

AGENDA
ARKANSAS STATE UNIVERSITY
BOARD OF TRUSTEES
March 8, 2019
10:00 a.m.
ASU-Mountain Home

- I. Call to Order
Niel Crowson, Chair
- *II. Approval of the Minutes of Past Meetings
December 7, 2018
February 20, 2019
- III. President's Report
Reports of the Chancellors
Progress Report on ASU Campus Queretaro
- *IV. Agenda
 - Proposed ASU System Resolutions
 - Resolution to repeal the ASU System Freedom of Expression Policy
 - Resolution approving a replacement for a member of the ASU-Beebe Board of Visitors and also a replacement for a member of the ASU-Mountain Home Board of Visitors
 - Proposed ASU-Jonesboro Resolution
 - Resolution approving ASU-Jonesboro to name Room 102 in the baseball complex at Tomlinson Stadium the Ike Tomlinson Head Coach's Office
 - Proposed ASU-Newport Resolutions
 - Resolution approving ASU-Newport to offer an optional, voluntary retirement program
 - Resolution approving ASU-Newport to offer Certificates of Proficiency in Industrial Maintenance/General and Industrial Maintenance/Electrical
 - Resolution approving ASU-Newport to offer a Certificate of Proficiency in Manual Machining
 - Proposed ASU Mid-South Resolutions
 - Resolution approving ASU Mid-South to establish a \$12 Emergency Medical Responder Lab Fee
 - Resolution approving ASU Mid-South to offer a Technical Certificate in Business
 - Resolution approving ASU Mid-South to offer a Certificate of Proficiency in Business
 - Resolution approving ASU Mid-South to offer a Certificate of Proficiency in Accounting

V. Executive Session

*VI. Approval of Personnel Actions

VII. Other Business

*VIII. Adjournment

*Action Items

Arkansas State University
Board of Trustees
March 8, 2019
Resolution 19-02

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

ACTION ITEM: The Arkansas State University System requests that the Board of Trustees repeal the ASU System Freedom of Expression Policy and begin immediate compliance with Act 184 of 2019.

ISSUE: The Board of Trustees approves changes to ASU System policies.

BACKGROUND:

- On February 20, 2019, the Governor of Arkansas signed into law Act 184 of 2019, which mandates certain changes be made to all Arkansas higher education free speech policies. This includes allowing speech in all outdoor areas of campus by members of the campus community.
- The passage of this new law will require changes to be made to current freedom of expression policies within the campuses of the Arkansas State University System, as well as other institutions of higher education in Arkansas.

RECOMMENDATION/RESOLUTION:

Be it resolved that the Arkansas State University Board of Trustees, due to the passage of Act 184 of 2019, repeals the ASU System Freedom of Expression Policy and all other freedom of expression policies on each campus, and instructs the campuses within the ASU System to begin immediate compliance with Act 184 of 2019. This repeal is effective as of this date.



Price Gardner, Secretary



Niel Crowson, Chair

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

ACTION ITEM: The Arkansas State University System requests approval to replace a member of the ASU-Beebe Board of Visitors and also to replace a member of the ASU-Mountain Home Board of Visitors

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

BACKGROUND:

- ASU-Beebe Chancellor Jennifer Methvin has notified System President Charles Welch that Felipe Barahona, a member of the ASU-Beebe Board of Visitors, whose term expires June 30, 2022, has moved out of state. Consequently, Mr. Barahona has resigned from the ASU-Beebe Board of Visitors. Chancellor Methvin has recommended Flave Carpenter to replace Mr. Barahona and serve his unexpired term through June 30, 2022. President Welch has given his consent and recommends Mr. Carpenter for approval by the Board of Trustees.
- ASU-Mountain Home Chancellor Robin Myers has notified System President Charles Welch that Jeff Gunn, a member of the ASU-Mountain Home Board of Visitors, whose term expires June 30, 2021, has moved out of state. Consequently, Mr. Gunn has resigned from the ASU-Mountain Home Board of Visitors. Chancellor Myers has recommended Dr. Jake Long to replace Mr. Gunn and serve his unexpired term through June 30, 2021. President Welch has given his consent and recommends Dr. Long for approval by the Board of Trustees.

RECOMMENDATION/RESOLUTION:

Be it resolved that the Arkansas State University Board of Trustees approves Flave Carpenter to replace Felipe Barahona as a member of the ASU-Beebe Board of Visitors and also approves Jake Long to replace Jeff Gunn as a member of the ASU-Mountain Home Board of Visitors.



Price Gardner, Secretary



Niel Crowson, Chair

**ARKANSAS STATE UNIVERSITY
BOARD OF TRUSTEES**

A Resolution Recognizing the Significant Contribution of
Joe and Donna Tomlinson
to Arkansas State University-Jonesboro

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

WHEREAS, Joe and Donna Tomlinson have made a substantial and generous monetary contribution to Arkansas State University-Jonesboro; and

WHEREAS, the Tomlinsons wish to honor Joe's uncle, J.A. "Ike" Tomlinson, who served 29 years as the first head baseball coach at ASU-Jonesboro from 1948 to 1976. Ike Tomlinson also coached the football and basketball teams and served as college athletics director while becoming the longest-tenured athletic coach at the University.

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of Arkansas State University, that Room 102 in the baseball complex at Tomlinson Stadium on the ASU-Jonesboro campus shall be known henceforth as:

Ike Tomlinson Head Coach's Office

DULY ADOPTED AND APPROVED this 8th day of March 2019



Niel Crowson, Chair



Stacy Crawford, Vice Chair



Price Gardner, Secretary



Christy Clark, Member



Tim Langford, Member



Charles L. Welch, President

EXECUTIVE SUMMARY

Contact: Sandra Massey (870) 512-7850

ACTION ITEM: Arkansas State University-Newport (ASUN) 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.
- ASUN wishes to offer an optional, voluntary retirement program in fiscal year 2020, to 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 55 years of age and who have 15 years of full-time employment as of June 30, 2019.
- Eligible employees will be required to execute all documents necessary to effectuate the voluntary retirement.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University-Newport is approved to offer an optional, voluntary retirement program for employees eligible as of June 30, 2019.



Price Gardner, Secretary



Niel Crowson, Chair

EXECUTIVE SUMMARY

Contact: Holly Smith (870) 512-7704

ACTION ITEM: Arkansas State University-Newport (ASUN) requests approval to offer a Certificate of Proficiency in Industrial Maintenance/General and a Certificate of Proficiency in Industrial Maintenance/Electrical.

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

BACKGROUND:

- The proposed Certificates of Proficiency in Industrial Maintenance/General and Industrial Maintenance/Electrical were developed based on input from ASUN's Industrial Maintenance Advisory Board. Additional specialized training of employees in the field of Industrial Maintenance is needed to meet current industry demands.
- The Certificates of Proficiency in Industrial Maintenance/General and Industrial Maintenance/Electrical will provide pathways to ASUN's existing Technical Certificate in Industrial Maintenance, as well as the Associate of Applied Science in General Technology.
- These Certificates of Proficiency will provide opportunities for students to complete short-term credentials through the acquisition of entry-level employment skills in the Industrial Maintenance field.
- No additional funding is required.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University-Newport is approved to offer a Certificate of Proficiency in Industrial Maintenance/General and a Certificate of Proficiency in Industrial Maintenance/Electrical, effective fall semester of 2019.



Price Gardner, Secretary



Niel Crowson, Chair

EXECUTIVE SUMMARY

Contact: Holly Smith (870) 512-7704

ACTION ITEM: Arkansas State University-Newport (ASUN) requests approval to offer a Certificate of Proficiency in Manual Machining.

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

BACKGROUND:

- The proposed Certificate of Proficiency in Manual Machining was developed based on input from ASUN's Advanced Manufacturing Advisory Board. Additional specialized training of employees in the field of Advanced Manufacturing is needed to meet current industry demands.
- The Certificate of Proficiency in Manual Machining will create an additional credentialing pathway to the existing Technical Certificate in Advanced Manufacturing and the Associate of Applied Science in General Technology.
- This Certificate of Proficiency will provide the necessary training to create entry-level employment opportunities for students in the Advanced Manufacturing industry.
- No additional funding is required.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University-Newport is approved to offer a Certificate of Proficiency in Manual Machining, effective fall semester of 2019.



Price Gardner, Secretary



Niel Crowson, Chair

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

ACTION ITEM: Arkansas State University Mid-South requests approval to establish a \$12 Emergency Medical Responder Lab Fee.

ISSUE: The Board of Trustees must approve all fees.

BACKGROUND:

In order to meet the related costs needed to implement a new course, Arkansas State University Mid-South requests approval to establish the following fee:

Miscellaneous Fee (effective March 5, 2019)

	<u>Current</u>	<u>Proposed</u>
Emergency Medical Responder Lab Fee	-	\$ 12.00

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University Mid-South is approved to establish a \$12 Emergency Medical Responder Lab Fee, effective March 5, 2019.



Price Gardner, Secretary



Niel Crowson, Chair

EXECUTIVE SUMMARY

Contact: Cliff Jones (870) 733-6731

ACTION ITEM: Arkansas State University Mid-South requests approval to offer a Technical Certificate in Business.

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

BACKGROUND:

- The Technical Certificate in Business consists of 30 credit hours in business and general education courses and creates a progression point for students studying business. It allows students to complete a certificate to continue school, seek employment, or improve skills for currently held employment.
- A need exists in Crittenden County and the surrounding area for employees in office and administrative support occupations. In 2018, approximately 100,000 jobs fit into this category in West Memphis and Memphis, and the number is expected to rise, according to Economic Modeling Specialists (EMS) labor market data.
- Currently, 103 students in the Associate of Science in Business program would be able to attain this technical certificate.
- ASU Mid-South will be able to offer the certificate without the addition of any new courses, instructors, equipment, or institutional funds.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University Mid-South is approved to offer a Technical Certificate in Business, effective fall semester of 2019.



Price Gardner, Secretary



Niel Crowson, Chair

EXECUTIVE SUMMARY

Contact: Cliff Jones (870) 733-6731

ACTION ITEM: Arkansas State University Mid-South requests approval to offer a Certificate of Proficiency in Business.

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

BACKGROUND:

- The Certificate of Proficiency in Business consists of 18 credit hours in core business courses and creates a progression point for students studying business, allowing students to complete a certificate as they continue school, seek employment, or improve skills for currently held employment.
- A need exists in Crittenden County and the surrounding area for employees in office and administrative support occupations. In 2018, approximately 100,000 jobs fit into this category in West Memphis and Memphis, and the number is expected to rise, according to Economic Modeling Specialists (EMSI) labor market data.
- Analysis of 2017 and 2018 graduates showed 28 students would have earned this credential, and 29 current advisees are on track to receive it, once this certificate is offered.
- ASU Mid-South will be able to offer the certificate without the addition of any new courses, instructors, equipment, or institutional funds.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University Mid-South is approved to offer a Certificate of Proficiency in Business, effective fall semester of 2019.



Price Gardner, Secretary



Niel Crowson, Chair

EXECUTIVE SUMMARY

Contact: Cliff Jones (870) 733-6731

ACTION ITEM: Arkansas State University Mid-South requests approval to offer a Certificate of Proficiency in Accounting.

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

BACKGROUND:

- The Certificate of Proficiency in Accounting consists of six (6) credit hours and creates a progression point for students studying business.
- A need exists in Crittenden County and the surrounding area for bookkeepers and accounting clerks. Approximately 90 jobs, posted and available in this locale from September 2016-April 2018, can be attained with this certificate.
- Analysis of 2017 and 2018 graduates showed 28 students would have earned this credential, and 29 current advisees are on track to receive it, once this certificate is offered.
- ASU Mid-South will be able to offer the certificate without the addition of any new courses, instructors, equipment, or institutional funds.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University Mid-South is approved to offer a Certificate of Proficiency in Accounting, effective fall semester of 2019.



Price Gardner, Secretary



Niel Crowson, Chair

ARKANSAS STATE UNIVERSITY-JONESBORO
ACADEMIC APPOINTMENTS
March 8, 2019

AMIENYI, SANOYA

Academic Success Coach

Salary: \$35,000 (12-month rate)

Effective: January 14, 2019

Source of Funds: Education and General, page 75, line 6

Justification: Replacement for Bethany Seaton, who was promoted (\$35,000)

Education:

2014 Ed.D. Educational Leadership, Arkansas State University-Jonesboro
2010 S.C.C.T. Community College Teaching, Arkansas State University-Jonesboro
2003 M.P.A. Public Administration and Community Development, Arkansas State University-Jonesboro
1997 B.S. Radio-TV, Arkansas State University-Jonesboro

Employment:

2015-Present Adjunct Professor, ASU-Jonesboro
2014-2015 AOS Graduate Program Advising Coordinator/Instructor, ASU-Jonesboro
2014 Substitute Teacher, Jonesboro Public Schools, Jonesboro, AR
2013 Instructor, School of Teacher Education and Leadership, ASU-Jonesboro
2010-2014 Graduate Assistant, ASU-Jonesboro
2011-2012 Literacy Tutor/Interventionist, The Literacy Intensive Tutoring Experience, Jonesboro, AR
2009-2010 Graduate Assistant, ASU-Jonesboro
2007-2009 Director, Student Support Services, ASU-Jonesboro

ELKINS, LANA

Temporary Teaching Instructor/Research, Biological Sciences

Salary: \$45,000 (12-month rate)

Effective: January 1, 2019

Source of Funds: Off budget funded with 37.5% from Faculty Salary Pool (\$14,526) and 62.5% from ABI/USDA research grants (\$30,474)

Justification: New position that will utilize a full-time temporary instructor for both instruction and research

Education:

2012 M.S. Biology, Arkansas State University-Jonesboro
2009 B.S. Biology, Arkansas State University-Jonesboro

Employment:

2012-Present Undergraduate Student Mentor, Laboratory of Dr. Carole Cramer and Maureen Dolan, ASU-Jonesboro

2012-2013 Resident Scientist (National Science Foundation Graduate K-12 Fellow), Nettleton Intermediate Center and Fox Meadow Center, Jonesboro, AR

Spring 2012 Adjunct Professor, University of Arkansas Community College, Batesville, AR

2009-2012 Teaching Assistant, ASU-Jonesboro

2008-2009 Student Support Services Tutor, ASU-Jonesboro

RECTOR, CLAUDE

Assistant Professor of Clinical Laboratory Sciences

Salary: \$71,000 (12-month rate)

Effective: July 1, 2019

Source of Funds: Education and General, page 177, line 3

Justification: Replacement for William Payne, who will retire 6/30/2019 (\$78,121)

Education:

1991 M.A. Microbiology, University of Arkansas, Fayetteville, AR

1989 B.S. Microbiology, University of Arkansas, Fayetteville, AR

Employment:

2008-Present MLT & Phlebotomy Program Director, Phillips Community College of the University of Arkansas, Helena-West Helena, AR

1999-2007 Medical Laboratory Scientist, DeWitt Hospital & Nursing Home, DeWitt, AR

SANDERS, TODD

Assistant Professor of Occupational Therapy

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

Effective: January 1, 2019

Source of Funds: Education and General, page 189, line 4 (\$45,832) and page 169, line 69 (\$16,156), plus Tuition Differential (\$6,012)

Justification: Replacement for Andrea Brown, who was promoted (\$61,988)

Education:

2014 M.O.T University of Tennessee Health Science Center, Memphis, TN

2011 General Studies, Arkansas State University-Beebe

Employment:

2018-Present Occupational Therapist, Southern Hand Centers, Memphis, TN

2014-Present Occupational Therapist, Kindred (Arkansas Methodist Medical Center), Paragould, AR

ARKANSAS STATE UNIVERSITY-JONESBORO
ACADEMIC REASSIGNMENTS OF DUTY
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BROWN, ANDREA

From: Assistant Professor, Academic Fieldwork Coordinator,
Occupational Therapy
To: Assistant Professor, OTA Program Director, Occupational Therapy
Effective: January 1, 2019
Salary: \$85,000 (12-month rate)
Source of Funds: Education and General, page 169, line 64 (\$22,024) and page 189, line 2
(\$62,976)
Justification: Replacement for Jessie Bricker, who resigned (\$89,320)

BUCKLEY, CAMERON

From: Assistant Professor, A-State Online Art & Design
To: Assistant Professor of New Media & Photography
Effective: January 1, 2019
Salary: \$50,425 (9-month rate)
Source of Funds: Education and General, page 126, line 13 funded with Vice Chancellor for
Academic Affairs and Research (VCAAR) Faculty Salary Pool
Justification: Replacement to cover courses formerly taught by Claudia Salamanca, who
resigned in 2018 as a temporary full time (\$50,000) and a permanent replacement
for Temma Balducci, who was promoted to chair (\$60,689)

SEATON, BETHANY

From: Academic Success Coach
To: Instructor, Transition Studies
Effective: January 16, 2019
Salary: \$36,512 (9-month rate)
Source of Funds: Education and General, page 75, line 4
Justification: Replacement for Ali Khalil, who resigned (\$36,512)

ARKANSAS STATE UNIVERSITY-JONESBORO
NON-ACADEMIC APPOINTMENTS
March 8, 2019

COUGHLIN, SEAN

Assistant Coach, Football

Salary: \$130,000

Effective: January 14, 2019

Source of Funds: Auxiliary, page 229, line 2

Justification: Replacement for Allen Rudolph, whose contract was not renewed (\$131,911)

Education:

2006 M.Ed. Higher Education, Iowa State University, Ames, IA

2001 B.A. History, Drake University, Des Moines, IA

Employment:

2017-Present Associate Head Coach/Offensive Line Coach, Missouri State University, Springfield, MO

2015-2017 Co-Offensive Coordinator/Offensive Line Coach, Missouri State University, Springfield, MO

2008-2015 Offensive Line Coach, Missouri State University, Springfield, MO

DUGGAN, DAVID

Defensive Coordinator, Football

Salary: \$151,527

Effective: January 21, 2019

Source of Funds: Auxiliary, page 229, line 3

Justification: Replacement for Joe Cauthen, who resigned (\$151,527)

Education:

1986 B.S. Physical Education, University of New Hampshire, Durham, NH

Employment:

2016-Present Special Teams Coordinator/Linebackers Coach, Western Michigan University, Kalamazoo, MI

2013-2016 Defensive Coordinator/Linebackers Coach, University of Southern Mississippi, Hattiesburg, MS

2012-2013 Special Teams Coordinator/Outside Linebackers Coach, University of North Carolina, Chapel Hill, NC

2008-2011 Co-Defensive Coordinator/Linebackers Coach, University of Southern Mississippi, Hattiesburg, MS

FLASHBART, KRISTIN

Librarian, Dean B. Ellis Library

Salary: \$48,500

Effective: May 1, 2019

Source of Funds: Education and General, page 194, line 4

Justification: Replacement for Myron Flugstad, who passed away (\$73,059)

Education:

2009 M.A. Information Science & Learning Technologies: Library Science, University of Missouri, Columbia, Columbia, MO

1996 M.A. Media Communications, Webster University, St. Louis, MO

1993 B.A. Theatre, College of Wooster, Wooster, OH

Employment:

2014-Present Metadata Librarian, Northeastern University, Boston, MA

2013-2014 Library Assistant, Modern Graphic History Library, Washington University, St. Louis, MO

2011-2013 Adaptive Cataloger, Modern Graphic History Library, Washington University, St. Louis, MO

2007-2010 Librarian, Hickey College, St. Louis, MO

GARRETT, MIYANNA

Project Program Specialist, Sports Information

Salary: \$18,000

Effective: October 16, 2018

Source of Funds: Auxiliary, page 226, line 4

Justification: Replacement for Mark Cuthbertson, who resigned (\$18,000)

Education:

2018 B.A. Communications, Arkansas State University-Jonesboro

Employment:

2016-Present Sports Editor, *The Herald*, ASU-Jonesboro

2015-Present Sports photographer and writer, *The Herald*, ASU-Jonesboro

2015-Present Vice President, Recruitment Ambassador, Athletics, ASU-Jonesboro

2015-Present Editor-in-Chief, The Odyssey Online Blog, Jonesboro, AR

2013-Present Customer Service Supervisor, Walmart, Jonesboro, AR

HECKENDORF, KEITH

Offensive Coordinator, Football

Salary: \$131,911

Effective: January 14, 2019 (Two-year contract)

Source of Funds: Auxiliary, page 229, line 6

Justification: Replacement for Buster Faulkner, whose contract was not renewed (\$131,911)

Education:

2013 M.Ed. Education Administration, University of Nebraska-Lincoln, Lincoln, NE
2004 B.E.S. Physical Education, St. Cloud State University, St. Cloud, MN

Employment

2016-2018 Quarterback Coach/ Pass Game Coordinator/Play Caller, University of North Carolina, Chapel Hill, NC
2014-2015 Quarterback Coach/Recruiting Coordinator, University of North Carolina, Chapel Hill, NC
2011-2013 Offensive Quality Control, University of North Carolina, Chapel Hill, NC
2008-2010 Offensive Coordinator, Western Carolina University, Cullowhee, NC

JACKSON, RASHAD

Assistant Coach, Football

Salary: \$70,000

Effective: January 21, 2019

Source of Funds: Auxiliary, page 229, line 9

Justification: Replacement for Norval McKenzie, who resigned (\$100,000)

Education:

2004 M.Ed. Sports Administration, East Central University, Ada, OK
2002 B.S. Exercise Science, East Central University, Ada, OK

Employment:

2018-Present Running Game Coordinator/Special Teams Coordinator, Trinity Valley Community College, Athens, TX
2009-2018 Offensive Coordinator, East Central University, Ada, OK

JOINER, BRANDON

Assistant Coach, Football

Salary: \$70,000

Effective: January 16, 2019

Source of Funds: Auxiliary, page 229, line 4

Justification: Replacement for Brian Early, who resigned (\$90,000)

Education:

2012 B.S. Interdisciplinary Studies, Arkansas State University-Jonesboro

Employment:

2017-2019 Defensive Line Quality Control, ASU-Jonesboro
2016-2017 Defensive Line Graduate Assistant, ASU-Jonesboro

MCCLAIN, HAYDEN

Project Program Specialist, Men's Basketball

Salary: \$27,500

Effective: September 24, 2018

Source of Funds: Auxiliary, page 231, line 5

Justification: Replacement for Frank Holloway, who resigned (\$27,500)

Education:

2018 M.H.S. Sports and Wellness Leadership, Austin Peay State University, Clarksville, TN

2016 B.S. History, Austin Peay State University, Clarksville, TN

Employment:

2017-2018 Special Assistant, Basketball, Austin Peay State University, Clarksville, TN

2016-2017 Graduate Assistant, Basketball, Austin Peay State University, Clarksville, TN

2015-2016 Student Assistant, Basketball, Austin Peay State University, Clarksville, TN

MILLER, JACOB

Assistant Coach, Strength

Salary: \$85,000

Effective: January 14, 2019

Source of Funds: Auxiliary, page 230, line 2

Justification: Replacement for Patrick Ivey, who resigned (\$85,000)

Education:

2011 B.S. Exercise Science, Baker University, Baldwin City, KS

Employment:

2016-Present Associate Director of Athletic Performance, Baylor University, Waco, TX

2015-2016 Director of Football Strength and Conditioning, Missouri State University, Springfield, MO

2015 Strength and Conditioning Graduate Assistant, University of Louisiana, Lafayette, LA

2014-2015 Strength and Conditioning Coach, Baylor University, Waco, TX

2012-2014 Assistant Football Strength and Conditioning Coach, Rice University, Houston, TX

2012 Strength and Conditioning Intern, Texas Tech University, Lubbock, TX

2011-2012 Strength and Conditioning Intern, MidAmerica Nazarene, Olathe, KS

PIENAAR, RUDOLPH

Development Specialist, Athletic Administration

Salary: \$40,080

Effective: January 1, 2019

Source of Funds: Education and General, page 39, line 6 (\$4,080) and Auxiliary, page 225, line 13 (\$36,000)

Justification: Replacement for Elizabeth Woidt, who resigned (\$40,080)

Education:

2018 M.B.A. Arkansas State University-Jonesboro
2016 B.S. Accounting, Arkansas State University-Jonesboro

Employment:

2017-Present Accounting Intern, The Red Wolves Foundation, ASU-Jonesboro
Fall 2016 Intern, Athlete Network, ASU-Jonesboro
Summer 2011 Accounting Intern, HVDM-Group, South Africa

PINKHAM, ED

Assistant Coach, Football

Salary: \$120,000

Effective: January 28, 2019

Source of Funds: Auxiliary, page 229, line 10

Justification: Replacement for Carl Taylor, who resigned (\$120,000)

Education:

1975 B.A. Economics, Allegheny College, Meadville, PA

Employment:

2017-Present Defensive Coordinator/Secondary, University of Massachusetts, Amherst, MA
2013-2017 Defensive Coordinator/Secondary, Western Michigan University, Kalamzao, MI
2011-2012 Defensive Coordinator/Secondary, Elon University, Elon, NC
2008-2010 Co-Defensive Coordinator/Secondary, Rutgers University, New Brunswick, NJ

SHEDD, TRENA

Student Development Specialist, Career Services

Salary: \$40,256

Effective: October 29, 2018

Source of Funds: Education and General, page 32, line 1, (\$36,720) with remainder from Career Services Carry Forward (\$3,536)

Justification: Replacement for Jessica Harrington, who resigned (\$36,720)

Education:

2012 M.S.E. School Counseling, Arkansas State University-Jonesboro
1998 B.S. Education, Arkansas State University-Jonesboro

Employment:

2017-Present Program Coordinator, Arkansas Department of Career Education, Little Rock, AR
2000-2017 Counselor, Manila Public School, Manila, AR

TAYLOR, AIMIE

Interim Assistant Director of Museum, Johnny Cash Heritage Site

Salary: \$45,000

Effective: January 16, 2019

Source of Funds: Education and General, page 197, line 1

Justification: Replacement for Linda Hinton, who retired (\$50,458)

Education:

2017 M.A. Material Culture & Public Humanities, Virginia Polytechnic Institute and State University-Virginia Tech, Blacksburg, VA

2010 B.A. Interdisciplinary Studies, Virginia Polytechnic Institute and State University-Virginia Tech, Blacksburg, VA

Employment:

2017-Present Graduate Assistant, Heritage Sites, ASU-Jonesboro

2016-2017 Intern, Christiansburg Institute, Inc., Christiansburg, VA

2005-2017 Student Support Specialist/Executive Secretary, Virginia Tech, Blacksburg, VA

ARKANSAS STATE UNIVERSITY-JONESBORO
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ALLEN, ANDREA

From: Coordinator of Non-credit Activity, Delta Economic Center
To: Executive Director of Delta Economic Development
Effective: October 1, 2018
Salary: \$95,000
Source of Funds: Education and General, page 54, line 1
Justification: Replacement for Lana Carrier, who resigned (\$110,378)

O'LAUGHLIN, RUTH

From: Research Associate, Heritage SITES-Hemingway Pfeiffer Museum
To: Conservator, Lakeport Plantation
Effective: January 16, 2019
Salary: \$45,000
Source of Funds: Education and General, page 198, line 1
Justification: Replacement for Jeremy Wintory, who resigned (\$54,990)

SIMPSON, ALYSSA

From: Research Project Analyst, Office of the Provost
To: Student Outreach Coordinator/Research Assistant, Advising Services
Effective: February 1, 2019
Salary: \$45,000
Source of Funds: FY19 salary covered by safety fee and will be built into department budget for FY20
Justification: Replacement for Erin Lynn, who resigned (\$45,000 off-budget)

STALLINGS, MATT

From: Fiscal Support Specialist, Student Development & Leadership
To: Student Development Specialist, Facilities Management
Effective: January 16, 2019
Salary: \$37,000
Source of Funds: Auxiliary, page 267, line 10
Justification: Replacement for Shane Copeland, who resigned (\$42,055)

WAYMACK, TAWNYA

From: HEI Program Coordinator, Financial Aid

To: Coordinator of A-State Degree Center-Beebe

Effective: February 1, 2019

Salary: \$40,000

Source of Funds: Beebe rebate and part-time adjunct salary savings

Justification: Replacement for Rhonda Durham (ASU-Beebe employee), who retired (\$51,682); the Coordinator of the A-State Degree Center-Beebe will now be an ASU-Jonesboro employee

ARKANSAS STATE UNIVERSITY-BEEBE
ACADEMIC APPOINTMENTS
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EUBANKS, ALLYSON

Instructor of Nursing

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

Effective Date: January 7, 2019

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

Justification: Replacement for Bree Burrass, who resigned (\$51,233)

Education:

2012 B.S.N. Nursing, Arkansas Tech University, Russellville, AR

Employment:

2017-Present Registered Nurse, Arkansas Children's Hospital, Little Rock, AR

2016-2017 School Nurse, Jacksonville School District, Jacksonville, AR

2013-2017 Registered Nurse, Arkansas Children's Hospital, Little Rock, AR

2012-2013 Registered Nurse, Mercy Hospital, Fort Smith, AR

HILLMAN, THOMAS

Temporary Instructor of Industrial Technology

Salary: \$38,425 (9-month rate)

Effective Date: February 1, 2019

Source of Funds: Education and General, page 56, line 1

Justification: Replacement for Eric Couron, who resigned (\$38,809)

Education:

2018 A.S. Pharmacy Technician, Arkansas State University-Beebe

Employment:

2016-Present Delivery Driver, Loblolly Creamery, Little Rock, AR

2015-2016 Maintenance Technician, Arkansas Air National Guard, Jacksonville, AR

1988-2014 Senior Chief Petty Officer, United States Coast Guard, Topeka, KS

ARKANSAS STATE UNIVERSITY-BEEBE
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MORRIS, SAMUEL

Project Program Manager – Network & Systems Manager

Salary: \$41,000

Effective Date: February 18, 2019

Source of Funds: Education and General, page 87, line 6

Justification: Replacement for Jacob Ware, who resigned (\$47,389)

Education:

2016 A.S. Computer Systems and Networking Technology, Arkansas State University-Beebe

Employment:

2016-Present Part-time Canvas/Zoom Support Technician, ASU-Beebe

**ARKANSAS STATE UNIVERSITY-BEEBE
NON-ACADEMIC REASSIGNMENT OF DUTY
March 8, 2019**

WARD, MARY KATHY

From: Administrator of Grants & Contracts
To: Controller
Salary: \$62,500
Effective: February 1, 2019
Source of Funds: Education and General, page 82, line 1
Justification: Replacement for Sharon Been, who is retiring (\$77,741)

**ARKANSAS STATE UNIVERSITY-MOUNTAIN HOME
NON-ACADEMIC APPOINTMENT
March 8, 2019**

BEAVER, STEPHANIE

Recruiter

Salary: \$39,000

Effective: January 16, 2019

Source of Funds: Education and General, page 29

Justification: Replacement for Allison Haught, who resigned (salary \$38,220)

Education

2017 M.Ed Higher Education, University of Arkansas, Fayetteville, AR

2015 B.A. Psychology and Sociology, Arkansas Tech University, Russellville

Employment

2018 Part-time Recruiter, Arkansas State University-Mountain Home

2017-2018 Au Pair, Nenagh, Co., Tipperary, Ireland

2015-2017 Graduate Recruitment Graduate Assistant, University of Arkansas, Fayetteville

2016-2016 Veterans Resource and Information Center Intern, University of Arkansas

2012-2015 University Honors Secretary, Arkansas Tech University, Russellville

2014 Orientation Leader, Arkansas Tech University, Russellville

2013-2014 Resident Assistant, Arkansas Tech University, Russellville

2013-2013 Student Ambassador, Arkansas Tech University, Russellville

ARKANSAS STATE UNIVERSITY-NEWPORT
ACADEMIC APPOINTMENTS
March 8, 2019

SKIPPER, CARRIE

Assistant Professor of Psychology/Sociology

Salary: \$43,500 (9-month)

Effective: January 7, 2019

Source of Funds: Education and General, page 118, line1

Justification: Replacement for Carrie Elam, who resigned (\$45,257)

Education:

2003 M.S. Guidance/School Counseling, Arkansas State University-Jonesboro

1982 B.S. Elementary Education, Arkansas State University-Jonesboro

Employment:

2012-present Adjunct Instructor of Social Sciences (Psychology/Sociology), ASU-Newport

2003-2016 Elementary and Middle School Counselor, East Poinsett County School District, Lepanto, AR

WHITE, TRESSA

Assistant Professor of Mathematics

Salary: \$1,750 (bimonthly)

Effective: January 14, 2019-May 10, 2019

Source of Funds: Education and General, page 99

Justification: Interim appointment to assist with teaching and advising

Education:

2005 M.S. Mathematics, Arkansas State University-Jonesboro

2003 B.S. Mathematics, Arkansas State University-Jonesboro

Employment:

2003-present Graduate Teaching Assistant, ASU-Jonesboro

2002-2003 Tutor, ASU-Jonesboro

2001-2002 Engineering Intern, Craighead Electric Co-op, Jonesboro, Arkansas