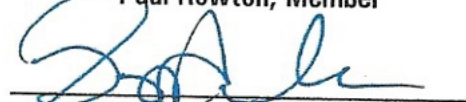
Robert G. Rudolph Jr., Secretary



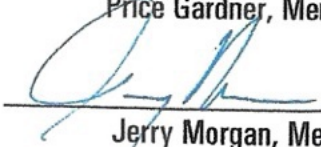
Paul Rowton, Member



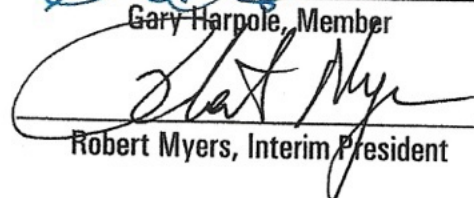
Price Gardner, Member



Gary Harpole, Member



Jerry Morgan, Member



Robert Myers, Interim President

**ARKANSAS STATE UNIVERSITY SYSTEM
BOARD OF TRUSTEES**

A Resolution Conferring
the Honorary Associate of Applied Science Degree in General Technology
upon Justin Cole Moore

WHEREAS, the Board of Trustees of the Arkansas State University System has adopted procedures for awarding honorary degrees upon individuals, who have made an extraordinary difference in the lives of so many; and

WHEREAS, the procedures adopted by the Board provide that honorary degrees are to be conferred upon persons, who serve as models worthy of emulation and respect. Nominees must have achieved the highest levels of excellence as scholars, artists, professionals, philanthropists, or public servants, and must have demonstrated personal integrity and concern for the public good; and

WHEREAS, procedures require that nominations for such a degree be reviewed and approved by the Honorary Degree Committee and must also receive the recommendation of the Chancellor; and

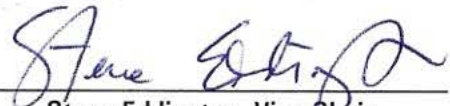
WHEREAS, Justin Cole Moore has been nominated for an honorary associate degree from Arkansas State University Three Rivers, and this nomination has been properly reviewed and recommended by the Honorary Degree Committee, the Chancellor of Arkansas State University Three Rivers, and the Interim President of the Arkansas State University System;

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of the Arkansas State University System, that Justin Cole Moore shall be granted the honorary degree, Associate of Applied Science in General Technology, from Arkansas State University Three Rivers, and that said degree shall be conferred upon him during commencement exercises on May 14, 2024.

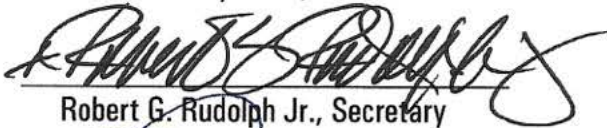
DULY ADOPTED AND APPROVED this 14th day of March 2024



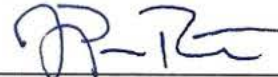
Christy Clark, Chair



Steve Eddington, Vice Chair



Robert G. Rudolph Jr., Secretary



Paul Rowton, Member



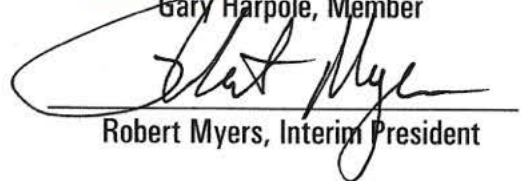
Price Gardner, Member



Gary Harpole, Member



Jerry Morgan, Member



Robert Myers, Interim President

EXECUTIVE SUMMARY

Contact: Trey Berry (870) 230.5091

ACTION ITEM: Henderson State University (HSU) requests approval to restructure the University's academic units by establishing four University Colleges.

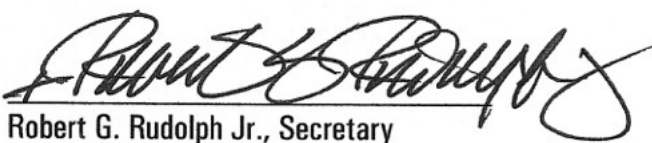
ISSUE: The Board of Trustees must approve changes in the organization of academic units.

BACKGROUND:

- On May 22, 2022, the Board of Trustees approved HSU's recommendation for addressing financial exigency, which included the restructuring the University Colleges into four Learning Communities: (1) Business, Innovation, and Entrepreneurship; (2) Applied Professional Science and Technology; (3) Health, Education, and Social Sustainability; and (4) Arts and Humanities.
- Based on input from HSU faculty, staff, students, and alumni, Chancellor Trey Berry proposes to re-establish the academic units into four University Colleges, as follows:
 1. Teachers College
 2. College of Performing Arts and Social Sciences
 3. College of Aviation, Science, and Nursing
 4. College of Business
- Leadership of the four colleges will move from the title of "Learning Community Directors" to "Deans."
- Moving back to a more traditional academic structure will aid in recruitment, marketing, fundraising, and messaging.

RECOMMENDATION/RESOLUTION:

Be it resolved that Henderson State University is approved to restructure the University's academic units by establishing four University Colleges, as outlined above, effective immediately.


Robert G. Rudolph Jr., Secretary


Christy Clark, Chair

EXECUTIVE SUMMARY

Contact: Talisha Givan (870) 230-5187

ACTION ITEM: Henderson State University (HSU) requests approval to offer an Associate of Arts degree in General Education.

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

BACKGROUND:

- The proposed Associate of Arts degree in General Education is comprised of 60-semester credit hours, inclusive of the state minimum number of 35 general education core credit hours, courses, and pre-requisites in the general education core categories, as required under Act 747 of 2011.
- The curriculum requires a demonstration of competency in communications (oral and written) and mathematics, as well as a mastery of skills and knowledge against specified performance standards in specific areas or disciplines.
- The proposed Associate of Arts degree is aligned with the following University Education Learning Goals:
 - Analytical and Critical Thinking
 - Oral Communication Skills
 - Written Communication Skills
 - Quantitative Reasoning Skills
- The proposed degree will be offered 51-100% online, as students will have online course options.
- The proposed program serves as a milestone degree on the path towards a baccalaureate degree.
- No additional faculty or resources are needed, as our four-year bachelor's degrees are inclusive of the general education core curriculum.

RECOMMENDATION/RESOLUTION:

Be it resolved that Henderson State University is approved to offer an Associate of Arts degree in General Education, effective Fall 2024.


Robert G. Rudolph Jr., Secretary


Christy Clark, Chair

EXECUTIVE SUMMARY

Contact: TaLisha Givan (870) 230-5187

ACTION ITEM: Henderson State University (HSU) requests approval to offer an Associate of Arts degree in Teaching.

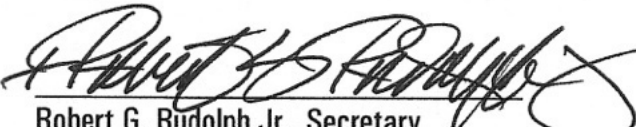
ISSUE: The Board of Trustees must approve the offering of any new degree.

BACKGROUND:

- The proposed Associate of Arts degree in Teaching will be awarded to students, who successfully complete the program of collegiate-level work that is fully transferable towards a baccalaureate degree in Teacher Education, as stated in Arkansas Code § 6-61-231 (2012).
- The proposed degree is designed to introduce students to the profession of teaching, to increase the number of teacher candidates, to ease transfer from two- to four-year programs, and to serve as a milestone degree on the path towards a baccalaureate degree.
- The proposed degree is 60-semester credit hours, inclusive of the state minimum number of 35- general education core credit hours, courses, and pre-requisites in the general education core categories (math, science, English, etc.).
- The proposed degree is designed to align with state licensure requirements, including the basic skills requirement (Praxis Core, ACT, SAT, or equivalent measures) for HSU's Education Program admission standards.
- The proposed program will be offered 51-100% online, as students will have online course options.
- Henderson currently has an MOU with the Arkansas Division of Higher Education to receive the Associate of Arts degree in Teaching from any two-year institution. The proposed program will allow HSU to offer the A.A. degree in Teaching on its own campus.
- No additional faculty or resources are needed, as our four-year bachelor's degrees include the general education core curriculum.

RECOMMENDATION/RESOLUTION:

Be it resolved that Henderson State University is approved to offer an Associate of Arts degree in Teaching, effective Fall 2024.


Robert G. Rudolph Jr., Secretary


Christy Clark, Chair

EXECUTIVE SUMMARY

Contact: TaLisha Givan (870) 230-5187

ACTION ITEM: Henderson State University (HSU) requests approval to offer a Bachelor of Science degree in Education–Early Childhood Special Education Integrated Birth-Kindergarten.

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

BACKGROUND:

- The proposed Bachelor of Science degree in Education–Early Childhood Special Education Integrated Birth-Kindergarten degree is a 121-hour degree of college-level academic work, which can be completed in eight (8) semesters. In addition to the required courses listed for the degree, all students must complete the general education core requirements, as specified by the University and required by the state of Arkansas, 40 semester hours of upper-level courses, and a minimum of 30 hours in the major field of study.
- The proposed degree will connect students with the knowledge and tools to guide children from infancy through kindergarten, including those children with special needs. Additional preparation is accessible through HSU’s on-campus Davis-Baker Preschool.
- The proposed degree prepares students to work in careers that serve young children in public/private schools, early intervention programs, childcare and education centers, and residential placement centers.
- The proposed degree will be the first completely online undergraduate degree for HSU.
- The LEARNS Act, established in 2023, addresses early childhood education. The Arkansas Department of Education has created an opportunity for students interested in preschool environments. This proposed degree addresses the need for a degree plan in this licensure area. All 75 Arkansas counties have facilities that will require employees to hold this academic degree background.
- The Arkansas Department of Education has requested to partner with HSU to provide the Education Program with the goal of serving more children, supporting more families, and ensuring that students are ready for kindergarten. This partnership will provide a stream of new teacher-education candidates seeking to obtain licensure in Birth-Kindergarten in Arkansas schools.
- The educational objectives of the program are aligned with the following:
 - National Association for the Education of Young Children Standards
 - Interstate Teacher Assessment and Support Consortium Standards
 - University Learning Goals
 - Teacher Education Program Goals
 - General Education Learning Goals

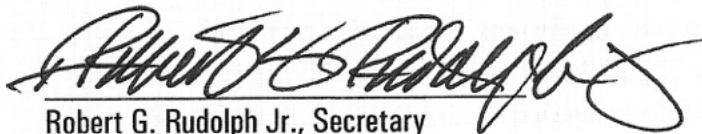
EXECUTIVE SUMMARY

Contact: TaLisha Givan (870) 230-5187

- The proposed degree supports the mission of the University by building a seamless pathway from school to work and preparing teacher candidates to be career-ready in high-demand fields that drive community and economic development.
- The proposed degree is a reconfiguration of an established Henderson degree, which was approved by the Division of Elementary and Secondary Education in June 2021.
- Peer programs offered around the state include bachelor's degrees at Harding University and the University of Arkansas, and master's degrees at Harding and HSU.
- Historically, many of our graduates find employment opportunities with increased earning potential in Clark County and surrounding communities.
- The proposed degree will require two new courses. All remaining courses in this degree are taught in both the elementary- and special-education programs.
- The proposed degree will require a faculty member/advisor with a strong background and experience in Early Childhood Education, who must supervise students for the clinical and content field experiences. This tenure-track position will be reallocated from a vacant faculty line and will be budget-neutral.

RECOMMENDATION/RESOLUTION:

Be it resolved that Henderson State University is approved to offer a Bachelor of Science degree in Education–Early Childhood Special Education Integrated Birth-Kindergarten, effective Fall 2024.


Robert G. Rudolph Jr., Secretary


Christy Clark, Chair

EXECUTIVE SUMMARY

Contact: TaLisha Givan (870) 230-5187

ACTION ITEM: Henderson State University (HSU) requests approval to offer a Bachelor of Science degree in Secondary Education–Biology Licensure Track.

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

BACKGROUND:

- The proposed Bachelor of Science degree in Secondary Education–Biology Licensure Track is a 120-hour degree of college-level academic work, which can be completed in eight (8) semesters. In addition to the required courses listed for the degree, all students must complete the general education core requirements, as specified by the University and required by the state of Arkansas, which includes 70-semester hours in the major field of study.
- Currently, Biology licensure exists as a teach-out program in the Applied Professional Sciences and Technology learning community. This proposed degree repositions the Biology Licensure Track within the Secondary Education degree program and is in collaboration with the Education Department and is fully supported by both program directors.
- The educational objectives of the program are aligned with the following:
 - National Council of Teachers of Mathematics (NCTM)
 - Council for the Accreditation of Educator Preparation (CAEP) Standards
 - InTASC Standards 4: Content Knowledge and 5: Application of Content Knowledge
 - University Learning Goals
 - General Education Learning Goals
- The proposed degree supports the mission of the University by providing fundamental knowledge and concepts, as well as practical skills acquired through both study of concepts and theory, which are applicable immediately upon successful completion of the Track and Natural Sciences degree, for both immediate employment in the workforce and subsequent success in graduate school.
- In December 2020, the Division of Elementary and Secondary Education designated science areas to remain on the teacher shortage list, thus a high-demand field. More than 400 Arkansas educators have emergency teaching permits allowing them to teach with a bachelor's degree not in a science area.
- Peer institutions offering the same degree include Arkansas Tech, with a degree in Life Science Secondary Education, and national institutions, including the University of Tampa, Texas State University, Arizona State University, and Northern Arizona University.

EXECUTIVE SUMMARY

Contact: TaLisha Givan (870) 230-5187

- Historically, many of our graduates find employment opportunities in Clark County and surrounding communities with increased earning potential and increased potential for graduate studies. The average teacher salary in Arkansas is around \$50,666.
- The proposed Biology track to the Bachelor of Science in Natural Sciences degree requires no new courses, as all are currently part of course offerings taught in either the B.S.E. in Secondary Education or the B.S. in Natural Science.
- This proposed degree requires no additional faculty resources, as all courses are found in existing programs. With the expected growth of this program, there will be further conversations about faculty resources needed to maintain sustainability.

RECOMMENDATION/RESOLUTION:

Be it resolved that Henderson State University is approved to offer a Bachelor of Science degree in Secondary Education–Biology Licensure Track, effective Fall 2024.


Robert G. Rudolph Jr., Secretary


Christy Clark, Chair

EXECUTIVE SUMMARY

Contact: TaLisha Givan (870) 230-5187

ACTION ITEM: Henderson State University (HSU) requests approval to offer a Bachelor of Science degree in Natural Sciences–Biology Track.

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

BACKGROUND:

- The proposed Bachelor of Science degree in Natural Sciences–Biology Track is a 120-hour degree of college-level academic work, which can be completed in eight (8) semesters. In addition to the required courses listed for the degree, all students must complete the general education core requirements, as specified by the University and required by the state of Arkansas, as well as 70-semester hours in the major field of study.
- The proposed degree provides an undergraduate education in natural sciences, with a focus and concentration in biological science theory, application, and coursework. The structure of the Biology Track allows students the ability to individualize their course of study, while each receives broad exposure to fundamental areas of biology, as well as solid foundations in chemistry and mathematics.
- The educational objectives of the program are as follows:
 - Develop scientific content knowledge, scientific literacy, and understanding
 - Develop skills necessary to apply scientific processes, perform experiments, and gather and analyze data to reach reasonable conclusions
 - Develop the ability to quickly learn and use new technologies
 - Develop skills necessary to understand, communicate, and present scientific information effectively
- The proposed degree supports the mission of the University by providing fundamental knowledge and the concepts and practical skills acquired through both study of concepts and theory, which are applicable immediately upon successful completion of the Track and Natural Sciences degree, for both immediate employment in the workforce and subsequent success in graduate school.
- This proposed degree adds the Biology-specific Track to the Natural Sciences degree, which is more appealing for those on the pre-health sciences track (pre-med, pre-vet, pre-chiropractic, etc.).
- This proposed degree is supported externally by data citing STEM occupations' growth of about 79% in the past three decades, with expectations of growing an additional 10-12% over the next six years. The ADHE highly values the idea of student academic development in STEM areas. The current state funding formula for higher education weights STEM graduates 3 to 1 over most other non-STEM programs.

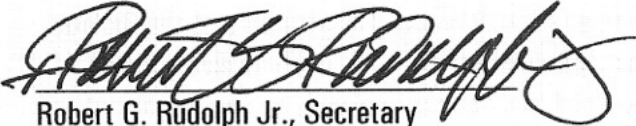
EXECUTIVE SUMMARY

Contact: TaLisha Givan (870) 230-5187

- Historically, many of our graduates find employment opportunities in Clark County and surrounding communities, with increased earning potential and increased potential for graduate studies.
- The proposed Biology Track to the Bachelor of Science degree in Natural Sciences requires no new courses, as all are currently part of course offerings in addition to degree electives.
- The proposed degree requires no additional faculty resources, as all courses are in existing programs at this time. With the expected growth of this program, there will be further conversations about faculty resources needed to maintain sustainability.

RECOMMENDATION/RESOLUTION:

Be it resolved that Henderson State University is approved to offer a Bachelor of Science degree in Natural Science–Biology Track, effective Fall 2024.


Robert G. Rudolph Jr., Secretary


Christy Clark, Chair

EXECUTIVE SUMMARY

Contact: Trey Berry (870) 230-5091

ACTION ITEM: Henderson State University requests approval to begin exploring the disposition of University-owned property located in Arkadelphia, Clark County, Arkansas.

ISSUE: The Board of Trustees must approve all sales, or other disposition, of University property.

BACKGROUND:

- Henderson State University's management team has continued to review the fiscal operations of the University to explore areas for cost savings and future growth.
- As part of this ongoing review, the University has identified two properties for potential disposition. Those two properties are the Hickory House and Newberry Hall.
- The University proposes to begin exploring the disposition of these properties, which may include the sale of each property.
- Before any disposition is made, both properties shall be surveyed by an appraiser.
- The University will ensure that all state laws and procedures are followed before any disposition is made.
- A diagram and photo of these two properties are both attached to this resolution.

RECOMMENDATION/RESOLUTION:

Be it resolved that Henderson State University is approved to begin exploring the disposition of the two University-owned properties referenced above, pursuant to the terms outlined above, effective immediately. The University will return to the Board of Trustees to seek approval for any final plan of disposition.


Robert G. Rudolph Jr., Secretary


Christy Clark, Chair

As of: 2/9/2024

Property Owner

Name: HENDERSON STATE UNIVERSITY

Mailing Address: 1100 HENDERSON ST
ARKADELPHIA, AR 71999

Type: (ES) Ex. School

Tax Dist: (1AR) ARKADELPHIA

Millage Rate: 56.75

Extended Legal: HARDY & BARKMAN ALL 6 EXCEPT E 7'4" OF N 96' & 14' S PT OF 7

Property Information

Physical Address: 1020 HICKORY ST

Subdivision: HARDY & BARKMAN

Block / Lot: N/A / 6+

S-T-R: N/A

Size (Acres):

Market and Assessed Values

	Estimated Market Value	Full Assessed (20% Mkt Value)	Taxable Value
Land:			
Building:			0
Total:			

Taxes

Estimated Taxes:	\$0
Homestead Credit:	\$0

Note: Tax amounts are estimates only. Contact the county/parish tax collector for exact amounts.

Deed Transfers

Deed Date	Book	Page	Deed Type	Stamps	Est. Sale	Grantee	Code	Type
1/13/2011	638	416	CorrDeed			HENDERSON STATE UNIVERSITY	N/A	N/A
6/17/2010	636	574	Warr. Deed			HENDERSON STATE UNIVERSITY	N/A	N/A
1/1/1901	360	241	N/A			GROUP LIVING INC	N/A	N/A
1/1/1901	352	230	N/A				N/A	N/A

Reappraisal Value History

Tax Year	Total Value	Total Assessed
2015		
2016		
2017		
2018		
2019		
2020		
2021		
2022		
2023		

JONES,
KATHRYN T &
JAMES
THROGMORTON


ETIENNE,
DAVIDE



Hickory

Hickory St

1 inch = 22 feet

Created By actDataScout on 2/23/2024 9:01:13 AM  via DataScout OneMap

This map should be used for reference purposes only and should not be considered a legal document. While every effort has been made to ensure the accuracy of this product, the publisher accepts no responsibility for any errors or omissions nor for any loss or damage alleged to be suffered by anyone as a result of the publication of this map and the notations on it, or as a result of the use or misuse of the information provided herein.

1) STATE TEACHERS COLLEGE

Address: N/A

Legal: HARDY & BARKMAN

23

Parcel: 74-01212-000

RPID: 18003

Acres: 0

2) STATE TEACHERS COLLEGE

Address: N/A

Legal: HARDY & BARKMAN

PT 25 - 36

PT LOTS 25 THRU 36

Parcel: 74-01216-000

RPID: 18007

Acres: 0

Date Created: 2/23/2024
Created By: actDataScout

Powered By
actDataScout 

 via DataScout OneMap

This map should be used for reference purposes only and should not be considered a legal document. While every effort has been made to ensure the accuracy of this product, the publisher accepts no responsibility for any errors or omissions nor for any loss or damage alleged to be suffered by anyone as a result of the publication of this map and the notations on it, or as a result of the use or misuse of the information provided herein.

Clark County
Assessor's Office
Mona L. Vance, Assessor



Date Created: 2/23/2024
Created By: actDataScout

1 inch = 145 feet

This map should be used for reference purposes only and should not be considered a legal document. While every effort has been made to ensure the accuracy of this product, the publisher accepts no responsibility for any errors or omissions nor for any loss or damage alleged to be suffered by anyone as a result of the publication of this map and the notations on it, or as a result of the use or misuse of the information provided herein.

Powered By
actDataScout

www.actDataScout.com

via DataScout OneMap

Clark County
 Assessor's Office
 Mona L. Vance, Assessor



Date Created: 2/23/2024
 Created By: actDataScout

1 inch = 145 feet

This map should be used for reference purposes only and should not be considered a legal document. While every effort has been made to ensure the accuracy of this product, the publisher accepts no responsibility for any errors or omissions nor for any loss or damage alleged to be suffered by anyone as a result of the publication of this map and the notations on it, or as a result of the use or misuse of the information provided herein.



www.actDataScout.com

via DataScout OneMap

**ARKANSAS STATE UNIVERSITY SYSTEM
NON-ACADEMIC APPOINTMENT
March 14, 2024**

BERRY, KATHERINE

Project/Program Manager

Salary: \$50,000

Effective Date: February 1, 2024

Source of Funds: Education and General, page 2, plus private funds

Justification: New position in ASU System FY24 budget to support special projects

Education:

2002	Ed.D.	Higher Education Administration, University of Arkansas-Little Rock, Little Rock, AR
1997	M.S.E	Counseling and Educational Guidance, Henderson State University, Arkadelphia, AR
1993	B. S.E	Biology and Secondary Education, Ouachita Baptist University, Arkadelphia, AR

Employment:

2020-Present	Associate Professor and Founding Director, Ed.D. Program in Rural and Diverse Educational Leadership, Southern Arkansas University, Magnolia, AR
--------------	--

2015-Present	Senior Advisor, Institutional Advancement, Southern Arkansas University, Magnolia, AR
--------------	---

ARKANSAS STATE UNIVERSITY (A-STATE)
ACADEMIC APPOINTMENTS
March 14, 2024

BOLDEN, LOIS

Assistant Professor, Nursing

Salary: \$68,000 (9-month)

Effective: November 1, 2023

Source of Funds: Education and General, page 185, line 2, plus funds from revenue generated from MSCC Nursing Program (\$9,932)

Justification: Replacement for Robin Banks, who resigned (\$58,068)

Education:

2006 Ph.D. Nursing, University of Tennessee, Memphis, TN
1993 MSN Nursing, University of Central Arkansas, Conway, AR
1989 BSN Nursing, Memphis State University, Memphis, TN
1976 A.D. Nursing, Memphis State University, Memphis, TN

Employment:

2022-2023 Adjunct Faculty, Calen College of Nursing, St. Petersburg, FL
2018-2022 Assistant Professor, South University, Tampa, FL
2016-2018 Adjunct Faculty, University of Memphis, Memphis, TN
2009-2017 Contributing Faculty, Walden University, Minneapolis, MN

DAMRON, SARA

Assistant Professor, Nursing

Salary: \$90,000 (12-month)

Effective: January 1, 2024

Source of Funds: Education and General, A-State Online Program Revenue

Justification: New position to support the online Adult Gerontology Acute Care Program

Education:

2017 Ph.D. Nursing, University of Tennessee, Memphis, TN
2011 B.S.N. Nursing, Arkansas State University, Jonesboro, AR

Employment:

2017-2023 APRN, St. Mary's Regional Medical Center, Russellville, AR
2021-2023 APRN, University of Arkansas for Medical Sciences, Little Rock, AR
2019-2023 APRN, CHI St. Vincent, Morrilton, AR
2017-2017 Registered Nurse, Arkansas Heart Hospital, Little Rock, AR

SMART, ANTIQUA

Assistant Professor, Nursing

Salary: \$90,000 (12-month)

Effective: January 1, 2024

Source of Funds: Education and General, A-State Online Program Revenue

Justification: New position to support the online Doctor of Nursing Practice Program

Education:

2014 Ph.D. Nursing, University of Alabama, Tuscaloosa, AL

2007 M.S.N. Nursing, Louisiana State University Health Sciences, New Orleans, LA

2002 B.S.N. Nursing, Southern University and Agricultural & Mechanical College, Baton Rouge, LA

Employment:

2020-2023 Assistant Professor of Nursing, Loyola University, New Orleans, LA

2018-2020 Virtual Visiting Professor of Nursing, Chamberlin University, Downers Grove, IL

2015-2017 Virtual Master of Science in Nursing, University of Minneapolis, Minneapolis, MN

2011-2012 Associate Faculty, University of Phoenix Baton Rouge Campus, Baton Rouge, LA

THOMPSON, MELISSA

Instructor, Art and Design

Salary: \$58,000 (9-month)

Effective: January 1, 2024

Source of Funds: Education and General, A-State Online Program Revenue

Justification: New position to support the initiative between Art and Design and the College of Business for the Fashion Marketing and Management Program

Education:

2020 Ph.D. Apparel, Merchandising and Design, Iowa State University, Ames, IA

2010 M.S. Apparel, Merchandising and Design, Iowa State University, Ames, IA

2005 B.S. Apparel Merchandising and Management, California State Polytechnic University, Pomona, CA

Employment:

2012-2013 Graduate Research Assistant, Iowa State University, Ames, IA

2008-2013 Graduate Teaching Assistant Instructor, Iowa State University, Ames, IA

WEBB, SHANE

Instructor, Mathematics and Statistics

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

Effective: January 1, 2024

Source of Funds: Education and General, page 98, line 20, plus VCAAR Faculty salary pool (\$1,751)

Justification: Replacement for Monty May, who resigned (\$39,249)

Education:

2021 B.S.E. Education, Arkansas State University
2016 A.A. Associate of Arts, East Arkansas Community College, Forrest City, AR

Employment:

2022-2023 Graduate Assistant, A-State

ARKANSAS STATE UNIVERSITY (A-STATE)
ACADEMIC REASSIGNMENTS
March 14, 2024

BUFORD, KELLIE

From: Associate Professor, History
To: Department Chair, History
Salary: \$99,003 (12-month)
Effective: September 16, 2023
Source of Funds: Education and General, page 108, line 2, plus VCAAR Faculty salary pool (\$10,766)
Justification: Replacement for Joseph Castro, who returned to a faculty position (\$88,237)

CASTRO, JOSEPH

From: Department Chairperson, History
To: Professor, History
Salary: \$85,000 (9-month)
Effective: January 1, 2024
Source of Funds: Education and General, page 108, line 9, plus VCAAR Faculty salary pool (\$9,863)
Justification: Replacement for Kellie Buford, who transferred to Department Chair (\$75,137)

McKAY, TANJA

From: Professor, Biological Sciences
To: Department Chair, Biological Sciences
Salary: \$125,000 (12-month)
Effective: December 16, 2023
Source of Funds: Education and General, page 89, line 1, and page 94, line 1
Justification: Replacement for Stephen Mullin, who returned to a faculty position (\$130,418)

ARKANSAS STATE UNIVERSITY (A-STATE)
NON-ACADEMIC APPOINTMENTS
March 14, 2024

COOK, BRANTLEY

Project Program Specialist, Athletic Compliance

Salary: \$40,000

Effective: December 1, 2023

Source of Funds: Auxiliary, page 243, line 3, plus Athletic operating budget reallocation (\$5,698)

Justification: Vacant position in FY24 budget (\$34,302); position was reclassified to enhance Athletic Compliance

Education:

2024 M.S. Hospitality Management, University of Alabama, Tuscaloosa, AL

2021 B.A. Criminal Justice and Political Science, University of South Alabama, Mobile, AL

Employment:

2023-Present Intern, Yea Alabama, Tuscaloosa, AL

2022-Present Athletic Compliance Intern, University of Alabama, Tuscaloosa, AL

CUMMINGS, HALEY

Assistant Dean of Students, Student Development & Leadership

Salary: \$40,000

Effective: February 1, 2024

Source of Funds: Education and General, page 31, line 4

Justification: Replacement for Elizabeth Rouse, who transferred to another position (\$44,937)

Education:

2019 B.S. Special Education, Arkansas State University

Employment:

2022-Present Special Education Resource Teacher, Health, Wellness, and Environmental Magnet School, Jonesboro, AR

2022 Orlando Project Team Leader, Campus Outreach, Orlando, FL

2021 Student Recruitment A-State

DORTON, ABIGAIL

Assistant Dean of Students, Student Development & Leadership

Salary: \$45,000

Effective: February 1, 2024

Source of Funds: Education and General, page 31, line 5

Justification: Replacement for Rebekah Hickman, who transferred to another position (\$46,878)

Education:

2023 B.S. Marketing, Arkansas State University

Employment:

2023-Present Social Media and Digital Marketing Specialist, AceOne Technologies, Jonesboro, AR

2020-2023 Marketing and Product Development Assistant, First Midwest Bank, Dexter, MO

DUPLESSIS, MONIQUE

Trainer, Sports Medicine - Athletics

Salary: \$43,000

Effective: January 1, 2024

Source of Funds: Auxiliary, page 244, line 3, plus Athletic operating budget reallocation (\$3,000)

Justification: Replacement for Laura Lynn, who resigned (\$40,000)

Education:

2021 M.S. Athletic Training, The College of St. Scholastica, Duluth, MN

2018 B.S. Kinesiology and Rehabilitation Science, University of Hawaii, Manoa, HI

Employment:

2022-Present Athletic Trainer, St. Cloud University, St. Cloud, MN

2021-Present Athletic Trainer, CentraCare M Physicians Orthopedics, St. Cloud, MN

MCCARLEY, GRIFFIN

Assistant Coach, Football

Salary: \$91,800

Effective: February 9, 2024-February 15, 2026

Source of Funds: Auxiliary, page 245, line 7

Justification: Replacement for Jon Shalala, who resigned (\$91,800)

Education:

2018 B.S. Interdisciplinary Studies, Focus, Sport Management/Physical Ed. Education, University of West Alabama, Livingston, AL

2014 B.S. Secondary Education/History, University of North Alabama, Florence, AL

Employment:

2023-Present Analyst-Linebacker Coach, University of Mississippi, Oxford, MS

2022-2023 Linebacker Coach, University of Northern Iowa, Cedar Falls, IA

OLSEN, DIANA

Instructional Designer, A-State Online

Salary: \$45,000

Effective: January 1, 2024

Source of Funds: Education and General, page 67, line 11

Justification: Replacement for Paige Walker, who resigned (\$47,744)

Education:

2023 M.F.A. Creative and Professional Writing, William Paterson University, Wayne, NJ

2021 M.A. History, William Paterson University, Wayne, NJ

Employment:

2011-Present Adjunct Professor II, County College of Morris, Randolph, NJ

2011-Present Adjunct Professor, William Peterson University, Wayne, NJ

REDIGER, DONALD

Academic Adviser, Academic Support Center for Athletics

Salary: \$40,000

Effective: January 1, 2024

Source of Funds: Educational and General, page 56, line 3, plus NCAA Grant (\$8,809)

Justification: Replacement for Jessica Heuertz, who resigned (\$31,191)

Education:

2023 M.A. Education and Athletic Activity Administration, Dakota Wesleyan University, Mitchell, SD

2021 B.A. Criminal Justice, Dakota Wesleyan University, Mitchell, SD

Employment:

2019-2023 Athletic Director and Unit Coordinator, Kanakuk Kamps, Branson, MO

2022-2023 Graduate Assistant, Athletics Track & Field, Coach/Recruiting, Dakota Wesleyan University, Mitchell, SD

TANG, ZHIQUAN

Research Assistant, Records and Registration

Salary: \$45,000

Effective: December 4, 2023

Source of Funds: Education and General, page 28, line 13 (\$30,931), and page 209, line 28 (\$14,069).

Justification: New position in FY24 budget (\$30,931); position was reclassified to meet data enhancement and process automation needs

Education:

2022 M.S. Computer Science, Arkansas State University

2020 B.S. Computer Science, Arkansas State University

Employment:

2017-2018 Data Analyst Intern, BaiShiFu Asset Management, Guangzhou, CHINA

WHITMAN, NATALIE

Project Program Specialist, Information Technology Services

Salary: \$65,000

Effective: January 1, 2024

Source of Funds: ASU System, Education and General, page 9, line 6, plus salary savings (\$5,000)

Justification: New position in ASU System FY24 budget to support ERP system

Education:

2007 B.S. Computer Information Technology, Arkansas State University

Employment:

2007-Present Senior Programmer Analyst, Rural Sourcing, Inc., Jonesboro, AR

ARKANSAS STATE UNIVERSITY (A-STATE)
NON-ACADEMIC REASSIGNMENTS
March 14, 2024

ADAMS, CARLENA

From: Computer Support Specialist, Information and Technology Services
To: Network Support Analyst, Information and Technology Services
Effective: January 1, 2024
Salary: \$47,500
Source of Funds: Education and General, page 237, line 38, plus salary savings (\$140)
Justification: Replacement for Tanner Patrom, who transferred to another position (\$47,360)

CARSON, MADELYN

From: HEI Program Coordinator, College of Business
To: Project Program Manager, Honors College
Effective: January 1, 2024
Salary: \$47,858
Source of Funds: Education and General, page 79, line 2
Justification: Replacement for Stacey Holmes, who resigned (\$47,858)

DOWNS, SETH

From: Student Development Specialist, Admissions and Recruitment
To: Project Program Manager, Admissions and Recruitment
Effective: January 16, 2024
Salary: \$60,000
Source of Funds: Education and General, page 26, line 1
Justification: Replacement for Christina Kostick, who transferred to another position (\$65,000)

ELLINGTON, TRACI

From: Project Program Specialist, Controller's Office
To: Computer Support Manager, Information Technology Services
Effective: January 1, 2024
Salary: \$81,568
Source of Funds: Education and General, page 236, line 17, plus salary savings (\$10,168)
Justification: Replacement for Gina Goodwin, who transferred to another position (\$71,400)

ESPOSITO, JANELLE

From: Project Program Specialist, Financial Aid and Scholarships
To: Database Analyst, Financial Aid and Scholarships
Effective: January 1, 2024
Salary: \$60,000
Source of Funds: Education and General, page 27, line 3, plus salary savings (\$3,940)
Justification: Replacement for Victoria Payne, who resigned (\$56,060)

GASTON, RAVAN

From: HEI Program Coordinator, Multicultural Affairs
To: Development/Advancement Specialist, University Advancement
Effective: January 1, 2024
Salary: \$47,045
Source of Funds: Education and General, page 42, line 3
Justification: Replacement for Mackenzie Walker, who resigned (\$47,045)

HAWKINS, GREGORY

From: Student Development Specialist, Admissions and Recruitment
To: Project Program Specialist, Admissions and Recruitment
Effective: February 1, 2024
Salary: \$60,000
Source of Funds: Educational and General, page 61, line 6, plus revenue created from University Centers (\$19,200)
Justification: Replacement for Courtney Kennon, who resigned (\$40,800)

KOSTICK, CHRISTINA

From: Project Program Manager, Admissions and Recruitment
To: Dean of Student Affairs Enrollment, Financial Aid and Scholarships
Effective: November 16, 2023
Salary: \$85,000
Source of Funds: Education and General, page 27, line 1, plus salary savings (\$3,200)
Justification: Replacement for Mandria Hammett, who resigned (\$81,800)

MARSHALL, DAVID

From: Computer Support Specialist, Information and Technology Services
To: Institutional Information Technology Coordinator, Information and Technology Services
Effective: January 16, 2024
Salary: \$65,000
Source of Funds: Education and General, page 236, line 24, plus salary savings (\$3,800)
Justification: Replacement for Clinton Roberts, who resigned (\$61,200)

MORGAN, MEOSHE

From: Project Program Specialist, Budget Office
To: Project Program Manager, Financial Aid and Scholarships
Effective: January 16, 2024
Salary: \$60,000
Source of Funds: Education and General, page 27, plus salary savings (\$3,385)
Justification: Replacement for Summar Hogan, who resigned (\$56,615)

WAGNER, MICHAEL

From: Administrative Specialist II, Athletics
To: Assistant Director of Athletics, Athletics
Effective: January 16, 2024
Salary: \$35,600
Source of Funds: Education and General, page 245, line 14
Justification: Replacement for Blake Jackson, who resigned (\$35,600)

WALLACE, KRYSTIN

From: Administrative Assistant, Financial Aid and Scholarships
To: Student Development Specialist, Financial Aid and Scholarships
Effective: January 1, 2024
Salary: \$40,000
Source of Funds: Educational and General, page 27, line 6
Justification: Replacement for Cynthia Barnhill, who resigned (\$40,400)

ARKANSAS STATE UNIVERSITY (A-STATE)
CONTRACT REVISIONS
March 14, 2024

DOOLEY, BRIAN

Head Coach, Women's Soccer

Salary: \$75,000

Effective: January 1, 2024-December 31, 2026

GRIMES, NICHOLAS

Assistant Coach, Football

Salary: \$110,000

Effective: February 1, 2024-February 15, 2026

KWON, ANDY

Assistant Coach, Football

Salary: \$170,000

Effective: December 1, 2023-January 15, 2026

REYNOLDS, VINSON

Assistant Coach, Football

Salary: \$170,000

Effective: December 1, 2023-February 15, 2025

ARKANSAS STATE UNIVERSITY-BEEBE
ACADEMIC APPOINTMENTS
March 14, 2024

BANKS, LAUREN

Instructor of Nursing

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

Effective: January 18, 2024

Source of Funds: Education and General, page 30, line 2, plus salary savings (\$5,056)

Justification: Replacement for Dawn Fires, who resigned, (\$46,177 for 9-month); salary increase based on changing the position from a 9-month to a 12-month appointment

Education:

2021 M.S. Nursing, University of Central Arkansas, Conway, AR

2016 B.S. Nursing, University of Central Arkansas, Conway, AR

2010 A.S. Health Sciences, Arkansas State University-Beebe

Employment:

2022-2023 Registered Nurse, The Right Solutions Healthcare Agency, Tontitown, AR

2022-2023 Clinical Adjunct Faculty, University of Central Arkansas, Conway, AR

2021-2022 Simulation Center Assistant, University of Central Arkansas, Conway, AR

2016-2022 Charge Nurse/Registered Nurse/Clinical Adjunct Instructor, Unity Health-White County Medical Center, Searcy, AR

SANDERS, JILL

Director of Medical Laboratory Technician/Instructor of MLT

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

Effective: December 1, 2023

Source of Funds: Education and General, page 27, line 1

Justification: Replacement for Jennifer Stubenrauch, who resigned, (\$55,968)

Education:

2023 M.S. Biological Sciences, Clemson University, Clemson, SC

2000 B.S. Biology, Auburn University, Montgomery, AL

2009 A.A.S. Medical Laboratory Technology, Arkansas State University-Beebe

Employment:

2023-2023 Laboratory Information Systems Coordinator, Conway Regional Medical Center, Conway, AR

2019-2023 Laboratory Director/Vice President, Exacta Laboratory Systems, Sherwood, AR

2009-2019 Laboratory Director, North Metro Medical Center, Jacksonville, AR

ARKANSAS STATE UNIVERSITY-BEEBE
NON-ACADEMIC REASSIGNMENTS
March 14, 2024

KERBY, JAMES

From: Maintenance Assistant

To: Campus Skilled Trades Supervisor

Salary: \$39,000

Effective: February 1, 2024

Source of Funds: Education and General, page 97, line 2

Justification: Replacement for Dennis Cullum, who transferred to another position (\$40,513)

SWINT, HANNAH

From: Financial Aid Analyst

To: Verification Coordinator

Salary: \$39,000

Effective: December 1, 2023

Source of Funds: Education and General, page 57, line 6

Justification: Replacement for Lisa Jones, who transferred to another position (\$39,627)

ARKANSAS STATE UNIVERSITY-MOUNTAIN HOME
ACADEMIC REASSIGNMENT
March 14, 2024

CALDWELL, JANET

From: LPN Clinical Instructor
To: PN Nursing Instructor (9-month)
Effective: December 1, 2023
Salary: \$21,816
Source of Funds: Education and General, page 72, line 2
Justification: Replacement for Kathy Burns, who resigned (\$39,600)

**ARKANSAS STATE UNIVERSITY-MOUNTAIN HOME
NON-ACADEMIC APPOINTMENT
March 14, 2024**

BRAMBLETT, ALYSHA

Financial Aid Specialist

Salary: \$27,040

Effective: January 2, 2024

Source of Funds: Education and General, page 83, line 6

Justification: Replacement for David Finch, who resigned (\$27,040)

Education:

2021 B.A. General Studies with Emphasis in Sociology, Criminology, and Political Science,
Arkansas State University

2017 A.A. Web Development and General Studies, Arkansas State University-Mountain Home

Employment:

2022-2023 ELC Epidemiological Specialist, Kauai District Health Office (Department of Health),
Lihue, HI

2020-2022 Contract Tracing Data Entry Specialist and Administrative Assistant, Kauai Department
of Health, Lihue, HI

2020 Teacher, Unlimited Construction, Lihue, HI

2019 Assembler, Baxter Labs, Mountain Home, AR

**ARKANSAS STATE UNIVERSITY-MOUNTAIN HOME
NON-ACADEMIC REASSIGNMENT
March 14, 2024**

BENTLEY, APRIL

From: Workforce Education Assistant
To: Director of Workforce Education
Salary: \$42,423
Effective: December 1, 2023
Source of Funds: Education and General, page 66, line 1
Justification: Replacement for Victor Beck, who resigned (\$45,423)

ARKANSAS STATE UNIVERSITY-NEWPORT
ACADEMIC APPOINTMENTS
March 14, 2024

NICHOLS, MACKENZIE

Instructor of Life Sciences

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

Effective: January 8, 2024

Source of Funds: Education and General, page 18, line 4, plus salary savings (\$2,507)

Justification: Replacement for Megan Huffman, who resigned (\$47,493)

Education:

2021 B.S. Biology, University of Oklahoma, Norman, OK

2021 B.S. English, University of Oklahoma, Norman, OK

Employment:

2021-Present Graduate Teaching Assistant, Arkansas State University

2018-2021 Undergrad Student Researcher, Sam Noble Museum of Natural History, Norman, OK

STEWART, JUSTIN

Assistant Professor of Life Sciences

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

Effective: January 8, 2024

Source of Funds: Education and General, page 19, line 2

Justification: Replacement for Sarah Webb, who resigned (\$54,336)

Education:

2021 M.S. Biology, Clemson University, Clemson, SC

2011 B.S. Biology, Arkansas State University

2008 A.S. General Education, Three Rivers Community College, Poplar Bluff, MO

Employment:

2022-Present Physical Science & Biology Instructor, Black River Technical College, Pocahontas, AR

2019-2022 Science Teacher, Pocahontas High School, Pocahontas, AR

2017-2019 Science Teacher, Corning High School, Corning, AR

LLOYD, AJA

Assistant Professor of Chemistry/Physical Science

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

Effective: January 8, 2024

Source of Funds: Education and General, page 18, line 3

Justification: Replacement for Jason Self, who resigned (\$50,709)

Education:

2020 G.C. Instructional Design & Technology, University of Memphis, Memphis, TN
2016 M.S. Mathematics, Arkansas State University
2012 M.S.E. Chemistry Education, Arkansas State University
2010 B.S. Chemistry, Arkansas State University

Employment:

2013-Present Chemistry Instructor, Black River Technical College, Pocahontas, AR
2016-2018 Adjunct Instructor, Math, Arkansas Northeastern College, Blytheville, AR
2016 Adjunct Instructor, Science, ASU-Newport
2013-2016 Consultant, Graduation Alliance, Salt Lake City, UT

ARKANSAS STATE UNIVERSITY-NEWPORT
NON-ACADEMIC APPOINTMENTS
March 14, 2024

SLAGLEY, GINA

Executive Assistant, Finance

Salary: \$38,000

Effective: February 2, 2024

Source of Funds: Education and General, page 119, line 3

Justification: Replacement for Whitney Loftin, who resigned (\$40,177)

Employment:

2021-Present Owner/Writer/Publisher, *Inside Jackson County Magazine*, Tuckerman, AR

2019-2024 Co-owner/Writer/Sales, *Water's Edge Magazine*, Heber Springs, AR

2017-2019 Digital Advertising and Sales Trainer, SKILLS, Online

2003-2019 Publisher/General Manager, *Newport Independent*, Newport, AR

CAMPBELL, LINDSEY

Director of Early College Programs

Salary: \$54,500

Effective: January 1, 2024

Source of Funds: Education and General, page 92, line 1

Justification: Replacement for Kristine Penix, who transferred to another position (\$55,550)

Education:

2023 M.S. School Counseling, Arkansas State University

2016 B.S. Business Management, Arkansas State University

Employment:

2022-Present School Counselor, Missouri Virtual Academy, Missouri, AR

2020-2022 Academic Advisor, A-State

2017-2019 Case Manager, ETS, Inc., Jonesboro, AR

BEVLY, SHELBY

Campus Operations Manager

Salary: \$65,000

Effective: November 1, 2023

Source of Funds: Education and General, page 130, line 4, contingency funds resulting from the elimination of the Chief of Staff position in the Chancellor's Office

Justification: New position to function as the chief operations officer on the ASUN Jonesboro campus; to provide support and leadership in attaining the goals and objectives of the ASUN strategic plan; and provide support that strengthens communication and collaboration among the campus staff, senior-level leadership, and community relations

Education:

2018 B.S. Community College Administration, Arkansas State University
2013 M.S. Vocation-Technical Administration, Arkansas State University
2010 B.S. Interdisciplinary Studies Athletic Training, Arkansas State University

Employment:

2018-Present Assistant Director Financial Aid, A-State
2012-2018 Financial Aid Analyst, A-State
2010-2012 Administrative Specialist Financial Aid, A-State

**ARKANSAS STATE UNIVERSITY-NEWPORT
NON-ACADEMIC REASSIGNMENT
March 14, 2024**

PENIX, KRISTINE

From: Director of Early College Programs
To: Grant Administration and Compliance Officer
Effective: January 1, 2024
Salary: \$55,550
Source of Funds: Education and General, contingency funds for FY24
Justification: New position responsible for post-award grant management, to work with faculty and staff to establish grant timeline submission, and to aid in the creation of ideas for grant proposals, as well as providing oversight of the Career Coach Program

**ARKANSAS STATE UNIVERSITY MID-SOUTH
ACADEMIC APPOINTMENTS
March 14, 2024**

ATBIR, LAHSEN

Lead Instructor, Mechatronics

Salary: \$65,000 (12-month)

Effective: February 19, 2024

Source of Funds: Education and General, page 17 (\$56,100), plus non-credit instruction (\$8,900)

Justification: Replacement for John Judd, who resigned (\$56,100); increase in salary based on prevailing industry wage

Education:

2015 Diploma Industrial Maintenance, Tennessee College of Applied Technology, Memphis, TN

2010 CP Fanuc Robotics, ISTA College of Applied Technology, Rabat, MOROCCO

Employment:

2016-2024 Maintenance Team Leader/Fanuc Robotics, Hino Motors, West Memphis AR

2015-2016 Maintenance, Supply Chain Solutions, Memphis, TN

THORTON, NICHOLAS

Instructor, Welding Technology

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

Effective: February 13, 2024

Source of Funds: Education and General, page 18 (\$46,850), plus non-credit instruction (\$8,150)

Justification: Replacement for James Moses, who resigned (\$46,850 for 10-month); salary increase based on changing the position from a 10-month to a 12-month appointment

Education:

2018 A.A.S. General Technology/Welding, Arkansas State University Mid-South

Employment:

2018-2024 Shop Foreman, CoBuilt, Memphis, TN

2017-2018 Warehouse Worker, TAG Truck Center, Memphis, TN

**ARKANSAS STATE UNIVERSITY MID-SOUTH
ACADEMIC REASSIGNMENT
March 14, 2024**

MCELRATH, SPENCER

From: Administrative Specialist III, TRiO Student Support Services
To: Instructor, Mathematics (10-month)
Effective: January 2, 2024
Salary: \$40,000
Source of Funds: Education and General, page 23
Justification: Replacement for Susan Sullens, who resigned (\$40,800)

**ARKANSAS STATE UNIVERSITY MID-SOUTH
NON-ACADEMIC REASSIGNMENTS
March 14, 2024**

COLLINS, LETORY

From: Counselor, TRiO Educational Opportunity Center
To: Director of Career Services
Effective: December 4, 2023
Salary: \$52,000
Source of Funds Education and General, page 30
Justification: Replacement for Riley Cook, who resigned (\$52,020)

WINKLES, KRISTINA

From: Accounting Manager
To: Associate Vice Chancellor for Finance
Effective: December 4, 2023
Salary: \$70,000
Source of Funds Education and General, page 37
Justification: Replacement for Emilee Sides, who transferred to another position (\$70,000)

**ARKANSAS STATE UNIVERSITY THREE RIVERS
ACADEMIC APPOINTMENT
March 14, 2024**

MCKEE, NATHAN

Health Sciences Instructor, Saline County Career Technical Campus

Salary: \$42,134 (10-month)

Effective: January 4, 2024

Source of Funds: Education and General, Saline County Career Technical Campus, page 79

Justification: New position in FY24 budget (\$45,000)

Education:

2010 EMT Basic Recertification, United States Army

2005-2006 Health Care Specialist Course, United States Army

Employment:

2021-Present Instructor, Vincennes University, Little Rock, AR Campus

2005-2014 Healthcare Specialist/Combat Medic, United States Army

**ARKANSAS STATE UNIVERSITY THREE RIVERS
NON-ACADEMIC APPOINTMENTS
March 14, 2024**

MONSEY, GARY

Skilled Tradesman

Salary: \$35,000

Effective: November 20, 2023

Source of Funds: Education and General, Administrative Positions, page 77

Justification: Replacement for Scott Bennett, who resigned (\$35,700)

Education:

1990 Mechanic License, FAA Airframe and Powerplant, Houston Community College,
Lubbock, TX

Employment:

2022-2023 Maintenance Lead/Shipping and Receiving Lead, Genesis Cancer Center, Hot Springs
National Park, AR

2003-2021 Carpenter/Sr. Preventive Maintenance, Dallas College, Irving TX

2001-2003 Airframe Mechanic, AID Aircraft Design, Dallas, TX

1991-2003 Powerplant Mechanic, GE/Ryder/Aviall Aircraft Engine Overhaul Facility, Dallas, TX

JONES, MANDY

Administrative Analyst

Salary: \$28,000

Effective: November 27, 2023

Source of Funds: Education and General, Administrative Positions, page 77

Justification: Replacement for Abby Wright, who resigned (\$35,000)

Employment:

2021-2023 Business Office Manager, Arbor Oaks Healthcare and Rehab Center, Malvern, AR

**ARKANSAS STATE UNIVERSITY THREE RIVERS
NON-ACADEMIC REASSIGNMENT
March 14, 2024**

ROGERS, CALEB

From: TRiO Administrative Assistant
To: Testing Coordinator/Admissions Advisor
Salary: \$31,954
Effective: November 13, 2023
Source of Funds: Educational and General, Administrative Positions, page 77
Justification: Replacement for Heather Sanders, who transferred to another position (\$31,954)

**HENDERSON STATE UNIVERSITY
ACADEMIC APPOINTMENT
March 14, 2024**

WALLACE, STEPHEN

Assistant Professor, Nursing

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

Effective: January 1, 2024

Source of Funds: Education and General

Justification: Replacement for Latoya Young, who resigned (\$60,502)

Education:

2023 M.S. Nursing Education, University of Memphis, Memphis, TN

2016 B.S. Nursing, University of Tennessee Health and Science Center, Memphis, TN

2013 A.A. Nursing, Beville State Community College, Hamilton, AL

Employment:

2023-Present Registered Nurse, Methodist Healthcare, Memphis, TN

2021-Present Resource Nurse Home Health (PRN), North Mississippi Medical Center, Tupelo, MS

2022 Pulmonary Progressive Care Travel Nurse, University of Alabama-Birmingham Hospital, Birmingham, AL

2021-2022 Cardiac Progressive Care Travel Nurse, Jackson-Madison County General Hospital, Jackson, TN

2021 Ortho/Trauma Travel Nurse, Orlando Health Regional Medical Center, Orlando, FL

2021 Cardiac Progressive Care Unit Travel Nurse, Intermountain Healthcare, Salt Lake City, UT

2021-2022 Medical/Surgical Float Pool Nurse, Methodist Healthcare, Memphis, TN

2019-2020 Medical/Surgical Nurse, Methodist Olive Branch Hospital, Olive Branch, MS

**HENDERSON STATE UNIVERSITY
NON-ACADEMIC APPOINTMENTS
March 14, 2024**

HOPMAN, GUNNER

Project Program Specialist, Enrollment Services and Admissions

Effective February 1, 2024

Salary \$40,000

Source of Funds: Educational and General

Justification: Replacement for Kelci Martinez, who transferred to another position (\$48,500)

Education:

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

Employment

2021-2023 Content Producer, MHP/Team SI, Little Rock, AR

2020-2021 Video Editor and Social Media Manager, Art Is in Cakes, Bakery Supply, Little Rock, AR

2018-2020 Social Media Manager, Men of Kappa Chi, Arkadelphia, AR

STRAIN, TYLER

Project Program Specialist, Enrollment Services and Admissions

Effective November 1, 2023

Salary \$35,568

Source of Funds: Educational and General

Justification: Replacement for Orlando Goodwin, who resigned (\$35,568)

Education:

2022 B.A. Criminal Justice, Henderson State University

Employment

2020-Present Bakery Clerk, Brookshires Grocery Company, Arkadelphia, AR

2019-2020 COVID Screener, Walmart Stores, Katy, TX

TAYLOR, GENTERRIS DENISE

Institutional Assistant (Academic Advisor), Academic Advising Center

Effective January 8, 2024

Salary \$35,568

Source of Funds: Institutional Salary Savings

Justification: New position, to provide academic student support

Education:

2015 B.A. Business Administration, University of Central Arkansas, Conway, AR

Employment

2019-Present Real Estate Agent, Century 21 Legacy Realty, Conway, AR

2015-2018 Assistant Store Manager, Sherwin Williams, Maumelle, AR

WAREHIME, JAKE

Assistant Coach, Football

Effective January 29, 2024

Salary \$48,500

Source of Funds: Auxiliary Operations

Justification: Replacement for Ryan McFadden, who resigned (\$48,500)

Education:

2017 B.S. Crime and Delinquency Studies, Emporia State University, Emporia, KS

Employment

2022-Present Offensive Coordinator/Offensive Line, Willam Penn University, Oskaloosa, IA

2019-2022 Offensive Line/NFL Liaison, Southwestern Oklahoma State University, Weatherford, OK

2018-2019 Offensive Line/Strength and Conditioning Coordinator, Trinity Valley Community College, Athens, TX