

AGENDA
ARKANSAS STATE UNIVERSITY
BOARD OF TRUSTEES
December 11, 2015
1:00 p.m.
ASU-Mountain Home

- I. Call to Order
Charles Luter, Chair
- *II. Approval of the Minutes of Past Meetings
September 18, 2015
December 4, 2015
- III. President's Report
Reports of the Chancellors
- *IV. Agenda
 - Proposed ASU-Jonesboro Resolution
 - Resolution naming a classroom in the Delta Center on the ASU-Jonesboro campus
 - Proposed ASU-Beebe Resolution
 - Resolution approving ASU-Beebe to offer the Technical Certificate in Agriculture
 - Proposed ASU Mid-South Resolutions
 - Resolution approving ASU Mid-South to offer a Certificate of Proficiency in Marine Technology
 - Resolution naming the aviation maintenance technology building
 - Proposed ASU System Resolutions
 - Resolution approving ASU-Jonesboro, ASU-Mountain Home, and ASU Mid-South to set and revise fee rates
 - Resolution approving ASU System to execute salary expenditure plans for Fiscal Year 2015-2016
 - Resolution approving ASU System to designate large-scale distance education programs offered by ASU-Jonesboro as not eligible for tuition discounts
 - Resolution approving ASU-Mountain Home to grant an easement
 - Resolution approving ASU System to revise the System Staff Handbook
 - Resolution approving ASU System to revise the Intellectual Property Policy and rename it the Intellectual Property Not Subject to Patent Policy
 - Resolution approving ASU System Unmanned Aircraft Systems Policy

V. Executive Session

*VI. Approval of Personnel Actions

VII. Other Business

*VIII. Election of Officers

*IX. Adjournment

*Action Items

Arkansas State University
Board of Trustees
December 11, 2015

The Arkansas State University Board of Trustees met on Friday, December 11, 2015, on the ASU-Mountain Home campus. Charles Luter, Chair of the Board of Trustees, called the meeting to order at 1:00 p.m. Board members present were the following: Charles Luter, Howard Slinkard, Ron Rhodes, Tim Langford, and Niel Crowson.

Dr. Chris Butler, Senior Pastor of East Side Baptist Church, gave the invocation.

Minutes:

Upon a motion by Mr. Rhodes, seconded by Mr. Slinkard, the minutes of the September 18, 2015, and December 4, 2015, meetings were approved.

Ayes: Luter, Slinkard, Rhodes, Langford, Crowson

Nays: None

ASU System - Dr. Charles Welch, President

I was very pleased to announce the hiring of Dr. Karla Fisher as the next Chancellor of ASU-Beebe. You're going to be very impressed, I think. She comes from Butler Community College in Kansas, which is a very large multi-campus institution. It has an Air Force base campus very similar to Beebe's. Dr. Fisher was recently named the National Chief Academic Officer of the Year, so we are very, very excited. She is a native of Oklahoma and she likes horses and rode in barrel races in high school, so she's going to fit in just beautifully in Beebe, Arkansas. We look forward to her arrival and joining us on January 16, 2016.

Another piece of good news is that yesterday our legislative audit was accepted by the legislative auditors and by the legislative committee. Essentially, we had a squeaky-clean audit. It is a testament to our campuses and the great work of our finance folks, and I'm very, very appreciative of that. I hope our Board will join me in thanking our finance folks and our leadership on all of our campuses for a job well done.

Certainly, I would be remiss if I didn't make a few comments about the active shooter incident yesterday on the Jonesboro campus. Dr. Hudson is not here today. I strongly encouraged him to stay on campus, for no other reason than just to be present and be able to continue to have a calming influence. I do want to say a special thank you to him. He kept me updated throughout the ordeal. He did a great job. Our first responders were absolutely incredible. Our campus police, the city police, and police from other agencies from around the area just really did a tremendous, tremendous job. You know, we all fear these campus safety issues and, as we all know, there has been a great deal of discussion about what is the best way to keep our campuses safe. There have been discussions about what policies or laws we should enact to do that, and there is no perfect scenario. There's nothing that we can do that can give us 100% guaranteed assurance that we are going to be safe, but during these debates that have been occurring over the last several years, I have consistently said that I am comfortable because of the plans that our campuses have put into place and because of the training that we have put into our people and because of the fact that we do have those licensed and trained law enforcement officers who are there to ensure our safety. Those law enforcement officers yesterday had some very difficult decisions to make, and they made the right decisions in critical times. Fortunately, we did not have to fire any shots. We were able to resolve that in a manner that was good for everybody. Our campus processes could not have gone better. The early alert system worked as it's designed to do with immediate notification to our campus community. We were able to lock down our buildings immediately and keep our students and faculty and staff away from the danger. All of the training kicked in. Now, ironically, at almost the exact same time this incident was occurring yesterday, the Jonesboro campus and the Searcy campus were engaged in active-shooter training. And so our campuses were preparing even as our alert was occurring. It ended as well as we could have ever hoped for. So, I think we should all be proud of that.

We are going to learn from this incident. We will take stock of what happened and look at ways we can continue to try to improve in the future. As teaching institutions, I hope we use this as a teachable moment. You know, there is a great deal of fear right now in this country, and rightfully so, with the unknown, with those who want to bring harm to themselves or to us. At the same time, there is a great deal of rhetoric and hate that is being spewed. I think we all know terrorism exists. I think we all know that bad people exist in the world and want to bring harm to us. I hope we use this opportunity not

just to focus on what happened yesterday, but also to talk about the very serious problem of mental illness that exists in this country and that apparently led this individual yesterday to do what he did.

Mental illness does not recognize skin color. Mental illness does not recognize race. Mental illness does not recognize nationality or ethnicity. Mental illness does not recognize religion. We've got to be very careful to make sure that we realize that the challenges we face are far broader than perhaps we want to talk about sometimes. I was dismayed at the number of comments on social media yesterday, even from our students, calling this individual a crazy man or perhaps worse. And don't get me wrong, I was very angry at him for putting us in that situation, but at the same time, he clearly has an illness that would lead him to do something that no one without that type of illness would do. So I hope our students learn from this that we've got to be willing to help one another, we've got to be sensitive to the challenges of our fellow citizens and those that are out there dealing with these issues, and we've got to focus on treatment for these individuals, and to have compassion for these individuals, and understanding that the challenges we face and the fear that exists out there is beyond just one particular group of people. Fortunately, we got through this. I am hoping that those students who were impacted yesterday take a chance to really talk about this in their classrooms, talk about it with their families, and maybe we can all begin to reassess the things that we need to do to make sure that these types of events don't happen again. It was, all in all, a day that started out, obviously, to be very frightening, but it ended very well. No one was injured physically. I'm very proud of our administration, I'm very proud of our employees, and I'm very proud of our students. They really stood up yesterday and did the right thing. I'm also very proud of our law enforcement. Those folks put their lives on the line. We did not know if there was a bomb in that truck, we didn't know what was going on, and they did their jobs and kept everybody safe and for that, we are very pleased.

Mr. Luter: Thank you, Dr. Welch, for those very timely and eloquent remarks. As a member of the Board of Trustees, I want to commend Dr. Hudson, his staff, the University Police Department, the Jonesboro Police Department, and all those people involved. As a member of the Board of Trustees, we are told that our campuses are doing this training, so we just take them at their word on that, but as you saw yesterday, they truly have done an excellent job of training and preparing themselves for something like this, so I certainly feel good to know that our staff is prepared.

Mr. Rhodes: I am appreciative of Dr. Welch and the administration for keeping us informed. My colleagues and I were immediately informed via text of what was going on. The employees in my department were getting the word shortly after I got it. They were concerned. Some of them have students and family on campus. One of our employees has a wife who works at the ASU-Jonesboro campus, and the opportunity for me to be able to reassure him that things were under control was beneficial for me personally. So, Dr. Welch, thank you for keeping us in the loop so quickly.

ASU-Mountain Home – Dr. Robin Myers, Chancellor

Welcome to ASU-Mountain Home. We are so proud to have you here on this campus.

I just want to say two or three things about our campus. A number of great things have gone on this fall. Something unique, which we did just about a month ago, was that we had 11 Tibetan monks spend a week on our campus as a cultural-exchange experience for both our students and our community, and it was just incredible. At least 1,100 or 1,200 people came to our campus to see the work the monks were doing, to witness their presentation, and it was a great experience. We've had a number of other things going on with our development activity and our community programming, but this was really something that was new and different.

I want to inform the Board of the grant activity that we have underway. If you remember that our Baxter Lab announced 227 new jobs and a \$110 million investment in their plant and infrastructure here. Along with that, our campus is receiving a \$1.55 million grant to expand a mechatronics program at our Tech Center, and in addition to that, we've got an additional \$600,000 from five other grants, and all of those are focused on our technical education, except one that is for nursing.

Tomorrow, we are having the state competition for the Lego League, which is the Junior High/Middle School kids' robotics competition. That is an annual event here that we look forward to. I have a short video that portrays the activities here on the campus, but this is one that will help you see why this campus is such a special place. VIDEO

Mr. Luter: Dr. Myers, what exactly was the purpose of the Tibetan monks visiting Mountain Home?

Dr. Myers: It was an event presented by our Performing Arts Committee, which typically presents five events a year. Next Saturday, we will host the Ten Tenors, an Australian singing group that will be performing a Christmas concert, and it is cosponsored by our Cultural Diversity Club here on campus, and by a cultural-diversity group in the community. The purpose of inviting the monks was to present a unique perspective about other cultures, traditions, people, religions, and places. Over four days, the Tibetan monks created a beautifully colored sand painting, called a mandala. They worked on this spiritual ritual every day, all day, and sprinkled the sand and made a beautiful painting, and then they destroyed it on Thursday afternoon. That's part of the process. They walked over it in a ceremony and deposited the sand into our creek and returned it back to the earth, so to speak. That evening, they gave a community presentation. We had about 700 people there, and the monks performed their ritual dances and songs. This type of cultural exchange is a diversity activity for our campus and our community and teaches our students about the belief systems of others.

Dr. Langford: I want to mention the collaborative effort I think between Mountain Home and Newport and maybe another college on the computer system. Can you give us an update?

Dr. Myers: I can, and we've got some actual experts in the room. Our team has been meeting, and when I say our team, it is staff from each of the two-year campuses at Beebe, Newport, and Mountain Home. We are replacing our overall computer system, the system that drives our student enrollment, our accounting, all of our registration information, at all three campuses simultaneously by a system called Campus Management. I would say, on average, we have 10 to 20 people meeting all day, every day of the week with them. We've been doing that since early September. I thought we were about a 1/3 of the way through, but they told me it's probably more like 1/4. They are now basically confirming that the data we have in our system aligns properly so they can now move it over into their system, and we can begin to use it and experiment with it in the early spring. We basically mapped how we do business with this company. Now the IT people are getting the data in a proper array so it can be moved over electronically and will fit in their system and conform to the way their system operates. They call it spins, but I call it iterations. We will run through about three or four iterations in early January and February trying to get that data to work correctly. In early March, it will actually start working and then they will begin to train our staff. The plan is that we will go live, all of us together, in July. We will all

start using the student enrollment side and probably the finance side in July, and the other parts of the system by December of next year. So that's the path we are on. We have all paid about 25% of what we owe the company. They've completed about 25% of the work.

ASU-Jonesboro – Dr. Lynita Cooksey, Provost

Yesterday, our campus community came together to respond to a threat that has become all too common in the world today. As the morning breaks and we count our blessings, these things we know to be true. We are a strong community. We are resilient. We are grateful for our professional colleagues - those that protect us from harm; those who plan our well-being; those who mentor, counsel, console, and heal us; those who uplift and support our dreams and ambitions. We rely upon each other: our faculty and staff, who are always ready, aware, and available; who care and respond; who guide our awakening; who put the safety of our students first. Our students: who are our raison d'être, our mission; who inspire us to vigilance; to educate leaders, enhance intellectual growth and enrich lives; who remain the center of our lives. We draw sustenance from our city and sustain it in return; symbiosis in action. We respect each other; we embrace diversity and tolerance; we eschew ignorance and injustice. We are all learners on a journey. We cooperate with each other in times of trouble. We lead -- and we follow leadership -- through challenges, through opportunities; epiphanies and dilemmas. We remain optimistic about the future of our University; of our state; of our nation; of humankind. We keep our sisters and brothers. We pay it forward. We say for ourselves and for the world, "We ARE A-State!!" The mighty Red Wolf Nation -- built on a legacy of commitment and bound for a brighter horizon. Yesterday we were; today we are; and tomorrow we will be "Red Wolf Strong." Together we rise; together we thrive.

We have two really exciting things that are happening on our campus right now. One is that, on Saturday, the approval was granted by the accrediting agency for NYIT Osteopathic School of Medicine. We will take our first class, fall of 2016, 115 new med students to begin an education in the state of Arkansas. We are sending invitations today to Arkansas State University students who are interested in making application to be part of that first class. I told the chief academic officers at our other campuses this morning that if they have students in their community or other friends or family, to let me know and we will make sure that they also are given information to start making application. The second big item

of news is the Arkansas Red Wolves are the Sun Belt Champions. We are headed to the New Orleans Bowl on December 19 to play Louisiana Tech. We are very excited about this.

With that, I'd like to start with an overview of what is going on in Mexico, because I believe all of you would like to see what's happening from the ground up. It is very exciting. We are looking at our first class probably in the fall of 2017 if construction continues at the rate at which it's moving forward. We will let you see a short video about what's going on. VIDEO

Rick Stripling made a recent visit two weeks ago. So if you have questions and you want to know more about construction going on, please ask Rick. I'm now a true believer that what the architects show you with their mockups is really happening. The next video clip is basically the semester in review and shows important things that happened on our campus. That will conclude ASU-Jonesboro's presentation. Let's show that next clip. VIDEO

ASU-Beebe – Dr. Eugene McKay, Chancellor

You have my written report, and I have only one thing to add to that. I think I told you last year that our John Deere Program was the second largest in the United States and yesterday, when the fall numbers came in, I learned that we were Number 1 this year. Since this is my last board meeting, I will not make my long speech. It will be two minutes. I just want to say thank you to the board members and to the President for giving me the opportunity to serve 49 ½ years at ASU-Beebe. It has been a wonderful experience for me and I loved every minute of it. After teaching two years of high school, I came to ASU-Beebe to start a French program actually. Taught English and French for 21 ½ years and then as my wife, the English teacher said, I died and went to "administration heaven." I was Chancellor for Academic Affairs for seven years. When the Chancellor died suddenly, I became the Chancellor. I've served under three great presidents: Dr. Eugene Smith, who hired me; Dr. Les Wyatt, who kept me for 15 years; and Dr. Welch, who is a long-time friend of ASU-Beebe. I've always felt that I've had a lot of support and I really appreciate that. Thank you very much.

ASU-Newport – Dr. Sandra Massey, Chancellor

I, too, would be remiss if I did not say thank you to Rick Stripling, Dr. Hudson, and Jeff Hankins for keeping us so well informed yesterday, because there is always a ripple effect when you are in a system, especially when you are right down the street. It helped calm our campuses, because we had information quickly. It also reminded me of how very important it is to choose the best new leaders when there are open positions. That leads me into introducing our newest addition, Holly Ayers, Vice Chancellor for Academic Affairs. Holly is not new to the college. She has been here a year and a half in the role of Institutional Effectiveness. She has also worked to develop a comprehensive communication plan through creating a seamless approach for our reaffirmation and assessment process, professional development, and mentor support across the college. She also has led us through development of key performance indicators through strategic initiatives. So she's more than proven her ability to step into this next role, and I'm very glad that she has accepted that position.

Jackie Faulkner is with us today. You've met her before, but she has done a really good job working with our students who receive scholarships and with the donors. We had our annual luncheon in November with 130 students present, representing 13 distinct scholarships. That number will continue to grow over the years under her leadership and Mr. Ike Wheeler's, as well.

The National Council for Marketing and Public Relations annually recognizes outstanding achievement in two-year college marketing and public relations. We received five awards from this organization. We have a bronze for "The Year in Review," another bronze for the "It's Your Time" video, a silver for our website, a gold for strategic planning, and another gold for one-sheet program fliers. So congratulations.

Finally, we have ventured out with a different, unprecedented type of partnership. We have worked over a year and a half, probably closer to two, to change our manufacturing program to better meet the needs of industry. And not only are we working to realign curriculum, but we all agreed we needed a faculty person with a master's degree who would really advance this program to a different level. That's very expensive, especially for a two-year community college. So we asked the Workforce Training Consortium in Jonesboro if they would help supplement a salary so we could be sure to get the right individual. They agreed to pay 21% of that salary. So I would like to say that we will continue to

try to get those partnerships and see more of that cooperation. Again, we are very excited about that partnership.

ASU Mid-South – Dr. Debra West, Chancellor

I want to draw your attention to a couple of items. At the last Board meeting I mentioned to you that we would be receiving another visit from the Higher Learning Commission shortly after the first of the year, and the purpose of that visit will be to review the effect of the merger on our institution. We now have the dates scheduled for that visit and it will be January 25 and 26. We look forward to welcoming those visitors to our campus, and we don't foresee any problems with that visit. Another important thing on our campus in regards to accreditation is we recently received notification from the National Institute for Metal Working Skills (NIMS) that our machine program has received NIMS accreditation. That five-year accreditation was a result of a rigorous examination, which determined that the ASU Mid-South program met the standards. There are three newly registered institutions in the general Mid-South area, but we are the only, the sole, NIMS accredited institution. So we feel that recognition will help us as we aspire to attract business and industry to Crittenden County, but also in terms of selling our program across the river into the Memphis market to help train for those manufacturers across the river.

In addition to that, and along those same lines, we recently signed an MOU with the National Institute for Metal Working Skills to receive their Right Skills Now designation. This is a program that was developed as a response to a National Manufacturers Association study in which they found that 80 percent of their membership were reporting that they were unable to find the right skilled workers for their available production jobs. So the National Institute for Metal Working Skills, the Manufacturing Institute, ACT, and the President's Council on Jobs and Competitiveness partnered to develop this designation for institutions that would adopt a fast track solution to delivering results to small manufacturers. It provides an accelerated training program in machining, as well as allowing that program to build into an associate degree in manufacturing-related or targeted industry-related outcomes. ASU Mid-South is the 13th institution in the nation to receive this designation, so we are very proud of that. In addition to our accreditations, we have received notification that we have attained our PDI, or

Predominantly Black Institution, grant that is funded by the U.S. Department of Education. Over the five-year cycle, the total amount of that grant will be nearly three million dollars for our institution. The purpose of that grant is to strengthen our ability to carry out programs in STEM, health education, and teacher education, and to increase the success of African-American males. So we are very excited to receive that grant.

Our ADTEC Consortium, which we are members of with some of our sister institutions (including Arkansas Northeastern College in Blytheville, ASU-Newport, East Ark Community College, and Phillips County Community College for the U of A) received one of the ADHE regional planning grants, which we will be using to develop pathways for transportation distribution logistics and to enhance our advance manufacturing programs. The proceeds of that planning grant will hopefully allow us to then receive additional implementation grants and continuation grants totaling up to two million dollars over two years, so we are very excited to receive that opportunity.

Finally, since this apparently is the day for videos, I want to share a video that was recently produced by the ADHE. This video features our ASU Mid-South charter school program that we have with the Academies of West Memphis. It's being used to promote that charter school concept to other districts within the state of Arkansas, as well as beyond our borders. This is being shown throughout the state and elsewhere. VIDEO

We think that this is a really unique program particularly relevant to the community that we serve, because so many of our students who come out of the high schools in our district do not go on to college. So if we can capture those high school students while they are still in high school, and at least get them to the point where they can earn a certificate of proficiency by the time they graduate high school, that gives them a credential that can help them obtain a job. And hopefully, we can convince them to stay with us for another year or so to complete that associate degree and then transfer to Jonesboro to complete a baccalaureate degree in some of these programs.

Mr. Luter: How long does it take for a student to be qualified to be an aircraft mechanic?

Dr. West: At our program level, we are offering certificates of proficiency to allow them to get their foot in the door, but if they are going to be making a decent salary, it would be a two-year program they would need to complete.

Mr. Luter: Let me just make a couple of comments. Number one, in reading the reports and watching the videos today and listening to the Chancellors give their remarks, I'm always really impressed with how they are working to make technical education come alive so that these students can earn a living when they get out of school if they choose not to go to a four-year school and get baccalaureate degrees. There is a lot of effort that has been made in the last year or two to make big improvements and headway in student recruitment, so I appreciate that very much. Thank you.

Mr. Slinkard: Mr. Chairman, I believe we have 22 two-year schools in Arkansas. As I listen to these reports and think about some of the programs that we have, it's pretty amazing that in Arkansas, we have some unique programs that I'm not sure are offered by other two-year schools. I mean where else can you get training in marine technology? And we can fix tractors. I'm talking about expensive, complicated tractors. We've got people who can climb a pole and work on high voltage lines, or perform funeral sciences, and it just seems quite unique to me and they are very successful programs and obviously, well recognized. So my congratulations go out to all of you for those innovative programs and for putting forth the effort and time that it takes to make them worthwhile. I applaud you for that.

ASU-Jonesboro Resolution:

- Resolution 15-42 naming a classroom in the Delta Center

Dr. Welch: The Robert Marvin Bob Wood Family has made outstanding contributions to Arkansas State University-Jonesboro of the magnitude worthy of special gratitude and lasting recognition. We ask for your approval to name that particular room for R. M. Bob Wood.

Upon a motion by Dr. Langford, seconded by Mr. Crowson, Resolution 42 was approved.

Ayes: Luter, Slinkard, Rhodes, Langford, Crowson

Nays: None

ASU-Beebe Resolution:

- Resolution 15-43 approving ASU-Beebe to offer the Technical Certificate in Agriculture

Dr. Welch: ASU-Beebe currently offers an associate's degree, but this would allow for a one-year technical certificate to work in collaboration with ASU-Jonesboro and the other two-year institutions as part of a federal grant in agriculture. There will be no additional cost.

Upon a motion by Mr. Crowson, seconded by Mr. Rhodes, Resolution 15-43 was approved.

Ayes: Luter, Slinkard, Rhodes, Langford, Crowson

Nays: None

ASU Mid-South Resolutions:

- Resolution 15-44 approving ASU Mid-South to offer a Certificate of Proficiency in Marine Technology

Dr. Welch: ASU Mid-South is one of nine colleges in the Mississippi River Transportation Distribution and Logistics Consortium and has received a U.S. Department of Labor grant totaling over two million dollars. One of the aspects of that is to offer a marine technology degree program to assist with the work that is done in the Port of Memphis and the Port of West Memphis.

- Resolution 15-45 naming the aviation maintenance technology building

Dr. Welch: This resolution asks the Board of Trustees to name the aviation maintenance technology building the FedEx Aviation Technology Center. It does meet our naming requirement policy and this has been already approved by the ASU Mid-South Board of Visitors.

Upon a motion by Dr. Langford, seconded by Mr. Slinkard, Resolutions 15-44 and 15-45 were approved.

Ayes: Luter, Slinkard, Rhodes, Langford, Crowson

Nays: None

ASU System Resolutions:

- Resolution 15-46 approving ASU-Jonesboro, ASU-Mountain Home, and ASU Mid-South to set and revise fee rates

Dr. Welch: The ASU-Jonesboro campus requests your approval to eliminate the application fee for concurrent enrollment students. That's an existing fee that we would like to eliminate. As you know,

concurrently enrolled students are high school students, and we want to be more in line with other standard operating procedures, so we ask for a waiver of that fee. ASU-Mountain Home has requested to establish a background check fee of \$25.00, a state licensure testing fee of \$20.00, and the national licensure testing fee of \$70.00 for our students in the EMT program. The students are already currently paying these fees, but they are paying them out-of-pocket outside of the program. This will just make it a part of the program cost and make those costs eligible if the students have available financial aid to pay those fees. And finally, there are fees to be created for the marine technology program that you just approved for ASU Mid-South to order the supplies and equipment for that particular program.

- Resolution 15-47 approving ASU System to execute salary expenditure plans for Fiscal Year 2015-2016

Dr. Welch: You will recall that two of our campuses and the System office chose to defer salary decisions in terms of increases until after we had fall enrollment in order to determine the budgetary situation of each campus. ASU-Jonesboro requests implementation of merit bonuses for non-classified staff and faculty, equal to one percent, and a one percent cost-of-living adjustment for classified employees. It would be a one percent pool on the bonuses and then a straight one percent cost-of-living adjustment for those classified employees, which is the amount authorized by the state of Arkansas and the Office of Personnel Management. ASU-Mountain Home requests implementation of a two percent cost-of-living adjustment for non-classified staff and faculty and a one percent cost-of-living-adjustment for classified staff. The ASU System office requests the implementation of a one percent cost-of-living adjustment for non-classified and classified staff.

- Resolution 15-48 approving the ASU System to designate large-scale, distance-education programs offered by ASU-Jonesboro as not eligible for tuition discounts

Dr. Welch: This is not a policy change so much as it is more of a blanket proposal as opposed to naming individual programs. As you know, these programs are different. They are offered in conjunction with a partnership. We have academic partnerships, so it was certainly a financial situation that was not favorable to the institution. You had previously approved eliminating the large-scale, distance-education programs from that waiver, but you had done it on a program-by-program basis. Rather than having to continue to come back to you every time we add a program, we are just asking today that we make it a

blanket decision, so that any future programs would just automatically fall under this policy, which you have already approved for the preexisting programs.

- Resolution 15-49 approving ASU-Mountain Home to grant an easement

Dr. Welch: This is an easement to Ritter Communications to install a 21-foot-long, fiber-optic cable below ground. This is an existing cable that is currently above ground and that services the campus. This resolution would simply approve placing the cable below ground.

- Resolution 15-50 approving the ASU System to revise the System Staff Handbook

Dr. Welch: The System Staff Handbook has been revised to include a “nondiscrimination in University practices” statement. It has been approved by the campuses.

- Resolution 15-51 approving the ASU System to revise the Intellectual Property Policy and rename it the Intellectual Property Policy Not Subject to Patent Policy

Dr. Welch: We had an Intellectual Property Policy and then we created a separate Patent Policy. It’s simply a name change to clean it up. But it really changes nothing other than to make a clarification so that it is very clear that there are two separate policies. One pertains to patents, and one pertains to items that are not subject to patents.

- Resolution 15-52 approving the ASU System Unmanned Aircraft Systems Policy

Dr. Welch: An unmanned aircraft system is more commonly known as a drone. As you know, this is an issue that has become increasingly complex for any number of different municipalities, universities, businesses, and others. We have had more than one incident with students who were using drones on campus. I believe one took an extra close view of a football game one night, so our legal staff has been working very closely and talking with colleagues and looking at a policy we can develop to try to regulate this on our campuses and ensure that we are able to keep this under control.

Upon a motion by Mr. Rhodes, and seconded by Mr. Crowson, Resolutions 15-46 through 15-52 were approved.

Ayes: Luter, Slinkard, Rhodes, Langford, Crowson

Nays: None

Dr. Welch: I have one point of privilege that I failed to raise. This is Philip Jackson's first board meeting as the official President of the ASU Foundation. He was our interim president. We went through a consultant's report and looked at a number of different angles and the path we were going to take for the Foundation in the future. The ultimate decision was for me to leave it right where it was and make Philip the permanent president. That has been done, so congratulations.

I also have one other thing I want to read: "Whereas, the Board of Trustees has retained to itself the authority to name facilities of the University in honor of individuals who have significantly distinguished themselves through service to and in support of the University; and Whereas, Dr. Eugene McKay, the Chancellor of ASU Beebe since 1994, has set a powerful example of leadership and innovation with almost a half century of dedicated service to the University; and Whereas, Dr. McKay is a highly respected advocate for higher education and the students we serve; and Whereas, the school's outstanding achievements in its respected place in the communities it serves are testimony to Dr. McKay's professional philosophy, integrity, and devotion as an educator; and Whereas, Dr. McKay has made outstanding contributions to Arkansas State University-Beebe of a magnitude worthy of special gratitude and lasting recognition, Now therefore, be it resolved by the Board of Trustees of Arkansas State University that the Student Center on the ASU Beebe campus shall be known henceforth as the Dr. Eugene McKay Student Center." I present this resolution for your consideration.

- Resolution 15-53 naming the student center on the ASU-Beebe campus the Dr. Eugene McKay Student Center

Mr. Slinkard: Mr. Chairman, if I may suggest that the record reflect that this Board unanimously and by acclamation approve this resolution.

Ayes: Luter, Slinkard, Rhodes, Langford, Crowson

Nays: None

Dr. Welch: There probably isn't a naming decision this Board will make that will be any easier than the one they just made. Dr. McKay is an individual who has given his whole life to that campus and we debated which building to choose. We decided it should not be State Hall, although he's been in that building for a long, long time. The Student Center is the building that is most frequently used, it's the building that the students go into just about every day, it's the building that community members go into,

it's the building that has the most visitors to that campus, and so we thought it only appropriate that it be the one that bears his name and the one that every time we advertise events on that campus, his name comes into play. Dr. McKay mentioned that Eugene Smith hired him and Les Wyatt kept him. He didn't mention that he hired me, and, really gave me my start. I wouldn't have had the same opportunities without him. I appreciate Dr. McKay very much. He has earned every ounce of this and we are all indebted to him.

Dr. Langford: In the short time I've been on the Board, I've learned that our two-year colleges are really the hubs, or are becoming economic hubs, for these communities and areas. I just appreciate everything Dr. McKay has done, not just for ASU, and not just for the communities, but for hundreds and thousands of students. He has made a difference in countless lives and we appreciate that.

Mr. Crowson: I had the pleasure of meeting Dr. McKay during my service on the ASU Foundation Board. As I sit here and listen to the comments and the naming opportunity, the thing that is most significant to me is the fact that, not only did Dr. McKay spend his entire vocational life in education, but he has done it at the same institution. Today, he still has the same respect and admiration that he always had since I met him years ago. So congratulations to Dr. McKay on a great career.

Mr. Slinkard: Dr. McKay, I agree with all the comments, especially the remarks about your passion for the job. I can't imagine being associated with one institution for 50 years and continuing to bring that enthusiasm with you every day. I've always felt safe on your campus. Thank you for your service.

Executive Session:

Upon a motion by Mr. Rhodes, seconded by Mr. Crowson, the board voted to retire into executive session at 2:18 p.m.

Ayes: Luter, Slinkard, Rhodes, Langford, Crowson

Nays: None

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

The board reconvened at 3:18 p.m.

Personnel Actions:

Upon a motion by Mr. Slinkard, seconded by Dr. Langford, the ASU System non-academic appointment, non-academic reassignment of duty, and contract revisions were approved.

Ayes: Luter, Slinkard, Rhodes, Langford, Crowson

Nays: None

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

Ayes: Luter, Slinkard, Rhodes, Langford, Crowson

Nays: None

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

Ayes: Luter, Slinkard, Rhodes, Langford, Crowson

Nays: None

Upon a motion by Mr. Crowson, seconded by Mr. Slinkard, the academic appointment and non-academic appointment for ASU-Mountain Home were approved.

Ayes: Luter, Slinkard, Rhodes, Langford, Crowson

Nays: None

Upon a motion by Mr. Slinkard, seconded by Dr. Langford, the non-academic appointments and non-academic reassignment of duty for ASU-Newport were approved.

Ayes: Luter, Slinkard, Rhodes, Langford, Crowson

Nays: None

Upon a motion by Mr. Rhodes, seconded by Dr. Langford, the academic appointment, non-academic appointment, and non-academic reassignments of duty for ASU Mid-South were approved.

Ayes: Luter, Slinkard, Rhodes, Langford, Crowson

Nays: None

Election of Officers:

Mr. Luter: The next item of business is the election of officers effective January 1, 2016.

Upon a motion by Mr. Crowson, seconded by Dr. Langford, the following officers for 2016 were elected: Howard Slinkard, Chair; Ron Rhodes, Vice Chair; and Tim Langford, Secretary.

Ayes: Luter, Slinkard, Rhodes, Langford, Crowson

Nays: None

Other Business:


Mr. Rhodes: Mr. Chairman, I want to say one more thing before we adjourn. We had the pleasure a few days ago to approve a resolution naming the home radio booth at Centennial Bank Stadium in honor of a good friend to ASU and to all of us, Coach Bill Keedy. I just want to say for the record that I appreciate my colleagues for their approval of that resolution. I personally have visited with Mrs. Jennifer Keedy and with her family. They could not be more pleased and honored that the Board chose to do that, and I just want to thank all of you for that recognition.

Adjournment:

Upon a motion by Mr. Rhodes, seconded by Mr. Crowson, the meeting adjourned at 3:22 p.m.

Ayes: Luter, Slinkard, Rhodes, Langford, Crowson

Nays: None



Ron Rhodes, Secretary



Charles Luter, Chair

**ARKANSAS STATE UNIVERSITY
BOARD OF TRUSTEES**

A Resolution Recognizing the Significant Contributions of
Dr. Eugene McKay
to Arkansas State University-Beebe

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

WHEREAS, Dr. Eugene McKay, Chancellor of ASU-Beebe since 1994, has set a powerful example of leadership and innovation, with almost a half-century of dedicated service to the university; and

WHEREAS, Dr. McKay is a highly respected advocate for higher education and the students we serve; and

WHEREAS, the school's outstanding achievements and its respected place in the communities it serves are testimony to Dr. McKay's professional philosophy, integrity, and devotion as an educator.

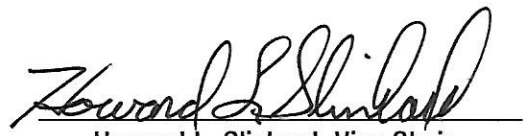
WHEREAS, Dr. McKay has made outstanding contributions to Arkansas State University-Beebe of a magnitude worthy of special gratitude and lasting recognition.

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of Arkansas State University, that the student center on the ASU-Beebe campus shall be known henceforth as the:

Dr. Eugene McKay Student Center

DULY ADOPTED AND APPROVED this 11th day of December 2015


Charles Luter, Chair


Howard L. Slinkard, Vice Chair


Ron Rhodes, Secretary


Tim Langford, Member


Niel Crowson, Member


Charles L. Welch, President

**ARKANSAS STATE UNIVERSITY
BOARD OF TRUSTEES**

A Resolution Recognizing the Significant Contributions of the
Robert Marvin "Bob" Wood Family
to Arkansas State University-Jonesboro

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

WHEREAS, the members of the Robert Marvin "Bob" Wood Family are respected leaders in the community and supporters of higher education and the students we serve; and


WHEREAS, the Robert Marvin "Bob" Wood Family has made outstanding contributions to Arkansas State University-Jonesboro of a magnitude worthy of special gratitude and lasting recognition.


NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of Arkansas State University, that the classroom for students in the Delta Center facility on the ASU-Jonesboro campus shall be known henceforth as:

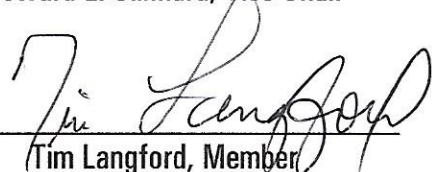
R.M. "Bob" Wood Sales Leadership Center

DULY ADOPTED AND APPROVED this 11th day of December 2015


Charles Luter, Chair


Howard L. Slinkard, Vice Chair


Ron Rhodes, Secretary


Tim Langford, Member


Niel Crowson, Member


Charles L. Welch, President

EXECUTIVE SUMMARY

Contact: Ted Kalthoff (501) 882-8830

ACTION ITEM: Arkansas State University-Beebe requests approval to offer the Technical Certificate in Agriculture.

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

BACKGROUND:

- ASU-Beebe currently offers an Associate of Science degree in Agriculture. Now, ASU-Jonesboro is seeking a federal grant to work in collaboration with ASU's two-year institutions. The grant requires that specific programs, including the one in agriculture, be offered at the two-year institutions and that a technical certificate be awarded when completed. Therefore, ASU-Beebe has developed this technical certificate to assist ASU-Jonesboro in its grant application.
- All of the courses are currently offered as part of the Associate of Science in Agriculture.
- There will be no additional cost for this degree, since it is embedded within the current Associate of Science in Agriculture program and the facilities for the program are already in place on the Beebe campus.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University-Beebe is approved to offer the Technical Certificate in Agriculture, effective spring semester 2016.



Ron Rhodes, Secretary



Charles Luter, Chair

EXECUTIVE SUMMARY

Contact: Debra West (870) 733-6770

ACTION ITEM: Arkansas State University-Mid-South (ASU Mid-South) requests approval to offer a Certificate of Proficiency in Marine Technology.

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

BACKGROUND:

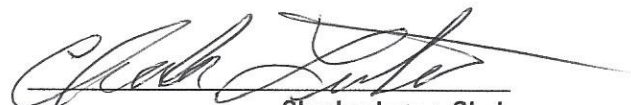
- ASU Mid-South is one of nine colleges in the Mississippi River Transportation, Distribution, and Logistics (MRTDL) Consortium, which was formed through a joint effort of the American Association of Community Colleges and the Kellogg Foundation to promote positive collaboration among Mississippi River colleges linked by common economic ties.
- In October 2013, ASU Mid-South received \$2,065,596 in a Round Three U.S. Department of Labor TAACCCT grant to the MRTDL Consortium totaling \$23.8 million. One of ASU Mid-South's grant deliverables is the creation of a Certificate of Proficiency in Marine Technology, to expand its capacity to meet industry demand in the transportation, distribution, and logistics (TDL) sectors.
- This certificate program meets the demand of the TDL industry in that, as the Port of Memphis and the Port of West Memphis plan for expansion, a greater need for a trained workforce specific to the marine industry is required. Through meetings with West Memphis Economic Development and with representatives from the marine industry in Memphis and the surrounding areas, more and more barge and tugboat traffic will be present, thus resulting in the need for a trained workforce for these marine technology jobs.
- The proposed certificate fits into the ASU Mid-South General Technology pathway and will be packaged with existing welding and diesel courses, and existing resources will be utilized to offer the program.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University Mid-South is approved to offer a Certificate of Proficiency in Marine Technology, effective spring semester 2016.



Ron Rhodes, Secretary



Charles Luter, Chair

**ARKANSAS STATE UNIVERSITY
BOARD OF TRUSTEES**

A Resolution Recognizing the Significant Contributions of
FedEx Express
to Arkansas State University Mid-South

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

WHEREAS, FedEx Express is a supporter of education, in particular in the area of Aviation Maintenance Technology; and

WHEREAS, FedEx Express, an operating company of FedEx Corporation (NYSE:FDX), has made significant financial contributions to Arkansas State University Mid-South and its students, including a retired Boeing 727 cargo jet and various tools and test equipment;

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of Arkansas State University, that the Aviation Maintenance Technology Building on the Arkansas State University Mid-South campus shall be known henceforth as:

FedEx Aviation Technology Center

DULY ADOPTED AND APPROVED this 11th day of December 2015



Charles Luter, Chair



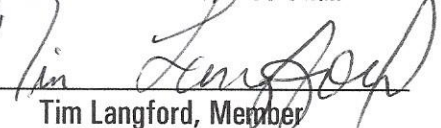
Ron Rhodes, Secretary



Niel Crowson, Member



Howard L. Slinkard, Vice Chair



Tim Langford, Member



Charles L. Welch, President

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

ACTION ITEM: Arkansas State University-Jonesboro, Arkansas State University-Mountain Home, and Arkansas State University Mid-South request approval to set and revise fee rates.

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

BACKGROUND:

The following revisions and additions to student fees are requested:

ARKANSAS STATE UNIVERSITY-JONESBORO

In order to provide efficiencies in the concurrent enrollment process, ASUJ requests to eliminate the application fee for concurrent enrollment students.

ARKANSAS STATE UNIVERSITY-MOUNTAIN HOME

Previously paid out-of-pocket by the students in the EMT program, ASUMH requests to establish a background check fee of \$25, a State Licensure/Testing fee of \$20, and the National Licensure/Testing fee of \$70.

ARKANSAS STATE UNIVERSITY MID-SOUTH

To establish fees in the newly created marine technology program and to address a reconfigured curriculum in the machine technology program, ASUMS requests to establish the following fees:

Manual Lathe Fee (MACH1113-01)	\$110.00
Manual Mill Fee (MACH1133-01)	\$127.00
Surface Grinding Fee (MACH1153-01)	\$122.00
Geometric Dimensioning & Tolerancing Fee (MACH2024-01)	\$ 75.00
Introduction to Mastercam Fee (MACH2044-01)	\$110.00
Shipyards Competency, Safety & Marine Applications (MTDL1003-31)	\$100.00
Marine Plumbing, Hydraulics & Pipefitting Fee (MTDL 1023-31)	\$200.00

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

RECOMMENDATION/RESOLUTION:

Be it resolved that the fee rates for Arkansas State University-Jonesboro, Arkansas State University-Mountain Home, and Arkansas State University Mid-South are approved as stated herein, effective January 1, 2016.



Ron Rhodes, Secretary



Charles Luter, Chair

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

ACTION ITEM: The Arkansas State University System (ASU System) requests approval to execute salary expenditure plans.

ISSUE: The Board of Trustees must approve the operating budgets of the ASU System.

BACKGROUND:

The operating budget establishes expenditure levels for certain categories of expense, including salaries, supplies and services, and capital expenditures. When the 2015-16 operating budgets were approved on May 8, 2015, salary expenditure plans were delayed for the Jonesboro and Mountain Home campuses and for the ASU System Office in order to consider fall enrollment trends. The ASU System requests the following revisions:

- Arkansas State University-Jonesboro requests the implementation of merit bonuses for non-classified staff and faculty and a 1% cost-of-living adjustment for classified employees.
- Arkansas State University-Mountain Home requests the implementation of a 2% cost-of-living adjustment for non-classified staff and faculty and a 1% cost-of-living adjustment for classified staff.
- The Arkansas State University System Office requests the implementation of a 1% cost-of-living adjustment for non-classified and classified staff.

RECOMMENDATION/RESOLUTION:

Be it resolved that the Arkansas State University System is approved to execute salary expenditure plans as described above for Fiscal Year 2015-2016.



Ron Rhodes, Secretary



Charles Luter, Chair

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

ACTION ITEM: The Arkansas State University System requests approval to designate large-scale distance education programs of study offered by ASU-Jonesboro (ASUJ) as not eligible for tuition discounts.

ISSUE: The Board of Trustees must approve all tuition and fees.

BACKGROUND:

- The Board of Trustees has granted ASU System employees, and their eligible spouses and dependents, the benefit of tuition discounts on undergraduate and graduate courses. The board may exclude programs of study that are not suitable for discounted tuition.
- Large-scale distance education programs are offered at a fixed tuition rate and are not suitable for discounted tuition. ASUJ previously excluded the large-scale distance education programs (Resolution 11-49) and requests to exclude the large-scale distance education programs that have been recently developed and those that will be developed in the future.

RECOMMENDATION/RESOLUTION:

Be it resolved that the large-scale distance education programs, including undergraduate and graduate, offered by Arkansas State University-Jonesboro are not eligible for tuition discounts, effective immediately.



Ron Rhodes, Secretary



Charles Luter, Chair

EXECUTIVE SUMMARY

Contact: Robin Myers (870) 508-6101

ACTION ITEM: The Arkansas State University System requests approval for Arkansas State University-Mountain Home to grant an easement.

ISSUE: The Board of Trustees must approve all land transactions.

BACKGROUND:

- Ritter Communications requests an easement from ASU-Mountain Home in order to install a 21-foot long fiber optic cable below ground across a portion of the ASU-Mountain Home campus.
- This new cable will replace an existing above-ground cable.
- The legal description of the location of the easement is stated below:

As recorded in Book 97, Page 10351, in the office of the Circuit Clerk of Baxter County, there is a 10-foot communications easement across a tract of land, lying in the NW ¼ south of High Avenue in Section NWNW16, T-19-N, R-13-W, Parcel No. 007-14974-000, in Baxter County, Arkansas, being more particularly described as follows:

A 10-foot wide easement beginning at the northerly boundary of said tract and the southerly right of way of High Avenue; thence in a southerly direction of said tract for a distance of 21 feet, more or less, to an existing ARE-ON Equipment Site.

- The easement is attached to this resolution.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University Mountain-Home is approved to execute the Easement for Facilities that is attached to this resolution.



Ron Rhodes, Secretary



Charles Luter, Chair



Easement # 1
Job# 15-142
Ritter #15,77.02003

Executed: / / 2015

EASEMENT FOR FACILITIES

THIS EASEMENT, entered into by (The State of Arkansas for Benefit of Arkansas State University Mountain Home) the undersigned, (1600 South College St., Mountain Home Arkansas, 72653), hereinafter referred to as GRANTOR, and E. Ritter Communications Holding Inc., 2400 Ritter Drive, Jonesboro, AR 72401, hereinafter referred to as GRANTEE, wherein GRANTOR, in consideration of the sum of One dollar and 00/100 Dollars (\$1.00), and/or other valuable consideration, receipt of which is hereby acknowledged, do by these presents GRANT, BARGAIN AND SELL, CONVEY AND CONFIRM unto GRANTEE, its affiliates, its and their respective successors, assigns and licensees, a permanent easement to construct, reconstruct, install, modify, supplement, maintain, repair, replace, operate and/or remove facilities for the transmission of signals used in the provision of communication, video and/or information services and/or any other services or uses for which such facilities may be used including, but not limited to conduit, ducts and handholes, equipment cables, wires, fiber optic cables, marker posts and signs, and other related or useful equipment, fixtures, appurtenances, improvements and facilities, together with the right to have commercial electrical service extended in, under, over, upon and across a 10' strip of land situated in the City of Mountain Home, Baxter County, State of Arkansas and which is part of GRANTOR's land described as follows:

A 10' communications easement across a tract of land as recorded in Book 97, Page 10351, in the Office of the Circuit Clerk, Baxter County, lying in the NW 1/4, South of High Ave in Section NWNW16, T-19-N, R-13-W, Parcel No. 007-14974-000, Baxter County, AR being more particularly described as follows:

A 10' wide easement beginning at the Northerly boundary of said tract and the Southerly Right of Way of High Ave., thence in a southerly direction of said tract for a distance of 21' more or less to an existing ARE-ON Equipment Site.

TO HAVE AND TO HOLD same, with all rights and appurtenances to the same belonging, unto GRANTEE, its successors, assigns and licensees, until the use of the easement is relinquished or abandoned, including (1) the right of ingress and egress to and from the easement by reasonable routes across Grantor's property; (2) the right to place on or below the surface of the easement handholes, cable, conduit, connector terminals, testing terminals, route marker, etc.

exercise thereof does not endanger or interfere with the construction, installation, repair, operation, maintenance and removal of said facilities.

GRANTOR warrants that it is the owner of the land here conveyed and have the right to make this conveyance and receive the payment therefor, and GRANTOR covenants that GRANTEE, its successors, assigns and licensees, may quietly enjoy the premises for the uses herein stated. GRANTOR warrants that they have no knowledge of environmental hazards affecting the easement, except those disclosed to GRANTEE; GRANTOR agrees to hold GRANTEE harmless from liability arising from such undisclosed hazards.

Signed and executed this _____ day of _____ 2015 A.D

Dr. Robert Myers (Chancellor)

CORPORATION ACKNOWLEDGEMENT

STATE OF ARKANSAS

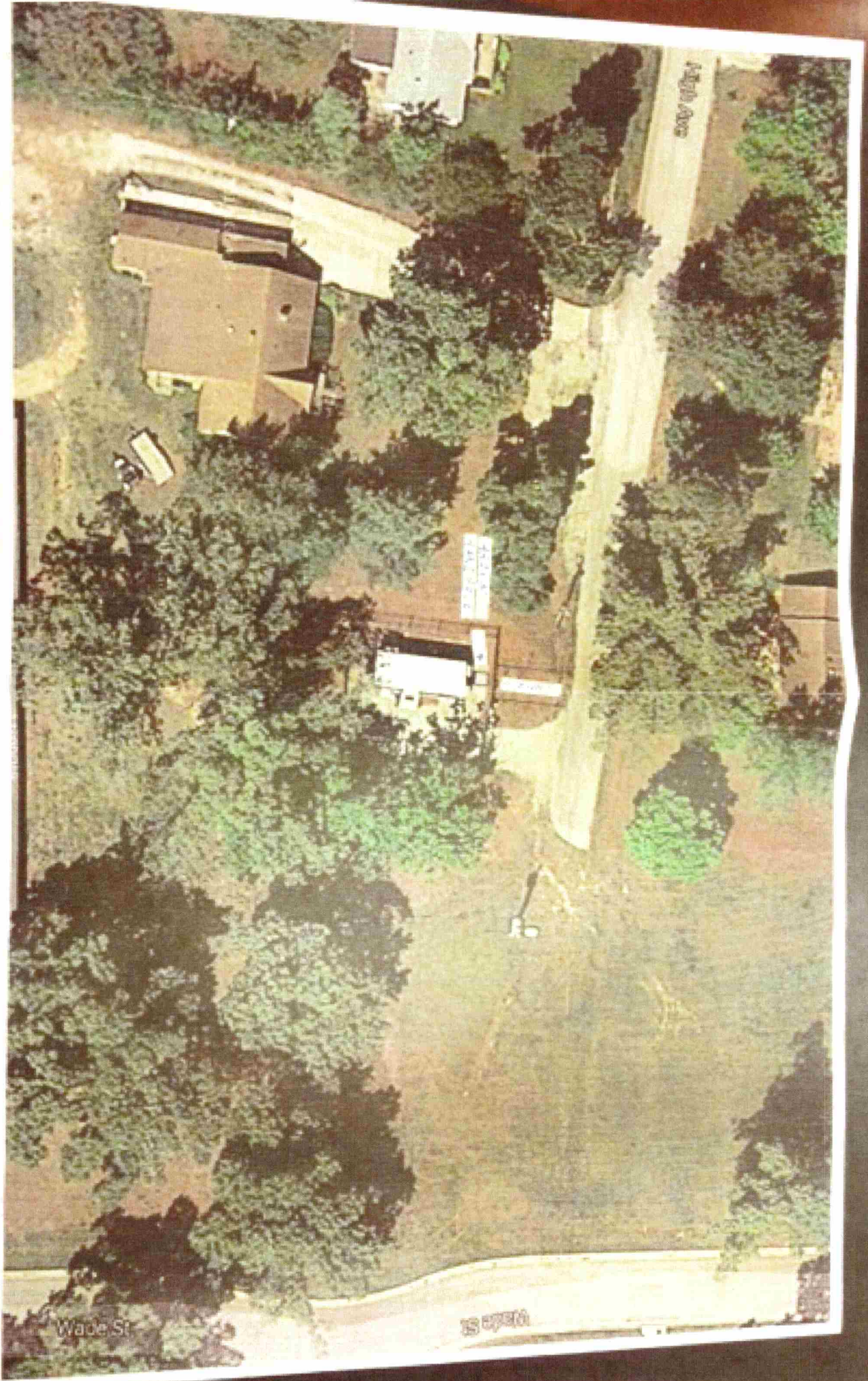
COUNTY OF BAXTER

BEFORE ME, the undersigned authority, on this day personally appeared Dr. Robert Myers, known to me to be the person whose name is subscribed to the foregoing instrument and who, upon being duly sworn, did state and acknowledge that he is Chancellor of Arkansas State University Mountain Home, a corporation organized under the laws of the State of Arkansas, and that he executed the foregoing instrument in the capacity stated under authority of its Board of Directors, therein expressed as the free and voluntary act and deed of the corporation.

Given under my hand and seal of office this the _____ day of _____, 2015.

Notary Public of the State of _____.

My Commission Expires _____.



EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

ACTION ITEM: The Arkansas State University System requests approval to revise the System Staff Handbook.

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

BACKGROUND:

- The System Staff Handbook will be revised to include the University's non-discrimination in university practices statement.

RECOMMENDATION/RESOLUTION:

Be it resolved that the Arkansas State University System is approved to revise the System Staff Handbook, effective immediately.



Ron Rhodes, Secretary



Charles Luter, Chair

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

ACTION ITEM: The Arkansas State University System requests approval to revise the System Intellectual Property Policy and rename it Intellectual Property Not Subject to Patent Policy.

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

BACKGROUND:

- The Intellectual Property Policy was adopted on February 25, 2005, prior to the creation of the Arkansas State University System.
- On December 7, 2012, the Board of Trustees approved the creation of the System Patent Policy, which acts separately and apart from the Intellectual Property Policy and governs only that intellectual property subject to patent.
- The current Intellectual Property Policy purports to address only intellectual property subject to copyright or patent. It should be revised to remove all references to “patentable” intellectual property, as such is governed by the System Patent Policy, and to add intellectual property that is subject to other forms of protection, including trademark or trade secret protection.
- To accurately reflect the subject matter covered, the Intellectual Property Policy should be renamed, “Intellectual Property Not Subject to Patent.”
- Additionally, the Intellectual Property Policy should be revised to make the following changes:
 1. Deletion of inaccurate job titles;
 2. Insertion of language that establishes timeframes under which assignments regarding Intellectual Property Policy are made; and
 3. Removal of other obsolete or redundant provisions and addition of non-substantive technical corrections.

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

- A copy of the proposed Intellectual Property Not Subject to Patent is attached to this resolution.

RECOMMENDATION/RESOLUTION:

Be it resolved that the Arkansas State University System is approved to revise the Intellectual Property Policy as reflected above and to rename the policy Intellectual Property not Subject to Patent, effective immediately.



Ron Rhodes, Secretary



Charles Luter, Chair

ASU System Policy

Effective Date: 12/11/2015

Subject: Intellectual Property Not Subject to Patent

1. Introduction

The creativity of human beings is manifested in fields as diverse as science and technology, literature and the humanities, and the fine and applied arts. Creators of intellectual property utilize legal vehicles that make possible the ownership and control of some of the fruits of this creativity, providing an incentive to be creative and to make such fruits public. As a result of the increased cooperation in research and development between universities and businesses, the volume of intellectual property being created in universities has increased significantly. This increase has made apparent the complexity of the issues related to the ownership, control, and use of such property. This Policy is designed to achieve the following objectives:

- a. Encourage and protect the creative endeavors of all members (faculty, staff, and students) of the Arkansas State University community;
- b. Determine and safeguard the rights and interests of all relevant parties (Originator, the University, and outside sponsors of research) in the creative products of those associated with the University;
- c. Facilitate the dissemination and use of the findings of academic research so as to benefit the public at the earliest possible time;
- d. Provide guidelines by which the significance of the findings of the academic research may be determined and, when appropriate, their public use facilitated;
- e. Recognize the equity of any outside sponsor of research within the University, assist in the negotiation and preparation of contracts with outside sponsors, collaborators, and licensees, and support the fulfillment of the terms of those contracts;
- f. Provide for the equitable distribution of benefits resulting from the intellectual property among the various parties (Originator, the University, and outside sponsors of research) with interests in it.

2. Persons Affected

The Policy for Intellectual Property Not Subject to Patent applies to all persons employed by the Arkansas State University System and the component institutions of the System, to anyone using System facilities unless otherwise negotiated, to all students including, but not limited to, undergraduate students and candidates for a master's or doctoral degree, and to postdoctoral fellows. It shall also apply to all persons not employed by ASU but whose scholarly production is financed, in whole or in part, from funds under the control of the University.

3. Definitions

The following definitions are employed in interpreting and implementing this Policy:

- a. "Intellectual Property" refers to any material arising out of Scholarly Production and capable of legal protection under the Copyright, Trademark, Trade Secret, or other laws of the United States protecting intellectual property, now existing or later developed, but not including those materials protected under Patent laws. This includes, but is not limited to, any discovery, invention, process, know-how, design, model, work of authorship, works of art, computer software, mask work, molecular, cellular or organismal biological discoveries or applications, strain, variety or culture of an organism, or portion, modification, translation, or extension of these items. It includes marks used in connection with these. The term "mark" refers to trademarks, service marks, collective marks, and certification marks.
- b. "University" means the Arkansas State University System and any entity or activity under the authority of the Board of Trustees of the Arkansas State University System.
- c. "Scholarly Production" means any research, creative activity, or development activity, which is directly related to the duties and responsibilities for which a person has been compensated by or through the University, or for which facilities owned, operated, or controlled by the University are used.
- d. "Sponsored Research" means Scholarly Production for which the University has received external support from some third party.
- e. "Originator" means a person who in the course of Scholarly or Creative Production creates or discovers material that is or becomes Intellectual Property.
- f. "Copyright" shall be understood to mean that bundle of rights protecting original works of authorship fixed in any tangible medium of expression, now known, or later developed; from which they can be perceived, reproduced, or otherwise communicated, either directly or with the aid of a machine or device.

- g. "Works of authorship" (including computer programs) include, but are not limited to, the following: literary works; musical works, including any accompanying words; dramatic works, including any accompanying music, pantomimes, and choreographic works; pictorial, graphic, and sculptural works (photographs, prints, diagrams, models, and technical drawings); motion pictures and other audiovisual works, sound recordings; and architectural works.
- h. "Tangible media" include, but are not limited to, books, periodicals, manuscripts, phonographic records, films, slides, tapes, and disks.
- i. "Patent" shall be understood to mean the bundle of rights protecting inventions or discoveries, which constitute any new and useful process, machine, manufacture, or composition of matter, or any new and useful improvement thereof; computer software; new and ornamental designs for any useful article; new human-made products; and new animal, plant or other life forms. This includes new plant varieties created by sexual reproduction and covered by Plant Variety Protection Certificates for New Cultivars.
- j. "Royalty-free license" shall be understood to mean an exclusive or non-exclusive, nontransferable license for unrestricted use of the invention, the license being without royalty payments on any subsequent proceeds.
- k. "Trademark" shall be understood to mean the bundle of rights protecting words, names, symbols, sounds, or colors that distinguish goods and services from those manufactured or sold by others and to indicate the source of the goods.
- l. "Trade Secret" shall be understood to mean the bundle of rights protecting a formula, pattern, compilation, program, device, method, technique, or process used in business, which affords an opportunity to obtain an economic advantage over competitors who do not know or use the formula, pattern, compilation, program, device, method, technique, or process.
- m. "Net Income" shall be understood to mean gross royalties or other income received by the University from the licensing, sale, or commercialization of the Intellectual Property minus the costs for commercializing and obtaining legal protection for the Intellectual Property, including but not limited to, advertising, promoting, marketing, producing, copyrighting, licensing, or registering the Intellectual Property. The salaries of the Originator(s) or the campus employee(s) responsible for commercializing the Intellectual Property shall not be deducted from the gross income in calculating Net Income.

4. Statement of Policy

It shall be the policy of the University to acquire and retain legal title to all Intellectual Property created by any person or persons to whom this Policy is applicable, in accordance with the determination of ownership as described in this Policy. This

Policy is established in furtherance of the commitment of the University to the widest possible distribution of the benefits of Scholarly or Creative Production, the protection of Intellectual Property resulting from such creation or discovery, and the development of Intellectual Property for the public good. In order to ensure that ASU is granted immediate ownership, Originators, as a condition of employment or enrollment, do hereby make an immediate assignment to ASU of all ownership rights to Intellectual Property to which ASU is entitled under this Policy. This assignment is effective at the moment of creation. To document the immediate assignment required by this Policy, Originators also execute a Written Assignment.

5. Determination of Ownership

These are the guidelines and circumstances to be considered by the University in determining ownership:

- a. The University owns the Intellectual Property:
 1. If the Intellectual Property is created by an employee within the scope of employment;
 2. If the Intellectual Property is created during performance of professional duties with System facilities or University or state financial support;
 3. If the Intellectual Property is commissioned by the System or a component thereof, or if it fits within one of the categories of works considered works for hire under copyright law;
 4. If the Intellectual Property results from research supported by Federal funds or third-party sponsorship, such funds awarded to the University or system, subject to the conditions of the contract or agreement; or,
 5. If the Intellectual Property is computer software, including computer programs, computer databases and associated documentation (herein "computer software"), regardless of whether said software is copyrightable or patentable.
- b. The Originator owns the Intellectual Property:
 1. If the Intellectual Property is unrelated to the Originator's job responsibilities and the Originator made no more than incidental use of System resources;
 2. If the Intellectual Property has been released by the University to the Originator under this Policy for Intellectual Property Not Subject to Patent;
 3. If the Intellectual Property is a Work of Authorship in the author's field of expertise, even though such a work may have been created within the scope of employment, so long as no extraordinary system resources were used and it was not created by someone who was specifically hired or required to create it, as stated in a contract with clear ownership definitions;
 4. If the Intellectual Property is copyrighted and/or was created, made, or developed by the Originator and is related to the Originator's professional field or declared major, so long as no extraordinary System resources were used and it was not created by someone who was specifically hired or

required to create it as stated in a contract with clean ownership definitions;
or,

5. If the Intellectual Property is computer software produced on the Originator's own time or through permissible consulting activities and without the use of facilities owned, operated, or controlled by the University.

6. Disclosure Obligations of Originator(s)

All persons to whom this Policy is applicable shall furnish a full and complete disclosure of any Intellectual Property to the department or office designated by the Chancellor of the campus for receipt of such documentation promptly after the Intellectual Property is created or conceived or first reduced to practice. The disclosure will identify all Originators of the specific Intellectual Property, their relative contributions to the work (expressed in a percentage), and use of University resources in developing the work including department(s), interdisciplinary program(s), research institute(s), and/or sponsor(s) (expressed in a percentage). Such persons shall cooperate in a timely and professional manner with the University and with University's designated counsel in protecting Intellectual Property and performing all acts necessary for the University to fulfill its obligations and protect the University's rights in and to the Intellectual Property. The University may require technical advice and assistance from Originators in the development and licensing of their Intellectual Property.

7. Assignment of Copyrighted Intellectual Property Rights and Predetermined Disposition of Certain Copyrights

The University shall own and have continuing interest in Copyrighted Intellectual Property in the following two circumstances:

- a. The author has voluntarily transferred the Copyright, in whole or in part to the institution. Such transfer shall be in the form of a written document, signed by the author. Certain "works for hire" may require an agreement in writing to be negotiated between the faculty, staff, or student, the University, and any third party prior to the commencement of the work.
- b. Arkansas State University has contributed to a "joint work" or commissioned a work under the Copyright Act. The institution can exercise joint ownership under this clause when it has contributed specialized services and facilities to the production of the work that goes beyond what is traditionally provided to faculty members. Such an arrangement is to be agreed to in writing, in advance, and in full conformance with other provisions of this Policy.

Arkansas State University will not assert an interest in:

- a. Faculty-produced, copyrightable online courses, other than to reserve an irrevocable, nontransferable, royalty-free use license so long as the copyrightable

Intellectual Property meets the definition of Originator-owned Intellectual Property in Section 5; or

- b. Copyrightable material created for ordinary teaching use in the classroom or for electronic assignments and tests, so long as the copyrightable Intellectual Property meets the definition of Originator-owned Intellectual Property in Section 5; or
- c. copyrightable faculty, staff, or student-produced textbooks, scholarly writing, art works, musical compositions, and literary works that are related to the faculty, staff, or students' professional field so long as the copyrightable Intellectual Property meets the definition of Originator-owned Intellectual Property in Section 5.

The University shall be permitted to use any of the above-enumerated materials for internal instructional, educational, and administrative purposes, including satisfying requests of accreditation agencies for faculty-authored syllabi and course descriptions.

In an agreement transferring Copyright for such works to a publisher, faculty authors shall acknowledge and protect the University's irrevocable, nontransferable, royalty-free license to use such works for internal instructional, educational, and administrative purposes.

Funds received by the faculty member from the sale of Copyrighted Intellectual Property owned by or assigned to the Originator shall be allocated and expended as determined solely by the Originator.

8. Ownership of Intellectual Property Rights

The Chancellor of each campus will designate a department or office on that campus that shall review all invention disclosures and recommend to the administration one of three possible actions:

- a. Assign all rights to the Originator(s) or sponsor(s), where applicable;
- b. Assign all rights to the Originator(s) or sponsor(s), where applicable, but retain an irrevocable, nontransferable royalty-free license; or
- c. Retain all ownership rights and develop the Intellectual Property for commercialization at the University's discretion.

If the University does not furnish notice of intent to retain ownership rights of the Intellectual Property within ninety (90) days after disclosure to the University, the Originator(s) may request that the University assign all rights to the Originator or sponsor, where applicable, or assign all rights to the Originator or sponsor, where

applicable, subject to an irrevocable, nontransferable, royalty-free license for the University. The University shall respond within thirty (30) days of the receipt of Originator's request, and state which action the University shall take.

9. Costs of Legal Protection of Intellectual Property

The holder of the Intellectual Property rights bears the responsibility and financial burden of developing and processing the Intellectual Property and all legal fees and other costs related to obtaining and maintaining copyrights, trademarks registration, or other legal protection, unless otherwise negotiated.

10. Distribution of Earnings from Intellectual Property

In consideration of the disclosure and assignment of Intellectual Property to the University, the Net Income from the commercialization of an Intellectual Property will be distributed as follows:

- a. For the first Ten Thousand Dollars (\$10,000.00) of Net Income, the Originator(s), Originator's heirs, successors, or assigns shall receive eight-five percent (85%) of that Net Income, with the remaining fifteen percent (15%) belonging to that campus within the Arkansas State University System at which the Originator is employed or enrolled.
- b. For Net Income from Ten Thousand One Dollars (\$10,001.00) up to Two Million Dollars (\$2,000,000.00), the Originator(s), Originator's heirs, successors, or assigns shall receive fifty percent (50%), with the remaining fifty percent (50%) belonging to that campus within the Arkansas State University System at which the Originator is employed or enrolled.
- c. For Net Income that exceeds Two Million Dollars (\$2,000,000.00), the Originator(s), Originator's heirs, successors, or assigns shall receive forty percent (40%), with the remaining sixty percent (60%) belonging to that campus within the Arkansas State University System at which the Originator is employed or enrolled.

Net Income will be distributed on an annual basis, with payments being made within sixty (60) days after the end of the calendar year in which Net Income from the Intellectual Property has accrued.

11. Sponsored Research

Rights to Intellectual Property produced as a result of Sponsored Research, including research sponsored by the Arkansas State University Research and Development Institute (ASURDI), are determined by the contractual or grant agreements negotiated between the University and the sponsor. Federal law controls the disposition of Intellectual Property made while utilizing federal funds.

The University and the Originator will comply with the terms and conditions of contractual or grant agreements with the sponsor, and with all applicable federal laws where federal funding is used for the sponsored research.

12. Publication Rights

In all Sponsored Research, the University shall negotiate in good faith with the sponsor to reserve the right for Originators and the University to publish and disseminate the knowledge gained and the results obtained. Such rights to publish may be contingent upon approval from the sponsor. The University shall negotiate in good faith with the sponsor to ensure maximum ability to publish by the Originator or the University.

13. Policy Administration

Each campus within the Arkansas State University System is charged with complying with this Policy and implementing Operating Procedures that allow for the campus to:

- a. Review the operation of the System Policy for Intellectual Property Not Subject to Patent and propose policy changes;
- b. Assist in reviewing Intellectual Property disclosures as requested by the office on that campus designated by the Chancellor as responsible for such reviews;
- c. Review disputes concerning Copyright ownership (such as equitable division among joint originators) not specifically addressed in this Policy and make a recommendation to the administration regarding who owns the copyright;
- d. Review proposed exceptions to the established Policy;
- e. Seek initial resolution of campus disputes relating to rights in Intellectual Property and resolve issues referred by the office on that campus designated by the Chancellor as responsible for managing Intellectual Property; and,
- f. Advise the Chancellor on Intellectual Property matters as requested.

The Chancellor of each campus shall designate a department or office on his or her campus to fulfill the general responsibilities of:

- a. Reviewing Intellectual Property disclosures submitted to the University for patent or trademark application or other protection and making recommendations to the University;
- b. Evaluating Intellectual Property for potential commercial value;

- c. Appointing ad hoc technical subcommittees to assist in evaluating Intellectual Property;
- d. Seeking University approval of outside technical assistance in evaluating Intellectual Property;
- e. Recommending Intellectual Property rights or equities to be held by the Arkansas State University Research and Development Institute;
- f. Providing scientific and technical assistance to approved management organizations to achieve the full benefits of University Intellectual Properties that have commercial potential;
- g. Seeking initial resolution of campus disputes relating to rights in Intellectual Property;
- h. Reviewing works of authorship submitted for Copyright consideration; and,
- i. Commercializing Intellectual Property, including but not limited to, licensing Intellectual Property, and developing plans for commercialization of University-owned Intellectual Property.

(Adopted by the Arkansas State University Board of Trustees on 12/11/15
Resolution 15-51 – replaces Intellectual Property Policy.)

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

ACTION ITEM: The Arkansas State University System requests approval of an Unmanned Aircraft Systems Policy.


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

BACKGROUND:

- Unmanned Aircraft Systems (UAS), popularly known as drones, have significant potential to transform the operations of higher education.
- UAS can aid in improving marketing, research, and development efforts; inspecting infrastructure; and teaching students in the fields of agriculture, technology, animal health, entomology, engineering, media and communication, architecture, aviation, and biochemistry, among others.
- UAS also have hobbyist and recreational uses.
- Inherent risks in the operation of all UAS require steps to reduce risks to safety, security, and privacy.
- The proposed Unmanned Aircraft Systems Policy addresses the above concerns by providing for authorization by a designated UAS coordinator at each campus prior to UAS use.
- The proposed Unmanned Aircraft Systems Policy helps to provide prospective UAS operators on campus with information and guidance in order to fly safely and responsibly.
- A copy of the Unmanned Aircraft Systems Policy is attached to this resolution.

RECOMMENDATION/RESOLUTION:

Be it resolved that the Arkansas State University System Unmanned Aircraft Systems Policy is approved, effective immediately.



Ron Rhodes, Secretary



Charles Luter, Chair

ASU System Policy

Effective Date: 12/11/2015

Subject: Unmanned Aircraft Systems

1. Definition

An Unmanned Aircraft System (UAS) is an aircraft that is operated without the possibility of direct human intervention from within the aircraft or from on the aircraft and its associated elements (including communication links and the components that control the unmanned aircraft) that are required for the remote operator in command to operate safely and efficiently in navigable airspace.

2. Purpose

Unmanned Aircraft Systems, popularly known as drones, have the significant potential to transform the operations of higher education. A UAS can aid in improving marketing, research, and development efforts, inspecting infrastructure, and teaching students in the fields of agriculture, technology, animal health, entomology, engineering, media and communication, architecture, aviation, and biochemistry, among other areas. Inherent risks in the operation of such equipment require policy considerations to reduce threats to safety, security, and privacy. By creation of this Policy, the System asserts its intent to monitor its institutions' airspace from 400 feet above ground level (AGL) to ground level.

3. Arkansas State University System Policy

The Arkansas State University System will comply with federal requirements, state laws, and any other locally applicable UAS laws or regulations. The Board permits the use of any UAS to support administrative, research, instructional, and service functions of the System institutions upon proper authorization by the designated UAS coordinator at that location. The System may be eligible for certificates of waiver or authorization (COAs) from the Federal Aviation Administration (FAA) that permit System campuses to fly a UAS in the furtherance of a governmental function and where its use would otherwise be prohibited under current law. Each designated UAS coordinator will prepare a list of authorized operators who shall be trained in these policies and appropriate procedures to insure safe flight operations in furtherance of the System's goals.

Personal use of a UAS, including but not limited to recreational or hobby flight of model aircraft, by faculty, staff, students, or third parties on Arkansas State University System property is prohibited unless authorized by the designated UAS coordinator at that location. The following safety guidelines must be observed: (1) the UAS is flown strictly for hobby or recreational use; (2) the UAS is operated in accordance with a community-based set of safety guidelines and within the programming of a nationwide community-based organization; (3) the UAS is limited to not more than 15 pounds, unless otherwise certified through a design, construction, inspection, flight test, and operational safety program administered by a community-based organization; (4) the UAS is operated in a manner that does not interfere with, and gives way to, any manned aircraft; (5) the operator of the UAS provides the airport operator and the airport air traffic control tower with prior notice of the operation when the UAS is flown within five miles of an airport; (6) the UAS is flown within visual line sight of the operator; and (7) the UAS is not flown over individuals not directly involved in its flight operation. Flights are prohibited below three thousand (3000) feet AGL and within a three (3) nautical mile radius of the Arkansas State University Centennial Bank Stadium, one hour before, during or one hour after an event.

This policy is to be read in conjunction with institutional policies regarding conduct while on institutional grounds and with the System policy on commercial filming and photography.

Any employee or student found operating a UAS without authorization from the designated UAS coordinator at that location may be found in violation of policy and consequences may include disciplinary action. Any criminal use of a UAS will be investigated by the proper law enforcement agency. See Ark. Code Ann. §5-16-101; §5-60-103. Legal prohibitions regarding trespassing and other legal action may be pursued against third parties that operate a UAS in violation of the law or of this policy.

(Adopted by the Arkansas State University Board of Trustees on December 11, 2015, Resolution 15-52.)

ARKANSAS STATE UNIVERSITY SYSTEM
NON-ACADEMIC APPOINTMENT
December 11, 2015

FISHER, KARLA

Chancellor, Arkansas State University-Beebe

Salary: \$183,000

Effective Date: January 16, 2016 – June 30, 2018

Source of Funds: Education and General, page 79, line 3

Justification: Replacement for Eugene McKay, who will retire January 15, 2016 (salary \$192,000)

Education:

2010 Ph.D. Philosophy/Educational Administration, University of Texas at Austin, Austin, TX

1997 M.A. Communication, St. Mary's University, San Antonio, TX

1991 B.A. English, St. Mary's University, San Antonio, TX

Employment:

2010 – Present Vice President of Academics, Butler Community College, El Dorado, KS

2007 – Present Associate, Center for Community College Student Engagement, Austin, TX

2001 – 2007 Director of Institutional Marketing, Salt Lake Community College, Salt Lake City, UT

**ARKANSAS STATE UNIVERSITY SYSTEM
NON-ACADEMIC REASSIGNMENT OF DUTY
December 11, 2015**

JACKSON, PHILIP

From: President of ASU Foundation, Interim
To: President of ASU Foundation
Effective: November 1, 2015
Salary: \$135,000
Source of Funds: Education and General, page 7, line 1,
Justification: Replacement for Steve Owens, who retired (\$161,738)

**ARKANSAS STATE UNIVERSITY SYSTEM
CONTRACT REVISIONS
December 11, 2015**

WELCH, CHARLES

President, Arkansas State University System

Salary: \$340,000

Effective: July 1, 2015 – June 30, 2020 (Five-year contract)

HUDSON, TIM

Chancellor, ASU-Jonesboro

Salary: \$325,000

Effective: July 1, 2015 – June 30, 2019 (Four-year contract)

MYERS, ROBERT

Chancellor, ASU-Mountain Home

Salary: \$185,011

Effective: July 1, 2015 – June 30, 2018 (Three-year contract)

ARKANSAS STATE UNIVERSITY-JONESBORO
December 11, 2015

Promotion from Instructor/Non-Tenure to Assistant Professor/Pre-Tenure

College of Education and Behavioral Science

Manu Bhandari

Assistant Professor

Strategic Communication

ARKANSAS STATE UNIVERSITY-JONESBORO
ACADEMIC APPOINTMENTS
December 11, 2015

BANKS, TARA

Temporary Instructor in First Year Studies

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

Effective: August 24, 2015

Source of Funds: Education and General, page 80, line 7

Justification: Replacement for Temporary Instructor Jason Brooks, who accepted a permanent position (\$35,000)

Education:

2014 M.S. Mathematics, Arkansas State University-Jonesboro
2012 B.S. Computer Science, Arkansas State University-Jonesboro
2012 B.S. Mathematics, Arkansas State University-Jonesboro
2010 A.S. Arkansas State University-Jonesboro

Employment:

2012-2014 Graduate Research Assistant, ASU-Jonesboro
2011-2012 Math Lab Tutor, ASU-Jonesboro
2010-2012 Assistant to Chair, ASU-Jonesboro

MOORE, LESLIE

Temporary Instructor in Graphic Design

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

Effective: August 16, 2015

Source of Funds: Education and General, page 153, line 17

Justification: Replacement for Bonita Tanaka, who resigned (\$50,000)

Education:

2009 B.F.A. Graphic Design, Arkansas State University-Jonesboro

Employment:

2015-Present Founder/Lead Designer, Collective Creative and Consulting, Jonesboro, AR
2012-2015 Creative Director, Cache River Valley Seed, Cash, AR
2011-2012 Graphic Designer/Marketing Coordinator, Art Advertising, Jonesboro, AR
2010-2011 Marketing/Visitor Experience: Special Exhibitions, Cleveland Museum of Art, Cleveland, OH

OSWAKS, JILL

Department Co-Chair, Master of Science in Nursing and Doctor of Science in Nursing, and Associate Professor of Nursing

Salary: \$165,000 (12-month rate)

Effective: August 1, 2015

Source of Funds: Education and General, page 160, line 4 (\$93,000)
Education and General, page 169, line 8 (\$72,000)

Justification: New position budgeted for 2015-16 academic year for Master of Science in Nursing and Doctor of Science in Nursing

Education:

2002 D.N.Sc. Nursing, University of Tennessee, Memphis, TN

1998 M.S.N. Nursing, Old Dominion University, Norfolk, VA

1997 B.S.N. Nursing, Old Dominion University, Norfolk, VA

Employment:

2014-Present Associate Dean of Academic Programs/Associate Professor, University of Memphis, Memphis, TN

2009-2014 Director, Nurse Anesthesia Option/Associate Professor, University of Tennessee, Memphis, TN

SMITH, ANGELA BETH

Assistant Professor of Nursing

Salary: \$62,000 (9-month rate)

Effective: August 16, 2015

Source of Funds: Education and General, page 160, line 19 (\$60,000)
Education and General, page 158, line 16 (\$2,000)

Justification: Replacement for Darlene Baker, who retired (\$71,247)

Education:

2005 M.S.N. Nursing, Arkansas State University-Jonesboro

1994 B.S.N. Nursing, University of Central Arkansas, Conway, AR

Employment:

2013-Present Adjunct Clinical Instructor, ASU-Jonesboro

2014-Present Clinical Nurse Specialist, St. Bernards Regional Medical Center, Jonesboro, AR

2014 Part-time Instructor, ASU-Jonesboro

2012-2014 Director of Education, St. Bernards Regional Medical Center, Jonesboro, AR

2008-2012 Advance Clinical Educator, St. Bernards Regional Medical Center, Jonesboro, AR

SULLIVAN CATHERINE M.

Temporary Instructor in Art

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

Effective: August 16, 2015

Source of Funds: Education and General, page 153, line 8

Justification: Replacement for Temporary Instructor Scott Dickson, who resigned (\$30,000)

Education:

2004 M.F.A. Visual Arts, Rutgers University, New Brunswick, NJ

2001 B.F.A. Studio Art, Arkansas State University-Jonesboro

Employment:

2012-Present Instructor, Charlott Jones School of Art, Jonesboro, AR

2012 Adjunct Instructor, ASU-Jonesboro

2008-2012 Senior Instructor, Foundation of Arts, Jonesboro, AR

USERA, DANIEL

Temporary Instructor in Communication Studies

Salary: \$45,000 (9-month rate)

Effective: August 16, 2015

Source of Funds: Education and General, page 121, line 8

Justification: Replacement for Matt Thatcher, who accepted a full-time, online teaching position (\$54,505)

Education:

2014 Ph.D. Communication Studies, University of Iowa, Iowa City, IA

2011 M.A. Communication Studies, University of Iowa, Iowa City, IA

2008 B.A. Communication/Political Science, Washburn University, Topeka, KS

Employment:

2015-Present Career Communications Consultant, Daniel Alexander Career Communications, Kansas City, MO

2015 Adjunct Faculty, Avila University, Kansas City, MO

2015 Adjunct Faculty, Longview Community College, Kansas City, MO

2014-2015 Career Training Facilitator, Full Employment Council, Kansas City, MO

2014 Adjunct Faculty, Barton Community College, Fort Leavenworth, KS

2010-2013 Graduate Teaching Assistant, University of Iowa, Iowa City, IA

ARKANSAS STATE UNIVERSITY-JONESBORO
NON-ACADEMIC APPOINTMENTS
December 11, 2015

CLARK, ROBERT

Director of Environmental Health and Safety, Environmental Health and Compliance

Salary: \$80,000

Effective: October 1, 2015

Source of Funds: Education and General, page 16, line 1, plus VCFA Salary Savings

Justification: Replacement for Starr Fenner, who resigned (\$66,460)

Education:

2000 B.S. Biological Sciences, Clemson University, Clemson, SC

Employment:

2015-Present Quality Specialist, Poly-Med, Inc., Anderson, SC

2012-Present Environmental Health Manager III, Clemson University, Clemson, SC

2006-2012 Environmental Health Manager II, Clemson University, Clemson, SC

GEYER, JUSTIN

Director of Strength and Conditioning

Salary: \$33,000

Effective: October 5, 2015

Source of Funds: Auxiliary Enterprises, page 223, line 3

Justification: Replacement for Shelton Stevens, who resigned (\$43,000)

Education:

2010 B.S. Athletic Training, College of Mount St. Joseph, Cincinnati, OH

Employment:

2014-Present Assistant Strength and Conditioning Coach, University of Maryland, College Park, MD

2012-2014 Head Strength and Conditioning Coach, Williston Northampton School, Easthampton, MA

Summer 2013 Volunteer Strength and Conditioning Coach, University of Mississippi, Oxford, MS

Summer 2012 Intern Strength and Conditioning Coach, Reach Your Potential Training, Tinton Fall, NJ

Jan-May 2012 Intern Strength and Conditioning Coach, College of Holy Cross, Worcester, MA

Aug-Dec 2011 Intern Strength and Conditioning Coach, Springfield College, Springfield, MA

2010-2011 Intern Strength and Conditioning Coach, Xavier High School, Cincinnati, OH

LEMON, HEATHER

Academic Advisor, Advising Services

Salary: \$35,000

Effective: August 18, 2015

Source of Funds: Education and General, page 70, line 7

Justification: Replacement for Vallary Bingham, who resigned (\$42,024)

Education:

2010 M.S. College Student Personnel Services, University of Central Arkansas, Conway, AR

1999 B.A. Mass Communications and Psychology, University of Central Arkansas, Conway, AR

Employment:

2009-Present Data Manager for Human Resources and Risk Management, University of Central Arkansas, Conway, AR

2007-2009 Associate Director of Enrollment Management, University of Central Arkansas, Conway, AR

2002-2006 Assistant Director of Institutional Research, University of Central Arkansas, Conway, AR

LONGSHORE, CALEB

Assistant Coach, Baseball

Salary: \$36,487

Effective: August 13, 2015

Source of Funds: Auxiliary Enterprises, page 225, line 2

Justification: Replacement for Tighe Dickinson, who resigned (\$36,487)

Education:

2014 M.B.A. Business Administration, Oklahoma Wesleyan University, Bartlesville, OK

2011 B.A. History Education, Trevecca Nazarene University, Nashville, TN

Employment:

2014-Present Assistant Baseball Coach, California Baptist University, Riverside, CA

2012-2014 Associate Head Coach, Oklahoma Wesleyan University, Bartlesville, OK

2011-2013 Secondary Education Teacher, Blount County Board of Education, Oneonta, AL

LOTT, STEPHANIE

Assistant Dean of Students, Residence Life

Salary: \$32,000

Effective: September 8, 2015

Source of Funds: Auxiliary Enterprises, page 237, line 4

Justification: New position to allow for a more timely resolution of student conduct cases and to adjudicate cases in a fair and consistent manner

Education:

2015 M.A. Student Affairs in Higher Education, Western Kentucky University, Bowling Green, KY
2012 B.A. English and Communication Studies, Southeast Missouri State University,
Cape Girardeau, MO

Employment:

2013-2014 Residence Hall Director, Western Kentucky University, Bowling Green, KY
2012-2013 Assistant Residence Hall Director, Western Kentucky University, Bowling Green, KY
2009-2012 Resident Assistant, Southeast Missouri State University, Cape Girardeau, MO
2009-2011 Summer Conference Host Staff, Southeast Missouri State University, Cape Girardeau, MO
2008-2009 Desk Clerk, University Housing and Dining, Southeast Missouri State University,
Cape Girardeau, MO

MOODY-QUALLS, AMY

Research Assistant, Advising Services

Salary: \$35,000

Effective: August 10, 2015

Source of Funds: Education and General, page 70, line 8

Justification: Replacement for Sara Bradberry, who resigned (\$35,000)

Education:

2004 M.A. English, Arkansas State University-Jonesboro
2002 B.A. English, Arkansas State University-Jonesboro

Employment:

2013-2014 Instructor, English as a Second Language, ASU-Jonesboro
2007-2013 Coordinator of Off-Campus Credit Programs, ASU-Jonesboro
2006-2007 Adjunct Instructor of English at Marked Tree, ASU-Newport

POTGIETER, SHAUN

Project/Program Specialist, Club Sports-Rugby

Salary: \$35,000

Effective: August 16, 2015

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

Justification: Replacement for NeMani Delaibatiki, who resigned (\$35,263)

Education:

2014 B.S. Exercise Science, Arkansas State University-Jonesboro

Employment:

May-Aug 2015 Part-Time Assistant Coach, Rugby, ASU-Jonesboro
Summer 2013 Medical Distribution and Implant Sales, Lone Star Extremities, Houston, TX
2010-May 2015 Student Worker, ASU-Jonesboro
2008-2009 Floor Manager, Old Grey Sports Club, Port Elizabeth, South Africa

PYE, LATASHA

Student Development Specialist, Office of Recruitment

Salary: \$30,000

Effective: August 10, 2015

Source of Funds: Education and General, page 34, line 9

Justification: Replacement for Adrian Everett, who transferred to position of Academic Advisor, Advising Services (\$35,000)

Education:

2015 B.S. Interdisciplinary Studies, Arkansas State University-Jonesboro

2012 A.A. General Studies, Arkansas State University-Jonesboro

Employment:

2013-2014 Customer Support Specialist, Mid-South Health Systems, Jonesboro, AR

2004-2010 Account Manager, Staffmark, Jonesboro, AR

RIDGELL, KENNIDI

Coordinator of ASU Community Degree Center, Mid-South Degree Center

Salary: \$40,000

Effective: August 17, 2015

Source of Funds: Education and General, page 55, line 1

Justification: Replacement for Cedric Macklin, whose contract was not renewed (\$64,416)

Education:

2006 M.S. College Student Personnel Services, Arkansas State University-Jonesboro

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

Employment:

2009-Present Academic Advisor, University of Memphis, Memphis, TN

2009-2012 Adjunct Instructor, Mid-South Community College, West Memphis, TN

Jul 2007-2009 Student Support Services Counselor, Mid-South Community College, West Memphis, TN

Apr-Jun 2007 Student Services Counselor, ASU-Newport

Jan-Mar 2007 Financial Aid Counselor, ASU-Jonesboro

SMITH, STEPHANIE P. MARMION

Research Assistant, Integrative Studies

Salary: \$30,000

Effective: September 14, 2015

Source of Funds: Off-budget position funded by A-State Online

Justification: New position to support the demand and growth of student enrollment in the General Studies and Interdisciplinary Studies degree programs and to provide curriculum instruction and advising for A-State Online students who are majoring in General and Interdisciplinary Studies

Education:

2009 M.B.A. Business Administration, Arkansas State University-Jonesboro
2007 M. International Business and European Affairs, Cergy-Pontoise University, Cergy, FR
2006 B. Applied Foreign Languages, Cergy-Pontoise University, Cergy, FR

Employment:

2014-Present Program Eligibility Supervisor, Department of Human Services, State of Arkansas, Batesville, AR
Aug 2010-2014 Program Eligibility Specialist, Department of Human Services, State of Arkansas, Batesville, AR
May 2010 Admission/Registration Contractor, DeVry University, Naperville, IL
Feb-Apr 2010 Account Executive, MCS2, Inc., Oak Brook, IL
2008-2009 International Programs Graduate Assistant, ASU-Jonesboro
2007 French and Spanish Tutor, ASU-Jonesboro
2006-2007 Academic Coordinator, Jean Perrin Senior High School, Saint Ouen l'Aumone, FR
Summer 2006 Marketing Intern, KIA Motors France, Nanterre, FR
2005-2007 Foreign Language Teacher, Acadomia, Cergy, FR

SWAN, ASHLEY

Project/Program Manager, ASUJ/Paragould Program

Salary: \$35,000

Effective: July 20, 2015

Source of Funds: Education and General, page 60, line 1

Justification: Replacement for Judy Blevins, whose contract was not renewed (\$50,646)

Education:

2013 M.A. Sociology, Arkansas State University-Jonesboro
2012 B.A. Sociology, Arkansas State University-Jonesboro
2012 B.A. Chemistry, Arkansas State University-Jonesboro

Employment:

2015-Present Academic Advisor and Degree Center Support Staff, Distance Learning, ASU-Jonesboro
2014-Present Adjunct Instructor, Criminology, Sociology, and Geography, ASU-Jonesboro
2012-2013 Graduate Assistant, Criminology, Sociology, and Geography, ASU-Jonesboro
2010-2012 Student Worker, Nursing, ASU-Jonesboro
2009-2011 Service Clerk and Pharmacy Technician, Walgreen's, Newport, AR

THURMOND, TIRRANY

Director of Student Activities, Minority Coordinator

Salary: \$45,000

Effective: September 14, 2015

Source of Funds: Education and General, page 23, line 1, plus \$2,000 from the Office of Diversity

Justification: Replacement for Niya Blair, who resigned (\$47,633)

Education:

2014 M.Ed. Counselor Education, Georgia Southern University, Statesboro, GA

2009 B.S. Behavior Analysis, Savannah State University, Savannah, GA

Employment:

2012-Present Coordinator of Recruitment and Academic Advisor, Georgia Southern University, Statesboro, GA

2014-2015 Mental Health Intern, Pineland Behavioral Health and Development Disabilities Tattnall Counseling Center, Reidsville, GA

Fall 2014 Mental Health Intern, Impact Clubhouse, Statesboro, GA

2010-2012 Admissions Counselor, Georgia Southern University, Statesboro, GA

2010 Point of Sale Supervisor, Kohl's, Athens, GA

2009 Admissions Specialist, Savannah State University, Savannah, GA

2008 Human Resources Intern, Sempra Energy, San Diego, CA

ARKANSAS STATE UNIVERSITY-JONESBORO
NON-ACADEMIC REASSIGNMENTS OF DUTY
December 11, 2015

ANDERSON, KENNETH

From: Computer Support Specialist, A-State Online
To: Project Program Manager, Information and Technology Services
Effective: July 1, 2015
Salary: \$47,500
Source of Funds: Education and General, page 213, line 22
Justification: Replacement for Samuel Shannon, who retired (\$76,074)

DAVIS, ALLETHA

From: Computer Operator, A-State Online
To: Academic Advisor, A-State Online-ELCSE
Effective: September 16, 2015
Salary: \$30,000
Source of Funds: Education and General, page 138, line 3
Justification: Replacement for Sanoya Amienyi, who transferred to University College (\$30,000)

PERRY, CHRISTINE

From: Administrative Specialist II, Accounting
To: Academic Advisor, Dean of Business
Effective: August 17, 2015
Salary: \$30,000
Source of Funds: Education and General, page 108, line 4
Justification: Replacement for Sheena Gammon, who transferred to the position of Instructor, Accounting (\$37,122)

ARKANSAS STATE UNIVERSITY–BEEBE
NON-ACADEMIC APPOINTMENTS
December 11, 2015

CHAMBERS, ABRAHAM

Counselor

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

Effective Date: October 1, 2015

Source of Funds: Education and General, page 73, line 5

Justification: Replacement for Jason Henry, who accepted the position of Job Placement Coordinator (\$42,444)

Education:

2013 M.S. Marriage and Family Therapy, Harding University, Searcy, AR

2002 B.A. Christian Education, Harding University, Searcy, AR

1999 A.A. General Studies, Southwestern Christian College, Terrell, TX

Employment:

2014-Present Therapist, Alternative Opportunities/Health Resources, Searcy, AR

2013-2014 Therapist, Life Strategies Counseling, Inc., Little Rock, AR

2006-2010 RF Transmissions Journeyman, United States Air Force

JONES, ARCH

Director of Student Life

Salary: \$60,000 (12-month rate)

Effective Date: July 1, 2015

Source of Funds: Education and General, page 76, line 2

Justification: Replacement for Chad Gray, who resigned (\$60,000)

Education:

2008 M.S. College Student Personnel, University of Central AR, Conway, AR

1992 B.S. Physical Health & Education, University of Central AR, Conway, AR

Employment:

2010-Present Director of Community Services, Police Department, University of Central AR, Conway, AR

2005-2010 Assistant Director of Admissions, University of Central AR, Conway, AR

ARKANSAS STATE UNIVERSITY-MOUNTAIN HOME
ACADEMIC APPOINTMENTS
December 11, 2015

SWANSON, PAUL

Mechatronics Instructor

Salary: \$40,222

Effective: August 24, 2015

Source of Funds: Education and General, page 51

Justification: New position needed to lead mechatronics program

Education

1980 B.T. Industrial Technology, University of Northern Iowa, Cedar Falls, IA

Employment

2012-2015 Yard Man, Gaston's White River Resort, Lakeview, AR

2011-2012 Building Materials Associate, Lowes Home Improvement, Mountain Home

2003-2011 Owner/Operator, Howard Creek Resort, Midway, AR

KEMP, SEAN

Workforce Development Instructor

Salary: \$39,555.56

Effective: October 16, 2015

Source of Funds: Education and General, page 56

Justification: New position needed to instruct new employees of Baxter Lab as a result of new plant expansion

Education

2014 M.S. Engineering, University of Arkansas, Fayetteville, AR

2010 B.S. Mechanical Engineering, University of Arkansas, Fayetteville, AR

Employment

2014-2015 Mechanical Engineer, Elkhart Products Corporation, Fayetteville, AR

2013-2014 Estimator Detailer, Central States Manufacturing, Lowell, AR

2011-2013 Production Technician III, Baxter Healthcare Corporation, Mountain Home, AR

**ARKANSAS STATE UNIVERSITY–MOUNTAIN HOME
NON-ACADEMIC APPOINTMENT
December 11, 2015**

COTTER, WANDA (JANEL)

Director of Workforce Development

Salary: \$39,600

Effective: November 2, 2015

Source of Funds: Education and General, page 56

Justification: Replacement for Sarah Brozynski, who resigned (\$41,000)

Education

2008 B.A. Criminology, Arkansas State University-Jonesboro

2008 B.A. Sociology, Arkansas State University-Jonesboro

2006 A.S. Arts, Arkansas State University-Mountain Home

2005 A.S. Criminal Justice, Arkansas State University-Mountain Home

Employment

2005-2015 Workforce Specialist, Arkansas Department of Workforce Services, Mountain Home, AR

ARKANSAS STATE UNIVERSITY-NEWPORT
NON-ACADEMIC APPOINTMENTS
December 11, 2015

CROSS, CHRISTOPHER

Transfer Credit Coordinator

Salary: \$30,000

Effective: November 16, 2015

Source of Funds: Education and General, page 40, line 5

Justification: Replacement for Suzanne Blackburn (\$23,462-classified salary), who was reassigned to the Jonesboro campus following the retirement of Barbara Adams. The classified position held by Ms. Blackburn is being replaced by a non-classified position due to the high-level duties to be performed to assist the Dean of Enrollment Services/Registrar.

Education:

2015 M.S. College Student Personnel Services, Arkansas State University-Jonesboro
2013 B.A. Sociology, Arkansas State University-Jonesboro
2011 A.A. Liberal Arts, Arkansas State University-Newport

Experience:

2014-Present Workforce Specialist, Arkansas Department of Workforce Services, Newport, AR
2014-Present Assistant Coordinator of Student Life Events, ASU-Newport
2013-2014 Mental Health Paraprofessional, Birch Tree Living Communities, Newport, AR
2012 Youth Facilitator, Jackson County Library, Newport, AR
2010-2013 Youth Instructor, Discovery Camp, ASU-Newport
2009-2013 Mentor, Big Brothers Big Sisters, Newport, AR

FOY, JOELYN

Data Analyst

Salary: \$40,000

Effective: October 5, 2015

Source of Funds: Education and General, page 79, line 2

Justification: New position budgeted for the 2015-2016 academic year

Education:

2014 Ph.D. Curriculum and Instruction, Kansas State University, Manhattan, KS
2009 B.S. Applied Mathematics, Kansas State University, Manhattan, KS
2003 M.A. Curriculum and Instruction, University of Phoenix, Phoenix, AZ
1993 M.S. Rangeland Ecosystem Science, Colorado State University, Fort Collins, CO
1984 M.Agr. Agricultural Development, Texas A&M University, College Station, TX
1973 B.S. Animal Science, Texas A&M University, College Station, TX

Experience:

2013-2015 Secondary Level Substitute Teacher, Geary County Schools USD 475, Junction City, KS
2012-2014 Instructor of Mathematics and Statistics, Highland Community College, Wamego, KS
2011-2014 Research Analyst, Kansas State University, Manhattan, KS
2009-2010 Graduate Research Assistant, Kansas State University, Manhattan, KS
2007-2011 Developmental Mathematics Instructor, Academic Assistance Center, Kansas State University PILOTS, Manhattan, KS

GILLIHAN, CRYSTAL

Dean of Nursing, Allied Health and Community Services

Salary: \$78,000

Effective: October 15, 2015

Source of Funds: Education and General, page 37, line 1

Justification: New position budgeted for the 2015-2016 academic year

Education:

2008 M.S. Health Administration, University of Phoenix, Phoenix, AZ
2006 B.S. Nursing, University of Arkansas for Medical Sciences, Little Rock, AR
2004 A.A.S. Nursing, University of Arkansas Community College at Batesville, Batesville, AR
2001 T.C. Practical Nursing, Ozarka College, Melbourne, AR

Experience:

2013-Present Text Book Reviewer, Elsevier, St. Louis, MO
2011-Present Director/Faculty, Arkansas Rural Nursing Education Consortium, DeQueen, AR
2011 Interim Director of Nursing, Stone County Nursing & Rehab Center, Mountain View, AR
2010-Present Advanced Cardiac/Pediatric Advanced/Basic Life Support Instructor, Self-Employed
2009-2011 Practical Nursing Coordinator, Ozarka College, Mountain View, AR
2008-2013 Emergency Room Nurse, Stone County Medical Center, Mountain View, AR
2008 House Supervisor, Red Cedar Medical Center, Menomonie, WI
2007-2008 Nursing Instructor, Ozarka College, Melbourne, AR
2006-2008 Registered Nurse, Stone County Medical Center, Mountain View, AR
2005-2006 Registered Nurse, White River Medical Center, Batesville, AR

MICHAEL, SARA

Project Specialist

Salary: \$37,000

Effective: September 21, 2015

Source of Funds: Education and General, page 53, line 3 (50%), page 54, line 3 (50%)

Justification: New, temporary position created to support Institutional Advancement and Finance and Administration with special projects related to implementation of new ERP software

Education:

2005 B.S. Business Management, Arkansas State University-Jonesboro

Experience:

2015-Present Human Resource Generalist, Shearer's Foods, LLC, Newport, AR

2012-2015 Payroll Analyst, ASU-Newport

2008-2011 Human Resource Administrator, Pace Industries, Fayetteville, AR

2005-2008 Human Resource Administrator, Anchor Packaging, Paragould, AR

**ARKANSAS STATE UNIVERSITY-NEWPORT
NON-ACADEMIC REASSIGNMENT OF DUTY
December 11, 2015**

AYERS, HOLLY

From: Director of Institutional Effectiveness
To: Vice Chancellor for Academic Affairs
Effective: November 16, 2015
Salary: \$109,000
Source of Funds: Education and General, page 60, line 1
Justification: Replacement for Dr. Martie Shull, who was serving in interim capacity (\$110,282)

**ARKANSAS STATE UNIVERSITY MID-SOUTH
ACADEMIC APPOINTMENT
December 11, 2015**

HUBBARD, LESLIE MICHAEL

Instructor, Welding Technology

Salary: \$37,850 (10-month rate)

Effective: September 29, 2015

Source of Funds: Education and General, page 8

Justification: Replacement for Austin Oliver, whose employment ended September 28 (\$37,850)

Education:

2014	A.A.S.	General Technology, Mid-South Community College
2015	T.C.	Gas Metal Arc Welding (GMAW)
2015	T.C.	Gas Tungsten Arc Welding (GTAW)
2015	T.C.	Shielded Metal Arc Welding (SMAW)
2015	T.C.	Flux-core Arc Welding (FCAW)

Employment:

2014-2015	Adjunct, Welding, Mid-South Community College
2012-2014	Shop Assistant, Renewable Energy, Mid-South Community College
1999-2009	Construction Foreman, Hand S, Memphis, TN

**ARKANSAS STATE UNIVERSITY MID-SOUTH
NON-ACADEMIC APPOINTMENT
December 11, 2015**

MOORE, DEREK

Associate Vice Chancellor for Student Life

Salary: \$65,650

Effective: October 19, 2015

Source of Funds: Education and General, page 13

Justification: Replacement for Gheric Bruce, who resigned (\$63,125)

Education:

1999 M.P.A. Public Administration, University of Arkansas at Little Rock, Little Rock, AR

1993 B.S. Psychology, University of Arkansas at Pine Bluff, Pine Bluff, AR

Employment:

2014-2015 Director of Academic Advising and Career Services, UA Community College at Morrilton, Morrilton, AR

2007-2014 Student Success Coach; Career Pathways Specialist, Pulaski Technical College, Little Rock, AR

2013-present Project Director, Learning Outcomes for Success Courses, Arkansas Community Colleges, Little Rock, AR

2006-2007 Director of Career Services, Remington College, Little Rock, AR

2003-2006 Client Relations Supervisor, Arkansas Student Loan Authority/Ed Financial Services, Little Rock, AR

**ARKANSAS STATE UNIVERSITY MID-SOUTH
NON-ACADEMIC REASSIGNMENTS OF DUTY**

December 11, 2015

SCHLAUCH, ERIN

From: Coordinator, Student Learning Assessment (SLA), Title III, PBI Grant
To: Director of the Dr. Barbara C. Baxter Learning Success Center
Effective: October 1, 2015
Salary: \$40,300
Source of Funds: Education and General, page 11
Justification: New position budgeted for 2015-16 academic year - grant ended, program assumed by Institutional Funding

KING, JODI

From: Administrative Specialist III, Workforce Education
To: Secondary Technical Center Activities Manager
Effective: October 12, 2015
Salary: \$35,000
Source of Funds: Education and General, page 12
Justification: New position budgeted for 2015-16 academic year - needed due to expansion of secondary programs