

AGENDA
ARKANSAS STATE UNIVERSITY
BOARD OF TRUSTEES
September 19, 2014
10:00 a.m.
ASU-Mountain Home

- I. Call to Order
Mr. Dan Pierce, Chair
- *II. Approval of the Minutes of Meeting
May 16, 2014
- III. President's Report
Reports of the Chancellors
- *IV. Agenda
 - Proposed ASU System Resolutions
 - Resolution approving ASU System to sell property in Craighead County, Arkansas.
 - Resolution approving ASU System to proceed with the Northeast Campus Chilled Water Plant capital project at ASU-Jonesboro.
 - Resolution approving ASU System to amend the Early Retirement Benefits Policy.
 - Resolution approving ASU System to offer an optional voluntary retirement program for System Office employees.
 - Proposed ASU-Jonesboro Resolutions
 - Resolution approving ASU-Jonesboro to establish an application fee for study abroad programs.
 - Resolution approving ASU-Jonesboro to contract with Arkansas State University CQ, A.C. for establishment of a campus in Queretaro, Mexico.
 - Resolution approving ASU-Jonesboro to amend the Faculty Handbook of Policies and Procedures.
 - Resolution approving ASU-Jonesboro to offer two new emphases, Instrumental and Vocal, in the Master of Music in Performance degree.
 - Resolution approving ASU-Jonesboro to revise the major in Business Technology, Bachelor of Science in Education.
 - Resolution approving ASU-Jonesboro to delete the Early Childhood Education Option for the Master of Arts in Teaching.
 - Proposed ASU-Beebe Resolution
 - Resolution approving ASU-Beebe to offer the Associate of Science in Education.

- Proposed ASU-Mountain Home Resolutions
 - Resolution approving ASU-Mountain Home to establish Student Tool Rental/Purchase fees for the Automotive System Repair and the Heating, Ventilation, and Air Conditioning programs.
 - Resolution approving ASU-Mountain Home to offer the Associate of Science in Education.

- Proposed ASU-Newport Resolutions
 - Resolution approving ASU-Newport to offer the Associate of Science in Education.
 - Resolution approving ASU-Newport to offer the Certificate of Proficiency in Behavioral Health Technology.
 - Resolution approving ASU-Newport to offer the Certificate of Proficiency in Construction Technology.

V. Executive Session

*VI. Approval of Personnel Actions

VII. Other Business

*VIII. Adjournment

*Action Items

**Arkansas State University
Board of Trustees
September 19, 2014**

The Arkansas State University Board of Trustees met on September 19, 2014, in McMullin Lecture Hall in Dryer Hall on the ASU-Mountain Home campus. Mr. Dan Pierce, chair of the Board of Trustees, called the meeting to order at 10:00 a.m. Board members present were: Dan Pierce, Charles Luter, Howard Slinkard, Ron Rhodes, and Tim Langford. Mr. Kyle Davidson, Associate Pastor at Baptist Collegiate Ministries of Mountain Home, delivered the invocation.

Minutes:

Upon motion by Mr. Luter, second by Mr. Rhodes, the minutes of May 16, 2014, were approved.

AYES: Pierce, Luter, Slinkard, Rhodes, Langford

NAYS: None

ASU System – Charles Welch, President

- All campuses as well as the System office have been involved in long term strategic planning efforts. Information will be forthcoming that will include dashboard indicators and long term plans for each campus and System office.
- The renovation of the new System office space continues with the punch list to be received on October 15; however, there may be a delay of six weeks if the fire pump has not been installed and approved by the fire marshal.

ASU-Mountain Home – Robin Myers, Chancellor

- Student ambassadors, Karena Riggs, Tonya Jones, Nick Wilhite, and Sara Hubbard were introduced. ASUMH has a total of 12 ambassadors who assist with events and activities on campus.

- Rosalyn Blagg, Christy Keirn, John Davidson, and Martin Eggenesperger were introduced and recognized for their efforts as members of the Chancellor's cabinet.
- The ASUMH Technical Center's dedication and open house was held on Thursday, September 18. The center is a partnership of the university and community in developing technical programs. The creation of the center was a team effort because of the contributions of the following individuals or companies:
 Representative Karen Hopper \$200,000 in GIF for equipment; Senator Johnny Key \$25,000 in GIF for equipment and \$250,000 in GIF to remodel the building;
 Representative Kelley Linck \$19,000 in GIF for equipment; Department of Career Education \$66,000; heat and manufacturing grant of \$43,000; Micro Plastics \$20,000 in equipment; Ultimate Auto Group \$80,000 in automotive equipment; Carrier \$22,000 in air conditioning/refrigeration equipment; and Baxter Lab \$125,000 for a piece of robotic equipment.

ASU-Jonesboro – Tim Hudson, Chancellor

- Over 7,000 people attended the Pack Pride pep rally.
- ASUJ has been nominated for an Apple Innovation award for the iPad initiative.
- Based on a nomination by ASUJ, Curt and Chucki Bradbury will receive the Governor's Patron of the Arts award.
- ASUJ received a transformative gift from the Johnny Allison family to renovate the football stadium.
- Dr. Welch, Dr. Jason Penry, and Mr. Jeff Hankins, along with representatives of the New York Institute of Technology, traveled to Chicago to petition the Commission on Osteopathic College Accreditation (COCA), the national body that accredits medical education for osteopathic medical schools. Accreditation is a lengthy

process requiring informal and formal feedback. A second meeting will be held in December to present further information.

- Enrollment is down slightly this year. However, with the new admission standards in place, remediation rates have been cut in half and persistence rates have increased dramatically over the past five years. This year's freshman class is the largest in history since the admission standards were implemented.
- A video of campus highlights was shown.
- Dr. Len Frey, vice chancellor for Finance, was recognized for his community involvement as past chairman of the board of the Jonesboro Regional Chamber of Commerce.
- Almost 900 students are currently enrolled in the Honor's College, with an average ACT of 29. Incoming freshmen have an average ACT of 24, which is the highest ever, and is above state and national averages.

ASU-Beebe – Eugene McKay, Chancellor

- Dr. Ruth Couch, a long-time faculty member, recently passed away. Dr. Couch made many significant contributions to ASU-Beebe.
- ASUB received a five-year full accreditation for the Veterinary Technology program.
- At the Workforce Summit to be held in Little Rock, the ASUB John Deere program is going to be a model program. Seventy-four students are enrolled in the program this fall. John Deere dealerships sponsor students, provide equipment, and provide internships. Because of the growth of the program, a larger building is being considered.

ASU-Newport – Sandra Massey, Chancellor

- Enrollment increased by 19%. Dr. Marti Schull, vice chancellor for Academic Affairs, and Jacqueline Faulkner, vice chancellor for Student Affairs, were recognized for their leadership efforts.
- A grant of \$40,000 was received from the DENSO North America Foundation for the purchase of training simulators.
- ASUN was selected by ADHE to participate in a joint Program of Study in Engineering and will work with pipeline high schools for the pilot project.
- A total of 742 students were advised and enrolled throughout the summer at new student orientation sessions.
- A Developmental Education Program pilot has been created which encompasses freshman math, freshman English, and Freshman Seminar. The pilot program will be monitored to judge the effect on retention. Retention with remedial students has increased by 13% over the past few years.
- A \$10,000 grant was received from the Academy for College Excellence through partnership with Arkansas Association of Two Year Colleges.
- New staff member Dr. Holly Ayers was introduced. She will be focusing on the Higher Learning Commission's accreditation visit in 2016.
- The Fowler Hospitality Services program continues to grow. An additional 20 students have enrolled with 16 of the previous students continuing in the program. If the number of students increases, additional classroom space may be needed.

ASU System Resolutions:

- Resolution 14-35 approving ASU-System to sell property in Craighead County, Arkansas.

Dr. Welch explained this is a sale of 2.93 acres adjacent to the old Services Center.

At the sale approved earlier by the board, ASU was a minority partner with other state entities. Because of confusion in the number of owners involved, the 2.93 acres was inadvertently omitted. The original intent of the owners was to purchase all of the property and has agreed to purchase the 2.93 acres.

- Resolution 14-36 approving ASU System to proceed with the Northeast Campus Chilled Water Plant capital project at ASU-Jonesboro.

This is the first project to be considered by the board under the capital project process. The process requires board approval for any project in excess of \$1 million dollars. This project long-term will allow the ASUJ campus to be more efficient and cost effective.

- Resolution 14-37 approving ASU System to amend the Early Retirement Benefits Policy.
- Resolution 14-38 approving ASU System to offer an optional voluntary retirement program for System Office employees.

Revisions were made to the Early Retirement Benefits Policy to offer a voluntary window of opportunity to employees considering early retirement. In addition, an optional voluntary retirement program will be available to system employees. ASUJ had a similar program in place that worked well. After approval, all employees eligible for the voluntary retirement program will be notified.

Upon motion by Mr. Slinkard, second by Dr. Langford, Resolutions 14-35 through 14-38 were approved.

AYES: Pierce, Luter, Slinkard, Rhodes, Langford

NAYS: None

NOTE: Mr. Pierce recused himself from voting on Resolution 14-35 due to a conflict.

ASU-Jonesboro Resolutions:

- Resolution 14-39 approving ASU-Jonesboro to establish an application fee for study abroad programs.
- Resolution 14-40 approving ASU-Jonesboro to contract with Arkansas State University CQ, A.C. for establishment of a campus in Queretaro, Mexico.

Dr. Welch stated because of Mexican governmental regulations, the name of the former foundation needed to be changed to a name more directly linked to ASU. The name change has no effect on terms of the contract approved in 2012.

- Resolution 14-41 approving ASU-Jonesboro to amend the Faculty Handbook of Policies and Procedures.
- Resolution 14-42 approving ASU-Jonesboro to offer two new emphases, Instrumental and Vocal, in the Master of Music in Performance degree.
- Resolution 14-43 approving ASU-Jonesboro to revise the major in Business Technology, Bachelor of Science in Education.
- Resolution 14-44 approving ASU-Jonesboro to delete the Early Childhood Education Option for the Master of Arts in Teaching.

Upon motion by Mr. Rhodes, second by Mr. Luter, Resolutions 14-39 through 14-44 were approved.

AYES: Pierce, Luter, Slinkard, Rhodes, Langford

NAYS: None

ASU-Beebe Resolution:

- Resolution 14-45 approving ASU-Beebe to offer the Associate of Science in Education.

Upon motion by Dr. Langford, second by Mr. Rhodes, Resolution 14-45 was approved.

AYES: Pierce, Luter, Slinkard, Rhodes, Langford

NAYS: None

ASU-Mountain Home Resolutions:

- Resolution 14-46 approving ASU-Mountain Home to establish student Tool Rental/Purchase fees for the Automotive System Repair and the Heating, Ventilation, and Air Conditioning programs.
- Resolution 14-47 approving ASU-Mountain Home to offer the Associate of Science in Education.

Upon motion by Mr. Luter, second by Mr. Slinkard, Resolutions 14-46 and 14-47 were approved.

AYES: Pierce, Luter, Slinkard, Rhodes, Langford

NAYS: None

ASU-Newport Resolutions:

- Resolution 14-48 approving ASU-Newport to offer the Associate of Science in Education.

- Resolution 14-49 approving ASU-Newport to offer the Certificate of Proficiency in Behavioral Health Technology.
- Resolution 14-50 approving ASU-Newport to offer the Certificate of Proficiency in Construction Technology.

Upon motion by Mr. Rhodes, second by Mr. Slinkard, Resolutions 14-48 through 14-50 were approved.

AYES: Pierce, Luter, Slinkard, Rhodes, Langford

NAYS: None

Upon motion by Mr. Luter, second by Mr. Rhodes, the board voted to retire into executive session at 10:45 a.m.

AYES: Pierce, Luter, Slinkard, Rhodes, Langford

NAYS: None

Mr. Pierce 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 11:45 a.m.

Upon motion by Mr. Rhodes, second by Mr. Luter, the ASU-Jonesboro academic appointments, academic reassignments of duty, non-academic appointments, and non-academic reassignments of duty were approved.

AYES: Pierce, Luter, Slinkard, Rhodes, Langford

NAYS: None

Upon motion by Mr. Luter, second by Dr. Langford, the ASU-Beebe academic appointments, academic reassignment of duty, non-academic appointments, and non-academic reassignment of duty were approved.

AYES: Pierce, Luter, Slinkard, Rhodes, Langford

NAYS: None

Upon motion by Mr. Slinkard, second by Mr. Rhodes, the ASU-Mountain Home academic appointments were approved.

AYES: Pierce, Luter, Slinkard, Rhodes, Langford

NAYS: None

Upon motion by Dr. Langford, second by Mr. Luter, the ASU-Newport non-academic appointments and non-academic reassignment of duty were approved.

AYES: Pierce, Luter, Slinkard, Rhodes, Langford

NAYS: None

Upon motion by Mr. Rhodes, second by Mr. Slinkard, the meeting adjourned at 11:47 a.m.

AYES: Pierce, Luter, Slinkard, Rhodes, Langford

NAYS: None



Howard L. Slinkard, Secretary



Dan Pierce, Chair

EXECUTIVE SUMMARY

Contact: Charles Welch (501) 660-1000

ACTION ITEM: Arkansas State University System (ASU System) requests approval to sell property in Craighead County, Arkansas.

ISSUE: The Board of Trustees must approve all sales of university property.

BACKGROUND:

- On October 31, 2013, ASU System sold its undivided interest in property located at 2920 McClellan Drive, Jonesboro, Arkansas, to Centerline, LLC.
- A clerical error occurred in the survey which inadvertently included 2.93 acres owned solely by ASU System and not subject to sale. This property is shown as Tract B on the attached Exhibit 1.
- At closing, only the property located at 2920 McClellan Drive was transferred; however, the new owners believed they were purchasing all land within the erroneous survey. Centerline, LLC now desires to purchase the 2.93 acres.
- Public bids were taken on all property included in the survey, including the 2.93 acres at issue; therefore, no further bidding is required. The purchasers will pay the same price per acre as the property sold in the original transfer. Total sale price is \$126,846.64.
- Proceeds from the sale may be used as needed within the ASU System.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University System is approved to sell to Centerline, LLC the property located adjacent to 2920 McClellan Drive, Jonesboro, Craighead County, Arkansas, as shown on Exhibit 1, and that the president of the system or the president's designee is authorized to sign all documents necessary to close this transaction.



Howard L. Slinkard, Secretary



Dan Pierce, Chair

EXECUTIVE SUMMARY

Contact: Charles Welch (501) 660-1000

ACTION ITEM: Arkansas State University System requests approval to proceed with the Northeast Campus Chilled Water Plant capital project at Arkansas State University-Jonesboro.

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

BACKGROUND:

- In order to provide energy and operational savings, Arkansas State University-Jonesboro desires to proceed with the Northeast Campus Chilled Water Plant capital project. The chilled water expansion will upgrade the Convocation Center from 900 tons to 1,700 tons capacity and provide for additional efficiencies. The expansion will provide for building growth on the northeast campus quadrant and will also make possible the elimination of multiple smaller chillers on the north campus district chilled water loop that are inefficient.
- The cost of the project is estimated to be \$1.8 million to be funded from institutional reserves.

RECOMMENDATION/RESOLUTION:

Be it resolved that the Arkansas State University System is approved to proceed with the Northeast Campus Chilled Water Plant capital project at Arkansas State University-Jonesboro.


Howard L. Slinkard, Secretary


Dan Pierce, Chair

EXECUTIVE SUMMARY

Contact: Charles Welch (501) 660-1000

ACTION ITEM: Arkansas State University System (ASU System) requests approval to amend the Early Retirement Benefits Policy.

ISSUE: The Board of Trustees must approve all policy revisions.

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.
- The ASU System desires to amend the Early Retirement Benefits Policy to include a provision by which the Board of Trustees may authorize a voluntary retirement window in order to achieve financial savings and efficiencies.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University is approved to amend the Early Retirement Benefits Policy effective September 19, 2014.


Howard L. Slinkard, Secretary


Dan Pierce, Chair

ASU System Policy

Effective Date: May 15, 2009; Revised September 19, 2014

Subject: Early Retirement Benefits

1. Purpose

Arkansas State University rewards employees providing dedicated and lengthy service to the institution. To the extent allowed by existing financial conditions, early retirement benefits will be available to all Arkansas State University employees.

2. Arkansas State University System Early Retirement Benefits Policy

An eligible retiree is an employee who in the calendar year of retirement:

- A. Reached fifty-five (55) years of age or older with the sum of their age and the number of years of continuous full-time service to Arkansas State University totaling seventy (70) or;
- B. Reached sixty (60) years of age or older with at least ten (10) years of continuous full-time service to Arkansas State University or;
- C. Retires under a voluntary retirement window approved by the Board of Trustees of Arkansas State University.

3. Process

- A. Employees meeting age and service eligibility requirements or who retire under a board approved voluntary retirement window are eligible to continue the following benefits so long as the financial condition of the university allows:
 - I. Medical insurance (including spouse and unmarried dependents, if covered at the time the employee retires) at one-half of the total combined employee and employer premium cost. Direct draft payments must be established through the payroll director prior to retirement.

Medical insurance provided to early retirees will terminate at the earlier of (a) the age at which the early retiree becomes eligible for Medicare coverage or (b) the date the early retiree becomes eligible for similar benefits under any other arrangement for members in a group, whether insured or self-insured.

Medical benefits for a covered spouse of an early retiree will terminate at the earlier of (a) the date on which such benefits terminate for the early retiree or (b) the date that the spouse becomes eligible for Medicare. If the covered spouse of an early retiree has not reached the age of Medicare eligibility at the time benefits for the early retiree are terminated, the early retiree may pay the total employee and employer premium cost of continuing medical benefits until such time as (a) the covered spouse becomes eligible for Medicare benefits, or (b) becomes eligible for similar benefits under any other arrangement for members in a group, whether insured or self-insured.

Medical insurance for unmarried dependents, if covered at the time the employee retires, will terminate at the earlier of (a) the date on which they become eligible for similar benefits under any other arrangement for members in a group, whether insured or self-insured, or (b) until they no longer meet the dependency requirements of the plan.

- II. Tuition discounts for the early retiree, the spouse, and unmarried dependent children in the amount in effect for existing university employees.

- B. Eligible employees under paragraphs 2(A) and 2(B) may continue life insurance and accidental death and dismemberment benefits equal to the scheduled amount at the time of the early retiree's retirement at no cost to the retiree until the retiree turns 65.

(Adopted by the Arkansas State University Board of Trustees on September 19, 2014, Resolution 14-37, of original policy passed by Resolution 09-31, which supercedes the Early Retirement/Retirees Unused Sick Leave Compensation Policy of July 1, 1993, and revisions December 2000 and June 30, 2003.)

EXECUTIVE SUMMARY

Contact: Charles Welch (501) 660-1000

ACTION ITEM: Arkansas State University System (ASU System) requests approval to offer an optional voluntary retirement program for System Office employees.

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.
- ASU System desires to offer an optional voluntary retirement program in fiscal year 2015 to eligible System Office employees to achieve efficiencies.
- The program will be limited to employees at least 55 years of age, as of December 31, 2014.
- Eligible employees will be required to execute all documents necessary to effectuate the voluntary retirement.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University System is approved to offer an optional voluntary retirement program for System Office employees eligible as of December 31, 2014.


Howard L. Slinkard, Secretary


Dan Pierce, Chair

EXECUTIVE SUMMARY

Contact: Lynita Cooksey (870) 972-2030

ACTION ITEM: Arkansas State University-Jonesboro (ASUJ) requests approval to establish an application fee for Study Abroad programs.

ISSUE: The Board of Trustees must approve all fees.

BACKGROUND:

- Most universities require an application fee for study abroad applications to offset expenses associated with application processing, marketing, software and other associated expenses of study abroad programs. The application fee also assists with getting a dedicated commitment from students, which is important in planning and implementation of study abroad programs.
- ASUJ is proposing a \$50 application fee for those students making application for study abroad. This fee applies only to study abroad applicants.
- The fee will be used to cover the on-line application using a software product that streamlines the application process making it less daunting for interested students while assuring the numerous documents required as part of the application process are collected.
- The fee will be applied to cover the annual operating license for the software which provides the following services:
 - Tracking of the location of students while abroad and notifying the university of students who may be in danger due to natural disasters, disease outbreaks, or political unrest allowing the university to respond immediately to advise students on how to respond or what actions to take should they need to return home.
 - An interactive website that allows ASUJ to highlight and market study abroad programs; monitoring of study abroad experience from application to return from study abroad; centralized database for study abroad for efficient record keeping, data collection, and risk management.
- Any additional revenue will be used to support study abroad programming.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University-Jonesboro is approved to establish a \$50 application fee for Study Abroad programs effective fall semester 2014.


Howard Slinkard, Secretary


Dan Pierce, Chair

EXECUTIVE SUMMARY

Contact: Tim Hudson (870) 972-3030

ACTION ITEM: Arkansas State University-Jonesboro (ASUJ) requests approval to contract with Arkansas State University CQ, A.C. for establishment of a campus in Queretaro, Mexico.

ISSUE: The Board of Trustees must approve the establishment of any new campus within the Arkansas State University System.

BACKGROUND:

- On December 7, 2012, the Board authorized ASUJ to negotiate with the Association for the Advancement of Mexican Education (AIEM) to establish an ASUJ campus in the city of Queretaro.
- Those negotiations resulted in a contract signed on December 11, 2013.
- Governmental requirements in Mexico have necessitated a substitution of the nonprofit corporation partner to this venture. The new partner is Arkansas State University CQ, A.C. (ASUCQ).
- A new agreement has been executed substituting ASUCQ as the contracting party. All terms remain the same as contained in the December 11, 2013, contract.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University-Jonesboro is approved to contract with Arkansas State University CQ, A.C. effective immediately.


Howard L. Slinkard, Secretary


Dan Pierce, Chair

EXECUTIVE SUMMARY

Contact: Tim Hudson (870) 972-3030

ACTION ITEM: Arkansas State University-Jonesboro (ASUJ) requests approval to amend the Faculty Handbook of Policies and Procedures.

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

BACKGROUND:

- The Faculty Handbook Committee for ASUJ has reviewed the Faculty Handbook of Policies and Procedures and proposed changes to that document.
- The changes are necessary to clarify faculty academic advising responsibilities; to add two representatives to the University Diversity and Affirmative Action Committee; to add one member to the Employee Benefits Committee; to add one member to the University Development, Communications and Alumni Committee; and to change the definition of teaching overload.
- The proposed changes have been approved through the shared governance procedure.
- A copy of the proposed changes is attached to this resolution.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University-Jonesboro is approved to amend the Faculty Handbook of Policies and Procedures as reflected on the attached revisions effective immediately.



Howard L. Slinkard, Secretary



Dan Pierce, Chair

**Revisions to Faculty Handbook of Policies and Procedures
September 19, 2014**

Revised language shown in blue:

Advising

III.b.6

Add the following language as the first paragraph:

Advising is a shared responsibility between the student, advisor and college community designed to help students grow individually, succeed academically, and to develop an appropriate educational plan leading to graduation with a focus on their life beyond the University. The University acknowledges its obligation to provide students with accurate and timely academic advising, delivered through its academic departments, colleges, and other units devoted to specific student populations.

Membership of University Diversity and Affirmative Action Committee

Current language:

Membership consists of four students appointed by the Student Government Association; one graduate student appointed by the Graduate Student Council; five faculty members appointed by the Faculty Senate; and five staff members appointed by the Staff Senate. The Assistant to the Chancellor for Diversity Initiatives and the Affirmative Action Officer serve as ex officio, nonvoting members.

Revised language:

Membership consists of four students appointed by the Student Government Association; one graduate student appointed by the Graduate Student Council; five faculty members appointed by the Faculty Senate; five staff members appointed by the Staff Senate; and two community members appointed by the Chief Diversity Officer. The Chief Diversity Officer and the Affirmative Action Officer serve as ex officio, nonvoting members.

Membership of Employee Benefits Committee

Current language:

Membership consists of four faculty members and two retired faculty members appointed by the Faculty Senate; four staff members (two classified and two non-classified) plus two retired staff members (one classified and one non-classified) appointed by the Staff Senate; a representative

from Human Resources; and a representative from the Finance and Administrative Office.

Revised language:

Membership consists of four faculty members and two retired faculty members appointed by the Faculty Senate; four staff members (two classified and two non-classified) plus two retired staff members (one classified and one non-classified) appointed by the Staff Senate; a representative from Human Resources; a representative from the Finance and Administrative Office; and an *ex officio* staff member appointed by the Director of Human Resources for the purpose of organizing and presenting catastrophic leave requests to the committee.

Teaching Overload

Current language:

Occasionally, because of scheduling conflicts or unexpected extended faculty vacancies, overload teaching assignments may become necessary. An overload teaching assignment occurs only when a faculty member is assigned a teaching load of more than fifteen credit hours per semester, or when a chair is assigned a teaching load of more than nine hours per semester, or when a dean is assigned a teaching load of more than six credit hours per semester. When an overload teaching assignment occurs, arrangements should be made by the department chair or dean to provide for extra compensation (according to the Extra Compensation Policy), reassignment time at a future time or other compensation, as appropriate. Care should be taken to limit overload teaching, particularly for pre-tenure faculty.

Teaching overloads should be considered in annual merit review.

Revised language:

Occasionally, because of scheduling conflicts or unexpected extended faculty vacancies, overload teaching assignments may become necessary. *On those occasions when a faculty overload becomes necessary, a faculty member may need to teach a load that is more than their customary stated load for their college or discipline.* An overload teaching assignment occurs only when a *pre-tenure or tenured faculty member is assigned a teaching load of more than twelve hours per semester or a non-tenured* faculty member is assigned a teaching load of more than fifteen credit hours per semester, or when a chair is assigned a teaching load of more than nine hours per semester, or when a dean is assigned a teaching load of more than six credit hours per semester. When an overload teaching assignment occurs, arrangements should be made by the department chair or dean to provide for extra compensation (according to the Extra Compensation Policy), reassignment time at a future time or other compensation, as appropriate. Care should be taken to limit overload teaching, particularly for pre-tenure faculty.

Teaching overloads should be considered in annual merit review.

Development, communications and Alumni Committee

Current language:

Membership consists of three undergraduate students appointed by the Student Government Association; two graduate students appointed by the Graduate Student Council; one faculty member from each college appointed by the Faculty Senate; two staff members appointed by the Staff Senate; two deans appointed by the Academic Deans Council; one chair appointed by the Chairs Council; Assistant to the Chancellor for Diversity Initiatives; Director of Alumni Relations; Director of Development; Director of University Communications; Director of Publications and Creative Services; Director of the Museum; and the Director of the Arkansas Biosciences Institute.

Revised language:

Membership consists of three undergraduate students appointed by the Student Government Association; two graduate students appointed by the Graduate Student Council; one faculty member from each college appointed by the Faculty Senate; two staff members appointed by the Staff Senate; two deans appointed by the Academic Deans Council; one chair appointed by the Chairs Council; Assistant to the Chancellor for Diversity Initiatives; Director of Alumni Relations; Director of Development; Director of University Communications; Director of Publications and Creative Services; [Director of Athletics](#); Director of the Museum; and the Director of the Arkansas Biosciences Institute.

EXECUTIVE SUMMARY

Contact: Lynita Cooksey (870) 972-2030

ACTION ITEM: Arkansas State University-Jonesboro (ASUJ) requests approval to offer two new emphases, Instrumental and Vocal, in the Master of Music in Performance degree.

ISSUE: The Board of Trustees must approve the offering of any new emphases in an existing degree.

BACKGROUND:

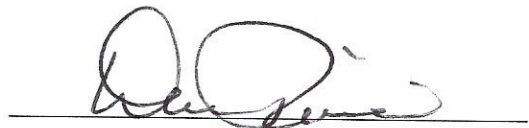
- New emphases are needed to offer graduate students advanced study in instrumental or vocal performance culminating in a graduate recital. The Master of Music in Performance with a concentration in instrumental or vocal performance provides training to highly advanced instrumentalists and vocalists, focusing on the study and performance of solo repertoire as well as chamber music, orchestral, wind ensemble, choral, and/or opera repertoire. The program includes study in music theory and history as well as pedagogy and literature for specific instruments and voice.
- The primary objective of this concentration is to refine skills in music performance, research and writing, and pedagogy to prepare students for jobs as professional performers or to enter further graduate study at the doctoral level.
- Twenty-seven hours are required for each emphasis.
- No new funds are required.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University-Jonesboro is approved to offer two new emphases, Instrumental and Vocal, in the Master of Music in Performance degree effective spring semester 2015.



Howard L. Slinkard, Secretary



Dan Pierce, Chair

EXECUTIVE SUMMARY

Contact: Lynita Cooksey (870) 972-2030

ACTION ITEM: Arkansas State University-Jonesboro requests approval to revise the existing degree program for the major in Business Technology, Bachelor of Science in Education.

ISSUE: The Board of Trustees must approve the revision of an existing degree.

BACKGROUND:

- In compliance with Arkansas Code A.C.A. § 6-61-232 requiring baccalaureate programs to reduce required degree hours to 120 or closely thereto, the College of Business has made revisions to general education, college, major, and professional education requirements for the major in Business Technology, Bachelor of Science in Education.
- The program will be reduced to 121 total credit hours from the previous number of 139-149 credit hours.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University-Jonesboro is approved to revise the existing degree program for the major in Business Technology, Bachelor of Science in Education effective January 1, 2015.



Howard L. Slinkard, Secretary



Dan Pierce, Chair

EXECUTIVE SUMMARY

Contact: Lynita Cooksey (870) 972-2030

ACTION ITEM: Arkansas State University-Jonesboro requests approval to delete the Early Childhood Education Option for the Master of Arts in Teaching.

ISSUE: The Board of Trustees must approve the deletion of any option of an existing degree.

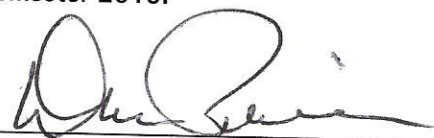
BACKGROUND:

- The Arkansas Department of Education has discontinued non-traditional licensure options for Early Childhood Education. The last group of students to enter the program for the Early Childhood Option should graduate in 2014. We are no longer accepting students into that option.
- The deletion of the Early Childhood Education Option should have no major effect on students.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University-Jonesboro is approved to delete the Early Childhood Education Option for the Master of Arts in Teaching effective spring semester 2015.


Howard L. Slinkard, Secretary


Dan Pierce, Chair

EXECUTIVE SUMMARY

Contact: Theodore Kalthoff (501) 882-8830

ACTION ITEM: Arkansas State University-Beebe requests approval to offer a new degree, Associate of Science in Education.

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


BACKGROUND:

- Due to the Department of Education's new standards for K-6 and middle-level programs, the Arkansas Higher Education Coordinating Board placed the Associate of Arts in Teaching (AAT) on hold beginning fall 2014. This meant that no new students could be enrolled in the AAT during the program revision period. Two-year colleges were encouraged to create appropriate Associate of Science degree programs or enroll students in the Associate of Arts or Associate of General Studies, which would allow the students to complete the 35-hour state minimum education core that is required for the AAT degree.
- Courses in the Associate of Arts or the Associate of General Studies degree may not align fully with the requisite courses for the Bachelor degree in Education.
- An Associate of Science in Education degree will address the needs of students in the educational pipeline and include a middle level and K-6 track.
- No new funds are required for this program.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University-Beebe is approved to offer the Associate of Science in Education degree effective January 1, 2015.


Howard L. Slinkard, Secretary


Dan Pierce, Chair

EXECUTIVE SUMMARY

Contact: John Davidson (870) 508-6122

ACTION ITEM: Arkansas State University-Mountain Home requests approval to establish Student Tool Rental/Purchase fees for the Automotive System Repair program and the Heating, Ventilation, and Air Conditioning (HVAC) program.

ISSUE: The Board of Trustees must approve all student fees.

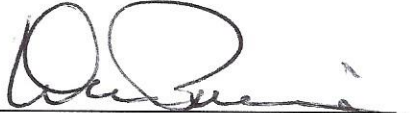
BACKGROUND:

- Students in the Automotive System Repair and HVAC programs are required to have a substantial tool set as they progress through each program.
- The cost of tools can be prohibitive and many employers require that their prospective employees have their own tools.
- Proposed fees are as follows:
 - \$35 per credit hour for all courses in the Automotive System Repair program of study
 - \$25 per credit hour for all courses in the HVAC program of study
- Upon completion of the program, students will have paid for and own the tools purchased with the Tool Rental/Purchase fees.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University-Mountain Home is approved to establish Student Tool Rental/Purchase fees as stated above for the Automotive System Repair and Heating, Ventilation, and Air Conditioning programs effective January 1, 2015.


Howard L. Slinkard, Secretary


Dan Pierce, Chair

EXECUTIVE SUMMARY

Contact: Martin Eggensperger (870) 508-6287

ACTION ITEM: Arkansas State University-Mountain Home requests approval to offer a new degree, Associate of Science in Education.

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

BACKGROUND:

- Due to the Department of Education's new standards for K-6 and middle-level programs, the Arkansas Higher Education Coordinating Board placed the Associate of Arts in Teaching (AAT) on hold beginning fall 2014. This meant that no new students could be enrolled in the AAT during the program revision period. Two-year colleges were encouraged to create appropriate Associate of Science degree programs or enroll students in the Associate of Arts or Associate of General Studies, which would allow the students to complete the 35-hour state minimum education core that is required for the AAT degree.
- Courses in the Associate of Arts or the Associate of General Studies degree may not align fully with the requisite courses for the Bachelor degree in Education.
- An Associate of Science in Education degree will address the needs of students in the educational pipeline and include a middle level and K-6 track.
- No new funds are required for this program.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University-Mountain Home is approved to offer the Associate of Science in Education degree effective January 1, 2015.



Howard L. Slinkard, Secretary



Dan Pierce, Chair

EXECUTIVE SUMMARY

Contact: Sandra Massey (870) 512-7851

ACTION ITEM: Arkansas State University-Newport requests approval to offer a new degree, Associate of Science in Education.

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

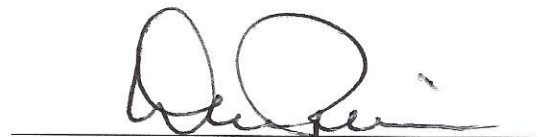
BACKGROUND:

- Due to the Department of Education's new standards for K-6 and middle-level programs, the Arkansas Higher Education Coordinating Board placed the Associate of Arts in Teaching (AAT) on hold beginning fall 2014. This meant that no new students could be enrolled in the AAT during the program revision period. Two-year colleges were encouraged to create appropriate Associate of Science degree programs or enroll students in the Associate of Arts or Associate of General Studies, which would allow the students to complete the 35-hour state minimum education core that is required for the AAT degree.
- Courses in the Associate of Arts or the Associate of General Studies degree may not align fully with the requisite courses for the Bachelor degree in Education.
- An Associate of Science in Education degree will address the needs of students in the educational pipeline and include a middle level and K-6 track.
- No new funds are required for this program.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University-Newport is approved to offer the Associate of Science in Education degree effective January 1, 2015.


Howard L. Slinkard, Secretary


Dan Pierce, Chair

EXECUTIVE SUMMARY

Contact: Sandra Massey (870) 512-7851

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

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

BACKGROUND:

- ASUN is working with local hospitals, doctors, and mental health providers to train behavioral health technicians that work at entry level patient assistant positions.
- With a huge expansion in treatment facilities associated with behavioral and mental health, there is a strong demand for individuals trained to assist doctors and therapists at in-patient and out-patient mental health facilities in Northeast Arkansas.
- The proposed certificate will prepare students with basic skills in communications, data entry, input, processing, and patient care for individuals with mental illnesses.
- No new funds are required for this program.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University-Newport is approved to offer a Certificate of Proficiency in Behavioral Health Technology effective spring semester 2015.



Howard L. Slinkard, Secretary



Dan Pierce, Chair

EXECUTIVE SUMMARY

Contact: Sandra Massey (870) 512-7851

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

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

BACKGROUND:

- ASUN is partnering with fellow Arkansas Delta Training and Education Consortium (ADTEC) members Mid-South Community College, Arkansas Northeastern College, and East Arkansas Community College to offer the proposed Certificate of Proficiency in Construction Technology.
- ADTEC schools will provide construction technology skill training to individuals applying for construction and construction-related jobs building the Big River Steel facility.
- It is anticipated that over 2,000 construction jobs will be needed in the region over the next several years.
- This program will be funded through requests from the Trade Adjustment Assistance Community College and Career Training grant program, Arkansas Works Fast Track, Arkansas Economic Development Commission, and industry partner support.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University-Newport is approved to offer a Certificate of Proficiency in Construction Technology effective immediately.



Howard L. Slinkard, Secretary



Dan Pierce, Chair

ARKANSAS STATE UNIVERSITY-JONESBORO
ACADEMIC APPOINTMENTS
September 19, 2014

AKBARI, CHRISTINA C.

Assistant Professor of Speech-Language Pathology

Salary: \$55,000 (9-month rate)

Effective: August 16, 2014

Source of Funds: Education and General, page 171, line 6 (\$45,514)
Education and General, page 163, line 20 (\$9,486)

Justification: Replacement for Merrill Catt who resigned (Salary \$52,664 9-month rate)

Education:

2013 Ph.D. Communication Disorders, Texas Tech University Health Sciences Center, El Paso, TX

1991 M.A. Communication Disorders, University of Houston, Houston, TX

1988 B.A. Communication Disorders, Lamar University, Beaumont, TX

Employment:

2013-Present Visiting Assistant Professor, Oklahoma State University, Tulsa, OK

2011-2013 Speech-Language Pathologist/In-Home Trainer, Nederland Independent School District, Nederland, TX

2008-2011 Speech Pathologist Supervisor/Assistive Technology Specialist, Bridge City Independent School District, Bridge City, TX

2006-2008 Clinical Supervisor/Instructor, Texas Tech Health Sciences Center, Lubbock, TX

2001-2006 Clinical Service Provider, Nederland ISD, Nederland, TX

ALAM, MOHAMMAD ABRAR

Temporary Assistant Professor of Chemistry

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

Effective: August 16, 2014

Source of Funds: Education and General, page 98, line 10

Justification: Replacement for Mike Panigot who was dismissed (Salary \$57,581 9-month rate)

Education:

2010 Ph.D. Chemistry, Indian Institute of Technology, Kanpur, India

2004 M.Sc. Chemistry, Aligarh Muslim University, Aligarh, India

2002 B.Sc. Life Sciences, Aligarh Muslim University, Aligarh, India

Employment:

2012-Present Adjunct Professor, Rowan University, Glassboro, NJ

2009-2012 Research Scientist, University of Minnesota, Duluth, MN

2004-2008 Teaching Assistant, Indian Institute of Technology, Kanpur, India

ALLEN, TARA N.

Temporary Instructor in Exercise Science

Salary: \$37,000 (9-month rate)

Effective: August 16, 2014

Source of Funds: Education and General, page 141, line 25

Justification: New position needed due to high enrollment numbers for the fall/spring semesters

Education:

2013 M.S. Exercise Science, Arkansas State University, Jonesboro, AR

2011 B.S. Exercise Science Curriculum, Arkansas State University, Jonesboro, AR

Employment:

2013-Present Adjunct Instructor, Arkansas State University, Jonesboro, AR

2007-Present Master Massage Therapist, The Spa @ Riston Fitness, Blytheville, AR

2006-2007 Massage Therapist, Advanced Health Spa, Little Rock, AR

2004-2006 Store Manager, Elephant Car Wash, Jonesboro, AR

ALTOM, KACIE

Instructor in Nursing

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

Effective: August 16, 2014

Source of Funds: Education and General, page 165 line 15

Justification: Replacement for Debra Walden who retired (Salary \$66,799 9-month rate)

Education:

2014 M.S.N. Nursing, Arkansas State University, Jonesboro, AR

2009 B.S. Nursing, Arkansas State University, Jonesboro, AR

Employment:

2013-Present Registered Nurse, Lawrence Memorial Healthcare, Walnut Ridge, AR

2013-2014 MSN Clinical Practicum, Arkansas State University, Jonesboro, AR

2011-Present Clinical Instructor, Arkansas State University, Jonesboro, AR

2009-2012 Registered Nurse, St. Bernard's Medical Center, Jonesboro, AR

2007-2009 Clinical Practicum, St. Bernard's Medical Center and NEA-Baptist Medical Center, Jonesboro, AR

2007-2008 Patient Care Technician, St. Bernard's Medical Center, Jonesboro, AR

2004-2007 Unemployed

BEAUCHAMP, AIREK

Temporary Instructor in English

Salary: \$36,000 (9-month rate)

Effective: August 16, 2014

Source of Funds: Education and General, page 103, line 12

Justification: Replacement for Jeane Harris, retired (Salary \$67,638 9-month rate)

Education:

2010 M.A. English, Southeast Missouri State University, Cape Girardeau, MO
2005 B.A. English, Southeast Missouri State University, Cape Girardeau, MO

Employment:

2012-Present Teaching Assistant and Writing Instructor, SUNY Binghamton, Vestal, NY
2012 Adjunct Instructor, Three Rivers Community College, Sikeston, MO
2010-2012 Adjunct Instructor, Southeast Missouri State University, Cape Girardeau, MO
2009-2010 Graduate Assistant, Southeast Missouri State University, Cape Girardeau, MO
2004-2009 Unemployed

BUFORD, KELLIE WILSON

Assistant Professor of History

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

Effective: August 16, 2014

Source of Funds: Education and General, page 106, line 8

Justification: Replacement for Andrew Polk who resigned (Salary \$50,000 9-month rate)

Education:

2014 Ph.D. History, University of Nebraska-Lincoln, Lincoln, NE
2006 M.A. History, University of North Carolina-Greensboro, Greensboro, NC
2004 B.A. History and History Education, North Carolina State University, Raleigh, NC

Employment:

2014-Present Online Instructor, University of Alaska, Anchorage, AK
2013-2014 Online Instructor, Wayland Baptist University, Anchorage, AK
2012-2014 Online Instructor, University of Nebraska-Lincoln, Lincoln, NE
2009-2011 Unemployed
2007 Online Instructor, Central Piedmont Community College, Charlotte, NC
2006-2008 Online Instructor, Ardrey Kell High School, Charlotte, NC
2004-2005 Unemployed

CLEGG, GEOFFREY

Temporary Instructor in English

Salary: \$36,000 (9-month rate)

Effective: August 16, 2014

Source of Funds: Education and General, page 103, line 24

Justification: Replacement for Victoria Spaniol who retired (Salary \$51,005 9-month rate)

Education:

2014 Ph.D. Written Discourse Theory and Practice, Texas A&M University, Commerce, TX (**Expected 2014**)
2005 M.A. English, Northwestern State University, Natchitoches, LA
2003 B.A. English, Northwestern State University, Natchitoches, LA
2003 B.A. History, Northwestern State University, Natchitoches, LA

Employment:

2011-Present Graduate Teaching Assistant, Texas A&M University, Commerce, TX
2010-Present Online Technical/Professional Writing Adjunct Instructor, Louisiana State University, Alexandria, LA
2012-2013 Research Assistant, Texas A&M University, Commerce, TX
2010-2011 Graduate Teaching Assistant, Northern Illinois University, DeKalb, IL
2008-2010 Instructor of English, Louisiana State University, Alexandria, LA
2006-2007 English Teacher, Bolton High School, Alexandria, LA
2006 English Instructor, Asesoria Bilingue Y Capacitacion Intergal, S.C., Poza Rica, Veracruz, Mexico
2003-2005 Graduate Teaching Assistant, Northwestern State University, Natchitoches, LA

CZERWONKY, JILL

Temporary Instructor in Biology

Salary: \$30,000 (9-month rate)

Effective: August 16, 2014

Source of Funds: Education and General, page 97, line 31 (\$15,000)

Education and General, page 93, line 45 (\$15,000)

Justification: Position needed to adequately cover classes

Education:

2014 M.A. Biology, Arkansas State University, Jonesboro, AR

2012 B.S. Wildlife Ecology and Management, Arkansas State University, Jonesboro, AR

1993 B.S. Animal Science, Arkansas State University, Jonesboro, AR

Employment:

2013-Present Environmentor Coordinator/Student, Arkansas State University, Jonesboro, AR

2012 Teaching Assistant, Arkansas State University, Jonesboro, AR

1996-2012 Kennel Owner, Gypsy's Kennel, Black Rock, AR

1991-2012 Farm Management, Self Employed

DICKSON, SCOTT L.

Temporary Instructor in Art

Salary: \$30,000 (9-month rate)

Effective: August 16, 2014

Source of Funds: Education and General, page 158, line 8

Justification: Replacement for Roger Carlisle who retired (Salary \$65,777 9-month rate)

Education:

2009 M.F.A. Art, Pennsylvania Academy of the Fire Arts, Philadelphia, PA

2007 B.F.A. Art, University of Kansas, Lawrence, KS

Employment:

2014 Self-employed, Kansas City, MO

2009-2013 Admissions Regional Coordinator, Kansas City Art Institute, Kansas City, MO

2011-2012 Pre-college Art Lab, Kansas City Art Institute, Kansas City, MO

2009-2011 Life Drawing, Philadelphia Area High School Program, Pennsylvania Academy of the Fine Arts, Philadelphia, PA

2009 Graduate Assistant, Pennsylvania Academy of the Fine Arts, Philadelphia, PA
2007-2009 Undergraduate Teaching Assistant, University of Kansas, Kansas City, MO
2004-2006 Unemployed

FASKE, BRUCE E.

Temporary Instructor in Music

Salary: \$30,000 (9-month rate)
Effective: August 16, 2014
Source of Funds: Education and General, page 159, line 4
Justification: Replacement for Neale Bartee who retired (Salary \$78,313 9-month rate)

Education:

2013 D.M.A. Trombone Performance, University of Alabama, Tuscaloosa, AL
2009 M.M. Trombone Performance, Baylor University, Waco, TX
2006 B.S. Music, Texas A & M University-Commerce, Commerce, TX

Employment:

2013-Present Adjunct Instructor, Southeastern Oklahoma State University, Durant, OK
2013-Present Instructor, Colleyville Heritage High School Band, Colleyville, TX
2013-Present Instructor, Lewisville Independent School District, Lewisville, TX
2011-2013 Instructor, Hillcrest High School Band, Tuscaloosa, AL
2011-2012 Instructor, University of Alabama School of Music, Tuscaloosa, AL
2011-2012 Instructor, University of Alabama Community Music School, Tuscaloosa, AL
2009-2010 Individual Instruction, Private Brass Studio, Dallas and Ft. Worth, TX
2007-2009 Graduate Teaching Assistant, Baylor University, Waco, TX
2005-2007 Individual Instruction, Private Brass Studio, Dallas/Ft. Worth, TX
2004 Unemployed

HARRIS KARI

Temporary Instructor in Biology

Salary: \$30,000 (9-month rate)
Effective: August 16, 2014
Source of Funds: Education and General, page 97, line 28 (\$15,000)
Education and General, page 93, line 44 (\$15,000)
Justification: Replacement for John Huggins who resigned (Salary \$30,467 9-month rate)

Education:

2014 M.A. Biology, Arkansas State University, Jonesboro, AR
2011 B.S.E. Biology, Arkansas State University, Jonesboro, AR

Employment:

2014 Unemployed, Student
2013 Substitute Teacher, Nettleton High School, Jonesboro, AR
2013 Instructor, Cross County High School, Forrest City, AR
2012 Teacher's Assistant, Arkansas State University, Jonesboro, AR
2011 Student Teacher, Nettleton High School, Jonesboro, AR

2010 Observer (Field Experience II), Trumann High School, Trumann, AR
 2010 Teacher's Assistant, Arkansas State University, Jonesboro, AR
 2009 Observer (Field Experience I), Paragould High School, Paragould, AR
 2004-2008 Unemployed

HENLEY, WALTER

Temporary Instructor in Marketing

Salary: \$50,000 (9-month rate)
 Effective: August 16, 2014
 Source of Funds: Education and General, page 116, line 5
 Justification: Replacement for Shane Hunt who was promoted to Dean, College of Business (Salary \$99,919 9-month rate)

Education:

2014 Ph.D. Marketing, University of Memphis, Memphis, TN (ABD)
 1992 M.B.A. Finance and Real Estate, University of Memphis, Memphis, TN
 1984 B.S. Biology/History, Belhaven College, Jackson, MS

Employment:

1993-2014 Consultant, Henley Company, San Diego, CA
 2011 Instructor, Rhodes College, Memphis, TN
 2008-2011 Assistant Professor, University of North Alabama, Florence, AL
 2005-2008 Instructor, University of Memphis, Memphis, TN

HIATT, SYLVIA

Temporary Instructor in Early Childhood

Salary: \$37,000 (9-month rate)
 Effective: August 16, 2014
 Source of Funds: Education and General, page 134, line 34
 Justification: Replacement for Deanna Dunn who resigned (Salary \$38,070 9-month rate)

Education:

2011 M.E. Early Childhood Special Education, Harding University, Searcy, AR
 2000 B.A. Elementary Education and Special Education, Harding University, Searcy, AR

Employment:

2013-Present Instructor/Adjunct Instructor, Arkansas State University-Heber Springs and Beebe, Heber Springs and Beebe, AR
 2010-2013 Special Education Teacher, Cabot Middle School South, Cabot, AR
 2010 Intern, Kids First, UAMS Department of Pediatrics, Searcy, AR
 2005-2009 Due Process Designee/Resource Teacher and Team Strategist, Cabot Middle School North, Cabot, AR
 2005 Long-Term Substitute Teacher, Bradford Elementary School, Bradford, AR
 2004 Unemployed

HOKE, STEVEN

Temporary Instructor in Physics

Salary: \$36,000 (9-month rate)

Effective: August 16, 2014

Source of Funds: Education and General, page 98, line 26

Justification: Position needed to adequately cover classes

Education:

2013 M.S. Mathematics, Arkansas State University, Jonesboro, AR

2011 B.S. Mathematics and Physics, Arkansas State University, Jonesboro, AR

2011 B.A. Philosophy, Arkansas State University, Jonesboro, AR

Employment:

2009-2014 Research Assistant, Arkansas State University, Jonesboro, AR

2008-2009 Teacher, Academics Plus Charter School, Maumelle, AR

1982-Present Tutor, Self-Employed

HOKE, VALARIE

Temporary Instructor in Spanish

Salary: \$15,000 (4½-month rate)

Effective: August 16, 2014

Source of Funds: Education and General, page 105, line 10

Justification: Replacement for Melany Bowman who resigned (Salary \$15,450 4½-month rate)

Education:

2014 M.A. Spanish Literature, University of Arkansas, Fayetteville, AR

2011 B.S.E. Spanish Education, Arkansas State University, Jonesboro, AR

Employment:

2012-Present Graduate Assistant, University of Arkansas, Fayetteville, AR

2011-2012 Language and Culture Assistant, Spanish Ministry of Education, Colegio Antonio Hernandez, Mostoles, Spain

2011 After School Coordinator, Hispanic Community Services, Inc., Jonesboro, AR

2010 Volunteer Academic Tutor, Koinomadelfia Children's Home, Malloco, Chile

2008-2011 Supported Living Implementer, Abilities Unlimited, Inc., Jonesboro, AR

2004-2007 Unemployed

HUCKABEE, HADYN

Assistant Professor of Health Science and Bachelor of Science in Health Sciences Program Coordinator

Salary: \$55,000 (9-month rate)

Effective: August 16, 2014

Source of Funds: Education and General, page 175, line 3 and nurse anesthesia program/tuition differential

Justification: Position needed for new program in Health Sciences

Education:

2001 M.S. Social Work, University of Arkansas at Little Rock, Little Rock, AR
1997 B.A. Social Work, University of Arkansas, Fayetteville, AR

Employment:

2005-Present Director of Children's Services, Mid-South Health Systems, Jonesboro, AR
2003-2005 Utilization Review Coordinator/Utilization Manager, Mid-South Health Systems, Jonesboro, AR

JONES-HAYES, SARAH

Temporary Instructor in Music

Salary: \$30,000 (9-month rate)
Effective: August 16, 2014
Source of Funds: Education and General, page 159, line 20
Justification: Replacement for Guy Harrison who resigned (Salary \$43,000 9-month rate)

Education:

2014 D.M.A. Violin Performance, University of Michigan, Ann Arbor, MI
2011 M.M. Violin Performance and Suzuki Pedagogy, Cleveland Institute of Music, Cleveland, OH
2009 B.M. Violin Performance, Cleveland Institute of Music, Cleveland, OH

Employment:

2013-2014 Instructor, Wayne State University, Detroit, MI
2012-2014 Violin Faculty, Interlochen Arts Camp, Interlochen, MI
2012-Present Graduate Student/Teach Assistant, University of Michigan, Ann Arbor, MI
2012-Present Guest Violin Section Coach, Skyline High School, Sammamish, WA
2008-Present Violin Teacher, Lyceum Preparatory, Wheeling, WV
2009-2011 Suzuki Violin Teacher, Holy Rosary Montessori School, Cleveland, OH
2008-2011 Substitute Violin Teacher, Cleveland Institute of Music, Cleveland, OH
2004-2007 Unemployed

KEITH, RHONDA

Temporary Instructor in Accounting

Salary: \$50,000 (9-month rate)
Effective: August 16, 2014
Source of Funds: Education and General, page 114, line 8
Justification: Replacement for Rebecca Carr who retired (Salary \$52,985 9-month rate)

Education:

2009 M.B.A. Business Administration, Arkansas State University, Jonesboro, AR
1976 B.A. Sociology, Arkansas State University, Jonesboro, AR

Employment:

2013-2014 Audit Senior, Goad and Company, Jonesboro, AR
2012-2013 Director of Business Services, Arkansas State University, Jonesboro, AR
2007-2012 Senior Internal Auditor, Arkansas State University System, Jonesboro, AR
2003-2007 Degree Center Coordinator, Arkansas State University, Jonesboro, AR

KELLY, CAROLINE

Temporary Instructor in Teacher Education

Salary: \$37,000 (9-month rate)

Effective: August 16, 2014

Source of Funds: Education and General, page 133, line 10

Justification: Replacement for Carol Ann Ross who retired (Salary \$57,313 9-month rate)

Education:

2006 M.A. Science Education, Iowa State University, Ames, IA

2005 B.S. Physics, Iowa State University, Ames, IA

Employment:

2010-Present Adjunct Instructor, Arkansas State University, AR

2009-2010 Adjunct Instructor, ITT Technical Institute, Clive, IA

2006-2009 Science Teacher, Southeast Polk High School, Pleasant Hills, IA

2004-2005 Unemployed

KHANAL, KALPANA

Temporary Instructor in Economics

Salary: \$55,000 (9-month rate)

Effective: August 16, 2014

Source of Funds: Education and General, page 115, line 7

Justification: Replacement for Dan Marburger who retired (Salary \$96,566 9-month rate)

Education:

2014 Ph.D. Economics, University of Missouri, Kansas City, MO

2013 M.A. Economics, University of Missouri, Kansas City, MO

2007 M.S. Agricultural Economics, Oklahoma State University, Stillwater, OK

2004 B.S. Agricultural Economics, Tribhuvan University, Nepal

Employment:

2014 Unemployed, Completed Dissertation

2011-2013 Lecturer, University of Missouri, Kansas City, MO

2009-2010 Graduate Assistant/Tutor for Undergraduate Students, University of Missouri, Kansas City, MO

2006-2008 Research Assistant and Graduate Research Assistant, Oklahoma State University, Stillwater, OK

2004-2005 Research Assistant, Agro Enterprise Centre, Federation of Nepalese Chamber of Commerce and Industries, Kathmandu, Nepal

LANGSTON, CAROL A.

Temporary Instructor in Strategic Communication

Salary: \$40,000 (9-month rate)

Effective: August 16, 2014

Source of Funds: Education and General, page 127, line 9

Justification: Position needed to adequately cover classes

Education:

1988 M.B.A. Administration, University of Central Arkansas, Conway, AR
1985 B.S. Journalism, Arkansas State University, Jonesboro, AR

Employment:

2013-Present Executive Assistant to the President and Chief Development Officer, Ozarka College, Melbourne, Ash Flat, Mammoth Spring, and Mountain View, AR
2004-2012 Vice President for College Advancement, Pulaski Technical College, Little Rock/North Little Rock, AR

LARBI, PETER AKO

Assistant Professor of Agricultural Systems Technology

Salary: \$83,056 (9-month rate)

Effective: August 16, 2014

Source of Funds: Education and General, page 85, line 17 (\$65,000)
University of Arkansas (\$18,056)

Justification: New position added to meet demand for Agricultural Systems Technology classes

Education:

2011 Ph.D. Agricultural and Biological Engineering, University of Florida, Gainesville, FL
2007 M.Sc. Agricultural Engineering, Kwame Nkrumah University of Science and Technology, Kumasi, Ghana
2003 B.Sc. Agricultural Engineering, Kwame Nkrumah University of Science and Technology, Kumasi, Ghana

Employment:

2012-Present Post-Doctoral Research Associate, Center for Precision and Automated Agricultural Systems, Washington State University, Pullman, WA
2006-Present Director/Co-Founder, Sustainable Technologies for Agricultural Resources Limited, Kumasi, Ghana
2011-2012 Post-Doctoral Researcher, University of Florida, Gainesville, FL
2007-2011 Graduate Research Assistant, University of Florida, Gainesville, FL
2005-2006 Unemployed
2003-2004 Research Assistant, Technology Consultancy Centre, Kwame Nkrumah University of Science and Technology, Ghana

McALLISTER, LESLIE

Visiting Interim Department Chair of Criminology, Sociology and Geography

Salary: \$85,000 (12-month rate)

Effective: July 1, 2014

Source of Funds: Education and General, page 108, line 1

Justification: Replacement for Lawrence Salinger, deceased (Salary \$86,663 12-month rate)

Education:

2001 Ph.D. Applied Sociology, Baylor University, Waco, TX
1998 M.A. Sociology, Baylor University, Waco, TX
1997 B.A. Sociology and Anthropology, Baylor University, Waco, TX

Employment:

2012-Present Director of Community Planning and Evaluation, East Tennessee State University, Johnson City, TN
2011-2013 Department Chair, East Tennessee State University, Johnson City, TN
2009-Present Associate Professor, East Tennessee State University, Johnson City, TN
2004-2011 Graduate Coordinator, East Tennessee State University, Johnson City, TN
2003-2009 Assistant Professor, East Tennessee State University, Johnson City, TN

MINOR, STEVEN PAUL

Temporary Instructor in Electrical Engineering

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

Effective: August 16, 2014

Source of Funds: Education and General, page 155, line 10

Justification: Replacement for Ricky Clifft who retired (Salary \$101,689 9-month rate)

Education:

2015 Ph.D. Microelectronics-Photonics, University of Arkansas, Fayetteville, AR (**Expected 2015**)
2012 M.S. Microelectronics-Photonics, University of Arkansas, Fayetteville, AR
2008 B.S. Engineering, Arkansas State University, Jonesboro, AR

Employment:

2008-Present Graduate Research Assistant, University of Arkansas, Fayetteville, AR
2008-2009 GK-12 Graduate Fellow, University of Arkansas, Fayetteville, AR
2006-2008 Undergraduate Research Assistant, Arkansas State University, Jonesboro, AR
2004-2005 Unemployed

NICHOLS, ANDREA

Instructor in Mathematics

Salary: \$35,000 (9-month rate)

Effective: August 16, 2014

Source of Funds: Education and General, page 100, line 20

Justification: Replacement for Debra Baltz, who assumed a permanent full-time position (Salary \$33,556 9-month rate)

Education:

2014 M.S. Statistics, University of Memphis, Memphis, TN
2012 M.S. Mathematics, Arkansas State University, Jonesboro, AR
2010 B.S. Mathematics Education, Arkansas State University, Jonesboro, AR

Employment:

2012-Present Teaching Assistant, University of Memphis, Memphis, TN
2011-2012 Math Interventionist, Annie Camp Junior High School, Jonesboro, AR
2010-2012 Teaching Assistant, Arkansas State University, Jonesboro, AR
2004-2009 Unemployed

OLSON, KAREN

Assistant Professor of Nursing

Salary: \$66,897 (9-month rate)

Effective: August 16, 2014

Source of Funds: Education and General, page 165, line 19

Justification: Replacement for Cathy Young who resigned (Salary \$66,897 9-month rate)

Education:

1986 Ph.D. Community System Planning and Development, Pennsylvania State University, University Park, PA
1979 M.S. Nursing, Pace University/New York Medical College, Pleasantville, NY
1968 B.S. Home Economics, Indiana University of Pennsylvania, Indiana, PA

Employment:

2013-Present Professor of Nursing, University of Tennessee, Memphis, TN
2007-2012 Professor of Nursing and Family Nurse Practitioner Option Coordinator, University of Tennessee, Memphis, TN
2005-2007 Professor of Nursing, FNP Student Health Center, Texas A&M University, Corpus Christi, TX
2000-2005 Professor of Nursing, Graduate Program Coordinator, FNP Student Health Center, Texas A&M University, Corpus Christi, TX

O'MEARA, DANIEL

Assistant Professor of Educational Leadership

Salary: \$70,000 (9-month rate)

Effective: August 16, 2014

Source of Funds: Education and General, page 143, line 1 and A-State Online/Educational Leadership, Curriculum and Special Education Funds

Justification: Due to non-reappointment of Jane Marie DeWailly, the position was changed from a non-tenure instructor to a pre-tenure assistant professor rank (Salary \$48,696 9-month rate)

Education:

2012 Ed.D. Educational Leadership and Management, Drexel University, Philadelphia, PA
2005 M.Ed. Educational Leadership, Northern Arizona University, Flagstaff, AZ
1998 B.A. Latin American Studies, University of Arizona, Tucson, AZ
1985 A.A. Liberal Arts, Cochise College, Douglas, AZ

Employment:

2011-Present Affiliate Faculty, Drexel University (Center for Graduate Studies), Sacramento, CA
2007-Present Director, TRIO Student Support Group Services, Cochise College, Douglas, AZ
2006-Present Associate Faculty, Cochise College, Douglas, AZ
2006-2007 Activity Coordinator, TITLE V, Cochise College, Douglas, AZ
2005 Program Coordinator, The Alternative Learning Center, Pima Community College, Tucson, AZ
2002-2004 Lead Teacher, PPEP-TEC High School, Tucson, AZ

OSBORN, TABELHA

Temporary Instructor in Chemistry

Salary: \$45,000 (12-month rate)
Effective: August 16, 2014
Source of Funds: Education and General, page 98, line 25
Justification: Position needed to adequately cover classes

Education:

2012 M.S. Chemistry, Arkansas State University, Jonesboro, AR
2007 B.S. Chemistry, Arkansas State University, Jonesboro, AR

Employment:

2012-Present Quality Specialist, Nestle Prepared Foods, Jonesboro, AR
2012 Teaching Assistant, Arkansas State University, Jonesboro, AR
2009-2011 Quality Assurance/Analytical Technician, NicePak Products, Inc., Jonesboro, AR
2007-2009 Research Assistant II, Arkansas State University, Jonesboro, AR
2004-2006 Unemployed

PULLEY, STEPHANIE

Temporary Instructor in Animal Science

Salary: \$55,000 (9-month rate)
Effective: August 16, 2014
Source of Funds: Education and General, page 85, line 5
Justification: Replacement for Bill Humphrey who retired (Salary \$84,619.00 9-month rate)

Education:

2014 Ph.D. Reproduction Physiology, Kansas State University, Manhattan, KS
2011 M.S. Reproduction Physiology, Kansas State University, Manhattan, KS
2007 B.S. Animal Science/Pre-Veterinary Science, University of Tennessee-Martin, Martin, TN
2004 A.A. Pre-Veterinary Science, Northwest Mississippi Community College, Oxford, MS

Employment:

2008-Present Graduate Research Associate, Kansas State University, Manhattan, KS
2010-2011 Instructor, Dairy and Poultry Science, Kansas State University, Manhattan, KS
2009-2013 Graduate Teaching Assistant/Instructor, Kansas State University, Manhattan, KS
2004-2008 Unemployed

RICE, LISA A.

Assistant Professor of Mathematics Education

Salary: \$55,000 (9-month rate)
Effective: August 16, 2014
Source of Funds: Education and General, page 100, line 6
Justification: Replacement for J. Michael Hall who resigned (Salary \$55,161 9-month rate)

Education:

2014 Ph.D. Mathematics Education, University of Wyoming, Laramie, WY (**Expected 2014**)
2008 M.S. Mathematics, University of North Dakota, Grand Forks, ND
2004 B.A. Mathematics, Mills College, Oakland, CA

Employment:

2013-Present Graduate Assistant, University of Wyoming, Laramie, WY
2013 Instructor, University of Wyoming, Laramie, WY
2004-2013 Graduate Assistant, University of Wyoming, Laramie, WY

SANCHEZ, NOELLE

Temporary Instructor in Biology

Salary: \$14,790 (4½-month rate)
Effective: August 16, 2014
Source of Funds: Education and General, page 97, line 30
Justification: Replacement for Jenna Worsham, who resigned (Salary \$29,000 9-month rate)

Education:

2014 P.S.M. Biotechnology, Arkansas State University, Jonesboro, AR
2011 B.S. Biology, Arkansas State University, Jonesboro, AR

Employment:

2012-2014 Graduate Assistant, Arkansas State University, Jonesboro, AR
2011-2012 Server/Bartender, Ridgepointe Country Club, Jonesboro, AR
2009-2011 Server, Dixie Café, Jonesboro, AR
2004-2008 Unemployed

SCHINGOETHE-LEE, KARNILLA

Temporary Instructor in Social Work

Salary: \$50,000 (9-month rate)
Effective: August 16, 2014
Source of Funds: Education and General, page 173, line 4
Justification: Replacement for Gauri Bhattacharya who retired (Salary \$60,778 9-month rate)

Education:

2014 Ph.D. Social Work, Capella University, Online (**ABD**)
2007 M.S.W. Social Work, University of Illinois, Chicago, IL
2005 B.S. Social Work, Northeastern Illinois University, Chicago, IL

Employment:

2013-Present Adjunct Professor, Arkansas State University, Jonesboro, AR
2012-Present Contract Therapist, Families, Inc., Walnut Ridge, AR
2011-2012 Therapist, The Logan Centers, Forrest City, AR
2009-2011 Therapist, Counseling Services of Eastern Arkansas, Forrest City, AR
2009 Therapist, Counseling Consultants, Inc., Helena, AR
2008 Substance Abuse Counselor, Evansville Treatment Center, Evansville, IN

2007-2008 ACT/CST Team Therapist, Community Counseling Centers of Chicago, Chicago, IL
2006-2008 Social Work Intern/Residential Shift Management, Trilogy, Inc., Chicago, IL
2005-2006 Social Work Intern/Substance Abuse Counselor, Salvation Army Harbor Light Center, Chicago, IL

TANAKA, BONITA

Assistant Professor of Graphic Design

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

Effective: August 16, 2014

Source of Funds: Education and General, page 158, line 17

Justification: New position added to cover teaching graphic design and selected foundation art courses

Education:

2013 M.F.A. Graphic Design, Vermont College of Fine Arts, St. Montpelier, VT

2009 B.A. Graphic Design, Union Institute and University, Cincinnati, OH

Employment:

2012-Present Adjunct Instructor, Woodbury University, Burbank, CA

2007-Present Adjunct Instructor, California State University, Carson, CA

2001-Present Adjunct Instructor, Santa Monica College, Santa Monica, CA

TAYLOR, EVELYN

Temporary Instructor in Social Work

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

Effective: August 16, 2014

Source of Funds: Education and General, page 173, line 3

Justification: Replacement for Richard Freer who retired (Salary \$68,121 9-month rate)

Education:

2014 Ph.D. Psychology, Northcentral University, Online

1994 M.S.W. Social Work, University of Texas, Arlington, TX

1993 B.A. Social Work, Baylor University, Waco, TX

Employment:

2014-Present Counselor, Families, Inc. of Arkansas, Trumann, AR

2012-2013 Counselor/Co-owner, Fresh Hope Counseling Center, Auburn, AL

2010-2011 Student, Working on Doctoral Degree

2008-2009 Therapist, Evelyn L. Taylor (Private Practice), Stillwater, OK

2005-2008 Therapist, Evelyn L. Taylor (Private Practice), Knoxville, TN

2004-2005 Boys & Girls Club Alternative School Social Worker, Knox County Schools, Knoxville, TN

THRASHER, ASHLEY B.

Instructor in Athletic Training/Exercise Science

Salary: \$48,000 (9-month rate)

Effective: August 16, 2014

Source of Funds: Education and General, page 141, line 20

Justification: New position added to meet demand for B.S. and M.S. degrees in Health, Physical Education, and Sport Sciences

Education:

2014 Ed.D. Adult, Higher, and Community Education, Ball State University, Muncie, IN (**Expected 2014**)
2011 M.S. Exercise and Sports Medicine: Athletic Training, Western Michigan University, Kalamazoo, MI
2009 B.A. Athletic Training and Biology, Anderson University, Anderson, IN

Employment:

2011-Present Instructor/Teaching Assistant/Guest Lecturer, Ball State University, Muncie, IN
2009-2011 Instructor/Athletic Trainer, Western Michigan University, Kalamazoo, MI
2010-2011 Teaching Assistant/Instructor, Western Michigan University, Kalamazoo, MI
2009-2011 Part-time Athletic Trainer, Martin High School, Martin, MI
2005-2009 Undergraduate Athletic Training Student, Anderson University, Anderson, IN
2008 Undergraduate Athletic Training Student, American Chiropractic and Wellness, Anderson, IN
2007 Undergraduate Athletic Training Student, Columbus Destroyers Athletic Training Intern, Columbus, OH
2006-2007 Undergraduate Athletic Training Student, Mohican Sports Medicine Athletic Training Intern, Mt. Vernon, OH
2004-2005 Unemployed

WILKERSON, PATRICIA

Associate Professor of Social Work

Salary: \$66,190 (9-month rate)

Effective: August 16, 2014

Source of Funds: Education and General, page 173, line 8

Justification: Replacement for Beverly Edwards who was not reappointed (Salary \$66,190 9-month rate)

Education:

2014 Ph.D. Social Work, Jackson State University, Jackson, MS
1983 M.S.W. Social Work, University of Arkansas at Little Rock, Little Rock, AR
1981 B.A. Sociology, University of Arkansas at Little Rock, Little Rock, AR

Employment:

2010-Present Assistant Professor, Jackson State University, Jackson, MS
2004-2010 Assistant Professor, University of Arkansas at Little Rock, Little Rock, AR

ZHANG, JUNLIN

Assistant Professor of Physical Therapy

Salary: \$65,000 (9-month rate)

Effective: August 16, 2014

Source of Funds: Education and General, page 172, line 5

Justification: Replacement for Penny Head who resigned (Salary \$70,205 9-month rate)

Education:

2011 Ph.D. Neurobiology and Anatomical Science, University of Mississippi Medical Center, Jackson, MS
2006 M.S. Surgery, Jinan University, Guangzhou, Guangdong, China
2003 M.D. Clinical Medicine, Three Georges University, Yichang, Hubei, China

Employment:

2011-Present Scientist I, University of Mississippi Medical Center, Jackson, MS
2011 Postdoc Research Fellow I, University of Mississippi Medical Center, Jackson, MS
2006-2011 Graduate Assistant, University of Mississippi Medical Center, Jackson, MS
2004-2006 Unemployed

ARKANSAS STATE UNIVERSITY-JONESBORO
ACADEMIC REASSIGNMENTS OF DUTY
September 19, 2014

AKHTER, MOHAMMAD

From: Temporary Assistant Professor of Nursing
To: Nurse Anesthesia Clinical Coordinator
Effective: July 1, 2014
Salary: \$83,000 (12-month rate)
Source of Funds: Education and General, page 174, line 7
Justification: Appointed to Nurse Anesthesia Clinical Coordinator position due to growth in program

BALTZ, DEBRA

From: Temporary Instructor in Mathematics
To: Instructor in Mathematics
Effective: August 16, 2014
Salary: \$35,470 (9-month rate)
Source of Funds: Education and General, page 100, line 17 (\$34,227)
Education and General, page 92, line 15 (\$1,243)
Justification: Replacement for Stan Wooldridge who retired (Salary \$35,470 9-month rate)

BIONDOLILLO, KRISTIN

From: Professor of Psychology
To: Interim Chair, Department of Psychology and Counseling and Professor of Psychology
Effective: July 1, 2014
Salary: \$92,019 (9-month rate, includes \$10,000 stipend)
Source of Funds: Education and General, page 138, line 6
Justification: Replacement for Sharon Davis, returned to full-time faculty status (Salary \$63,773 9-month rate, includes \$5,500 stipend)

BOUNDS, STEVEN

From: Graduate Coordinator and Associate Professor of Educational Leadership
To: Interim Co-Chair of the School of Teacher Education and Leadership
Effective: July 1, 2014
Salary: \$72,563 (9-month rate, includes \$10,000 stipend)
Source of Funds: Education and General, page 134, line 35
Justification: Due to reorganization of the College of Education and Behavioral Science

BREWER, LORETTA

From: Professor of Social Work
To: Interim Chair, Department of Social Work and Professor of Social Work
Effective: August 16, 2014
Salary: \$82,742 (9-month rate, includes \$10,000 stipend)
Source of Funds: Education and General, page 173, line 1
Justification: Replacement for Karen Allen who resigned (Salary \$97,900 12-month rate)

BROOKS, JASON

From: Academic Success Coach, Athletics
To: Learning Support Coordinator
Effective: July 16, 2014
Salary: \$29,059 (12-month rate)
Source of Funds: Education and General, page 52, line 3
Justification: Replacement for Brandon Gorman who resigned (Salary \$31,524 12-month rate)

BRYANT, LANCE

From: Interim Chair, Department of Health, Physical Education and Sport Sciences and Associate Professor of Physical Education
To: Associate Professor of Physical Education
Effective: July 1, 2014
Salary: \$60,332 (9-month rate, includes \$5,000 stipend)
Source of Funds: Education and General, page 141, line 5
Justification: Served as Interim Department Chair due to Chair, Jim Stillwell, being on sabbatical (Salary \$115,801 12-month rate)

DAVIS, SHARON

From: Interim Chair, Department of Psychology and Counseling and Associate Professor of Rehabilitation Counseling
To: Associate Professor of Rehabilitation Counseling
Effective: July 1, 2014
Salary: \$61,393 (9-month rate)
Source of Funds: Education and General, page 139, line 3
Justification: Served as Interim Department Chair due to Chair, Loretta McGregor, being on sabbatical (Salary \$107,830 12-month rate)

FINNICUM, PAUL

From: Professor of Health Promotion
To: Interim Chair, Department of Health, Physical Education and Sport Sciences and Professor of Health Promotion
Effective: July 1, 2014
Salary: \$87,560 (9-month rate, includes \$10,000 stipend)
Source of Funds: Education and General, page 141, line 6
Justification: Replacement for Jim Stillwell who returned to full-time faculty status (Salary \$118,201 12-month rate)

HANRAHAN, SUSAN

From: Dean, College of Nursing and Health Professions
To: Dean, College of Nursing and Health Professions and Interim Dean, College of Education and Behavioral Science
Effective: July 1, 2014
Salary: \$193,776 (12-month rate, includes \$22,311 stipend)
Source of Funds: Education and General, page 162, line 1 and Education and General, page 132, line 1
Justification: Replacement for Thillainatarajan Sivakumaran who was reassigned to Executive Director of Global Initiatives (Salary \$128,272 12-month rate)

HATCH, KEN

From: Chair of Music in the College of Fine Arts and Assistant Professor of Music
To: Assistant Professor of Music
Effective: August 16, 2014
Salary: \$61,967 (9-month rate)
Source of Funds: Education and General, page 159, line 11
Justification: Returned to full-time faculty status (Salary \$83,175 12-month rate)

HAYS, MARCELINE

From: Interim Chair of Communication and Associate Professor of Communication Studies
To: Chair of Communication and Associate Professor of Communication Studies
Effective: July 1, 2014
Salary: \$84,858 (12-month rate)
Source of Funds: Education and General, page 127, line 2
Justification: Replacement for Thomas Baglan who retired (Salary \$89,939 12-month rate)

HUX, ANNETTE

From: Chair of Communication and Associate Professor of Communication Studies
To: Assistant Professor of Educational Leadership
Effective: August 16, 2014
Salary: \$60,000 (9-month rate)
Source of Funds: Education and General, page 134, line 41
Justification: Returned to full-time faculty status (Salary \$104,800 12-month rate)

KYRIAKOS, MARIKA

From: Associate Professor of Music
To: Chair, Department of Music and Associate Professor of Music
Effective: August 16, 2014
Salary: \$77,911 (12-month rate)
Source of Funds: Education and General, page 159, line 1
Justification: Replacement for Ken Hatch who returned to full-time faculty status (Salary 83,175 12-month rate)

McLEAN, WILLIAM

From: Chair of Political Science and Interim Chair of Criminology, Sociology, and Geography and Associate Professor of Political Science
To: Chair of Political Science and Associate Professor of Political Science
Effective: May 16, 2014 (Dean Umansky handled administrative duties during the interim period of 5/16/14-6/30/14)
Salary: \$85,582 (12-month rate)
Source of Funds: Education and General, page 107, line 1
Justification: Hired Leslie McAlister as Visiting Interim Department Chair to fill the position vacated by the death of Lawrence Salinger (Salary \$86,663 12-month rate)

MILLER, RENEE

From: Assistant Professor of Nursing and Director of Director of AASN Program
To: Co-Chair, School of Nursing, Assistant Professor of Nursing and Director of AASN Program
Effective: August 16, 2014
Salary: \$74,566 (9-month rate, includes \$10,000 stipend)
Source of Funds: Education and General, page 165, line 14
Justification: Replacement for Marilyn Duran who resigned (Salary \$101,837 12-month rate)

MIXON, PAUL

From: Director and Associate Professor of Electrical Engineering
To: Interim Dean, College of Engineering
Effective: July 1, 2014
Salary: \$140,000 (12-month rate)
Source of Funds: Education and General, page 153, line 1
Justification: Replacement for David Beasley, retired (Salary \$180,476 12-month rate)

SAARNIO, DAVID

From: Associate Dean, College of Education and Behavioral Science and Professor of Psychology
To: Professor of Psychology
Effective: August 16, 2014
Salary: \$83,234 (9-month rate)
Source of Funds: Education and General, page 138, line 7
Justification: Returned to full-time faculty status (Salary \$111,000 12-month rate)

SIVAKUMARAN, THILLAINATARAJAN

From: Dean, College of Education and Behavioral Science
To: Executive Director of Global Initiatives in Academic Affairs and Research
Effective: July 1, 2014
Salary: \$114,444 (12-month rate)
Source of Funds: Education and General, page 76, line 1
Justification: Appointed to position as Executive Director of Global Initiatives (Salary \$128,272 12-month rate)

SMITH, DAVID

From: Assistant Professor and Clinical Director of Physical Therapy
To: Assistant Professor of Physical Therapy
Effective: August 16, 2014
Salary: \$60,000 (9-month rate)
Source of Funds: Education and General, page 172, line 10
Justification: Returned to full-time faculty status (Salary \$66,000 12-month rate)

STACY, ANNETTE

From: Associate Professor of Nursing and Director of BSN Program
To: Co-Chair, School of Nursing, Associate Professor of Nursing and Director of BSN Program
Effective: August 16, 2014
Salary: \$88,165 (9-month rate, includes \$10,000 stipend)
Source of Funds: Education and General, page 165, line 9
Justification: Replacement for Marilyn Duran who resigned (Salary \$101,837 12-month rate)

STILLWELL, JIMMIE L.

From: Chair, Department of Health, Physical Education and Sport Sciences and Professor of Physical Education
To: Professor of Physical Education
Effective: August 1, 2014
Salary: \$88,511 (9-month rate)
Source of Funds: Education and General, page 141, line 18
Justification: Returned to full-time faculty status (Salary \$118,201 12-month rate)

TILLEY, MIKAH N.

From: Temporary Instructor in Physical Education
To: Instructor in Physical Education
Effective: August 16, 2014
Salary: \$37,000 (9-month rate)
Source of Funds: Education and General, page 141, line 13
Justification: Replacement for Mitch Mathis who retired (Salary \$39,795 9-month rate)

TOWERY, RONALD

From: Professor of Teacher Education and Program Coordinator for Off-campus Programs
To: Interim Co-Chair of the School of Teacher Education and Leadership
Effective: July 1, 2014
Salary: \$84,548 (9-month rate, includes \$10,000 stipend)
Source of Funds: Education and General, page 133, line 6
Justification: Due to reorganization of the College of Education and Behavioral Science

VINSON, KRISTIE

From: Assistant Professor of Physical Therapy
To: Assistant Professor and Clinical Director of Physical Therapy
Effective: July 1, 2014
Salary: \$75,000 (12-month rate)
Source of Funds: Education and General, page 160, line 4 and page 152, line 70
Justification: Replacement for David Smith, returned to full-time faculty status (Salary \$71,779 12-month rate)

WREN, KATHY

From: Associate Professor of Nursing and Director of the Nurse Anesthesia Program
To: Co-Chair, School of Nursing, Director of Nurse Anesthesia Program and Associate Professor of Nursing
Effective: August 16, 2014
Salary: \$191,800 (12-month rate, includes \$10,000 stipend)
Source of Funds: Education and General, page 174, line 3
Justification: Replacement for Marilyn Duran who resigned (Salary \$101,837 12-month rate)

ARKANSAS STATE UNIVERSITY-JONESBORO
NON-ACADEMIC APPOINTMENTS
September 19, 2014

CRAIG, REBEKAH L.

Coordinator of Organized Research, Research and Technology Transfer

Salary: \$65,000

Effective: June 7, 2014

Source of Funds: Education and General, Page 49, Line 4

Justification: Replaces Cheryl Dison who resigned (\$69,422)

Education:

2008 M.P.H. Health Policy and Management, University of Arkansas for Medical Sciences, Little Rock, AR

1999 B.S. Biological Sciences and Chemistry, University of Tulsa, Tulsa, OK

Employment:

2012 – Present Research Development Specialist, Arkansas State University-Jonesboro

2009 – 2012 Instructor, Kunming Medical University, Hai Yuan College, Kunming, Yunnan, China

2003 – 2012 Independent Consultant, Logos Consulting, China and United States

2006 – 2009 Research Assistant, College of Public Health, Little Rock, AR

2002 – 2006 Research Assistant, Division of Endocrinology, UAMS, Little Rock, AR

CUTHBERTSON, MARK

Sports Information Director, Athletics

Salary: \$18,000

Effective: July 25, 2014

Source of Funds: Auxiliary, Page 224, Line 4 funded by absorbing the Graduate Assistant salary plus funds from Sports Information Supplies and Services

Justification: New Position

Education:

2014 M.S. Sports Administration, Arkansas State University, Jonesboro, AR

2010 B.S. Sports Management, Arkansas State University, Jonesboro, AR

Employment:

2012 – Present Graduate Assistant, Athletics Media Relations Department, Arkansas State University-Jonesboro

Mar-Oct 2011 Video Scout, Baseball Info Solutions, Coplay, PA

2010 – 2011 Substitute Teacher, Warren Middle School, Warren, AR

Fall 2010 Football color commentator, salinerverchρονicle.com, Warren, AR

Sum 2010 Intern, Arkansas State Sports Information Department, Arkansas State University-Jonesboro

2005 – 2008 Program Aide, Donald W. Reynolds YMCA of Warren and Bradley County, Warren, AR

ENNIS, ERIC

Assistant Coach, Sports Medicine

Salary: \$30,000

Effective: July 16, 2014

Source of Funds: Auxiliary, Page 226, Line 5 (\$30,000 was transferred from Football Supplies and Services plus funds from Sports Medicine Supplies and Services)

Justification: New Position

Education:

2013 M.A. Higher Education Administration/Athletic Administration, Southeast Missouri State University, Cape Girardeau, MO

2011 B.S. Exercise Science/Athletic Training, Murray State University, Murray, KY

Employment:

2013 – Present Seasonal Athletic Training Intern, Washington Redskins, Ashburn, VA

2011 – 2013 Graduate Assistant Athletic Trainer, Southeast Missouri State University, Cape Girardeau, MO

2011 – 2013 Trainer, Southeast SportsCare, Cape Girardeau, MO

Sum 2012 Training Camp Intern, St. Louis Rams, Earth City, MO

2009 – 2011 Emergency Medical Technician, North Scott County Ambulance, Scott City, MO

2007 – 2011 Athletic Training Student, Murray State University, Murray, KY

JONES, JASON

Facilities and Equipment Manager, Athletics Administration

Salary: \$35,400

Effective: July 24, 2014

Source of Funds: Auxiliary, Page 223, Line 11 plus a portion of funds from Athletic Administration Supplies and Services

Justification: Replaces Bryan Harrod who resigned (\$34,644)

Education:

2009 M.E. Education Administration, Texas Christian University, Fort Worth, TX

2007 B.S. Middle School Mathematics, Texas Christian University, Fort Worth, TX

Employment:

2011 – Present Assistant Equipment Manager, Texas Christian University, Fort Worth, TX

2010 – 2011 Temporary Assistant Equipment Manager, Texas Christian University, Fort Worth, TX

2007 – 2009 Graduate Assistant Equipment Manager, Texas Christian University, Fort Worth, TX

2002 – 2007 Student Equipment Manager, Texas Christian University, Fort Worth, TX

MCCONAUGHEY, BRENN

Assistant Athletic Director for Marketing and Family Experience

Salary: \$47,500

Effective: August 25, 2014

Source of Funds: Auxiliary, Page 223, Line 6 and Education and General, Page 38, Line 4 plus a portion of funds donated by outside sources

Justification: Replaces Sara Munoz who resigned (\$46,137)

Education:

2011 M.Ed. Sports Management, Wichita State University, Wichita, KS

2006 B.S. Journalism and Mass Communications, Kansas State University, Manhattan, KS

Employment:

2011 – Present Marketing and Event Coordinator, Syracuse University, Syracuse, NY

2009 – 2011 Marketing Associate, Wichita State University, Wichita, KS

2007 – 2009 Advertising Sales Representative, The Manhattan Mercury, Manhattan, KS

2006 – 2007 Inside Sales Representative, GTM Sportswear, Manhattan, KS

STEWART, AISHA

Assistant Coach, Women's Basketball

Salary: \$40,132

Effective: June 16, 2014

Source of Funds: Auxiliary, Page 236, Line 4 plus a portion of funds donated by outside sources

Justification: Replaces Shaquita Renelique who transferred (\$35,132)

Education:

2008 M.A. Rehabilitation Counseling, South Carolina State University, Orangeburg, SC

2004 B.A. Sociology, Catawba College, Salisbury, NC

Employment:

2006 – Present Assistant Women's Basketball Coach, South Carolina State University, Orangeburg, SC

2005 – 2006 Assistant Women's Basketball Coach/Admissions Counselor, Allen County Community College, Iola, KS

2004 – 2005 Community Based Service Professional, Excel Personal Development, Salisbury, NC

WILSON, ABIGAIL

Associate Director of Athletics, Athletic Administration

Salary: \$70,000

Effective: August 19, 2014

Source of Funds: Auxiliary, Page 223, Line 8 and Education and General, Page 52, Line 2 plus a portion of funds donated by outside sources

Justification: Replaces Stacey Willmott whose contract was not renewed (\$68,718)

Education:

2011 ABD Sports Management and Leadership, Northcentral University, Prescott Valley, AZ
2007 M.S. Sports Management, University of Arkansas, Little Rock, AR
2006 B.A. Criminal Justice, University of Nebraska, Omaha, NE

Employment:

2014 – Present Assistant Athletic Director for Academics/Senior Woman Administrator, University of Arkansas, Little Rock, AR
2011 – Present At-Risk Student-Athlete Academic Advisor, University of Arkansas, Little Rock, AR
2007 – 2013 Head Women’s Tennis Coach, University of Arkansas, Little Rock, AR
2007 – 2012 Health and Leisure Science Instructor, University of Arkansas, Little Rock, AR
2006 – 2007 Assistant Men’s and Women’s Tennis Coach, University of Arkansas, Little Rock, AR

YOSHIMOTO, HIROKI

Assistant Coach, Sports Medicine

Salary: \$17,288

Effective: July 7, 2014

Source of Funds: Auxiliary, Page 226, Line 4

Justification: Replaces Alyssa Bauer who resigned (\$17,288)

Education:

2014 M.S. Exercise Science, Arkansas State University, Jonesboro, AR
2012 B.A. Athletic Training, Wichita State University, Wichita, KS
2010 B.A. Exercise Science, Wichita State University, Wichita, KS

Experience:

2012 – 2014 Graduate Assistant Athletic Trainer, Arkansas State University-Jonesboro
Sum 2012 Athletic Training Student/Intern, Cleveland Indians Baseball, Goodyear, AZ
Sum 2011 Athletic Training Student/Intern, Wichita Wingnuts Baseball, Wichita, KS
Sum 2010 Seasonal Athletic Training Student, Hutchinson Monarchs Baseball, Hutchinson, KS
Sum 2009 Seasonal Athletic Training Student, Edmonton Prospects Baseball, Edmonton, Canada
2008 – 2012 Athletic Training Student, Wichita State University, Wichita, KS
2006 – 2007 Athletic Training Student, Hutchinson Community College, Hutchinson, KS

ARKANSAS STATE UNIVERSITY-JONESBORO
NON-ACADEMIC REASSIGNMENTS OF DUTY
September 19, 2014

BLACKBURN, JESSICA

From: Administrative Specialist III, CECO
To: Development Advancement Specialist, Development
Effective: July 14, 2014
Salary: \$30,000
Source of Funds: Education and General, Page 41, Line 2
Justification: Transferred from CECO into a new position for Development. Budget line was previously held by Christy Low who resigned (\$51,765)

DEVEREUX, EMILY

From: Project Program Manager, Research & Technology Transfer
To: Research Development Specialist, Research & Technology Transfer
Effective: July 1, 2014
Salary: \$48,000
Source of Funds: Education and General, Page 49, Line 2 and Page 222, Line 3
Justification: Replaces Carla Borden who resigned (\$48,816)

EAKINS, KASEY

From: Student Development Specialist, Office of Recruitment
To: Development Advancement Specialist, Development
Effective: August 18, 2014
Salary: \$36,000
Source of Funds: Education and General, Page 41, Line 10
Justification: New Position

ESTES, JENNY

From: Fiscal Support Supervisor, Sponsored Programs
To: Research Compliance Coordinator, Research and Technology Transfer
Effective: August 1, 2014
Salary: \$45,000
Source of Funds: Education and General, Page 49, Line 3
Justification: Replaces Kimberly Marshall who was not reappointed (\$58,190)

GAUTAM, ROSHAN

From: 12 Month Instructor, The Center for Digital Initiatives
To: Project Program Specialist, Information Technology Services
Effective: April 1, 2014
Salary: \$48,960
Source of Funds: Education and General, Page 217, Line 11
Justification: Assigned by ITS to work as the Senior Technology Analyst for The Center for Digital Initiatives

PERRIN, TRACI

From: Project Program Specialist, Title IX Compliance
To: Project Program Specialist, Career Management Center
Effective: April 1, 2014
Salary: \$46,746
Source of Funds: Education and General, Page 31, Line 7 - Salary line transferred from Affirmative Action Office
Justification: Transferred to Career Management Center

PROFFITT, HOLLY

From: Student Development Specialist, Admissions
To: Student Development Specialist, Career Management Center
Effective: August 4, 2014
Salary: \$36,082
Source of Funds: Education and General, Page 31, Line 4
Justification: Replaces Perry Jackson (\$36,082)

RENELIQUE, SHAQUITA

From: Assistant Coach, Basketball
To: Academic Advisor, Academic Support Center for Athletes
Effective: June 2, 2014
Salary: \$36,000
Source of Funds: Education and General, Page 52, Line 4 and Auxiliary, Page 223, Line 20
Justification: Replaces Cassidy Blaine who resigned (\$31,212)

SHELTON, BRIAN

From: Public Safety Officer, University Police
To: Project Program Specialist, University Police
Effective: July 1, 2014
Salary: \$35,274
Source of Funds: Education and General, Page 36, Line 16
Justification: Declassified

WALKER, JUSTIN

From: Institution Information Technology Coordinator
To: Assistant Director of Information Technology
Effective: March 16, 2014
Salary: \$53,000
Source of Funds: Education and General, Page 217, Line 2
Justification: Promoted due to additional duties and resignation of Darla Fletcher (\$82,192)

ARKANSAS STATE UNIVERSITY–BEEBE
ACADEMIC APPOINTMENTS
September 19, 2014

GORDON, MEREDITH

Instructor of Biology/Botany

Salary: \$37,675 (9-month rate)
Effective Date: August 16, 2014
Source of Funds: E&G, Page 42
Justification: Replacing Billy Good who resigned (\$48,644)

Education:

2012 M.S. Ecology and Evolutionary Biology, University of Arkansas, Fayetteville, AR
2009 B.S. Biology, University of Arkansas, Fayetteville, AR

Employment:

2014 - 2014 Substitute Teacher, SubTeach USA, Paragould, AR
2013 - 2013 Field Assistant, C & S Marketing, Glen Rock, PA
2009 - 2012 Graduate/Teaching Assistant Biological Sciences, University of Arkansas, Fayetteville, AR

QUERRY, DEAN

Instructor of Automotive Technology

Salary: \$37,675 (9-month rate)
Effective Date: August 16, 2014
Source of Funds: E&G, Page 54
Justification: Replacing Curtis Traylor who resigned (\$44,417)

Education:

2011 A.A.S. General Technology, Arkansas State University-Beebe, Searcy, AR
2011 T.C. Automotive Technology, Arkansas State University-Beebe, Searcy, AR
2011 C.P. Automotive Technology, Arkansas State University-Beebe, Searcy, AR

Employment:

2005 - 2014 Lab Assistant, Automotive Technology, Arkansas State University-Beebe, Searcy, AR
2004 - 2005 Self-Employed

SCOTT, JOSEPH

Instructor of Biology

Salary: \$37,675 (9-month rate)
Effective Date: August 16, 2014
Source of Funds: E&G, Page 42
Justification: New position due to demand for more biology classes.

Education:

2004 M.S. Physiology and Biophysics, University of Arkansas for Medical Science, Little Rock, AR
2003 B.S.E. Kinesiology, University of Arkansas, Fayetteville, AR

Employment:

2009 - 2014 Adjunct Instructor of Biological Sciences, Arkansas State University-Beebe
2009 - 2014 Part-time Wellness Coordinator, Arkansas State University-Beebe
2005 - 2005 Research Assistant, Physiology/Biophysics Department, University of Arkansas for Medical Science, Little Rock, AR
2004 - 2004 Research Assistant, Geriatrics, University of Arkansas for Medical Science, Little Rock, AR

SHULTS, LESLIE

Instructor of Mathematics

Salary: \$37,675 (9-month rate)
Effective Date: August 16, 2014
Source of Funds: E&G, Page 41
Justification: Replacing Dana Goodwin who resigned (\$42,973)

Education:

2009 M.S.E. Mathematics Education, Henderson State University, Arkadelphia, AR
2005 B.S. Mathematics Education, Henderson State University, Arkadelphia, AR

Employment:

2012 - 2014 Instructor of Mathematics, Henderson State University, Arkadelphia, AR
2010 - 2012 Instructor of Concurrent Credit, University of Arkansas Community College, Hope, AR
2006 - 2012 Instructor of Mathematics, Hope High School, Hope, AR

SUPRATMAN, EDDIE

Instructor of History and Comparative Religion

Salary: \$37,675 (9-month rate)
Effective Date: August 16, 2014
Source of Funds: E&G, Page 30
Justification: Replacing Kevin Johnson who resigned (\$47,375)

Education:

2005 M.Div. Religions and Historical Studies, Harding University, Searcy, AR
2007 B.Min. Bible and Ministry, Harding University, Searcy, AR

Employment:

2013 - 2014 Adjunct History Instructor, Arkansas State University-Beebe
2012 - 2013 Temporary Fulltime History Instructor, Arkansas State University-Beebe
2008 - 2012 Adjunct History Instructor, Arkansas State University-Beebe
2004 - 2014 Adjunct Bible Instructor, Harding University, Searcy, AR

TAILLON, SHAWN

Instructor of Agriculture Equipment Technology

Salary: \$37,675 (9-month rate)

Effective Date: August 16, 2014

Source of Funds: E&G, Page 47

Justification: This is new position due to increase in student enrollment in the John Deere program.

Education:

2008 A.S. Agriculture Equipment Technology, Arkansas State University-Beebe

2005 A.S. Instructor of Technology and Military Science, Community College of the Air Force, LRAFB, AR

2005 A.S. Aviation Maintenance Technology, Community College of the Air Force, LRAFB, AR

Employment:

2012 - Present Owner, TNT Repair Shop, Beebe, AR

2006 - 2012 Service Technician, Cabot Outdoors, Cabot, AR

1990 - 2010 Retired Aircraft Mechanic, Non-Commissioned Officer, Air Force Instructor, and Flight Chief; United States Air Force (USAF), United States of America

WHITEHURST, JODI

Instructor of English

Salary: \$37,675 (9-month rate)

Effective Date: August 16, 2014

Source of Funds: E&G, Page 38

Justification: Replacing Maris Fletcher who retired (\$55,633)

Education:

2007 M.A. Professional and Technical Writing, University of Arkansas at Little Rock, AR

2001 B.S. Education, University of Central Arkansas, Conway, AR

Employment:

2007 - 2014 Part-time English Composition Instructor, University of Arkansas, Little Rock, AR

2008 - 2014 Adjunct English and Literature Instructor, Arkansas State University-Beebe

2004 - 2014 Little Rock Writing Project Teacher Consultant, University of Arkansas, Little Rock, AR

**ARKANSAS STATE UNIVERSITY-BEEBE
ACADEMIC REASSIGNMENT OF DUTY
September 19, 2014**

STRAIN, AMBER

From: Student Development Specialist, Learning Center
To: Instructor of Mathematics
Effective Date: August 16, 2014
Salary: \$37,675 (9-month rate)
Source of Funds: Education and General, page 41
Justification: Replacing JoAnn Haustein who was a temporary instructor (\$37,675)

ARKANSAS STATE UNIVERSITY-BEEBE
NON-ACADEMIC APPOINTMENTS
September 19, 2014

MEADOR, NANCY

Director of Public Relations/Marketing

Salary: \$38,079 (12-month rate)

Effective Date: July 1, 2014

Source of Funds: E&G, Page 92

Justification: Replacing Fran Murray who resigned (\$38,079)

Education:

1990 B.S. Journalism Public Relations; Minor: Sociology, Arkansas State University, Jonesboro, AR

Employment:

2008 - 2014 Owner and Business Manager, Meador Brothers, LLC Co., Jacksonville, AR

1990 - 2008 Marketing Services Manager, Olympia, Inc., Conway, AR

VAN GUNDY, BRIAN

Residence Hall Director/Student Services Specialist

Salary: \$22,500 plus housing and meals (12-month rate)

Effective: July 16, 2014

Source of Funds: E&G, Page 119

Justification: Replacing Lydia Pendleton who was temporary hall director (\$22,500 plus housing and meals)

Education:

2014 B.A. Psychology, University of Puget Sound, Tacoma, WA

Employment:

2013 - 2014 Resident Programming Advisor, University of Puget Sound, Tacoma, WA

2012 - 2013 Resident Assistant, University of Puget Sound, Tacoma, WA

**ARKANSAS STATE UNIVERSITY-BEEBE
NON-ACADEMIC REASSIGNMENT OF DUTY
September 19, 2014**

HAUSTEIN, JOANN

From: Temporary Instructor of Mathematics
To: Student Development Specialist, Learning Center
Effective Date: August 16, 2014
Salary: \$30,000 (9-month rate)
Source of Funds: Education and General, page 68
Justification: Replacing Amber Strain who was reassigned to Instructor of Mathematics

ARKANSAS STATE UNIVERSITY-MOUNTAIN HOME
ACADEMIC APPOINTMENTS
September 19, 2014

SMITH, ERIC

HVAC Instructor

Salary: \$41,555

Effective: August 1, 2014

Source of Funds: E&G, page 48

The remaining funds will come from salary savings realized through attrition of other faculty positions.

Justification: Additional position needed for new HVAC program

Education

1989 AAS, Heating Air Conditioning & Refrigeration, Community College of the Air Force, Maxwell AFB, Montgomery, AL

Employment

1998-2014 Maintenance Department, Mountain Home Public Schools, Mountain Home, AR

TRAYLOR, CURTIS

Automotive Instructor

Salary: \$44,555

Effective: August 1, 2014

Source of Funds: E&G, page 47

The remaining funds will come from salary savings realized through attrition of other faculty positions.

Justification: Additional position needed for new Automotive program

Education

2012 Master of Science in Agriculture, Arkansas State University-Jonesboro, AR

2002 Bachelor of Science in Agriculture Business, Arkansas Tech University, Russellville, AR

Employment

2004-2014 Automotive Instructor, Arkansas State University-Beebe, Searcy, AR

YOUNG, TONYA

EMT/Paramedic Instructor

Salary: \$38,000

Effective: August 1, 2014

Source of Funds: E&G, page 53

Justification: Replacement for David Magee who retired (\$43,150)

Education

2008 Master's Degree in Emergency Management and Homeland Security, Arkansas Tech University, Russellville, AR

2004 Bachelor of Science in Emergency Administration and Management, Arkansas Tech University, Russellville, AR

Employment

2012-2014 Owner/Manager of WGT Planning, Hector, Arkansas

2013-2014 Part time Paramedic, Johnson Regional Medical Center, Johnson County, Arkansas

2012-2013 Education Coordinator, Pope County EMS, Russellville, AR

2010-2012 Director of Center for Preparedness and Recovery, Arkansas Tech University, Russellville, AR

2010-2012 Adjunct Professor - Emergency Management, Arkansas Tech University, Russellville, AR

ARKANSAS STATE UNIVERSITY-NEWPORT
ACADEMIC APPOINTMENTS
September 19, 2014

BUTLER, LORI

Assistant Professor of English (Marked Tree campus)

Salary: \$40,000

Effective: August 11, 2014

Source of Funds: E&G, Page 117, Line 1

Justification: Replacement for Amber Hendricks who resigned (Salary \$42,840)

Education:

1996 M.A., English, Arkansas State University, Jonesboro, AR

1994 B.S., Education, Arkansas State University, Jonesboro, AR

1990 A.A., Rogers State University, Claremore, OK

Experience:

2013 – 2014 Adjunct Instructor of English/Oral Communications, Arkansas State University-Newport,
Jonesboro, AR

2008 – 2013 English Teacher, Riverside High School, Lake City, AR

2003 – 2008 Developmental Studies Liaison, Rogers State University, Claremore, OK

GARNER, SAMANTHA

Instructor of Nursing

Salary: \$48,000

Effective: August 11, 2014

Source of Funds: E&G, Page 22, Line 3

Justification: Replacement for Roger Williams who resigned (Salary \$51,000)

Education:

2007 A.A.S., Nursing, University of Arkansas Community College, Batesville, AR

2004 T.C., Practical Nursing, Arkansas State University-Mountain Home, Mountain Home, AR

Experience:

2009 – 2014 Intake Coordinator, Amedisys Home Health, Batesville, AR

2004 – 2010 Floor RN/Wound Care Nurse, White River Medical Center, Batesville, AR

NELSON, CHRIS

Career and Technical Education Retention and Workplace Readiness Coordinator

Salary: \$42,000

Effective: August 1, 2014 (12 month)

Source of Funds: E&G, Page 33 (63%) & Grant Funded (37%)

Justification: This position was created in response to industry requests to improve the non-technical skills (soft skills) critical to job retention and employer satisfaction.

Education:

2013 B.S.E., Mid-Level Education, Arkansas State University, Jonesboro, AR
2011 A.A.T., Mid-Level Education, Arkansas State University-Newport, Newport, AR

Experience:

2013 – 2014 Administrative Analyst, Arkansas State University-Newport, Newport, AR
2011 – 2013 Admissions Office Extra Help, Arkansas State University-Newport, Newport, AR
2006 – 2010 Segregation Sergeant, Arkansas Department of Correction, Newport, AR
2001 – 2006 Infantry Sergeant, United States Army

POWELL, JOHNNY

Assistant Instructor of Diesel Technology

Salary: \$36,750

Effective: July 1, 2014 (12 month)

Source of Funds: E&G, Page 27, Line 2

Justification: This is a new position created to strengthen instruction and emphasize safety in the technical program.

Education:

2004 A. S. E. Certification, National Institute for Automotive Service Excellence, Leesburg, VA
2000 T.C., Diesel Technology, Arkansas State University-Newport, Newport, AR
2000 C.P., Commercial Driver Training, Arkansas State University-Newport, Newport, AR

Experience:

2003 – 2014 Diesel Technology Skilled Tradesman, Arkansas State University-Newport, Newport, AR

REYNOLDS, IRINA

Assistant Professor of Communications/Freshman Seminar Coordinator

Salary: \$40,000

Effective: August 11, 2014 (12 month)

Source of Funds: E&G, Page 15

Justification: This position was created in response to growth and to increase retention rates and bolster the first year experience.

Education:

2013 M.S., Health Communication, Arkansas State University, Jonesboro, AR
2011 B.S., Interdisciplinary Studies, Arkansas State University, Jonesboro, AR
2009 A.A.T., Early Childhood Education, Arkansas State University-Newport, Newport, AR

Experience:

2013 – 2014 Adjunct Instructor of Oral Communications/English, Arkansas State University-Newport, Newport, AR
2009 – Present Nanny, Heath and Caroline Carlton, Newport, AR
2007 – 2009 Pre-School Teacher, Under the Rainbow, Newport, AR
Prior to 2007 Student

SMITH, CINDY

Instructor of Nursing

Salary: \$56,000

Effective: July 1, 2014

Source of Funds: E&G, Page 22, Line 2

Justification: Replacement for Samantha Anderson who resigned (Salary \$55,740)

Education:

2012 B.S.E., University of Arkansas, Fayetteville, AR
1992 A.A.S., Nursing, Arkansas State University-Beebe, Beebe, AR
1989 Certificate, Practical Nursing, Baptist Medical System School of Practical Nursing, Little Rock, AR

Experience:

1997 – 2014 Department Chair/Instructor of Practical Nursing, Arkansas State University-Beebe, Beebe, AR

STROUD, MISTY

Assistant Professor of Science

Salary: \$45,000

Effective: August 11, 2014

Source of Funds: E&G, Page 19, Line 6

Justification: Replacement for Charles Davis who retired (Salary \$43,860)

Education:

2012 Ph.D., Geology, University of Florida, Gainesville, FL
2007 M.S., Geology, Boston College, Chestnut Hill, MA
2004 B.S., Geology, University of Houston, Houston, TX

Experience:

2012 – 2014 Adjunct Chemistry Faculty, Pima Community College, Tucson, AZ
2011 – 2013 Program Coordinator, Lowell Program in Economic Geology, University of Arizona, Tucson, AZ
2006 – 2011 Research and Teaching Assistant, University of Florida, Gainesville, FL
2004 – 2006 Teaching Assistant, Boston College, Chestnut Hill, MD

WORTHAM, JEREMY

Instructor of Surgical Technology (Marked Tree Campus)

Salary: \$45,000

Effective: August 11, 2014 (12 month)

Source of Funds: E&G, Page 123, Line 1

Justification: An additional faculty person is needed because the Surgical Technology Program has expanded to the Marked Tree campus.

Education:

2013 T.C., Surgical Technology, Arkansas State University-Newport, Newport, AR

1999 B.S.E., Biology, Arkansas State University, Jonesboro, AR

Experience:

2013 – 2014 Operating Room Technician, St. Bernards Health Care, Jonesboro, AR

2005 – 2012 Home School Parent

2003 – 2005 High School Science Teacher, Ridgefield Christian School, Jonesboro, AR

ARKANSAS STATE UNIVERSITY-NEWPORT
NON-ACADEMIC APPOINTMENTS
September 19, 2014

LONG, KIMBERLY

Dean of Students

Salary: \$58,140

Effective: July 1, 2014

Source of Funds: E&G, Page 37, Line 2

Justification: Replaced Amber Grady who resigned (Salary \$42,000). Organizational restructure resulted in title change and new responsibilities.

Education:

2009 M.A., Media Communications, Webster University, St. Louis, MO

2006 M.A., Marketing, Webster University, St. Louis, MO

1998 B.A., English, Philander Smith College, Little Rock, AR

Experience:

2010 – 2014 Director of Career Pathways Initiative, Arkansas State University-Newport, Newport, AR

2010 Career Facilitator, Arkansas State University-Newport, Newport, AR

2009 – 2010 Arkansas Delta Workforce Innovations in Regional Economic Development Counselor, Arkansas State University-Newport, Newport, AR

2002 – 2009 Public School Program Advisor, Arkansas Department of Education, Little Rock, AR

SHIRLEY, JEREMY

Director of Marketing

Salary: \$64,000

Effective: August 25, 2014

Source of Funds: E&G, Page 41, Line 1 plus salary savings

Justification: Replaced Van Provence who was reassigned (Salary \$43,697)

Education:

2000 B.S., Communications, Arkansas State University, Jonesboro, AR

Experience:

2004 – 2014 Marketing Director, KAIT, Jonesboro, AR

2003 – 2004 Producer/Editor, Arcom Productions, Little Rock, AR

**ARKANSAS STATE UNIVERSITY-NEWPORT
NON-ACADEMIC REASSIGNMENT OF DUTY
September 19, 2014**

PROVENCE, VAN

From: Director of Marketing
To: Director of Public Information and Community Relations
Salary: \$43,697
Effective: July 1, 2014
Source of Funds: E&G, Page 48
Justification: New position due to growth and to support additional outreach and publicity needs to promote three campuses