

AGENDA
ARKANSAS STATE UNIVERSITY
BOARD OF TRUSTEES
September 18, 2020
2:00 p.m.
WebEx

- I. Call to Order
Stacy Crawford, Chair
- *II. Approval of the Minutes of Past Meetings
June 4, 2020
August 12, 2020
- III. President's Report
- *IV. Agenda
 - Proposed ASU System Resolutions
 - Resolution approving the ASU System to establish a Student Accounts Receivable, Allowance for Doubtful Accounts, and Bad Debt Expense Policy
 - Proposed ASU-Jonesboro Resolutions
 - Resolution approving ASU-Jonesboro to apply for a grant from the Arkansas Department of Human Services to continue participating in the Child and Adult Care Food Program
 - Resolution approving ASU-Jonesboro to name the new 3D arts building the Windgate Center for Three-Dimensional Arts
 - Resolution approving ASU-Jonesboro to name the student studio in the Windgate Center for Three-Dimensional Arts the Rea Charitable Trust Student Studio
 - Proposed ASU-Beebe Resolution
 - Resolution approving ASU-Beebe to revise the Faculty Handbook
- V. Executive Session
- *VI. Approval of Personnel Actions
- VII. Other Business
- *VIII. Adjournment

*Action Items

EXECUTIVE SUMMARY

Contact: Jeff Hankins 501-660-1000

ACTION ITEM: The Arkansas State University System seeks approval to establish a Student Accounts Receivable, Allowance for Doubtful Accounts, and Bad Debt Expense Policy.

ISSUE: The Board of Trustees must approve all System policies.

BACKGROUND:

- The Arkansas State University System desires to establish a policy to protect the long-term financial health of campuses of the System by providing to the Board of Trustees consistent reporting of the total student accounts receivable, allowance for doubtful accounts, and bad debt expense for all campuses, in order to ensure the effective administration of accounts receivable.
- A copy of the Student Accounts Receivable, Allowance for Doubtful Accounts, and Bad Debt Expense Policy is attached to this resolution.

RECOMMENDATION/RESOLUTION:

Be it resolved that the Arkansas State University System Student Accounts Receivable, Allowance for Doubtful Accounts, and Bad Debt Expense Policy is approved, effective January 1, 2021.



Christy Clark, Secretary



Stacy Crawford, Chair

ASU System Policy

Effective Date: 1/01/2021

Subject: Student Accounts Receivable, Allowance for Doubtful Accounts, and Bad Debt Expense

Purpose

The Student Accounts Receivable, Allowance for Doubtful Accounts, and Bad Debt Expense Policy is designed to protect the financial health of the System campuses and to meet the following objectives:

- Guidance for evaluating and accounting for the uncollectible portion of student accounts receivable, including writing off uncollectible receivables and calculating an uncollectible receivable estimate
- Consistency for all campuses in reporting the total student accounts receivable, allowance for doubtful accounts, and bad debt expenses to ensure the effective administration of accounts receivable

Definitions

Student Accounts Receivable: Amounts owed by a student as a result of enrolling at the University. This includes, but is not limited to, amounts for tuition, fees, fines, books, supplies, housing, and meal plans.

Allowance for Doubtful Accounts: Reasonable estimate, based on historical collections or other reasonable rationale, of the amount of accounts receivable that will become uncollectible. This amount is reflected as a contra-asset on the statement of net position.

Write-Off Process: Process to remove an amount owed to the University from the receivable balance after a collection process has been followed. The balance is no longer considered an asset and is not reflected in the financial statements.

Bad Debt Expense: The recognition in the financial records of the write-off process and the adjustment required to bring the allowance for doubtful accounts to its required balance.

Policy Statement

Collections

A receivable becomes past due if payment is not received by the payment due date. A concerted effort should be made to collect accounts. Each campus is responsible for establishing written collection procedures for accounts receivable.

Collection activities include any collection activities authorized by law.

Allowance for Doubtful Accounts

The process of calculating the estimate for uncollectible balances requires a rational estimate that follows Generally Accepted Accounting Principles (GAAP). Each campus will use the allowance method in which estimates of the uncollectible accounts are applied as a percentage of outstanding accounts receivable as of June 30. The goal in recording the Allowance for Doubtful Accounts is to present, as accurately as possible, the net realizable value of accounts receivable on the University's financial statements.

Write-Off Process

While routinely executing collection procedures, some student accounts receivable will be determined to be uncollectible. Accounts should be written-off the University's financial accounting records when the collection process has been completed and management determines the receivable to be uncollectible. Each campus maintains the criteria and guidelines establishing the point at which receivables become uncollectible, and each campus is responsible for consistently performing the write-off of receivables. The abatement (write-off) of student accounts receivable shall be governed by Arkansas Code Ann. §19-2-306, as well as by the guidelines established by the Chief Fiscal Officer of the state.

This ensures an accurate net receivables balance and is an important element of financial reporting. Amounts written-off are no longer reflected in the University's financial records; however, administrative and academic records will continue to reflect the student's enrollment and default status. Financial holds will be placed on the release of academic transcripts/records.

Reporting

Based on audited financial statements and other financial records, the System will report annually to the Board of Trustees the following information:

- Total Accounts Receivable
- Total Student Accounts Receivable
- Allowance for Doubtful Accounts
- Net Student Accounts Receivable
- Total Amount Written-Off
- Bad Debt Expense
- Student Accounts Aging Report

(Adopted by the Arkansas State University Board of Trustees on September 18, 2020, Resolution 20-31.)

EXECUTIVE SUMMARY

Contact: Len Frey (870) 972-3033

ACTION ITEM: Arkansas State University-Jonesboro (ASUJ) requests approval to apply for a grant from the Arkansas Department of Human Services to continue participating in the Child and Adult Care Food Program (CACFP).

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

BACKGROUND:

- The CACFP provides food services to approximately 600 children in the Arkansas Delta Region.
- The Department of Childhood Services in the College of Education and Behavioral Sciences participates in this program.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University-Jonesboro is approved to apply for a grant from the Arkansas Department of Human Services to continue participating in the Child and Adult Care Food Program.



Christy Clark, Secretary



Stacy Crawford, Chair

**ARKANSAS STATE UNIVERSITY
BOARD OF TRUSTEES**

**A Resolution Recognizing the Significant Contributions of
the Windgate Foundation
to Arkansas State University-Jonesboro**

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

WHEREAS, the Windgate Foundation and its trustees are respected leaders in the community and supporters of Arkansas State University-Jonesboro and the students we serve; and

WHEREAS, the Windgate Foundation has made significant contributions to Arkansas State University-Jonesboro of a magnitude worthy of special gratitude and lasting recognition, including a financial gift to construct a new building on campus dedicated to the 3D arts;

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of Arkansas State University, that the new 3D arts building on the campus of Arkansas State University Jonesboro shall be known henceforth as the:

Windgate Center for Three-Dimensional Arts

DULY ADOPTED AND APPROVED this 18th day of September 2020


Stacy Crawford, Chair


Price Gardner, Vice Chair


Christy Clark, Secretary


Tim Langford, Member


Niel Crowson, Member


Charles L. Welch, President

**ARKANSAS STATE UNIVERSITY
BOARD OF TRUSTEES**

**A Resolution Recognizing the Significant Contributions of
the Rea Charitable Trust
to Arkansas State University-Jonesboro**

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

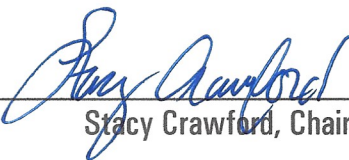
WHEREAS, the Rea Charitable Trust and its trustees are respected leaders in the community and supporters of Arkansas State University-Jonesboro and the students we serve; and

WHEREAS, the Rea Charitable Trust has made significant contributions to Arkansas State University of a magnitude worthy of special gratitude and lasting recognition, including a financial gift to enhance our 3D program;

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of Arkansas State University, that the student studio in the Windgate Center for Three-Dimensional Arts on the Arkansas State University-Jonesboro campus shall be known henceforth as the:

Rea Charitable Trust Student Studio

DULY ADOPTED AND APPROVED this 18th day of September 2020



Stacy Crawford, Chair



Price Gardner, Vice Chair



Christy Clark, Secretary



Tim Langford, Member



Niel Crowson, Member



Charles L. Welch, President

EXECUTIVE SUMMARY

Contact: Jason Goodner (501) 882-8830

ACTION ITEM: Arkansas State University-Beebe (ASUB) requests approval to revise the Faculty Handbook.

ISSUE: The Board of Trustees must approve all revisions to handbooks.

BACKGROUND:

- The Arkansas State University-Beebe Faculty Handbook was last approved in 2010. Policies and procedures have now been updated to reflect current policies, procedures, and organizational structure. The following is a summary of the changes:
 - Sections I – VIII: All faculty and staff positions referenced in the handbook have been revised to reflect the current organizational structure of the college.
 - Section III: Redundant personnel policies were removed as they now appear in the ASU System Policy Manual and are accessible via www.asusystem.edu.
 - Section IV: Language was revised to specifically clarify sections of *Teaching Loads* and *Work Week – Office Hours*.
 - Section V: Language was revised to clarify the timeline for applying for promotion in the section: *Academic Rank for Faculty Requiring a Master’s Degree or Above*.
 - Appendix A – Updated ASUB Organizational Chart webpage link.
 - Appendix B – Revised to reflect the current Faculty Senate Constitution.
- Driven by the college’s faculty senate, the revised handbook was approved through the shared governance process, and the faculty-at-large voted in favor of adopting the revised handbook.
- ASU System legal counsel has reviewed the revised handbook.

RECOMMENDATION/RESOLUTION:

Be it resolved that the Arkansas State University-Beebe Faculty Handbook is approved as revised, effective September 18, 2020.



Christy Clark, Secretary



Stacy Crawford, Chair

Arkansas State University
Board of Trustees
September 18, 2020

The Arkansas State University Board of Trustees met on Friday, September 18, 2020, by WebEx. Stacy Crawford, Chair of the Board, called the meeting to order at 2:00 p.m. Board members present were the following: Stacy Crawford, Price Gardner, Christy Clark, Tim Langford, and Niel Crowson.

Minutes:

Upon a motion by Mr. Gardner, seconded by Mr. Crowson, the minutes of the June 4, 2020, and the August 12, 2020, Board meetings were approved.

Ayes: Crawford, Gardner, Clark, Langford, Crowson

Nays: None

ASU System – Dr. Charles Welch, President

- Since we met last, most of the time on the campuses has been consumed with COVID-19. Overall, I feel like our students, faculty, and our staff have followed the safety guidelines, and have worked very hard to control our case numbers. If you look at where we are on each of our campuses, and if you look at other institutions, both within the state and around the country, we've done very well. Now, we can't let our guard down. I am proud of everyone's cooperation and patience during these difficult times. We remain prepared to make adjustments as needed. But I do think it's important that we point out just how hard these campuses have worked, how well prepared they were.
- One of the things that we talked about during the budgeting process was what enrollment might look like. System-wide, we were down about 4.2%. It wasn't 4.2% across the board, though. The Jonesboro campus was only down about half a percent. Our two-year campuses were down more, but so were all of their colleagues around the state. In fact, if you just look at traditional undergraduate populations, 21 of the 22 two-year institutions saw a decline this year. I think there were eight of the ten universities that saw a decline in enrollment this year. So, it is certainly a year where we saw fewer students who were coming to college. The good news is that we budgeted conservatively for a 5% decline in enrollment and 10% or less in the categories of educational

excellence trust fund, which ended being up a little bit, and Workforce 2000, which ended up being flat. So our campuses immediately saw positive budget numbers from that standpoint. We did not budget Categories C or D from the state Revenue Stabilization Act. If you look at the revenue reports from the first couple of months of this fiscal year, they have been outstanding. So we have reason to believe that C will ultimately flow. Because of all of those conservative budgeting approaches that our campuses took, even with enrollment declines, each of our campuses has a very good plan for how they will address those declines, and it appears there will be no need to make any significant cuts or changes to the budget.

- Our campuses are focused on staying open. We continue to have regular conversations with state officials and to seek opportunities from both the state and federal standpoint to get guidance and feedback. We still believe there is the possibility of federal stimulus funding that could be coming to our campuses, although the timing is uncertain on that. I have received a number of positive comments from state officials on the way that our campuses have navigated the pandemic, and the way that we've reopened our campuses, and the way that we've been able to manage the positive occurrences that we've had. I also want to say a public special thank you to NYIT for their continuing work on behalf of our entire System, including Henderson, with contact tracing and assisting our campuses. We are not compensating them and they have not received any state funds for their work. NYIT is definitely providing a very valuable service.

ASU-Jonesboro – Dr. Kelly Damphousse, Chancellor

- We are spending a lot of time thinking about COVID, but we also realize we have a lot more going on than just COVID. A lot of good news is out there as well. The president and I both have had conversations, independently, with the Governor the last couple of days. He wanted to know how he can help us with our tracing and testing protocols. Our problem right now is that when someone gets identified as having to go into isolation or be quarantined and recovers relatively quickly, it's challenging to get them off quarantine or out of isolation. There is a delay in having that happen. In our case, we are putting all the students, who need to be moved into an isolation area, into one of 137 rooms on our campus designated for isolation. If the student doesn't get removed from isolation

in a timely manner, they are taking up a room that we could use for someone else. It's also a burden for us because we are having to deliver food there as well. And they are missing classes if they are not removed in a timely manner as well. So, the Governor and the Governor's Office have been working on a plan to tighten up that timeline, and we are really excited about that. For a while, there has been a link between when a person tests positive and their first contact from a contact tracer following up on them. There has been some headway made on that time frame as well, so, if we can tighten up those time frames, it will really help this issue on our campus. When we began our "Return to Learn" plans in May, it may have seemed really premature, as to what was going to happen in the fall. But we wanted to avoid building an airplane while we were flying it, so we created a flexible plan. If things were great in the fall, we could get back to normal pretty easily. We thought we could take a very conservative approach and then liberalize it if we were able to. In the spring, we went from having no real standards in place and then, really quickly, having standards in place. But we planned all that up front. Our faculty members actually created the standards, and we are prepared to go completely online if we have to and if the conditions arise. We are ending our fourth week of the semester. That means we are a quarter of the way through, and we are excited about that. Things are moving pretty well, and people are complying really well with our procedures and our policies. The use of face masks and the social distancing all over campus have been remarkable. I've not had a single complaint about a student not wearing a mask in the classroom. We have changed our campus. We've created a COVID-capacity for every room on campus. Every classroom, every office space, and every conference room has been examined for how many people could sit in there and still be six feet away from somebody else. So, if one person tests positive in a classroom, nobody else will be in direct contact, because they are not within six feet of anyone else. We've had to put 14 new classroom spaces online, including gymnasiums. I'm actually teaching my class in the Hames Room at First National Bank Arena. It's working really well. We converted 10% of our classes into all online classes where that is possible. That gives our students a lot of flexibility to take online classes, if they prefer that.

- We have started building our 3D Arts Building. That's exciting and it should be up and running in late spring of 2021.

- We had flat enrollment for the fall semester. Even though we budgeted for 5% decline, we ended up being only down 0.3%. So, we are very happy about that. The mix is always important. We have this huge increase in the number of online students. Our Mexico campus continues to grow in enrollment. We had a smaller freshman class than we projected and actually a lot fewer transfer students coming into our campus as well. Every university that I'm aware of had trouble filling their transfer expectations.
- I will end on a good note here. We had record first-year retention rates this year. I will remind you that in 2010, our retention rate for first-year students was 70%. The year I got here, it was 72.8%, but this year it is 79%. And that's a remarkable increase over a short period of time. So we have a record retention rate, which leads into a record graduation rate. In 2014, our six-year graduation rate was 37%. This year it will be over 50%. I wish it was higher than that. We are at record retention rates now, and we hope to see that play out into record graduation rates.

ASU-Beebe – Dr. Jennifer Methvin, Chancellor

- Our Student Life staff and our Intramural staff have really struggled to find ways to keep students engaged with one another, six feet apart, with masks on. The first annual Abington Walk was our first student social-distancing event. Our students were invited to meet under the arch, with masks on and where chairs were 10 feet apart, and they learned about the history of the Abington Family and the beginning of what became ASU-Beebe. Then, we took a short walk across our campus, across Central Avenue, down through the middle of the Beebe public schools campus, and over to the historic cemetery where both William and Eugene Abington are laid to rest. The students, faculty, and staff got to spend a moment contemplating the very beginnings of the school, paying homage to those two gentlemen, and spending some time with one another. Then that played into the Back to Beebe Bash, which was in a much larger space than we normally have it, with health screenings for all of those things. So our students are getting some student activities, very different than what they normally do, but they are getting some activities.
- Celebrating our donors has been a challenge. Since we didn't get to have our annual donor event, we are sort of having individual donor events. A great supporter of this institution, Cathy Eoff, has for

15 years attempted to get us a grant from the Bayer Foundation. It's called the America's Farmers Grow Communities grant, and she was successful in doing that this year. A \$2,500 grant was awarded, which she asked us to use to improve education for agriculture students. We were able to bring to campus Cathy and two generations of farmers, who have farmed her parents' farm in Missouri, to celebrate and show them the farm and the Vet Tech and John Deere spaces.

- We have a lot of classrooms utilizing Zoom, whether they record ahead of time or have live sessions with students. Our formats have a lot more variety than we had before. The gym is now the choir and the band room. All intramurals and most of P.E. take place outside. The Walmart-Regions Room, where we normally love to have the community in, is now a socially-distanced classroom. We are being very creative with our space and doing things differently. Faculty and staff and students have responded remarkably, and I'm very grateful for that.
- The revision of the faculty handbook, which you are contemplating today, is a decade in the making. I'm very grateful for the very good review of the faculty handbook in bringing it back into line with current policy.

ASU-Mountain Home – Dr. Robin Myers, Chancellor

- For the second year in a row, we were cited by the Wallet Hub Ranking as the Number 2 community college in the nation. We were Number 1 three years ago. That's really a measure of our faculty's excellence to post-attendance metrics that measure the graduation retention-success rate of students and also costs and financing.
- We are asking to eliminate some options under our welding degree and also to change the name of our Ag and Natural Resources Degree to just an Associate Degree in Agriculture. That better reflects the degree and also will help us with transition of students into the Jonesboro campus.
- Almost all of our CARES institutional funding was spent on technology. Our instructors are using Zoom in their classrooms, so students can either be on campus or can be at home and participate in classes. We have made a lot of our larger spaces in the Sheid into classrooms also. We have a very modest number of students on campus because of that, and it feels more like we are mostly online. Coincidentally, our online instruction is down a little this semester because so many students chose

these Zoom options as opposed to online courses. The CARES Act money allowed us to enhance our technology all over campus. We have new wireless routers in every single classroom, and the connectivity is much greater. All of the faculty have brand new laptops they can use, so if we do have to go to a total virtual environment, we are prepared to do so.

ASU-Newport – Dr. Sandra Massey, Chancellor

- We have been doing a lot regarding alternate learning methods and everything seems to be going well. I couldn't be more pleased that students are wearing their masks very routinely and socially distancing. Probably our most unusual class set up is where we have classrooms of students and the faculty members are remote, with proctors to manage the classes. We are doing a lot of frontloading of hands-on instruction, which hopefully will help if we do have to go back to remote learning.
- We had a ribbon-cutting ceremony on Wednesday for our Information Technology Apprenticeship Academy. It's a partnership between the Arkansas Center for Data Sciences, the Newport Economic Development Commission, and ASU-Newport. It is an opportunity for people to be employed by some big employers in the area and across the state, and continue their apprenticeships while they are being paid. We already have eight employers who have signed on and several students in the first class. This could be a game changer for Newport if things go as we anticipate.
- We have had a strong partnership with Riverside High School for several years now. During the last few years, they have really made an effort to get more students to obtain an associate's degree as they are graduating. I am very pleased to announce that they had 21 concurrent students graduate with an associate's degree.
- Our Surgery Tech program was recognized by the Association of Surgical Technologists for what they call the 2019 Galaxy Star Program. They continue to be a leader in that area and, again, we are proud of their work.
- Engineers from Cromwell Architects recently received a Silver 2020 Excellence Award in Design from the American Society of Interior Design for the remodel of the ASU-Newport Student Community Center. So, we got some free publicity through that publication.

ASU Mid-South – Dr. Debra West, Chancellor

- Going through this experience of operating during a pandemic has reinforced to me the importance of having good people on your team, and being part of a good team. I don't think any of us on this call would have gotten off to the smooth start that we did without the tremendous leadership of the System office. We are asking the faculty to do so much, from online to on-ground to hybrid, and it was a lot to adjust to and deal with as we started this semester. It's been a great team-building experience.
- All of you who have attended our Wild Game Dinner know the quality of that event, and the quality starts from the invitation to that event and goes all the way through the night of the event. We have one in-house graphic designer on our team, and we do everything for that event in-house. On a lark, we decided to submit our invitation to that event to the 2020 University Colleges Designer Association Awards, and we actually picked up two awards in that category! One was for the in-house printing category, and the other was for special event invitations. Pete Sullivan, our designer, does all the work, and to be listed among the winners for those categories, which included Auburn University's School of Industrial and Graphic Design, Boston University, MIT, The Maryland College of Art, and ASU Mid-South over here in the Arkansas Delta, was pretty special.
- This week, we were able to announce that we received recognition from the *Chronicle of Higher Education* as a "Great College to Work For" in 2020. We are very proud, as this is the fourth out of the last five years we've received recognition by the *Chronicle* for being a great place to work. This year we were recognized for our facilities and safety on campus. It is particularly important during a pandemic that safety is on everyone's minds. People feel we operate as an institution that has safety as a paramount part of what we do, so I am very pleased by that.

ASU Three Rivers – Dr. Steve Rook, Chancellor

- I am very pleased and surprised with the cooperation from our students and their wearing the masks. Everybody is doing their part and making sure that we follow protocols. We've had very few cases on campus and we hope to keep it that way.

- One of the things that was the catalyst for our former Board of Trustees to look at with alignment was our Other Post Employment Benefit (OPEB) liability, and I always refer to it as a “phantom liability”, but it made our institution look like we had a negative fiscal position. Because of us aligning with the ASU System, our OPEB liability dropped \$5.3 million to \$760,000. That has been a huge victory for us on campus and for what is now our Board of Visitors.
- We had the opportunity to host Governor Asa Hutchinson on August 25 for his daily COVID update.
- We will have our final follow-up visit with the Higher Learning Commission on Monday. They will look at how this alignment has impacted us, our administration, our business office, and they will also talk with students and faculty about the changes that they have seen, and the progress we’ve made since their last visit.
- Back in the fall of 2018, the folks of Saline County approved, by 60%, a 3/8 cent sales tax to go specifically to build a Career Technical Education Center. It is located between the exit for Haskell and the Hot Springs exit, about halfway between those. We have been involved with this since I came on campus back in 2016. We became an official partner about three years ago. This is a partnership with Saline County, the Saline County Economic Development Commission, and also Bauxite, Benton, Bryant, Glen Rose, Haskell Harmony Grove, and Sheridan school districts. This is a testament to all of the people that came together to make this happen. Construction is going on right now, and our target opening date is the fall of 2021. It’s going to be a beautiful building with almost 140,000 square feet inside. We will have approximately 10 career center programs, and we certainly hope to expand that. All these programs were requested by business and industry of Saline County. We’ve had a lot of support from the businesses and industries of Saline County, and we expect they will help give equipment for the use and the instruction. We are hoping to use the money that we receive from the state to run the Career Center Program. The school districts are paying \$500 per student per year for the maintenance and operation of the building. What we are hoping to do at ASU Three Rivers with our college courses is to increase our college enrollment by maybe offering some of these exact programs to college students at night and on the weekends.

Henderson State University – Dr. Jim Borsig, Interim President

- We've been finding new ways to reach our students. I'm pleased with our plan, and I am pleased that we continue to make improvements. Also I am grateful to NYIT as one of the benefits we are already receiving in our partnership with the ASU System.
- This week, the third and final step has been completed for the documentation that's presented to the Higher Learning Commission Board for action in November to formally join the ASU System. We submitted the letter concurring in the verification report, which is the final step.
- Our cut in enrollment was more than 5%, so we have work to do. But I want to say that the assistance of the System staff, across the board, with the issues that we are facing has been stellar.
- Two milestones, academically, were reached by the University over the summer. In June, our Master of Science in Nursing degree received its first accreditation, and that is certainly a milestone effort for the Nursing Department. Also in September, we received notification that our Engineering degree received its accreditation. So those bode well for our students. Even with the decline in enrollment, engineering is actually up in the number of majors over a year ago, and nursing remains stable.

ASU System Resolution:

- Resolution 20-31 approving the ASU System to establish a Student Accounts Receivable, Allowance for Doubtful Accounts, and Bad Debt Expense Policy

Dr. Welch: This is actually a proactive financial measure and not the result of any issue with any of our current member institutions. This policy formalizes what we already do and ensures transparency.

Upon a motion by Mr. Crowson, seconded by Dr. Langford, ASU System Resolution 20-31 was approved.

Ayes: Crawford, Gardner, Clark, Langford, Crowson

Nays: None

ASU-Jonesboro Resolutions:

- Resolution 20-32 approving ASU-Jonesboro to apply for a grant from the Arkansas Department of Human Services to continue participating in the Child and Adult Care Food Program

Dr. Welch: Third is a resolution that is an annual requirement for ASU-Jonesboro to apply for a grant from the Arkansas Department of Human Services to continue participating in the Child and Adult Care Food Program. It's not using institutional dollars, but one of the requirements for receiving and expending the funds is the express approval by the Board of Trustees.

- Resolution 20-33 approving ASU-Jonesboro to name the new 3D arts building the Windgate Center for Three-Dimensional Arts
- Resolution 20-34 approving ASU-Jonesboro to name the student studio in the Windgate Center for Three-Dimensional Arts the Rea Charitable Trust Student Studio

Dr. Welch: Over a year ago, we announced that we had received funding from the Windgate Foundation to construct a Windgate Center for Three-Dimensional Arts. That building is now under construction and is being entirely funded with private funds. We also received a gift from the Rea Charitable Trust for a student studio within the Windgate Center. With your formal approval, we will consider the naming of the facility and the studio within.

Upon a motion by Dr. Langford, seconded by Mr. Gardner, ASU-Jonesboro Resolutions 20-32 thru 20-34 were approved.

Ayes: Crawford, Gardner, Clark, Langford, Crowson

Nays: None

ASU-Beebe Resolution:

- Resolution 20-35 approving ASU-Beebe to revise the Faculty Handbook

Dr. Welch: It had been some time since this handbook had been updated. There weren't any major substantive changes, but there were many changes in terms of organizational structure and things of that nature. They worked closely with our legal counsel and also went through the shared governance processes.

Upon a motion by Mrs. Clark, seconded by Mr. Crowson, ASU-Beebe Resolution 20-35 was approved.

Ayes: Crawford, Gardner, Clark, Langford, Crowson

Nays: None

Executive Session:

Upon a motion by Dr. Langford, seconded by Mr. Gardner, the Board voted to retire into executive session at 2:54 p.m.

Ayes: Crawford, Gardner, Clark, Langford, Crowson

Nays: None

Mrs. Crawford announced, "This body has voted to retire into executive session to consider the personnel action items. We will reconvene in public session following this executive session to present and vote on any action arrived at in private."

The Board reconvened at 3:15 p.m.

Personnel Actions:

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

Ayes: Crawford, Gardner, Clark, Langford, Crowson

Nays: None

Upon a motion by Dr. Langford, seconded by Mr. Gardner, the academic appointments and non-academic reassignment for ASU-Beebe were approved.

Ayes: Crawford, Gardner, Clark, Langford, Crowson

Nays: None

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

Ayes: Crawford, Gardner, Clark, Langford, Crowson

Nays: None

Upon a motion by Mrs. Clark, seconded by Mr. Gardner, the non-academic reassignment for ASU Mid-South was approved.

Ayes: Crawford, Gardner, Clark, Langford, Crowson

Nays: None

Upon a motion by Dr. Langford, seconded by Mr. Gardner, the academic appointments for ASU Three Rivers were approved.

Ayes: Crawford, Gardner, Clark, Langford, Crowson

Nays: None

Adjournment:

Upon a motion by Mr. Crowson, seconded by Dr. Langford, the meeting adjourned at 3:25 p.m.

Ayes: Crawford, Gardner, Clark, Langford, Crowson

Nays: None



Christy Clark, Secretary



Stacy Crawford, Chair

ARKANSAS STATE UNIVERSITY-JONESBORO
ACADEMIC APPOINTMENTS
September 18, 2020

RAILSBACK, GARY

Assistant Professor, Leadership and Special Education

Salary: \$80,000 (12-month)

Effective: July 1, 2020

Source of Funds: Education and General, page 159, line 6

Justification: New position in the FY21 budget in the A-State Online Service Ed.D. program

Education:

1994 Ph.D. Education, University of California, Los Angeles, CA

2020 M.A. Industrial & Organizational Psychology, Azusa Pacific University, Azusa, CA

1981 M.A. Theology, Fuller Theological Seminary, Pasadena, CA

1976 B.S. Christian Education, Northwest Christian College, Eugene, OR

Employment:

2019-2020 Methodologist, Concordia University, Portland, OR

2017-2019 Vice President of Accreditation, Council for the Accreditation of Educator Preparation, Washington, DC

2015-Present Professor, Azusa Pacific University, Azusa, CA

2013-2015 Associate Vice President for Academic Affairs and Dean, Northwest Christian College, Eugene, OR

2012-2013 Educational Solutions Specialist, Taskstream, New York, NY

2008-2012 Dean, Point Loma Nazarene University, San Diego, CA

SMALL, TOPEKA

Assistant Professor, Leadership and Special Education

Salary: \$80,000 (12-month)

Effective: July 1, 2020

Source of Funds: Education and General, page 159, line 5

Justification: New position in the FY21 budget in the A-State Online Service Ed.D. program

Education:

2011 Ed.D. Higher Education, University of Memphis, Memphis, TN

2001 M.A. English: Professional and Technical Writing, University of Memphis, Memphis, TN

1999 B.A. English, University of Memphis, Memphis, TN

Employment:

2016-Present School Improvement Specialist, Marion School District, Marion, AR

2016 Instructor, Arkansas State University-Jonesboro

2015 Instructor, East Arkansas Community College, Forrest City, AR

2005-2008 Instructor, University of Central Arkansas, Conway, AR

ARKANSAS STATE UNIVERSITY-JONESBORO
ACADEMIC REASSIGNMENTS
September 18, 2020

HWANG, YEONSANG

From: Assistant Professor, Engineering Instruction
To: Associate Dean of Engineering, Engineering & Computer Science
Effective: July 1, 2020
Salary: \$128,000
Source of Funds: Education and General, page 166, line 2, and page 167, line 1
Justification: Internal transfer to fill Associate Dean of Engineering from an interim position to a permanent position in FY21 budget

KNIGHT, CHERYL

From: Assistant Professor, Social Work
To: Department Chair, Social Work
Salary: \$90,000
Effective: July 1, 2020
Source of Funds: Education and General, page 186, line 1
Justification: Social Work Department Chair added to FY21 budget, previously served as Chair

YOUNGMAN, KENDALL

From: Instructor, Medical Imaging-Radiation Sciences
To: Assistant Professor, Medical Imaging-Radiation Sciences
Salary: \$61,000 (12-month)
Effective: July 1, 2020
Source of Funds: Education and General, page 182, line 8
Justification: Replacement for Ray Winters, who retired (\$83,277)

ARKANSAS STATE UNIVERSITY-JONESBORO
NON-ACADEMIC APPOINTMENTS
September 18, 2020

ARBUCKLE, NICOLE

Instructor, Instructional Designer, A-State Online Faculty Support

Salary: \$42,000 (12-month)

Effective: July 16, 2020

Source of Funds: A-State Online Service Faculty Support Program Revenue

Justification: New position added to the FY21 budget for program growth

Education:

2004 M.A. Christian School Administration, Southeastern Baptist Theological Seminary,
Wake Forest, NC

2000 B.S. Risk Management and Insurance, Florida State University, Tallahassee, FL

Employment:

2016-Present Research Assistant, Central Baptist Church, Jonesboro, AR

2011-2014 Website Manager, The Lamp Outlet, Bono, AR

2005-2007 Sales Coordinator, Arks Incorporated, Raleigh, NC

CHISHOLM, COLE

Development Advancement Specialist, Athletic Advancement

Salary: \$30,222

Effective: July 16, 2020

Source of Funds: Education and General, page 231, line 14, and page 39, line 4

Justification: Replacement for Kaleb May, who resigned (\$30,222)

Education:

2013 B.A. Sports Management, Texas A&M University, College Station, TX

Employment:

2019-Present Assistant Associate Director of Ticket Sales and Development, Missouri Athletics,
Columbia, MO

2017-2019 Associate Director of Ticket Operations and Systems, Missouri Athletics, Columbia, MO

2014-2017 Assistant Director of the Ticket Sales Center, Baylor Athletics, Waco, TX

2013-2014 Box Office Manager, Colorado Springs Sky Sox, Colorado Springs, CO

CREWS, BRENT

Assistant Coach, Men's Basketball

Salary: \$58,000

Effective: July 1, 2020

Source of Funds: Education and General, page 237, line 3

Justification: Replacement for Casey Stanley, who resigned (\$58,000)

Education:

2007 B.A. Social Science, Florida Atlantic University, Boca Raton, FL

Employment:

2015-Present Head Coach, Thomas University, Thomasville, GA

2012-2015 Assistant Men's Basketball Coach, University of San Francisco, San Francisco, CA

2011-2012 Assistant Basketball Coach, Chipola College, Marianna, FL

2008-2011 Head Coach/Director, Florida Family AAU Program, Boca Raton, FL

DUVALL, JESSE

Head Coach, Women's and Men's Cross Country Track

Salary: \$22,880

Effective: July 1, 2020

Source of Funds: Education and General, page 239, line 4, and page 240, line 4

Justification: Replacement for Daniel O'Hare, who resigned (\$30,000)

Education:

2019 M.S. Sports Administration, Arkansas State University-Jonesboro

2016 B.S. Exercise Science, Arkansas State University-Jonesboro

Employment:

2017-Present Assistant Coach, ASU-Jonesboro

2016-2017 Assistant Field Coach, Cardinal Stritch University, Shorewood, WI

2016-2017 Sales Associate, Orangetheory Fitness, Shorewood, WI

2015-2016 Direct Care Worker, Consolidated Youth Services, Jonesboro, AR

JAMESON, WESTON

Assistant Coach, Women's Basketball

Salary: \$45,000

Effective: July 1, 2020

Source of Funds: Education and General, page 244, line 2

Justification: Replacement for Caronica Randle, who resigned (\$62,000)

Education:

2015 M.A. Teaching, Southern Arkansas University, Magnolia, AR
2013 B.A. Kinesiology, Harding University, Searcy, AR

Employment:

2015-Present Assistant Women's Basketball Coach, Harding University, Searcy, AR
2014-2015 Head Jr. High Boys' Basketball Coach and Assistant Sr. High Boys' Basketball Coach,
Central Arkansas Christian, North Little Rock, AR

LO, MELODY

Dean, Neil Griffin College of Business

Salary: \$200,000

Effective: July 1, 2020

Source of Funds: Education and General, page 133, line (\$140,000), and page 134, line 1 (\$60,000) (Neil Griffin Dean of Business Endowment)

Justification: Replacement for Kathy Loyd, who resigned (\$160,000)

Education:

2001 Ph.D. Economics, Purdue University, West Lafayette, IN
1998 M.A. Economics, Purdue University, West Lafayette, IN
1996 B.A. Economics, National Tsing-Hua University, Hsing-Chu, Taiwan

Employment:

2016-Present Professor of Economics, The University of Texas, San Antonio, TX

2008-2016 Associate Professor of Economics, The University of Texas, San Antonio, TX

MANN, MCGHEE

Assistant Coach, Women's Basketball

Salary: \$28,100

Effective: July 1, 2020

Source of Funds: Education and General, page 244, line 5, plus \$7,300 from VC for Athletics salary savings

Justification: Replacement for Alexis Sharp, who resigned (\$20,800)

Education:

2013 B.S. Sport and Entertainment Management, University of South Carolina, Columbia, SC

Employment:

2018-2020 Director of Video Operations, Grand Canyon University, Phoenix, AZ

2015-2017 Graduate Assistant, Baylor University, Waco, TX

2014-2015 Assistant Coach, Spartanburg High School, Spartanburg, SC

2013-2014 Basketball Operations Intern, Philadelphia 76ers, Philadelphia, PA

MULLIN, STEPHEN

Department Chair, Biological Sciences

Salary: \$125,000

Effective: July 1, 2020

Source of Funds: Education and General, page 91, line 1 (\$15,000), and page 96, line 1 (\$110,000)

Justification: Replacement for Tom Risch, who was promoted to Vice Provost of Research and Technology Transfer (\$114,757)

Education:

1998 Ph.D. Biology, University of Memphis, Memphis, TN

1992 M.S. Zoology, University of South Florida, Tampa, FL

1989 B.A. Zoology, University of California at Berkeley, Berkeley, CA

Employment:

2015-Present Professor and Chair, Stephen F. Austin State University, Nacogdoches, TX

2011-Present Instructor, Southwest Research Station, Portal, AZ

2009-2015 Professor, Eastern Illinois University, Charleston, IL

2009-2010 Interim Associate Chair, Eastern Illinois University, Charleston, IL

NESSLING, ELIZABETH

Assistant Coach, Women's Basketball

Salary: \$40,000

Effective: July 1, 2020

Source of Funds: Education and General, page 244, line 3

Justification: Replacement for Aaron Holland, who resigned (\$39,000)

Education:

2018 M.S. Business Administration, University of St. Mary, Leavenworth, KS

2016 B.S. Business Administration, Lincoln University, Jefferson City, MO

Employment:

2018-Present Assistant Women's Basketball Coach, Seward County Community College, Liberal, KS

2016-2018 Head Assistant Women's Basketball Coach, University of St. Mary, Leavenworth, KS

2017-2018 Coach/Director, Midwest Elite Basketball Camps, MS, CO, and NE

RUSSELL, JESSICA

Instructor of Instructional Designer, A-State Online Faculty Support

Salary: \$40,000 (12-month)

Effective: June 1, 2020

Source of Funds: Education and General, page 68, line 7

Justification: New position in the FY21 budget needed for program growth

Education:

2017 M.A. Human Services: Health and Wellness, Liberty University, Lynchburg, VA
2014 B.A. History, Ouachita Baptist University, Arkadelphia, AR

Employment:

2019-Present Secretary, NEA Baptist Hospital, Jonesboro, AR
2017-2018 Assistant Director, Liberty University, Lynchburg, VA
2016-2018 Budget Manager, Liberty University, Lynchburg, VA
2016-2018 Behavioral Intervention Team Coordinator, Liberty University, Lynchburg, VA
2015-2017 Administrative Assistant, Liberty University, Lynchburg, VA

STROUD, ASHLEY

Research Assistant-Director of Student Success, Global Initiatives Administration

Salary: \$55,000

Effective: August 16, 2020

Source of Funds: Education and General, page 67, line 10

Justification: New position in FY21 budget, transitioned from A-State Online Ed Leadership to A-State Online Service Operations for Director of Success

Education:

2017 B.S. Psychology, Arkansas State University-Jonesboro

Employment:

2016-2017 Applied Behavioral Analysis Line Therapist, Focus Inc., Jonesboro, AR
2014-2016 Teacher, Discovery Island Learning Center, LLC, Jonesboro, AR
2013-2014 Teacher, Look What I Can Do Learning Center, LLC, Brookland, AR

WALKER, ASHLEE

Instructor, Instructional Designer, A-State Online Faculty Support

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

Effective: July 16, 2020

Source of Funds: A-State Online Service Faculty Support Program Revenue

Justification: New position added to the FY21 budget to provide Instructional Design support to faculty

Education:

2018 M.A. Intercultural Studies, Southeastern Baptist Theological Seminary, Wake Forest, NC
2014 B.S. Journalism, Arkansas State University-Jonesboro

Employment:

2017-2020 Experiential Learning Coordinator, ASU-Jonesboro
2015-2017 Student Outreach Coordinator, ASU-Jonesboro
2014-2015 iPad Representative, ASU-Jonesboro
2013-2014 Apple Campus Representative, Apple Inc., ASU-Jonesboro

WALLS, ASHLEY

Academic Advisor, Medical Imaging-Radiation Sciences

Salary: \$54,000

Effective: July 1, 2020

Source of Funds: Education and General, page 172, line 10, and page 182, line 9

Justification: Replacement for Edwin Wallace, who resigned (\$56,256)

Education:

2013 DMS Diagnostic Medical Sonography Program, Arkansas State University-Jonesboro

2010 A.S. Liberal Arts, Arkansas State University-Newport

Employment:

2019 Diagnostic Medical Sonographer, St. Bernards Medical Center, Jonesboro, AR

2014-2018 Diagnostic Medical Sonographer, NEA Baptist Women's Clinic, Jonesboro, AR

2013-2014 Diagnostic Medical Sonographer, NEA Baptist Memorial Hospital, Jonesboro, AR

2013-2014 Diagnostic Medical Sonographer, White River Medical Center, Batesville, AR

ZHANG, SHAWN

Research Analyst, Institutional Research

Salary: \$46,500

Effective: May 18, 2020

Source of Funds: Education and General, page 58, line 3

Justification: Replacement for Sharon Webb, who retired (\$49,922)

Education:

2019 B.S. Computer Science, Arkansas State University-Jonesboro

Employment:

May-Aug 2019 Technical Support Intern, Hytrol Conveyor Company, Jonesboro, AR

Jan-May 2019 IT Intern, El Centro Hispano Community Center, Jonesboro, AR

2014-2017 Data Analyst, Colson Caster Corporation, Jonesboro, AR

ARKANSAS STATE UNIVERSITY-JONESBORO
NON-ACADEMIC REASSIGNMENTS
September 18, 2020

CAROTHERS, JUSTIN

From: Academic Advisor, A-State Online Operations
To: Instructor, A-State Online Operations
Salary: \$42,000 (12-month)
Effective: July 1, 2020
Source of Funds: A-State Online Service Faculty Support Program Revenue
Justification: New position added to the FY21 budget to provide Instructional Design support to faculty, due to program growth

CRITTENDEN, JASON

From: Systems Analyst, Information and Technology Services
To: Project Program Specialist, Senior Programmer Analyst, Information and Technology Services-ASU System
Effective: June 16, 2020
Salary: \$60,000
Source of Funds: ASU System Education and General (Uniform ERP), page 9, line 2
Justification: Expansion of ERP system for Arkansas State University System

CRITTENDEN, TONYA

From: Project Program Manager, Office of Financial Aid & Scholarships
To: Project Program Specialist, Database Analyst, Information and Technology Services-ASU System
Effective: July 1, 2020
Salary: \$70,000
Source of Funds: ASU System Education and General (Uniform ERP), page 9, line 4
Justification: Expansion of ERP system for Arkansas State University System

DAVIDSON, SARAH

From: Assistant Professor, School of Nursing
To: Associate Dean of Schools, Nursing and Health Professions
Effective: July 1, 2020
Salary: \$125,000
Source of Funds: Education and General, page 171, line 2, and page 172, line 1
Justification: Replacement for Angela Schmidt, who retired (\$142,854)

GLASCO, LISA

From: Assistant Director of Procurement Services
To: Interim Director of Procurement
Effective: July 1, 2020
Salary: \$51,500
Source of Funds: Education and General, page 9, line 1
Justification: Replacement for Carol Barnhill, who retired (\$84,157)

JONES-BRANCH, CHERISSE

From: Assistant Professor, Vaughn Endowment Professorship, History
To: Dean of Graduate School
Effective: July 1, 2020
Salary: \$125,000
Source of Funds: Education and General, page 49, line 1
Justification: Graduate School was reestablished and position was budgeted for FY21

KELLY, TERRY

From: Computer Support Manager, Information and Technology Services
To: Senior Programmer Analyst, Information and Technology Services-ASU System
Effective: June 16, 2020
Salary: \$60,000
Source of Funds: ASU System Education and General (Uniform ERP), page 9, line 1
Justification: Expansion of ERP system for Arkansas State University System

WILLIAMS, SHANNON

From: Administrative Specialist III, Hemingway-Pfeiffer Museum
To: Director of Museum & Education Center, Hemingway-Pfeiffer Museum
Effective: July 1, 2020
Salary: \$35,000
Source of Funds: Education and General, page 199, line 1
Justification: Replacement for Adam Long, who was promoted to Director of Delta Heritage Initiatives (\$56,234)

ARKANSAS STATE UNIVERSITY-BEEBE
ACADEMIC APPOINTMENTS
September 18, 2020

COOK, PENNY

Instructor of Education

Salary: \$38,425 (9-month rate)
Effective: August 10, 2020
Source of Funds: Education and General, page 20, line 1
Justification: Replacement for Kristan Angel, who resigned, (\$39,194)

Education:

2010 M.S.E. Educational Leadership, Arkansas State University-Jonesboro
1998 B.S. Early Childhood/Elementary Education, Arkansas State University-Jonesboro

Employment:

2019-2020 Adult Education Instructor, ASU-Beebe, Searcy, AR
2018-2019 Fourth Grade Literacy Teacher, eStem Public Charter School, Little Rock, AR
2010-2018 Fourth Grade Literacy/First Grade Teacher, Rivercrest Public Schools, Wilson, AR

DUNCHEON, CHAD

Instructor of Accounting

Salary: \$38,425 (9-month rate)
Effective: August 10, 2020
Source of Funds: Education and General, page 42, lines 1 and 2
Justification: Replacement for Elizabeth Alumbaugh, who is no longer employed (\$40,377)

Education:

2019 M.P.A. Accountancy, Illinois State University, Normal, IL
2019 B.S. Accountancy, Illinois State University, Normal, IL

Employment:

2019-2020 Assistant Professor of Accounting, MacMurray College, Jacksonville, IL
2017-2019 Graduate Assistant/Tutor, Illinois State University, Normal, IL

GROWNS, LANDON

Instructor of Mathematics

Salary: \$38,425 (9-month rate)
Effective: August 10, 2020
Source of Funds: Education and General, page 31, lines 4 and 5
Justification: Replacement for JoAnn Haustein, who retired (\$39,978)

Education:

2020 M.S. Mathematics, University of Arkansas, Fayetteville, AR
2018 B.S. Mathematics, Arkansas Tech University, Russellville, AR
2015 A.A.S. Surveying, University of Arkansas Community College, Morrilton, AR

Employment:

2018-2020 Graduate Teaching Assistant, University of Arkansas, Fayetteville, AR
2016-2018 Student Tutor, Arkansas Tech University, Russellville, AR
2015-2016 Survey Technician, Development Consulting Inc., Little Rock, AR

PONDER, HAYDEN

Instructor of Welding

Salary: \$38,425 (9-month rate)
Effective: September 1, 2020
Source of Funds: Education and General, page 97, lines 1 and 2
Justification: Replacement for Ethan Cresswell, who resigned (\$39,194)

Education:

2020 A.A.S. Welding Technology, Arkansas State University-Beebe, Heber Springs
2011 C.P. Welding/GTAW Technology, South Arkansas Community College, El Dorado, AR
2011 T.C. Welding Technology, South Arkansas Community College, El Dorado, AR

Employment:

2014-2020 Welder/Sub Assembly Lead Man, Best Enterprises, Cabot, AR
2013-2014 Welder, Tru-Fab Incorporated, Little Rock, AR
2013-2013 Welder, Pinnacle Structures, Cabot, AR
2013-2013 Welder, AFCO Steel, Little Rock, AR
2011-2013 Welder, American Steel Corporation, El Dorado, AR
2011-2012 Shop Hand, Therral Story Well Service Company, Magnolia AR

ARKANSAS STATE UNIVERSITY-BEEBE
NON-ACADEMIC REASSIGNMENT
September 18, 2020

UTLEY, DANYA

From: Division Operations Coordinator

To: Research Analyst

Salary: \$38,495 (12-month rate)

Effective: July 1, 2020

Source of Funds: Education and General, page 81, lines 1 and 2

Justification: Replacement for Rachel Lewis, who resigned (\$52,000)

ARKANSAS STATE UNIVERSITY-NEWPORT
ACADEMIC APPOINTMENT
September 18, 2020

HAY, STACIE

Instructor of Nursing

Salary: \$55,000 (10.5-month)

Effective: August 10, 2020

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

Justification: Replacement for Jamie Pasmore, who resigned (\$55,000)

Education:

2017 B.S. Nursing, Arkansas State University-Jonesboro

2006 A.A.S. Clinical Laboratory Services, Arkansas State University-Beebe

Employment:

2017-Present Registered Nurse, Unity Health-Harris Medical Center, Newport, AR

20013-Present Medical Technologist, Unity Health-Harris Medical Center, Newport, AR

2008-2013 Medical Technologist, Lab of Pathology, Searcy, AR

ARKANSAS STATE UNIVERSITY-NEWPORT
NON-ACADEMIC REASSIGNMENTS
September 18, 2020

HARRIS, SAMANTHA

From: Director of Academic Advising
To: Director of Student Support and Engagement
Salary: \$46,000
Effective: August 1, 2020
Source of Funds: Educational and General, page 51, line 1
Justification: Replacement for Veronica Manning, who was reassigned (\$67,626), and position was reclassified from dean to director

MANNING, VERONICA

From: Dean for Student Development
To: Dean for Leadership and Organizational Development
Salary: \$67,626
Effective: August 1, 2020
Source of Funds: Educational and General, page 65, line 2 (\$64,652 from page 77, line 1, dean for compliance position will not be filled, plus \$2,974 salary savings from page 51, line 1)
Justification: New position to accomplish institutional need for internal leadership development

PENIX, KRISTINE

From: Grant Coordinator
To: Director of Workforce Initiatives
Salary: \$46,000
Effective: August 1, 2020
Source of Funds: Educational and General, page 77, line 2 (\$43,860, plus \$2,140 from page 77, line 1)
Justification: Promotion to provide support for Workforce Initiatives, following the resignation of Kimberly Long (\$66,792)

**ARKANSAS STATE UNIVERSITY MID-SOUTH
NON-ACADEMIC REASSIGNMENT
September 18, 2020**

GRAY, JEFF

From: Dean of Workforce Education
To: Vice Chancellor for Learning and Instruction
Effective: July 1, 2020
Salary: \$100,000
Source of Funds: Education and General, page 32
Justification: Replacement for Debbie Thomas, who is no longer employed (\$105,000)

**ARKANSAS STATE UNIVERSITY THREE RIVERS
ACADEMIC APPOINTMENTS
September 18, 2020**

McWILLIAMS, SHANE

Computer Information Systems Instructor

Salary: \$36,900 (9-month rate)

Effective: August 10, 2020

Source of Funds: Education and General, page 20, line 6 (nine-month academic positions)

Justification: Replacement for Joshua Jeter, who resigned (\$47,599)

Education:

2017 M.S. Information Systems, University of Arkansas, Fayetteville, AR

2012 B.S. Chemical Engineering, University of Arkansas, Fayetteville, AR

Employment:

2017-2019 Process Engineer, Siplast, Inc., Arkadelphia, AR

2016-2017 Graduate Assistant, University of Arkansas, Fayetteville, AR

2013-2015 Reliability Engineer, Southern Design & Mechanical, Smackover, AR

SHELL, BOBBY

Career Center Criminal Justice Instructor

Salary: \$41,686.48 (10-month rate)

Effective: September 19, 2020

Source of Funds: Education and General, page 21, line 1 (Ouachita Area Career Center)

Justification: Replacement for Amanda Chaney, who resigned (\$39,675)

Education:

2000 Graduate Arkansas Law Enforcement Training Academy (ALETA)

2019 Certification Arkansas Law Enforcement Training Academy Advanced Certified

Employment:

1999-2020 Police Officer, City of Benton, Benton, AR

2019-2020 Youth Pastor, Old Union Baptist Church, Benton, AR

2017-2018 Associate Pastor for Student Ministry, Gravel Hill Baptist Church, Benton, AR

2015-2017 Youth Pastor, Calvary Baptist Church, Benton, AR

WILLIAMS, TINA

Medical Coding/Office Administration Instructor

Salary: \$46,700 (9-month rate)

Effective: August 10, 2020

Source of Funds: Education and General, page 20, line 11 (nine-month academic positions), plus \$7,000 from adjusted revenue forecast, due to assuming responsibility for Saline County concurrent classes

Justification: Replacement for Angela Briggs, who resigned (\$39,700)

Education:

1998 M.S. Human Services Administration, Spertus College, Chicago, IL

1996 B.A. Organization Management, Concordia University, River Forest, Illinois

Employment:

2006-2020 Medical Coding Trainer, Pivot Medical Coding, San Francisco, CA

2011-2017 Auditing Coding Trainer Manager, Kaiser Permanente, Mid-Atlantic States

2001-2003 Program Director, Health Information Technology, Silicon Valley College, Emeryville, CA