

AGENDA
ARKANSAS STATE UNIVERSITY
BOARD OF TRUSTEES
September 18, 2015
10:00 a.m.
ASU-Newport

- I. Call to Order
Charles Luter, Chair

 - *II. Approval of the Minutes of Past Meetings
May 8, 2015
August 27, 2015

 - III. President's Report
Reports of the Chancellors

 - *IV. Agenda
 - Proposed ASU System Resolutions
 - Resolution approving a change to the Board of Trustees Bylaws
 - Resolution approving ASU System to establish provisional positions for ASU Mid-South
 - Resolution approving ASU System to revise the Distribution of Information Regarding Sex-Offenders Policy
 - Resolution approving ASU System to revise the Weapons Policy
 - Resolution approving ASU System to proceed with the Guaranteed Energy Cost Savings Capital Project and related financing at ASU-Jonesboro

 - Proposed ASU-Jonesboro Resolutions
 - Resolution approving ASU-Jonesboro to realign academic colleges
 - Resolution approving ASU-Jonesboro to amend the Faculty Handbook

 - Proposed ASU Mid-South Resolutions
 - Resolution naming the athletic and wellness facility
 - Resolution naming the training facility

 - V. Executive Session

 - *VI. Approval of Personnel Actions

 - VII. Other Business

 - *VIII. Adjournment
- *Action Items

Arkansas State University
Board of Trustees
September 18, 2015

The Arkansas State University Board of Trustees met on Friday, September 18, 2015, on the ASU-Newport campus. Charles Luter, Chair of the Board of Trustees, called the meeting to order at 10:00 a.m. Board members present were the following: Charles Luter, Howard Slinkard, Ron Rhodes, Tim Langford, and Niel Crowson.

Joe Campbell, Dean of General Education, ASU-Newport, delivered the invocation.

Minutes:

Upon a motion by Mr. Rhodes, seconded by Mr. Slinkard, the minutes of the May 8, 2015, and August 27, 2015, meetings were approved.

Ayes: Luter, Slinkard, Rhodes, Langford, Crowson

Nays: None

ASU System – Dr. Charles Welch, President

We are having our first Board of Trustees meeting following the addition of our newest campus, Arkansas State University Mid-South, formerly known as Mid-South Community College. Our new chancellor is Dr. Debra West. She's doing a tremendous job already, and we're very excited to have her, so please welcome her. She also has several members of her staff with her. Welcome to all our new family members from ASU Mid-South.

Obviously, it's quite a transition when you have a merger such as this, in that the Board of Trustees of Mid-South Community College no longer stands. That Board of Trustees will become the inaugural Board of Visitors and will play a very important role in terms of advising this Board and me from the local level. One of the members of the Board of Visitors is here today, Hershel Owens and his wife, Theresa. This process was about as seamless as could be. I think we were all on the same page, and I think this is going to be a wonderful relationship.

As you all know, Dr. McKay is retiring after 49½ years of service to ASU-Beebe, 21 of those as Chancellor. We have officially kicked off the search for his replacement. I have appointed a search

committee that is representative of faculty, staff, students, and community members. We look forward to that process and having someone in place prior to January when Dr. McKay will retire.

Enrollment, obviously, is something that is on everyone's mind this time of year. Certainly, we've been analyzing the enrollment at all of our campuses, and on the whole, I am very pleased with where we are. Our enrollment system-wide is 23,410. That is a 1½ percent increase over one year ago, which I think is very good. We expect the overall university average increase in the state to be about 1.6 percent. And we expect the two-year college enrollment to actually decrease by about 5.4 percent. That's really not abnormal. As the economy gets better, typically enrollments do decline at our two-year institutions. Every one of our campuses did very well and I'm very pleased overall.

There's been a lot of discussion about online learning and the importance of making sure that we are as accessible as possible to students in Arkansas and beyond our borders who want to attend institutions. System-wide, we had 5,656 students enrolled online, which is a 15.3 percent increase over just one year ago. And that doesn't even include the updated numbers from Mid-South. ASUJ, obviously, is one of the very first, if not the very first university, in the state to engage in online education. We are very pleased with the results and it shows that our campuses are working hard to attract students to our institutions in the manner that is most convenient to them.

Finally, I will make a few comments regarding a presentation that Governor Hutchinson gave to the presidents and chancellors of Arkansas's two-year and four-year public higher-education institutions, and some friends from our private institutions, with his plans moving forward with higher education. The governor has asked that we do a Master Planning Process to strategically know where we are going. This is something we've been working on within our System, as well. The piece that the governor wants to look at is how we can increase completion and graduation rates in our state by 10 percent. We have not detailed an exact timeline on that yet.

He also wants us to focus on increased enrollment and completion of both underserved and non-traditional populations, which is very important to a state such as Arkansas. The governor said some positive things about concurrent enrollment. I think he understands the importance of getting the students college credit as early as possible in hopes of motivating them to ultimately receive a college degree. Certainly, he echoed the continuing sentiments about the importance of workforce education, and

that's something that we will continue to focus on. And affordability is something we're all very concerned about. He talked a great deal about time-to-degree completion, and how we can shorten the amount of time it takes to earn a degree. There will be some things coming out from our campuses that we are working on to that point. Also, he spoke about more need-based scholarships at the state level, as there have been very few scholarship opportunities on a need-based level in Arkansas. He also discussed a new funding formula that would be focused on performance funding and on how well you do, but also recognizing that you've got to have a certain base amount of money to be able to deal with students on the front end. We're very appreciative of that.

Governor Hutchinson also talked about incentive funding and innovation funding, to reward those institutions that are being innovative. I have quoted Chancellor Hudson when he's in the room and taken credit for this quote when he's not in the room. He said, "We're not going to save and cut our way out of this. We're going to have to innovate our way out of this." For the governor to recognize that and want to incentivize that is great. On the whole, certainly, I think there is a lot of work to be done. There are a lot of details to be put into place, but I believe very firmly that Governor Hutchinson's ideas and plans are good ones and ones that can be very beneficial, not only to our System but to the state of Arkansas as a whole. We will look forward to working with him and working with the Department of Higher Education over the coming weeks to put that together. I'm optimistic about what that could mean in terms of changing the conversation about higher education and assisting us as we communicate with policymakers.

ASU-Newport – Dr. Sandra Massey, Chancellor

- In your packet, you will see a strategic plan which is sent out to the community partners that work with us in that process. And we are also very proud of our Year in Review.
- Enrollment growth is strong at ASU-Newport. We are most excited about our Full-time Equivalency (FTE) growth. We have strategically focused on this because we know that the quicker students start accumulating credit hours, the more likely they are to succeed and to move on into work or a four-year institution. Out of all the 22 colleges, ASU-Newport had the highest FTE growth among the colleges, and we moved from 8th place to 5th place. That's a key

performance indicator, so congratulations to my faculty and staff on that. The largest growth was in the prison education program and online education and technical programs.

- ASU-Newport, ASU-Beebe, and ASU-Mountain Home recently worked together to join a consortium to look at the new student information system ERP Software and because of this, we are uniting to implement Campus Nexus. It's a unified system with many advantages. To ASU-Newport alone, we have an up-front savings of \$650,000 to \$750,000. That's because we share the implementation costs. And secondly, we will have an annual savings cost of \$65,000 to \$85,000 because we will share the maintenance costs. We will look at efficiencies among the campuses and have a stronger focus on a united student success process.
- ASU-Newport received \$650,000 plus in grants this past quarter. Two are focused on workforce development. And one is focused on ACT prep, which helps students to be better prepared, hopefully, and not have to take remediation courses.
- Two of our newest technical students, who are here today, are part of a pilot project called I M Woman, standing for Industrial Maintenance Woman. Sometimes people are unaware of the opportunities available in this field for women, so we reached out to entice them. Tameshia Warren and Laura Sertik received tuition and books to be a part of this pilot, but they are also going to give back to us. They will work with an internal female mentor and an industry partner female mentor and will also write a regular blog on the Web site, so you can track their progress. We want to attract more people to industrial management, especially more women. Tameshia and Laura are going to give you a very quick introduction to their stories.

(Ms. Warren and Ms. Sertik related their learning experiences in the Industrial Maintenance Program and explained how this program is changing their lives for the better.)

I'm sure you can see why they were selected for the pilot.

Mr. Luter: How long will it take them to complete the program so that they will be eligible to be industrial maintenance supervisors?

Dr. Massey: The first level is the technical certificate, but I was glad to hear that Tameshia is going to go into the associate degree program, and maybe transfer to ASU-Jonesboro for that bachelor's degree.

Mr. Luter: What kind of income levels are they looking at?

Dr. Massey: Starting out, you're going to be in the \$35,000 to \$45,000 range, but it's really about how you perform on the job. There is a lot of opportunity for success in that field.

Ms. Warren: I have applied for two jobs. I've done a little bit of research and most jobs start off anywhere from \$18.00 per hour as entry level and it can go as high as \$25.00 per hour.

ASU-Jonesboro – Dr. Tim Hudson, Chancellor

- There is nothing quite like the energy at the beginning of the school year. I'm going to show you a video to try to give you some sense of that, but it's absolutely an honor and a privilege to be a part of the start of the school year. Opening day on a college campus is outstanding. And I want to publicly acknowledge Jonesboro, the help of our community on the move-in days. We get tremendous participation from local churches, from nonprofit organizations, student organizations, even some of our football players were out there helping students move into the dorms. We really appreciate that participation, and it does yield a sense of community that we all benefit from.
- We have had a positive turn in our enrollment, growing overall by about two percent. Last year, we went down a little bit, and we took this very seriously and formed an Enrollment Management Task Force. We know more now about the mix of our enrollment and the variables we control than we have ever known in the history of this institution. This task force cut across all areas of the university. One of the more important aspects of our uptick in enrollment is that we did it without any downturn in quality. The quality control trends (like graduation rates and persistence rates), are going in the right direction. Remediation rates are going down, also in the right direction. So to grow while you're able to sustain these quality points is a significant achievement, and it takes a lot of work on the part of everybody and I appreciate that work.
- Brad Phelps came to our opening faculty conference and he certainly set the tone so that people know that our legal counsels are here to help us do things the right way and to get the job done.
- I'm going to show you a video of some of the many things that have happened in and around our campus since we last met.

(VIDEO)

- You heard in there the allusion to the renovation that's going on in Wilson Hall, and this weekend it is going to be our privilege to host President Edward Guiliano from NYIT and his wife Mireille on their first visit to Arkansas State and their first visit to Arkansas. We're getting ready for the next round of accreditation visits from the national accrediting body for the opening of the teaching site by NYIT on our campus. It's really going to be transformative for all of us.

Mr. Slinkard: Dr. Hudson, how many students have applied but were denied because they didn't meet the admission standards?

Dr. Hudson: This year alone, it's over 750 students that would have been admitted three years ago on the basis of our standards. So over three years, it would be close to 2,000 students.

Dr. Langford: Congratulations on the increase in retention rates. I love hearing these stories about efficiency and collaboration among our colleges. State funding is not going up, and I think we have to be more efficient with our financial resources. Above that, it enhances students' success. Are there any other collaborations or efficiency initiatives that you're looking at?

Dr. Hudson: Well, today you are going to be asked to approve an academic realignment that took us a year to achieve through a campus-wide process to reduce the number of colleges from nine to six, and that frees up a lot of resources and allows us to redistribute that into the classroom. I think that's the sort of innovation and sort of efficiency we need to achieve.

Dr. Welch: We are in the process of renovating Wilson Hall, which is the oldest and most historic building on the campus, which will ultimately be the home of NYIT medical school. And in the process of that renovation this week, they found some bricks that were from the original administration building, which I think was torn down in 1931. One of them had the word "Jonesboro" imprinted in the brick. That reminds us that we've got a lot of rich history.

ASU-Beebe – Dr. Eugene McKay, Chancellor

- Every year we do a leadership program on the Beebe campus. Dr. Garrett is very instrumental in doing this, and she has a group here today of our current students, who are faculty, staff, and classified employees. They are the future leaders for ASU-Beebe.

- We had Congressman French Hill, as well as Senator Jane English and the Joint Education Committee, on the campus to see our John Deere Program. We have 72 students in the program this fall, and that makes us the second largest in the United States.
- I have an Arkansas Department of Higher Education (ADHE) report to share with you, and it's dated March 26, 2015. ADHE defines the success of students according to whether they are still in college, whether they have graduated, and whether they transferred to a four-year program. They include both remedial students and non-remedial students. For the remedial students, ASU-Beebe had a score of 51.1, the second highest in the state. We would all love for our students to come to college ready to go into English I or the right math course. But we take them where we get them, and they succeed. That's the point I'm trying to make. Fifty-one percent of the class succeeded. College is tough and you have to make a commitment to it. In the non-remedial category, ASU-Beebe came in Number One in both two- and four-year colleges in Central Arkansas with an 83.3 percent success rate.

Dr. Welch: Those statistics are proof of the exceptional service Dr. McKay has provided for the last 49½ years, but 21 as chancellor. We are going to really miss his institutional knowledge, and they don't make them like that anymore, quite honestly. Dr. McKay has always been focused on student success. I think that is obvious and I congratulate him on that.

ASU-Mountain Home – Dr. Robin Myers, Chancellor

- I would like to introduce Ms. Laura Yarbrough, our new CFO. Welcome.
- The new computer system that the three colleges are working on is going to be a behemoth project. There will be between 20 and 60 of our employees meeting from the three campuses every day basically over the next month and a half. The consultants are coming in, so we're refining and outlining this new campus management software to fit our operations. But it is a joint project. We are all working together so that your two-year system schools will have a compatible and consolidated system. I think it is going to be a great, great project. For our campus, we will have our own financial aid identity. Previously, we have filed financial aid under

Jonesboro. We will activate the new software, and we will also go live with our own financial aid next July.

- I think you saw the National Emergency Welding Grant that we received this summer, which is a great project for us. We received notification this week of an additional grant of a similar size. We will train another 40 to 60 welders over the next few months with that grant. We also received notification of a DOL Grant, which for us will mean \$400,000 for mechatronics training, which will essentially provide an associate's degree for 90 students and will provide the tuition for 90 students over the next three years.

Mr. Luter: Are these federal grants?

Dr. Myers: This particular grant is a federal grant that is being passed through to the Arkansas Department of Workforce Services. So it'll be administered by a state agency, but most of the money I would say is coming from the federal government.

Mr. Luter: I want to comment on the work these chancellors have done to maintain or increase enrollment at their particular university, when some other schools have not managed to do that, so congratulations.

Dr. Welch: The buzzword coming from policymakers and the governor's office these days is "efficiency." At the Beebe, Mountain Home, and Newport campuses, the current computer systems were actually about to become obsolete, and so they were going to have to get a new system. They ultimately came together and agreed on one system that all three can utilize, which resulted in us getting discounted system pricing, saving each one of our institutions money, and it's much more seamless for them.

ASU Mid-South – Dr. Debra West, Chancellor

- I'm now in my sixth week on the job. Thank you for making me feel such a warm welcomed part of this System.
- Since your last meeting, we have received notification from the Higher Learning Commission (HLC) that the merger has been approved. As a result of this change in going from the independent community college to the Arkansas State University System, the college will be required to

undergo a six-month focus visit, which will occur in early 2016. Essentially, they are coming to see that our mission hasn't changed, that our focus hasn't changed, and that the merger has had no effect on the HLC standards of accreditation as pertains to Mid-South. An additional change resulting from the merger is that they have put us on a different pathway for accreditation. HLC has three pathways for reaffirmation. One is the Pathway to Quality Improvement, another is the Standard Pathway, and the third is the Open Pathway. As a result of the merger, they have moved us from an Open Pathway to a Standard Pathway, which means another focused on-site visit in four years rather than the traditional four-year virtual visit and the 10-year on site visit. However, after they come visit us, we can petition to have that move reversed and put us back on that Open Pathway.

- We did receive notification in July that our student support services grant was again funded by the U.S. Department of Education in the amount of \$281,490 per year for five years. That is a little over \$1.4 million dollars for a five-year period. This allows us to provide services such as tutoring, advising, counseling, and mentoring to our most at-risk students, particularly those who are low-income, first-generation, and/or students with disabilities.
- Recently, the state Board of Higher Education instructed colleges to revamp their Associate of Arts in education degrees to better align with specific institutions of higher education. Mid-South completed that effort in June, and in July, we received notification that our Associate of Science degree in teaching has received approval. So we now have two pathways, two degrees, in that program, one in K-6 education and one in middle-level education with our primary transfer partner being ASU-Jonesboro. For where we are located in the Delta, it's really hard to recruit quality teachers to teach in the Delta, and so that program is essential to being able to grow our own teachers. More than 60 of our graduates have gone on to complete the baccalaureate degree through ASU-Jonesboro and are now teaching in our local schools.
- We are all very proud that our welding program students have earned, for the third consecutive year, 100% pass rates on the American Welding Society Certification. Our students have passed 53 out of 53 exams three years in a row for 100% certifications.

- The Arkansas Department of Workforce Services is concluding their workforce partners meeting at ASU Mid-South today. The 256 participants represent various state agencies, the workforce investment board, as well as representatives from business and industry. It showcased our Job Center, a true, one-stop center on our campus, connecting services and benefits for training to individuals who are unemployed or underemployed.
- We have a big event coming up on October 3, our Running Dogs and Cooking Cats event. Building on the successes of our Greyhound 5K, we're adding a catfish cooking competition, local food and craft vendors, live music, and some sports competitions. Through this event, our Foundation is hoping to raise more than \$30,000 for scholarships to benefit our student athletes.
- An art exhibit, called Champion Trees of Arkansas, by an Arkansas artist, Linda Williams Palmer, will be on display in our Reynolds Center from October 9 through November 30. Ms. Palmer's works have been selected for numerous juried exhibitions and collections across the United States and Europe. We are very fortunate to be able to partner with Delta Arts in West Memphis to bring this exhibit to our campus.

Mr. Luter: Are you partners with anybody for your aircraft maintenance program?

Dr. West: We are partnering with FedEx. And we are a little over a month away from completion of our new state-of-the-art facility for training in that program. As soon as the facility is on board and the FAA has approved it, we'll have a kick-off event with officials from FedEx to help us get that program on the map. We are already enrolling students in the program and teaching in the program, but for now we're in a different facility.

Mr. Rhodes: What is your biofuels program about?

Dr. West: We have a state-of-the-art biofuels facility, which was initially going to take used cooking oil and convert it to biofuels. But with the price of oil and gas going down, it's not being used to produce biofuels, but we are gearing up to start our first process technology program in that facility. We have a unique partnership with a nonprofit out of Memphis called Memphis Bioworks and the Greater Memphis Alliance trying to connect business and industry to train workers. They are helping us identify people to bring into that program to train. So we actually have a curriculum that is going to be offering a

very compressed format. The class will start around October 3, and it's scheduled to be finished around the first week of February. Students will progress through safety training, training with instrumentation and controls, and all the things that they would need to know to become entry-level process operators ready for a chemical plant, biofuels facility, or oil and gas facility.

ASU System Resolutions:

- Resolution 15-32 approving a change to the Board of Trustees Bylaws

Dr. Welch: The simple amendment is to add ASU Mid-South as one of our campuses.

- Resolution 15-33 approving ASU System to establish provisional positions for ASU Mid-South

Dr. Welch: Provisional positions are funded in some manner other than state funding, typically from grants. They are only filled if that grant money is available. They have to be approved by both the legislature and this board. Mid-South didn't come into this System until after the provisional positions for the other campuses had been approved, so we are asking that you approve 75, the maximum.

- Resolution 15-34 approving ASU System to revise the Distribution of Information Regarding Sex-Offenders Policy

Dr. Welch: We do not believe we have any sex offenders living on our campuses; however, Brad Phelps, our general counsel, felt that it was important that we specifically state that in our policy in case the issue ever did arise.

- Resolution 15-35 approving ASU System to revise the Weapons Policy

Dr. Welch: The existing weapons policy does not allow weapons on our campus at all, at any time, at any place. You reaffirmed that policy just in May, as you are required to do by state law. In the last session, there was a bill proposed, which became Act 1078. That act allows an individual who has a concealed handgun permit to have the handgun in their locked vehicle on a college campus. They cannot take it out of the vehicle. That is existing state law, so because of that, we need to revise our system policy. It doesn't change anything else. They will not be able to have a weapon in a classroom or on the grounds.

- Resolution 15-35 approving ASU System to proceed with the Guaranteed Energy Cost Savings Capital Project and related financing for ASU-Jonesboro

Dr. Welch: We have received increased encouragement from policymakers to look for ways that we can retrofit our systems and our structures on campuses to save energy costs. We did an RFP and awarded that to Johnson Controls, which is a major international company. The cost will be \$15.2 million, which would be accomplished through a capital lease program with guaranteed utility and operational savings generated by the energy improvements to cover the cost of the debt service. And that guarantee is made by Johnson Controls contractually. We have over 100,000 light fixtures on the ASU-Jonesboro campus that are no longer being manufactured. This resolution would replace every light fixture on the campus, basically, as well as doing some other things. The annual cost to us for that debt service would be recouped through utility and operational savings, and it is guaranteed by Johnson Controls.

Mr. Rhodes: Is the weapons policy specific to handguns?

Mr. Brad Phelps: The law that was passed was quite specific. You must have a license and the handgun has to remain in your locked and unattended vehicle. And it is limited to parking lots, actually.

Mr. Rhodes: In regard to energy efficiency and cost savings, what about our other System campuses? Do we have the same cost savings potential there?

Dr. Welch: Potentially. Is anybody that far along on looking at doing anything?

Dr. Massey: We have been looking at that, and we are slowly doing replacements.

Dr. Welch: On the Jonesboro campus we should have done this a number of years ago, but now that we have 100,000 fixtures, it's become very difficult.

Upon a motion by Dr. Langford, seconded by Mr. Rhodes, Resolutions 15-32 through 15-36 were approved.

Ayes: Luter, Slinkard, Rhodes, Langford, Crowson

Nays: None

ASU-Jonesboro Resolutions:

- Resolution 15-37 approving ASU-Jonesboro to realign academic colleges

Dr. Welch: This is a request for approval to realign nine academic colleges resulting in six colleges, each under the leadership of one academic dean. I want to commend Dr. Hudson, Dr. Cooksey,

and others. They worked for a long period of time with faculty and staff. This was not an easy process, but I believe we got as much value as you can expect for something of this nature. I believe that it goes directly to the governor's desire and to your desire as a Board, for us to be more efficient and effective, and I think it's a very good move for the campus.

- Resolution 15-38 approving ASU-Jonesboro to amend the Faculty Handbook

Dr. Welch: This is a simple resolution to amend the Faculty Handbook of Policies and Procedures. There are four changes that would be made, and these go through the shared governance process.

Mr. Slinkard: Will the realignment of colleges result in some efficiency and will it enhance academic success?

Dr. Hudson: I believe it will. It will allow different academic disciplines to be in closer contact with one another. We think it will create some synergies and some opportunities for new program development. It was a little difficult to get done and I appreciate the work of the faculty committees who worked on this as well.

Upon a motion by Mr. Crowson, seconded by Mr. Slinkard, Resolutions 15-37 and 15-38 were approved.

Ayes: Luter, Slinkard, Rhodes, Langford, Crowson

Nays: None

ASU Mid-South Resolutions:

- Resolution 15-39 naming the athletic and wellness facility

Dr. Welch: This is a resolution recognizing the significant contributions of Dr. Glen Fenter. Dr. Fenter did amazing things for that institution, and I am thankful to have his name on this facility. The athletics program at ASU Mid-South must be privately funded by state law as a two-year institution. In the last two years, ten out of ten of the men's basketball players have received their degrees, and nine out of the ten have gone on to earn a scholarship at a four-year university to play basketball. We are very proud of that, and the Fenter Center, as it would be named.

- Resolution 15-40 naming the training facility

Dr. Welch: This is a naming resolution recognizing the significant contributions of the Thomas B. Goldsby family. They have made substantial contributions to the institution. As the largest individual private donors in the history of the institution, they have the Goldsby Scholars Program. Mr. Goldsby just recently passed away, but his widow and the family still are certainly very engaged and involved. This recommendation comes to you from the Board of Visitors of ASU Mid-South.

Upon a motion by Mr. Rhodes seconded by Dr. Langford, Resolutions 15-39 and 15-40 were approved.

Ayes: Luter, Slinkard, Rhodes, Langford, Crowson

Nays: None

Executive Session:

Upon a motion by Dr. Langford, seconded by Mr. Crowson, the board voted to retire into executive session at 11:25 a.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 1:00 p.m.

Personnel Actions:

Upon a motion by Mr. Crowson, seconded by Mr. Rhodes, the ASU System non-academic appointment was approved.

Ayes: Luter, Slinkard, Rhodes, Langford, Crowson

Nays: None

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

Ayes: Luter, Slinkard, Rhodes, Langford, Crowson

Nays: None

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

Ayes: Luter, Slinkard, Rhodes, Langford, Crowson

Nays: None

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

Ayes: Luter, Slinkard, Rhodes, Langford, Crowson

Nays: None

Upon a motion by Mr. Crowson, seconded by Mr. Rhodes, the ASU-Newport academic appointments and non-academic appointments were approved.

Ayes: Luter, Slinkard, Rhodes, Langford, Crowson

Nays: None

Upon a motion by Mr. Slinkard, seconded by Dr. Langford, the ASU Mid-South academic appointments and non-academic reassignment were approved.

Ayes: Luter, Slinkard, Rhodes, Langford, Crowson

Nays: None

Adjournment:

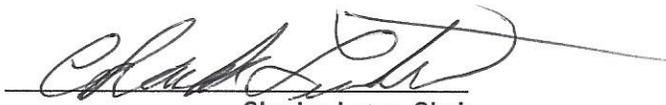
Upon a motion by Mr. Rhodes, seconded by Mr. Slinkard, the meeting adjourned at 1:18 p.m.

Ayes: Luter, Slinkard, Rhodes, Langford, Crowson

Nays: None



Ron Rhodes, Secretary



Charles Luter, Chair

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

ACTION ITEM: The Arkansas State University System requests approval to amend the Bylaws of the Board of Trustees of Arkansas State University.

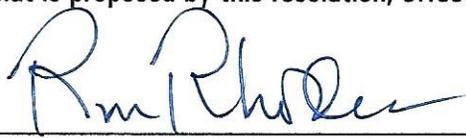
ISSUE: The Board of Trustees wishes to amend the Bylaws adopted on September 7, 2007.

BACKGROUND:

- The Board of Trustees of Arkansas State University adopted bylaws on September 7, 2007, in order to effectively manage the university; to provide for a definitive, orderly form of governance; and to secure and continue a superior institution of higher education.
- Arkansas State University Mid-South officially joined the ASU System on July 1, 2015. The Board desires to amend its bylaws to include Arkansas State University Mid-South as a campus of the Arkansas State University System in Article VI.1. Organization.

RECOMMENDATION/RESOLUTION:

Be it resolved that the Arkansas State University Board of Trustees approves the change to the Bylaws that is proposed by this resolution, effective September 18, 2015.



Ron Rhodes, Secretary



Charles Luter, Chair

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1000

ACTION ITEM: The Arkansas State University System requests approval to establish the maximum number of legislatively authorized positions for Arkansas State University Mid-South for the 2015-2016 fiscal year.

ISSUE: The Board of Trustees must approve the establishment of provisional positions.

BACKGROUND:

- As the university continues to receive monies from grants, contracts, and other non-appropriated sources, the campuses have found it necessary to expedite the process of approval for provisional positions. Since board approval is requested to establish provisional positions and the board only meets regularly four times a year, the board may approve the establishment of all provisional positions on all campuses of Arkansas State University and allow the university to seek the establishment of the positions from the Department of Higher Education, the Office of Personnel Management, and the Legislative Council as needed.
- The board approved this request in May for the ASU campuses for FY2015-16. ASU Mid-South officially joined the ASU System on July 1, 2015. Therefore, approval is requested to establish provisional positions for ASU Mid-South, so that it can respond immediately to provisional position requests.

RECOMMENDATION/RESOLUTION:

Be it resolved that the Arkansas State University System is approved to establish 75 provisional positions for ASU Mid-South, as authorized for the 2015-2016 fiscal year.



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 Distribution of Information Regarding Sex-Offenders Policy, to include residential restrictions for registered sex offenders.

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

BACKGROUND:

- Under state law, it is unlawful for a Level 3 or Level 4 registered sex offender to reside, by dwelling permanently or continuously, within 2,000 feet of property on which any public or private elementary or secondary school, public park, youth center, or daycare facility is located. Certain campus residential facilities fall within this restriction.
- The Arkansas State University System is dedicated to providing an educational and social climate that is conducive to the safety of all members of the university community.
- Consistent with state law, registered sex offenders designated Level 3 or Level 4 offenders may be required to vacate any university-affiliated housing that is within 2,000 feet of property on which any public or private elementary or secondary school, public park, youth center, or daycare facility is located.

RECOMMENDATIONS/RESOLUTIONS:

Be it resolved that the Arkansas State University System is approved to revise the Distribution of Information Regarding Sex-Offenders Policy to include residential restrictions for registered sex offenders, 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 its Weapons Policy.

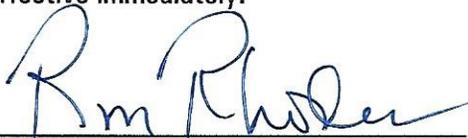
ISSUE: The Board of Trustees must approve all system policies.

BACKGROUND:

- Act 1078 of 2015 provides an exception for a concealed-carry licensee to possess a weapon in a publicly owned and maintained parking lot if the licensee is carrying a concealed handgun in his or her motor vehicle or has left the concealed handgun in his or her locked and unattended motor vehicle.
- The Arkansas State University System is dedicated to providing an educational and social climate that is conducive to the safety of all members of the university community.
- Consistent with state law, the exception provided in Act 1078 of 2015 should be authorized in the System Weapons Policy.

RECOMMENDATIONS/RESOLUTIONS:

Be it resolved that the Arkansas State University System is approved to revise the Weapons Policy, 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 proceed with the Guaranteed Energy Cost Savings Capital Project and related financing at Arkansas State University-Jonesboro.

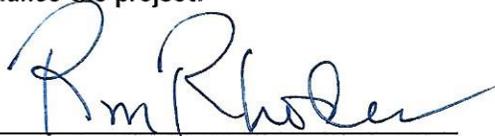
ISSUE: The Board of Trustees must approve all capital projects and their financing.

BACKGROUND:

- After an external investment grade energy audit of existing facilities at Arkansas State University-Jonesboro, the ASU System is requesting to execute an energy performance contract to provide needed campus-wide energy improvements to include lighting retrofits, water and waste management strategies, chiller upgrades, as well as installation of other energy control mechanisms. The cost of the project is estimated to be \$15.2 million.
- The ASU System is requesting to finance the project with a tax-exempt capital lease agreement at an estimated interest rate of 3.75% for a term not to exceed 20 years. The projected debt service would be approximately \$1.5 million per annum to be repaid from guaranteed utility and operational savings generated by the energy improvements.

RECOMMENDATION/RESOLUTION:

Be it resolved that the Arkansas State University System is approved to proceed with the Guaranteed Energy Cost Savings Capital Project at Arkansas State University-Jonesboro and to execute a tax-exempt capital lease agreement at an estimated interest rate of 3.75% for a term not to exceed 20 years to finance the project.



Ron Rhodes, Secretary



Charles Luter, Chair

EXECUTIVE SUMMARY

Contact: Lynita Cooksey (870) 972-2030

ACTION ITEM: Arkansas State University-Jonesboro (ASUJ) requests approval to realign nine academic colleges, resulting in six colleges, each under the leadership of one academic dean.

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

BACKGROUND:

- ASUJ constituencies have been charged with recommending the realignment of the nine academic colleges, with the goal of contributing to the long-term financial health of the university, better meeting the changing academic and career needs of its students, and creating ways to enhance academic quality through collaboration.
- Two task forces came to a consensus, recommending an academic college restructuring, which was proposed and vetted through the shared governance process. Each unit will be represented by one dean. These units are the following:
 1. College of Agriculture and Technology and College of Engineering
 2. College of Business
 3. College of Education and Behavioral Sciences
 4. College of Fine Arts, College of Humanities and Social Sciences, and College of Media and Communication
 5. College of Nursing and Health Professions
 6. College of Sciences and Mathematics
- The new college units will begin this transition during the 2015-2016 academic year with college nomenclature determined by and restructured at the department and/or program level, as appropriate, to be completed by June 30, 2016.
- In early 2016, board approval will be requested for additional restructuring of departments and/or academic programs and final naming of combined colleges.

EXECUTIVE SUMMARY

Contact: Lynita Cooksey (870) 972-2030

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University-Jonesboro is approved to realign academic colleges as outlined above.



Ron Rhodes, Secretary



Charles Luter, Chair

EXECUTIVE SUMMARY

Contact: Tim Hudson (870) 972-3030

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

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

BACKGROUND:

- The Faculty Handbook Committee for ASUJ has reviewed the Faculty Handbook of Policies and Procedures and has proposed three changes to that document.
- The first change relates to the current membership and purpose of the Education and Technology Committee. This committee is one of the 17 Academic Shared Governance committees on the ASUJ campus. These committees “are the vehicle by which the faculty influences decisions and courses of action in areas of faculty responsibility by being informed of, expressing views on, and making recommendations about academic issues affecting the institution.” The Director of the Center for Learning Technology serves as an official voting member of the Education and Technology Committee, while the Dean of Continuing Education and Community Outreach serves as an ex-officio, nonvoting member of the Education and Technology Committee. The proposed changes provide that the Director of the ITTC Faculty Center will replace the Director of the Center for Learning Technology on the committee. Additionally, the Chief Information Officer will replace the Dean of Continuing Education and Community Outreach on the committee.
- The second change relates to the purpose of the Education and Technology Committee. The revised purpose statement removes “implementation of courses and/or degrees at distant sites” as a committee purpose. The new committee purpose will be changed to address “learning via face-to-face, compressed video, and online, including learning within 3D virtual environments.”
- The final change makes modifications to the section of the Faculty Handbook addressing teaching load. These changes set forth the factors to be considered when establishing classroom enrollment caps, as well as the process by which those enrollment caps are established.

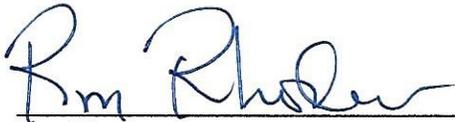
EXECUTIVE SUMMARY

Contact: Tim Hudson (870) 972-3030

- The proposed changes have been approved through the shared governance process.
- A copy of the proposed changes is attached to this resolution.

RECOMMENDATION/RESOLUTION:

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



Ron Rhodes, Secretary



Charles Luter, Chair

**Revisions to Faculty Handbook of Policies and Procedures
September 18, 2015**

I.c.5 Academic Governance Committee Purposes and Membership

Current Language:

Education and Technology Committee

The purpose of this committee is to address issues concerning technology assisted education including the implementation of courses and/or degrees at distant sites. Membership consists of the Director of the Center for Learning Technology (CLT); four tenured/tenure track faculty members appointed by the Faculty Senate and one department chair selected by the Chairs Council, all having web and/or technology assisted teaching experience to a degree center; two undergraduate students appointed annually by the SGA and one graduate student appointed annually by the GSC who have experience with distance education. The Dean of Continuing Education and Community Outreach will serve as an ex-officio, nonvoting member.

The committee reports to the Provost and Vice Chancellor for Academic Affairs and Research concerning relevant issues pertaining to distance education.

Revised Language:

Education and Technology Committee

The purpose of this committee is to address issues concerning technology-assisted education including learning via face-to-face, compressed video, and online, including learning within 3D virtual environments. Membership will include the following: (a) the Director of the ITTC Faculty Center; (b) four tenured/tenure track faculty members appointed by the Faculty Senate and one department chair selected by the Chairs Council, who have web and/or technology assisted teaching experience to a degree center; and (c) two undergraduate students appointed annually by the SGA and one graduate student appointed annually by the GSC who have experience with online education. The Chief Information Officer (Information Technology Services) will serve as an ex-officio, nonvoting member.

The committee reports to the Provost and Vice Chancellor for Academic Affairs and Research concerning relevant technology issues pertaining to education across all delivery platforms.

III.b.1. *Teaching Load:*

Current Language:

Teaching load of the faculty is normally twelve hours per semester. Faculty work load also includes research, creative activity, and service. When financial or other circumstances allow, a reassignment of teaching load may be approved by the chair of the department, program director, and/or dean of the college. A primary purpose of such reassignment is to support research and creative activities, but reassignment also may be granted to allow extra time for graduate teaching; department, college, and university committee service; supervision of theses, independent study, and practicum/internships; team teaching; new technology assisted course development; student advisement; program director/coordinator assignments; and other professional duties. To meet specific professional accreditation requirements, a program, department, or college may be authorized to develop exceptions to the normal teaching-load policy. Tenured faculty may also elect, in negotiation with their program director, department chair or dean, to teach additional courses in lieu of research, creative activity, or service.

Faculty and chairs who are appointed for twelve months generally are expected to teach during both summer terms or to perform other duties related to their assignments. Teaching load for chairs is normally six credit hours each regular semester and three credit hours each summer term. In some cases, responsibilities may be adjusted to provide the opportunity for taking accumulated leave during the summer months.

Teaching load for deans is normally three credit hours per academic year, but may vary according to other duties of the deanship.

Revised Language:

III.b.1. *Teaching Load:*

Teaching load of the faculty is normally twelve hours per semester. Faculty work load also includes research, creative activity, and service. When financial or other circumstances allow, a reassignment of teaching load may be approved by the chair of the department, program director, and/or dean of the college. A primary purpose of such reassignment is to support research and creative activities, but reassignment also may be granted to allow extra time for graduate teaching; department, college, and university committee service; supervision of theses, independent study, and practicum/internships; team teaching; new technology assisted course development; student advisement; program director/coordinator assignments; and other professional duties. To meet specific professional accreditation requirements, a program, department, or college may be authorized to develop exceptions to the normal teaching-load policy. Tenured faculty may also elect, in negotiation with their program director, department chair or dean, to teach additional courses in lieu of research, creative activity, or service.

Faculty and chairs who are appointed for twelve months generally are expected to teach during both summer terms or to perform other duties related to their assignments. Teaching load for chairs is normally six credit hours each regular semester and three credit hours each summer term. In some cases, responsibilities may be adjusted to provide the opportunity for taking accumulated leave during the summer months.

Teaching load for deans is normally three credit hours per academic year, but may vary according to other duties of the deanship.

Issues and contexts such as accreditation, discipline-specific demands of the course content, the amount of student/instructor interaction, graduate or undergraduate course level, laboratory and field/clinical settings, and instructional environments and platforms (face-to-face or online) are among the variables that should be considered when setting enrollment caps on classes. The maximum number of students assigned to course sections is to be determined by the department chair or director in consultation with the faculty and the college dean.

**ARKANSAS STATE UNIVERSITY
BOARD OF TRUSTEES**

A Resolution Recognizing the Significant Contributions of
Dr. Glen F. Fenter
to Arkansas State University Mid-South

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, Dr. Glen F. Fenter was the sole president of Mid-South Community College from June 1, 1992, until June 30, 2015; and

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

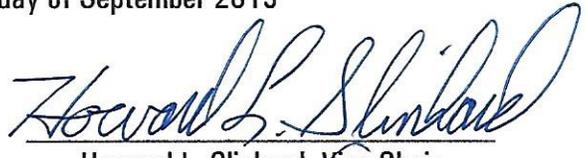
WHEREAS, Dr. Glen F. Fenter has made outstanding contributions to Arkansas State University Mid-South of a magnitude worthy of special gratitude and lasting recognition.

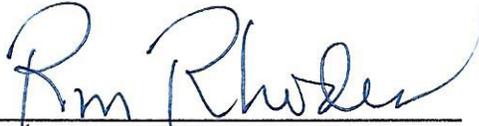
NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of Arkansas State University, that the athletic and wellness facility on the ASU Mid-South campus shall be known henceforth as:

Dr. Glen F. Fenter Athletic Complex

DULY ADOPTED AND APPROVED this 18th day of September 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
Thomas B. Goldsby Family
to Arkansas State University Mid-South

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 Thomas B. Goldsby Family are respected leaders in the community and supporters of higher education and the students we serve; and

WHEREAS, the Thomas B. Goldsby Family has made outstanding contributions to Arkansas State University Mid-South 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 training room for student-athletes in the athletic and wellness facility on the ASU Mid-South campus shall be known henceforth as:

Thomas B. Goldsby Training Center

DULY ADOPTED AND APPROVED this 18th day of September 2015


Charles Luter, Chair


Ron Rhodes, Secretary


Niel Crowson, Member


Howard L. Slinkard, Vice Chair


Tim Langford, Member


Charles L. Welch, President

**ARKANSAS STATE UNIVERSITY SYSTEM
NON-ACADEMIC APPOINTMENT
SEPTEMBER 18, 2015**

WEST, DEBRA

Chancellor, Arkansas State University Mid-South

Salary: \$180,000

Effective Date: August 1, 2015 – June 30, 2017

Source of Funds: Education and General

Justification: Replacing Glen Fenter, who retired (salary \$180,000)

Education:

2007 Ph.D. Community College Leadership, Mississippi State University, Starkville, MS

1993 M.S. Geography, University of Memphis, Memphis, TN

1988 B.S. Physical Science, University of Memphis, Memphis, TN

1985 A.A. East Arkansas Community College, Forrest City, AR

Employment:

2005 – Present Deputy Executive Director for Programs and Accountability, Mississippi Community College Board, Jackson, MS

2002 – 2004 Director of Enrollment Management, Mid-South Community College, West Memphis, AR

2000 – 2002 Director of Institutional Research, East Arkansas Community College, Forrest City, AR

1997 – 2000 Director of Institutional Research, Mid-South Community College, West Memphis, AR

ARKANSAS STATE UNIVERSITY-JONESBORO
ACADEMIC APPOINTMENTS
September 18, 2015

ALLEN, SHEENA

Instructor in Accounting

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

Effective: August 16, 2015

Source of Funds: Education and General, page 112, line 11

Justification: Replacement for Dwayne Powell, who resigned (\$54,876)

Education:

2011 M.B.A. Business Administration, Arkansas State University-Jonesboro

2009 B.S. Business Finance, Arkansas State University-Jonesboro

Employment:

2013-Present Adjunct Instructor, Arkansas State University-Jonesboro

2011-Present Advising Coordinator, Arkansas State University-Jonesboro

2009-2011 Graduate Assistant, Arkansas State University-Jonesboro

ALAM, MOHAMMAD ABRAR

Assistant Professor of Chemistry

Salary: \$54,500 (9-month rate)

Effective: August 16, 2015

Source of Funds: Education and General, page 96, line 9 (\$54,000)/page 91, line 44 (\$500)

Justification: Replacement for Michael Panigot, who was dismissed (\$57,581)

Education:

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

2004 M.S. Organic Chemistry, Aligarh Muslim University, Aligarh, Uttar Pradesh, India

2002 B.S. Chemistry and Biology, Aligarh Muslim University, Aligarh, Uttar Pradesh, India

Employment:

2014-Present Visiting Assistant Professor, Arkansas State University-Jonesboro

2012-2014 Adjunct Professor, Rowan University, Glassboro, NJ

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

AUL, KAREN

Assistant Professor of Nursing

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

Effective: August 16, 2015

Source of Funds: Education and General, page 160, line 24

Justification: Replacement for Rebecca Matthews, who resigned (\$63,882)

Education:

2015 Ph.D. Instructional Management and Leadership, Robert Morris University, Pittsburgh, PA

2008 M.S. Nursing, Robert Morris University, Pittsburg, PA

1989 B.S. Nursing, Slippery Rock University, Slippery Rock, PA

1987 A.S. Nursing, Butler County Community College, Butler, PA

Employment:

2012-Present Adjunct Nursing Online Faculty, Chatham University, Pittsburgh, PA

2004-Present Associate Professor of Nursing, Butler County Community College, Butler, PA

BREWER, DEBRA

Assistant Professor of Nursing

Salary: \$52,000 (9-month rate)

Effective: August 16, 2015

Source of Funds: Education and General, page 162, line 2 (\$50,000)/page 159, line 39 (\$2,000)

Justification: Replacement for Joyce Simmons, who resigned (\$56,237)

Education:

2007 M.S.N. Nursing, University of Central Arkansas, Conway, AR

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

Employment:

2013-Present Nursing Faculty, University of Arkansas Community College at Batesville,
Batesville, AR

2010-2015 Advanced Practice Registered Nurse, White River Medical Center, Batesville, AR

BRICKER, JESSIE

Assistant Professor/Occupational Therapy Assistant Fieldwork Coordinator in Occupational Therapy

Salary: \$63,000 (9-month rate)

Effective: August 16, 2015

Source of Funds: Education and General, page 170, line 6

Justification: New position needed to teach in new Occupational Therapy Program

Education:

2001 M.S. Occupational Therapy, Washington University School of Medicine, St. Louis, MO
2000 B.A. Psychology, Illinois Wesleyan University, Bloomington, IL

Employment:

2014-Present District Occupational Therapist, Urbana School District 116, Urbana, IL
2010-2014 Director of Rehabilitation Services, Skill Sprout, LLC, Washington, IL
2009-2011 Pediatric Occupational Therapist, SPICE of Marcfirst, Normal, IL

CHANDLER, JEFF

Instructor in English as a Second Language

Salary: \$48,000 (12-month rate)

Effective: May 16, 2015

Source of Funds: Education and General, page 77, line 3

Justification: Replaced Angela Cox, who resigned (\$32,866, 9-month rate – position was restructured into a 12-month position)

Education:

2015 M.A. Teaching English to Speakers of Other Languages (TESOL), Azusa Pacific University, Azusa, CA (Expected 2015)
1991 B.A. Theology, Ambassador College, Big Sandy, TX

Employment:

2009-Present Adjunct Instructor, Arkansas State University-Jonesboro
2001-2009 Founder, Manu Manager, Church Atlas, Jonesboro, AR

COPELIN, ALAN

Temporary Instructor in Electrical Engineering

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

Effective: August 16, 2015

Source of Funds: Education and General, page 150, line 21

Justification: Replacement for Robert Engelken, who is retiring December, 2015 and has a reduction in teaching load (\$100,209)

Education:

1992 J.D. Law, University of Texas School of Law, Austin, TX
1985 M.S. Electrical Engineering, Stanford University, Palo Alto, CA
1989 B.S. Electrical Engineering, University of Southern California, Los Angeles, CA
1983 B.S. Physics, Arkansas State University-Jonesboro

Employment:

1998-Present Deputy Prosecuting Attorney, Craighead County, Jonesboro, AR
2011-2012 Adjunct Instructor, Arkansas State University-Jonesboro

CUPP, JOANNA

Temporary Assistant Professor of Nutritional Science

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

Effective: July 1, 2015

Source of Funds: Education and General, page 174, line 1

Justification: Replacement for Kelly Tidwell, who was not reappointed (\$52,530)

Education:

2006 M.S. Dietetics, University of Central Arkansas, Conway, AR

2005 B.S. Dietetics, University of Central Arkansas, Conway, AR

Employment:

2015-Present County Extension Agent, University of Arkansas Division of Agriculture Cooperative
Extension Service, Harrisburg, AR

2015 Adjunct Faculty/Clinical Instructor, Arkansas State University-Jonesboro

2012-2014 Clinical/Lap Band Dietitian, Morrison-Mercy Hospital and Medical Center, Chicago, IL

2010-2012 Clinical/Lap Band Dietitian, Morrison-Lap Band Clinic, Chicago, IL

2008-2010 Clinical Bariatric Dietitian, Morrison-Mobile Infirmary Medical Center, Mobile, AL

CURTIS, JESSICA

Assistant Professor of Psychology

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

Effective: August 16, 2015

Source of Funds: Education and General, page 133, line 15

Justification: New position needed to teach in Psychology Program

Education:

2015 Ph.D. Psychology, Oklahoma State University, Stillwater, OK

2012 M.S. Psychology, Oklahoma State University, Stillwater, OK

2010 B.A. Psychology, Oklahoma State University, Stillwater, OK

Employment:

2011-Present Instructor, Oklahoma State University, Stillwater, OK

2014 Teaching Assistant, Oklahoma State University, Stillwater, OK

2011-2014 Guest Lecturer, Oklahoma State University, Stillwater, OK

2010-2014 Lab Instructor, Oklahoma State University, Stillwater, OK

FOSTER, STANLEY MARK

Assistant Professor of Nursing

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

Effective: August 16, 2015

Source of Funds: Education and General, page 160, line 25 (\$53,712)/page 159, line 44 (\$8,288)

Justification: Replacement for Stacy Troxel, who was not reappointed (\$57,832)

Education:

2013 D.N.P. Nursing, University of Southern Indiana, Evansville, IN

2008 F.N.P. Nursing, Arkansas State University-Jonesboro

2006 B.S.N. Nursing, Arkansas State University-Jonesboro

Employment:

2008-Present Advanced Practice Nurse/Family Nurse Practitioner, Family Practice Clinic,
Paragould, AR

2008-Present Clinical Adjunct Instructor, Arkansas State University-Jonesboro

2006-Present Part-time Registered Nurse House Supervision, Arkansas Methodist Hospital,
Paragould, AR

2011-2014 Pro Re Nata (PRN) Nurse, Schumacher Group, Arkansas Methodist Medical Center,
Paragould, AR

GREEN, LATOYA

Temporary Assistant Professor of Physical Therapy

Salary: \$59,000 (9-month rate)

Effective: August 16, 2015

Source of Funds: Education and General, page 167, line 6 (\$57,000)

Education and General, page 159, line 72 (\$2,000)

Justification: Replacement for Myra Meekins, who resigned (\$64,496)

Education:

2015 D.P.T. Physical Therapy, Arkansas State University-Jonesboro

2004 M.S.P.T. Physical Therapy, Arkansas State University-Jonesboro

1998 B.A. Psychology, Tougaloo College, Tougaloo, MS

Employment:

2005-Present Physical Therapist, Baptist Memorial Hospital-Desoto, Southaven, MS

HANCOCK, JASON

Temporary Instructor in English

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

Effective: August 16, 2015

Source of Funds: Education and General, page 101, line 24

Justification: Replacement for Victoria Spaniol, who retired (\$51,005)

Education:

2008 M.A. English, Arkansas State University-Jonesboro

2006 B.A. English, Arkansas State University-Jonesboro

2003 A.A. Art, Arkansas Northeastern College, Paragould, AR

Employment:

2008-Present Instructor, Pulaski Technical College, North Little Rock, AR

2013-2014 Instructor, University of Central Arkansas, Conway, AR

2009-2011 Instructor, Central Baptist College, Conway, AR

HANDLEY, DONNA

Assistant Professor of Public Administration

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

Effective: August 16, 2015

Source of Funds: Education and General, page 67, line 28

Justification: New position needed to teach in online Master of Public Administration Program

Education:

2003 Ph.D. Public Administration and Public Policy, Auburn University, Auburn, AL

1998 M.P.A. Human Resources and Personnel Management, Auburn University, Auburn, AL

1995 B.A. English, Auburn University, Auburn, AL

Employment:

2013-Present Adjunct Instructor, Arkansas State University-Jonesboro

2013-Present Adjunct Instructor (online), Bellevue University, Bellevue, NE

2011-Present Principal and President, Lampstead Solutions, LLC, Birmingham, AL

2010-2011 Tenured Associate Professor, University of Alabama at Birmingham, Birmingham, AL

HINKLE, WILLIAM

Temporary Assistant Professor of Sociology

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

Effective: August 16, 2015

Source of Funds: Education and General, page 106, line 16

Justification: New position needed due to two vacant permanent faculty lines

Education:

1995 Ph.D. Sociology, Western Michigan University, Kalamazoo, MI
1985 M.P.A. Public Affairs, Indiana University, South Bend, IN
1978 B.A. Forensic Studies, Indiana University, Bloomington, IN

Employment:

2012-Present Associate Professor, Chowan University, Murfreesboro, NC
2000-2011 Instructor, Ball State University, Muncie, IN

HOSTENG, KATIE

Temporary Instructor in Exercise Science

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

Effective: August 16, 2015

Source of Funds: Education and General, page 136, line 8

Justification: Replacement for Marla Jones, who resigned (\$68,017)

Education:

2015 M.S. Kinesiology, Western Illinois University, Macomb, IL
2013 B.S. Exercise Science, Western Illinois University, Macomb, IL

Employment:

2013-Present Graduate Teaching Assistant, Western Illinois University, Macomb, IL

JENNINGS, JOY

Temporary Assistant Professor of Nursing

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

Effective: August 16, 2015

Source of Funds: Education and General, page 172, line 2

Justification: Replacement for Kimberly Cooper, who resigned (\$58,424)

Education:

1995 M.S.N. Education, Bellarmine College, Louisville, KY
1988 B.S.N. Nursing, State University of New York, Albany, NY
1981 A.D.N. Nursing, Three Rivers Community College, Poplar Bluff, MO
1976 L.P.N. Nursing, Poplar Bluff Vocational-Tech, Poplar Bluff, MO

Employment:

2014-Present Adjunct Clinical Professor, Arkansas State University-Beebe

2014-Present Occupational Clinic Nurse, Center for Toxicology and Environmental Health, North Little Rock, AR

2008-2014 Assistant Clinical Professor, University of Arkansas for Medical Sciences, Conway, AR

2005-2013 RN-PRN Pool Adult Health, University of Arkansas for Medical Sciences, Little Rock, AR

JOHNSON, MARSHA

Assistant Professor/Academic Fieldwork Coordinator of Occupational Therapy

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

Effective: July 1, 2015

Source of Funds: Education and General, page 170, line 5

Justification: New position needed to teach in new Occupational Therapy Program

Education:

2003 O.T.D. Occupational Therapy, Belmont University, Nashville, TN

2002 M.S. Occupational Therapy, Belmont University, Nashville, TN

1993 A.S. Occupational Therapy, University of Louisiana-Monroe, Monroe, LA

Employment:

2013-Present Lead Occupational Therapist, Arkansas River Education Service Cooperative,
Pine Bluff, AR

1999-2013 Occupational Therapist, Jenkins Memorial Center, Pine Bluff, AR

JOHNSTON, LAUREN

Temporary Assistant Professor of Nursing

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

Effective: August 16, 2015

Source of Funds: Education and General, page 160, line 31

Justification: Replacement for Teresa Fisher, who accepted a permanent position (\$51,000)

Education:

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

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

Employment:

2014-Present Director of Case Management, Arkansas Methodist Medical Center, Paragould, AR

2014-Present Clinical Instructor, Arkansas State University, Jonesboro-

2012-2013 Clinical Instructor, Arkansas Northeastern College, Paragould, AR

2010-2014 Intensive Care Nurse, Arkansas Methodist Medical Center, Paragould, AR

KAUFMAN, JEANNE

Temporary Assistant Professor of Criminology

Salary: \$46,000 (9-month rate)

Effective: August 16, 2015

Source of Funds: Education and General, page 67, line 26

Justification: New position needed to teach in new online Bachelor of Arts, Criminology Program

Education:

2003 Ph.D. Criminal Justice, State University of New York, Albany, NY
1996 M.A. Criminal Justice, State University of New York, Albany, NY
1993 M.Ed. Counseling, University of Maryland, College Park, MD
1990 B.S. Criminal Justice, West Chester University of Pennsylvania, West Chester, PA

Employment:

2006-Present Adjunct Faculty, Western Carolina University, Cullowhee, NC
2011-2013 Adjunct Faculty, Bethel University, Nashville, TN

KING, DENNIS

Temporary Assistant Professor of Disaster Preparedness and Emergency Management

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

Effective: August 16, 2015

Source of Funds: Education and General, page 176, line 4

Justification: Replacement for Kayleigh Wilson, who resigned (\$64,260 -12-month rate)

Education:

2013 Ed.D. Educational Leadership, Walden University, Baltimore, MD
1999 Ed.S. Educational Administration, University of Montevallo, Montevallo, AL
1987 M.S. Special Education, Livingston University, Livingston, AL
1978 B.S. Education, Arkansas State University-Jonesboro, AR

Employment:

2007-Present Trainer/School Liaison Officer, Anniston Army Depot, Anniston, AL
2012-2013 Senior Chaplain Assistant, Deployed-Operation Enduring Freedom at Camp Arifjan,
Kuwait

KNIGHT, CHERYL

Temporary Instructor in Social Work

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

Effective: August 16, 2015

Source of Funds: Education and General, page 168, line 13

Justification: New position needed to teach and advise students in the Social Work Program

Education:

2017 D.S.W. Social Work, University of Tennessee, Memphis, TN (Expected 2017)
2000 Ph.D. Sociology, Mississippi State University, Mississippi State, MS (ABD)
2005 M.S.W. Social Work, University of Tennessee, Memphis, TN
1996 M.A. Sociology, Arkansas State University-Jonesboro
1995 B.S. Photojournalism, Arkansas State University-Jonesboro

Employment:

2009-Present Emergency Services Coordinator, Mid-South Health Systems, Jonesboro, AR

LEE, KASIE

Assistant Professor of Counseling

Salary: \$54,000 (9-month rate)

Effective: August 16, 2015

Source of Funds: Education and General, page 134, line 1

Justification: Replacement for Dianne Langford, who resigned (\$55,327)

Education:

2014 Ph.D. Counseling, University of North Texas, Denton, TX

2009 M.Ed. Human Development Counseling, Vanderbilt University, Nashville, TN

2007 B.A. Psychology and Sociology, Vanderbilt University, Nashville, TN

Employment:

2014-Present Assistant Professor of Counseling, Alfred University, Alfred, NY

2011-2013 Assistant Director of Clinical Assessment Services, University of North Texas,
Denton, TX

2010-2013 Assessment Counselor, University of North Texas, Denton, TX

2009-2013 Counselor/Graduate Assistant, University of North Texas, Denton, TX

2010-2011 Assistant Director of School Services, University of North Texas, Denton, TX

LESLIE, H. STEVE

Instructor in Business Communication

Salary: \$53,000 (9-month rate)

Effective: August 16, 2015

Source of Funds: Education and General, page 114, line 10 (\$50,000)/page 110, line 48 (\$3,000)

Justification: Replacement for Krystal Sirota, who resigned (\$51,000)

Education:

2016 Ed.D. Higher Education Leadership, Arkansas State University-Jonesboro (Expected 2016)

2008 M.A. Communication Studies, Arkansas State University-Jonesboro

2008 M.S. Information Systems and e-Commerce, Arkansas State University-Jonesboro

2003 M.B.A. Business Administration, Manchester Business School, Manchester, England

1996 B.S. Management Studies, University of the West Indies, Kingston, Jamaica

Employment:

2013-Present Interim Director of Interactive Teaching and Technology Center, Arkansas State University-Jonesboro
2013-Present Online Instructor, Arkansas State University-Jonesboro
2008-2013 Academic Technology Specialist, Arkansas State University-Jonesboro
2008-2013 Instructor, Arkansas State University-Jonesboro

LEXOW, MATTHEW

Temporary Instructor in Philosophy

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

Effective: August 16, 2015

Source of Funds: Education and General, page 101, line 7

Justification: Replacement for Eric Cave, who is on leave without pay for the 2015-16 academic year (\$72,554)

Education:

2012 M.A. Philosophy, University of Memphis, Memphis, TN
2006 M.A. English, Kansas State University, Manhattan, KS
2003 B.S. History, Emporia State University, Emporia, KS

Employment:

2009-Present Graduate Instructor, University of Memphis, Memphis, TN
2013 Adjunct Instructor, Arkansas State University-Jonesboro

LI, DONG "MICHELLE"

Assistant Professor of Operations Management/Supply Chain

Salary: \$104,000 (9-month rate)

Effective: August 16, 2015

Source of Funds: Education and General, page 114, line 17 (\$84,748)/page 110, line 38 (\$19,252)

Justification: Replacement for Ahmad Syamil, who resigned (Salary \$92,884)

Education:

2015 Ph.D. Business Administration, University of Massachusetts Amherst, Amherst, MA
2010 B.Mgt. Industrial Engineering, Nankai University, Tianjin, China

Employment:

2014-Present Student, Ph.D. Candidate
2012-2014 Instructor/Teaching Assistant, University of Massachusetts Amherst, Amherst, MA

LONG, JODY

Assistant Professor of Social Work

Salary: \$56,000 (9-month rate)

Effective: August 16, 2015

Source of Funds: Education and General, page 168, line 9

Justification: Replacement for Kathleen Carrick, who resigned (\$68,224)

Education:

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

1989 M.S.W. Social Work, University of Georgia, Athens, GA

1985 B.B.A. Business Administration, Mercer University, Atlanta, GA

Employment:

2015-Present Licensed Clinical Social Worker, Methodist Employment Assistance Program,
Memphis, TN

2014-Present Adjunct Professor, University of Memphis, Memphis, TN

2010-Present Consultant, Psychiatric Medical Care, Memphis, TN

1997-2015 Instructor, University of Tennessee Health Science Center, Memphis, TN

1997-2014 Licensed Clinical Social Worker, University of Tennessee Medical Group/University
of Tennessee, Department of Psychiatry, Memphis, TN

MANN, MARY J.

Temporary Instructor in Mathematics

Salary: \$15,000 (4½-month rate)

Effective: August 16, 2015

Source of Funds: Education and General, page 98, line 22

Justification: Off-budget position needed to cover medical leave for Sarah Gore

Education:

2015 M.S. Mathematics, Arkansas State University-Jonesboro

2013 B.S. Mathematics, Arkansas State University-Jonesboro

Employment:

2015 Graduate Teaching Assistant, Arkansas State University-Jonesboro

MARTINEZ, VICTOR M.

Temporary Instructor in Art History

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

Effective: August 16, 2015

Source of Funds: Education and General, page 153, line 15

Justification: Replacement for William Allen, who resigned (\$82,626)

Education:

2009 Ph.D. Ancient Art, University of Illinois at Urbana-Champaign, Champaign, IL
1999 M.A. Classical Art History and Archaeology, University of Missouri, Columbia, MO
1993 B.A. Art Classics, University of Illinois at Urbana-Champaign, Champaign, IL

Employment:

2014-2015 Lecturer, Monmouth College, Monmouth, IL
2012-2014 Carolina Postdoctoral Scholar, University of North Carolina at Chapel Hill,
Chapel Hill, NC
2010-2012 Visiting Assistant Professor, University of Missouri, Columbia, MO

McCAMPBELL, JENNIVER

Instructor in Applied Linguistics

Salary: \$48,000 (12-month rate)

Effective: May 16, 2015

Source of Funds: Education and General, page 77, line 4

Justification: Replaced Doris Shewmaker, who resigned (\$35,360, 9-month rate – position was restructured into a 12-month position)

Education:

2014 M.A. Applied Linguistics, Georgia State University, Atlanta, GA
2007 B.A. English, Georgia College and State University, Milledgeville, GA

Employment:

2014-Present Instructor, Mercer University, Macon, GA
2014 Teaching Assistant, Georgia State University, Atlanta, GA
2013-2014 Volunteer Instructor, English School at Marietta First Baptist Church, Marietta, GA
2011-2012 Educational Services Volunteer, International Rescue Committee, Atlanta, GA

MYERS, MONICA

Temporary Assistant Professor of Sociology

Salary: \$46,000 (9-month rate)

Effective: August 16, 2015

Source of Funds: Education and General, page 67, line 25

Justification: New position needed to teach in Online Bachelor of Arts Sociology Program

Education:

2009 Ph.D. Sociology, University of Arizona, Tucson, AZ
2005 M.A. Sociology, University of Arizona, Tucson, AZ
2002 B.S. Sociology, Brigham Young University, Provo, UT

Employment:

2015 Adjunct Instructor, Arkansas State University-Jonesboro
2009-2014 Assistant Professor, Arkansas State University-Jonesboro

NEW, APRIL

Temporary Instructor in Spanish

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

Effective: August 16, 2015

Source of Funds: Education and General, page 103, line 10

Justification: New position needed to teach in Spanish Program

Education:

2015 Ph.D. Hispanic Studies, University of Kentucky, Lexington, KY (Expected 2015)
2012 M.A. Hispanic Studies, University of Kentucky, Lexington, KY
2007 M.A. Spanish Literature, Middlebury College C.V. Starr School, Spain
2006 B.A. English and Spanish, College of Charleston, Charleston, SC

Employment:

2009-2015 Graduate Teaching Assistant, University of Kentucky, Lexington, KY

NORTHCUTT, MANDY

Temporary Instructor in Exercise Science

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

Effective: August 16, 2015

Source of Funds: Education and General, page 136, line 26

Justification: Replacement for Tara Allen, who resigned (\$37,000)

Education:

2014 M.S. Health, Physical Education and Sports Science, Arkansas State University-Jonesboro
2003 B.A. Fine Arts and Communication, University of Central Arkansas, Conway, AR

Employment:

2012-Present Group Exercise Coordinator, St. Bernard's Health and Wellness, Jonesboro, AR
2007-2012 Manager, Curves, Jonesboro, AR

PACE, TAMARA

Temporary Instructor in Social Work

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

Effective: August 16, 2015

Source of Funds: Education and General, page 168, line 5

Justification: Replacement for Loretta Brewer, who retired (\$72,742)

Education:

2015 Ph.D. Social Work, Jackson State University, Jackson, MS (Expected 2015)
2011 M.S. Social Work, Arkansas State University-Jonesboro
2009 B.A. Social Work, University of Arkansas, Pine Bluff, AR

Employment:

2012-2015 Doctoral Teaching Assistant, Jackson State University, Jackson, MS
2011-2012 Mental Health Paraprofessional Therapist, Ascent Pediatric Day Clinic, Trumann, AR
2011 Mental Health Paraprofessional, Families, Inc., Jonesboro, AR
2010-2011 Graduate Assistant, Arkansas State University- Jonesboro

SITTON, RONALD W.

Temporary Instructor in Media

Salary: \$47,000 (9-month rate)

Effective: August 16, 2015

Source of Funds: Education and General, page 120, line 12

Justification: Replacement for Bonnie Thrasher, deceased (\$47,034)

Education:

2004 Ph.D. Communication, University of Tennessee, Knoxville, TN
1996 M.A. Journalism, University of Arkansas at Little Rock, Little Rock, AR
1992 B.A. Journalism, University of Arkansas at Little Rock, Little Rock, AR

Employment:

2013-Present Sales Associate, Fletcher Chrysler Dodge Jeep Ram, Sherwood, AR
2009-2013 Associate Professor, University of Arkansas, Monticello, AR

SNIDER, STEFANIE

Temporary Instructor in Art History

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

Effective: August 16, 2015

Source of Funds: Education and General, page 153, line 12

Justification: Replacement for Alyson Gill, who resigned (\$69,936)

Education:

2010 Ph.D. Art History, University of Southern California, Los Angeles, CA
2003 M.A. Art History, Tufts University, Medford, MA
1998 B.A. Art History, Reed College, Portland, OR

Employment:

2014-Present Visiting Assistant Professor, Wheaton College, Norton, MA
2013-Present Adjunct Professor, Washburn University, Online
2012-Present Adjunct Professor, Art Institute of Pittsburgh, Online
2010-2011 Adjunct Professor, Washington State University, Vancouver, WA

SU, YE

Temporary Instructor in AgriBusiness

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

Effective: August 16, 2015

Source of Funds: Education and General, page 84, line 22

Justification: New position needed to teach in Agribusiness Program

Education:

2015 Ph.D. Agricultural and Applied Economics, University of Missouri, Columbia, MO
(Expected 2015)
2009 M.A.B. Agribusiness, University of Florida, Gainesville, FL
2006 M.S. Food Science, University of Maryland, College Park, MD
1998 B.E. Food Science and Engineering, Southwest University, Chongqing, China

Employment:

2010-Present Graduate Research Assistant, University of Missouri, Columbia, MO
2014-2015 Teaching Assistant, University of Missouri, Columbia, MO
2012-2013 Freelance Mandarin Tutor, University of Missouri, Columbia, MO
2012 Tutor of Microeconomics, University of Missouri, Columbia, MO

ZEHLE, ASHLEY

Temporary Instructor in Spanish

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

Effective: August 16, 2015

Source of Funds: Education and General, page 103, line 11

Justification: New position needed to teach in Spanish Program

Education:

2015 M.A. Spanish, Cleveland State University, Cleveland, OH
2012 B.S. Education, University of Akron, Akron, OH
2012 B.A. Spanish, University of Akron, Akron, OH

Employment:

2014-Present Teaching Assistant, Cleveland State University, Cleveland, OH
2013-2014 Middle and High School Teacher, Albert Einstein Academy, Westlake, OH
2012-2013 Middle School Teacher, Hillside Middle School, Seven Hills, OH
2012 Student Teacher, Escuela Elemental de la Universidad de Puerto Rico, San Juan,
Puerto Rico
2012 Teacher, Brunswick High School, Brunswick, OH
2011-2012 Tutor, Knowledge Points, Parma, OH
2010-2011 Community Assistant, University of Akron, Akron, OH

ARKANSAS STATE UNIVERSITY-JONESBORO
ACADEMIC REASSIGNMENTS OF DUTY
September 18, 2015

HOGUE, GINA

From: Associate Vice Chancellor for Academic Services and Associate Professor of History
To: Associate Vice Chancellor for Academic Services, Interim Dean for the College of Education and Behavioral Science, and Associate Professor of History
Effective: July 1, 2015
Salary: \$129,772 (\$120,772 - 12-month base salary, plus a 4½-month stipend of \$9,000)
Source of Funds: Education and General, page 45, line 2 (plus salary savings)
Justification: Assumed position of Interim Dean for the College of Education and Behavioral Science (\$128,272)

MORTON, LARRY

From: Assistant Professor of Social Work and Master of Social Work Program Director
To: Co-Chair of the Department of Social Work, Assistant Professor of Social Work, and Master of Social Work Program Director
Effective: July 1, 2015
Salary: \$72,962 (9-month rate, \$67,692, plus \$5,000 stipend)
Source of Funds: Education and General, page 168, line 7
Justification: Replacement (as Co-Chair) for Karen Allen, who resigned (\$97,900, 12-month rate)

RAWLINS, BRAD

From: Dean of Media and Communications and Professor of Journalism
To: Dean of Media and Communications, Interim Dean of Humanities and Social Sciences, and Professor of Journalism
Effective: July 1, 2015
Salary: \$160,000 (12-month rate)
Source of Funds: Education and General, page 119, line 1 (\$160,000 - base \$134,271, plus \$25,729 stipend)
Justification: Replacement for Lauri Umansky, who stepped down from Dean to Director of the Heritage Studies Ph.D. Program (Salary \$145,442 12-month rate)

ROBERTSON, JOHN

From: Chair of Department of Accounting and Department of Computer and Information Technology, and Professor of Accounting
To: Professor of Accounting
Effective: July 1, 2015
Salary: \$96,692 (9-month rate)
Source of Funds: Education and General, page 112, line 6 and page 109, line 19
Justification: Returned to a full-time tenured faculty position

THATCHER, MATTHEW S.

From: Assistant Professor of Communication Studies
To: Communication Studies Online Degree Program Coordinator
Effective: July 1, 2015
Salary: \$50,000 (12-month rate)
Source of Funds: Education and General, page 67, line 24
Justification: Moved from tenured faculty appointment to non-tenured faculty appointment

WALLS, PATRICIA

From: Associate Professor of Social Work and Bachelor of Social Work Program Director
To: Co-Chair of the Department of Social Work, Associate Professor of Social Work and Bachelor of Social Work Program Director
Effective: July 1, 2015
Salary: \$65,080 (9-month rate)
Source of Funds: Education and General, page 168, line 6 (base \$60,080, plus \$5,000 stipend)
Justification: Replacement (as Co-Chair) for Karen Allen, who resigned (\$97,900 12-month rate)

ARKANSAS STATE UNIVERSITY-JONESBORO
NON-ACADEMIC APPOINTMENTS
September 18, 2015

DEPROW, SUMMER

Director of Assessment, Office of Assessment Services

Salary: \$80,000

Effective: June 1, 2015

Source of Funds: Education and General, page 63, line 1

Justification: Replacement for Josephine Welsh, who resigned (\$86,646)

Education:

2014 Ph.D. Higher Education, University of Mississippi, Oxford, MS
1998 S.C.C.T. Specialist in Community College Teaching, Arkansas State University-Jonesboro
1995 M.B.A. Business Administration, Arkansas State University-Jonesboro
1993 B.S. Accounting, Arkansas State University-Jonesboro

Employment:

2014-Present Adjunct Professor/Certified Online Professor, University of Mississippi, Oxford, MS
2008-2010 Assistant Outcomes Assessment Coordinator, Williams Baptist College, Walnut Ridge, AR
1998-Present Phi Beta Lambda and Sigma Beta Delta Advisor, Williams Baptist College, Walnut Ridge, AR
1997-Present Associate Professor and Chair, Department of Business, Williams Baptist College,
Walnut Ridge, AR

GREER, QUBIEINIQUE

Academic Advisor, Advising, Recruitment and Retention Center, College of Agricultural and Technology

Salary: \$30,000

Effective: August 5, 2015

Source of Funds: Education and General, page 83, line 2

Justification: New position to perform advising, recruitment, and retention for the College of Agriculture and Technology - salary funded from elimination of an administrative support position

Education:

2015 M.A. Student Affairs and Higher Education, Northwestern State University, Natchitoches, LA
2010 B.S. Secondary Education, Lincoln University, Jefferson City, MO

Employment:

Jan-May 2015 Counseling and Career Center Intern, Northwestern State University, Natchitoches, LA
2014-May 2015 Graduate Assistant, Department of Teaching, Leadership and Counseling, Northwestern
State University, Natchitoches, LA
2012-2014 Children's Service Worker, Missouri Children's Division, Jefferson City, MO
Jul 2011-2012 Office Support Assistant, Division of Legal Services, Missouri Department of Social Services,
Jefferson City, MO
Feb-May 2011 Interim Residential Hall Director, Lincoln University, Jefferson City, MO

HAGEN, JR., MICHAEL

Head Coach, Men's Golf

Salary: \$48,000
Effective: July 10, 2015
Source of Funds: Auxiliary Enterprises, page 229, line 1
Justification: Replacement for Steve Johnson, who resigned (\$47,376)

Education:

2004 M.S. Sport Management, Western Illinois University, Macomb, IL
2002 B.A. Education, Physical Education, University of Northern Iowa, Cedar Falls, IA

Employment:

2005-Present Athletic Director and Men's Golf Coach, Indian Hills Community College, Ottumwa, IA
2004-2005 Men's and Women's Golf Coach, Ashford University, Clinton, IA

HOPKINS, MEGAN

Research Associate, Global Initiatives, Academic Affairs and Research

Salary: \$40,000
Effective: July 6, 2015
Source of Funds: Education and General, page 77, line 7
Justification: New position to enhance marketing and development of creative media, and to promote international and online programs

Education:

2015 M.A. Journalism, University of Missouri, Columbia, MO
2011 B.A. Strategic Communications, Oklahoma Baptist University, Shawnee, OK

Employment:

2013-Present Graduate Assistant, Global Programs, University of Missouri, Columbia, MO
2011-Present Customer Service and Cash Office Associate, Kohl's, Columbia, MO
2014 Communications Intern, Missouri State Parks and Historic Sites, Jefferson City, MO
2012 Marketing Intern, Citizens Memorial Hospital, Bolivar, MO

HUBER, STEVEN

Assistant Coach, Women's Basketball

Salary: \$60,000
Effective: July 1, 2015
Source of Funds: Auxiliary Enterprises, page 231, line 3
Justification: Replacement for Aaron Kallhoff, who resigned (\$64,420)

Education:

1988 M.S. Educational Administration, Northwest Missouri State University, Maryville, MO
1982 B.S. Physical Education, Illinois State University, Normal, IL

Employment:

2013-2014 Head Women's Basketball Coach, Drury University, Springfield, MO
2006-2013 Assistant Women's Basketball Coach and Recruiting Coordinator, Creighton University,
Omaha, NE
2004-2006 Assistant Women's Basketball Coach and Recruiting Coordinator, Central Missouri State
University, Warrensburg, MO

JOHNSON, DEIDRA

Assistant Coach, Women's Basketball

Salary: \$42,000
Effective: June 1, 2015
Source of Funds: Auxiliary Enterprises, page 231, line 4
Justification: Replacement for Aisha Stewart, who resigned (\$40,132)

Education:

2004 B.S. Sociology, Oklahoma State University, Stillwater, OK
2002 A.A. General Studies, University of Arkansas-Fort Smith, Fort Smith, AR

Employment:

2014-Present Assistant Women's Basketball Coach and Recruiting Coordinator, Blinn College, Brenham, TX
2012-2014 Assistant Women's Basketball Coach and Recruiting Coordinator, University of Texas at
San Antonio, San Antonio, TX
2010-2012 Assistant Women's Basketball Coach and Recruiting Coordinator, Marshall University,
Huntington, WV
2008-2010 Assistant Women's Basketball Coach and Recruiting Coordinator, Chipola College,
Marianna, FL
July 2009 Head Women's Basketball Coach, 2009 NJCAA All-Star Games, Pensacola, FL
2007-2008 Assistant Women's Basketball Coach, Coffeyville Community College, Coffeyville, KS

LANGE, KARL

Head Coach, Women's Tennis

Salary: \$48,000
Effective: July 10, 2015
Source of Funds: Auxiliary Enterprises, page 232, line 1
Justification: Replacement for Marina Cooper, who resigned (\$40,776)

Education:

1999 M.S. Sports Management, Texas A&M University, College Station, TX
1992 B.S. Kinesiology, University of Kentucky, Lexington, KY

Employment:

2012-Present Head Men's Tennis Coach, Birmingham Southern College, Birmingham, AL
2011-2012 Director of Youth Sports, City of Batesville, Batesville, AR
2009-2011 Special Education Paraprofessional, Batesville School District, Batesville, AR
2005-2008 President and Chief Operating Officer, Batesville Athletic Club, Batesville, AR

MITTIE, LOGAN

Assistant Coach, Women's Basketball

Salary: \$16,640

Effective: July 1, 2015

Source of Funds: Auxiliary Enterprises, page 231, line 6

Justification: New position to serve as Director of Basketball Operations, providing support for Women's Basketball - replacement for part-time employee Renae Shippy, who resigned (\$8,320)

Education:

2015 B.S. Sports Broadcasting, Texas Christian University, Fort Worth, TX

Employment:

2014-Present Operations Supervisor, Campus Recreation, Texas Christian University, Fort Worth, TX

2013-Present Talent Intern, Texas Christian University, Fort Worth, TX

2014 Intern, Athletics, CBS Channel 11/TXA 21, Arlington, TX

2012-2013 Student Coach, Women's Basketball, Texas Christian University, Fort Worth, TX

MOORE, THOMAS BLAKE

Student Development Specialist, Office of Recruitment

Salary: \$30,000

Effective: June 1, 2015

Source of Funds: Education and General, page 34, line 5

Justification: Replacement for Marcus Smith, who transferred to position of Assistant Director of Admissions (\$30,384)

Education:

2015 B.A. Communication Studies, University of Southern Mississippi, Hattiesburg, MS

Employment:

2014-Present Youth Minister, First United Methodist Church, Laurel, MS

2013-Present Student Tour Guide, University of Southern Mississippi, Hattiesburg, MS

2007-2014 Customer Service Representative, Pine Belt Trophy, Hattiesburg, MS

2011-2012 Youth Ministry Intern, First Baptist Church of Hattiesburg, Hattiesburg, MS

RADEMACHER, AUTUMN

Assistant Coach, Women's Basketball

Salary: \$49,000

Effective: June 16, 2015

Source of Funds: Auxiliary Enterprises, page 231, line 2

Justification: Replacement for Sonja Tate, who resigned (\$46,272)

Education:

1997 B.S. Criminal Justice, University of Detroit Mercy, Detroit, MI

Employment:

2008-2015 Head Coach, University of Detroit Mercy, Detroit, MI
2004-2008 Assistant Women's Basketball Coach and Recruiting Coordinator, University of Wisconsin-Green Bay, Green Bay, WI

SANDERS, NOAH

Assistant Coach, Baseball

Salary: \$23,227
Effective: July 1, 2015
Source of Funds: Auxiliary Enterprises, page 225, line 3
Justification: Replacement for Anthony Everman, who resigned (\$26,000)

Education:

2010 B.G.S. General Studies, University of Arkansas at Monticello, Monticello, AR

Employment:

2013-Present Volunteer Assistant, Arkansas State University-Jonesboro
Fall 2012 Assistant Coach, Baseball, Crowder College, Neosho, MO
2010-2012 Assistant Coach, Baseball, University of Arkansas at Monticello, Monticello, AR

SITTIG, REBEKAH

Director of Strength and Conditioning

Salary: \$30,000
Effective: July 1, 2015
Source of Funds: Auxiliary Enterprises, page 223, line 1
Justification: Replacement for Albert Ross Miller, who resigned (\$40,856)

Education:

2015 M.S. Social Science, The Citadel, Charleston, SC
2013 B.S. Kinesiology, University of Wisconsin-Oshkosh, Oshkosh, WI

Employment:

2013-Present Graduate Assistant, Strength and Conditioning, The Citadel, Charleston, SC
May-Jul 2013 Strength and Conditioning Coach, Big Impact Fitness, Appleton, WI
Jan-May 2013 Intern, Strength and Conditioning, Marquette University, Milwaukee, WI
2009-2012 Clinical Student and Research Assistant, University of Wisconsin-Oshkosh, Oshkosh, WI

SMALL, TOPEKA

Project Program Director, Office of Assessment Services

Salary: \$60,000
Effective: June 1, 2015
Source of Funds: Education and General, page 63, line 2
Justification: New position to meet accreditation needs

Education:

2011 Ed.D. Higher Education, University of Memphis, Memphis, TN
2001 M.A. English, University of Memphis, Memphis, TN
1999 B.A. English, University of Memphis, Memphis, TN

Employment:

2014-Present Data Analyst/Institutional Researcher, East Arkansas Community College, Forrest City, AR
2013-2014 Assistant Director of Assessment and Accreditation, Southern Methodist University,
Dallas, TX
Jan-Aug 2013 Associate Vice President, Institutional Effectiveness, Mid-South Community College,
West Memphis, AR
2010-2013 Director of Institutional Effectiveness, Mid-South Community College, West Memphis, AR
2003-2008 Instructor, English Department, Mid-South Community College, West Memphis, AR

WALKER-CLARK, HEATHER

Coordinator of Non-Credit Activity, Delta Economic Development Center

Salary: \$80,000
Effective: August 3, 2015
Source of Funds: Education and General, page 51, line 2
Justification: Replacement for James A. Decker, who was not reappointed (\$68,265)

Education:

2005 M.P.A. Public Administration, University of Memphis, Memphis, TN
1999 B.A. Psychology, University of Memphis, Memphis, TN

Employment:

2009-Present Grants Administrator and Crime Analyst, City of Jonesboro, Jonesboro, AR
2007-2009 Founder/Owner, Extra Mile Construction, LLC, Memphis, TN
2006-2007 Consultant, Consilience Group, LLC, Memphis, TN
2002-2006 Program Administrative Specialist A, Juvenile Court of Memphis and Shelby County,
Memphis, TN

WHATLEY, CHAD

Research Assistant, Honors Instruction

Salary: \$40,000
Effective: July 20, 2015
Source of Funds: Education and General, page 81, line 2
Justification: Replacement for Jamie Beck, who resigned (\$35,350)

Education:

2015 M.A. International Affairs and Natural Resources and Sustainable Development, American
University, School of International Service, Washington, DC
2011 B.A. Spanish, Arkansas State University-Jonesboro

Employment:

Jul-Aug 2014 Economic Intern, U.S. Department of State, U.S. Embassy, Belgrade, Serbia
Apr-Jun 2014 Intern, Heifer International, Little Rock, AR
2013 Assistant Manager and Lifeguard, City of Blytheville, Parks and Recreation, Blytheville, AR
2011-2012 Native English Instructor, Teach and Learn in Korea, Hapcheon, South Korea
2010-2011 Language Lab Intern, Department of Languages and Cultures,
Arkansas State University-Jonesboro
2004-2011 Assistant Manager and Lifeguard, City of Blytheville, Parks and Recreation, Blytheville, AR

**ARKANSAS STATE UNIVERSITY-JONESBORO
NON-ACADEMIC REASSIGNMENTS OF DUTY
September 18, 2015**

CASKEY, TRACY

From: Associate Director, Upward Bound
To: Project/Program Specialist, Dean of Science and Mathematics
Effective: August 3, 2015
Salary: \$32,000
Source of Funds: Off-budget position funded with tuition differential
Justification: Replacement for Kaylynn Glover, who resigned (\$34,138)

EVERETT, ADRIAN

From: Student Development Specialist, Office of Recruitment
To: Academic Advisor, Advising Services
Effective: May 1, 2015
Salary: \$35,000
Source of Funds: Education and General, page 70, line 3
Justification: Replacement for Kandi Granberry, who transferred to Biological Sciences (\$35,500)

SCUTERO, KIMBERLY

From: Human Resources Assistant, Office of Human Resources
To: Associate for Administration, Finance and Administration
Effective: July 1, 2015
Salary: \$44,000
Source of Funds: Education and General, page 2, line 4
Justification: Replacement for Sharon Groves, who transferred to University Counsel (\$44,611)

SMITH, MARCUS

From: Student Development Specialist, Office of Recruitment
To: Assistant Director of Admissions, Office of Recruitment
Effective: March 23, 2015
Salary: \$30,384
Source of Funds: Education and General, page 34, line 8
Justification: Replacement for Carly Ziyenge, who resigned (\$30,384)

WEEMS, DABNEY

From: Financial Aid Analyst, Office of Financial Aid and Scholarships
To: Research Assistant, Research and Technology Transfer
Effective: July 20, 2015
Salary: \$40,000
Source of Funds: Education and General, page 48, line 4
Justification: New position to serve as pre-award administrator of grant awards and contracts for research and sponsored program activities

WELLS, NATHAN

From: Assistant Professor, Agriculture and Technology
To: Project Program Manager, Agriculture and Technology
Effective: July 1, 2015
Salary: \$70,167
Source of Funds: Education and General, Page 84, Line 15
Justification: To appropriately classify the position due to increased yearly needs of the Equine Center

WYATT, JULIE

From: Research Assistant, Office of the Chancellor
To: Project Program Specialist, Office of the Chancellor
Effective: August 1, 2015
Salary: \$52,000
Source of Funds: Education and General, Page 1, Line 2
Justification: Replacement for Sherry Johnson, who retired (\$56,205)

ARKANSAS STATE UNIVERSITY–BEEBE
ACADEMIC APPOINTMENTS
September 18, 2015

ALUMBAUGH, ELIZABETH

Temporary Instructor of Business

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

Effective Date: August 16, 2015

Source of Funds: Education and General, page 25

Justification: Replacement for Sarah McGaha, who resigned (\$38,802)

Education:

2007 M.A. Accountancy, University of Central Arkansas, Conway, AR

2006 B.S. Business Administration, University of Central Arkansas, Conway, AR

Employment:

2012-Present Audit Senior, Windstream LLP, Little Rock, AR

2007-2011 Audit Senior, Deloitte and Touche LLP, Little Rock, AR

2011 Instructor, University of Central Arkansas, Conway, AR

2005-2011 Full-time Student, University of Central Arkansas, Conway, AR

FIRES, DAWN

Instructor of Nursing at ASU-Heber Springs

Salary: \$46,797 (9-month rate)

Effective Date: August 16, 2015

Source of Funds: Education and General, page 108

Justification: Replacement for Carolyn Hayes, who resigned (\$46,797)

Education:

1989 A.S. Nursing, Olympic College, Bremerton, WA

1989 R.N. Registered Nurse

Employment:

2013-Present Health Educator, White County Medical Center, Searcy, AR

2011-Present Staff Registered Nurse, White County Medical Center, Searcy, AR

2011 Weekend Nursing Supervisor, Seven Springs Health & Rehabilitation Center,
Hot Springs, AR

2006-2015 School Nurse Substitute, Heber Springs School District, Heber Springs, AR

2004-2006 Office Nurse, Creekside Women's Care, Charleston, SC

HARTSFIELD, KARYL

Instructor in Education at ASU-Heber Springs

Salary: \$38,425 (12-month rate)

Effective Date: August 16, 2015

Source of Funds: Education and General, page 103

Justification: New position budgeted for the 2015-16 academic year

Education:

2003 M.S. Education, Harding University, Searcy, AR

2000 M.S. Counseling, University of Central Arkansas, Conway, AR

1992 B.S. Education, Harding University, Searcy, AR

Employment:

2008-Present High School Guidance Counselor and District Test Coordinator, Pangburn Public Schools, Pangburn, AR

2003-2008 Middle School Principal, Pangburn Public Schools, Pangburn, AR

1998-2003 Elementary Guidance Counselor, Pangburn Public Schools, Pangburn, AR

HUNTER, NASH

Instructor of Agriculture Equipment Technology

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

Effective Date: August 16, 2015

Source of Funds: Education and General, page 47

Justification: Replacement for Roger Long, who retired (\$67,965)

Education:

2015 A.A.S. Agricultural Equipment Technology, Arkansas State University-Beebe, Beebe, AR

2013 B.S. Agricultural Systems Management, University of Missouri, Columbia, MO

2013 B.S. Agricultural Economics, University of Missouri, Columbia, MO

Employment:

2014-Present Adjunct Instructor, Arkansas State University-Beebe

2013-Present John Deere Dealership Employee, Ag-Power, Carrolton, MO and Higginsville, MO

2010-2013 Teaching Assistant, University of Missouri, Columbia, MO

2008-2012 John Deere Dealership Employee, Heartland Farm & Lawn, Carrolton, MO, Centerview, MO, and Higginsville, MO

JONES, EMILY

Student Development Specialist

Salary: \$32,000 (12-month rate)

Effective Date: August 1, 2015

Source of Funds: Education and General, page 68

Justification: Replacement for Andrew Bell, who resigned (\$32,966)

Education:

2014 B.S. Chemistry, University of Arkansas, Fayetteville, AR

Employment:

2013 Sales Associate, Walmart Supercenter, Fayetteville, AR

MOOREHEAD, JEREMY

Instructor of Air Conditioning at ASU-Searcy

Salary: \$38,425 (12-month rate)

Effective Date: August 16, 2015

Source of Funds: Education and General, page 52

Justification: Replacement for Joe Newnum, who retired (\$42,832)

Education:

2013 A.A.S. HVAC, Pulaski Technical College, North Little Rock, AR

2013 MCP Microsoft Certified Professional

2013 MCDST Microsoft Certified Desktop Support Technician

2013 A+ A+ Certification

Employment:

2014-Present HVAC Adjunct Instructor, Pulaski Technical College, North Little Rock, AR

2014-Present Computer Support Technician, Pulaski Technical College, North Little Rock, AR

2007-2014 Customer Service and Technical Support Analyst, Verizon Wireless, Little Rock, AR

2005-2006 Assistant Manager, Cellular and Satellite Warehouse, Conway, AR

SMITH, CINDY

Director of Nursing at ASU-Searcy and ASU-Heber Springs

Salary: \$56,000 (12-month rate)

Effective Date: August 16, 2015

Source of Funds: Education and General, page 49

Justification: New position budgeted for the 2015-16 academic year

Education:

2012 B.S. Education, University of Arkansas, Fayetteville, AR

1992 A.A.S. Arkansas State University-Beebe

1989 T.C. Nursing, Baptist School of Practical Nursing

Employment:

2014-Present LPN Lead Instructor, Arkansas State University-Newport

1997-2014 Nursing Instructor, Arkansas State University-Beebe

WEAVER, BRIAN

Instructor of Biology/Microbiology

Salary: \$48,125 (12-month rate)

Effective Date: August 16, 2015

Source of Funds: Education and General, page 42

Justification: Replacement for Kevin Anderson, who resigned (53,309)

Education:

1999 Ph.D. Molecular Biology, SUNY-Stony Brook University, Stony Brook, NY

1993 B.S. Biochemistry, Pennsylvania State University, University Park, PA

Employment:

2015-Present Biology Author for Sapling Learning

2007-2014 Assistant Professor of Biology, Missouri State University, Springfield, MO

2005-2007 Postdoctoral Fellow, Washington University School of Medicine, St. Louis, MO

ARKANSAS STATE UNIVERSITY-BEEBE
NON-ACADEMIC APPOINTMENTS
September 18, 2015

SINGLETON, ZACHARY

Hall Director/Student Services Specialist

Salary: \$23,000

Effective Date: June 16, 2015

Source of Funds: Education and General, page 119

Justification: Replacement for Brian Van Gundy, who resigned (\$22,500)

Education:

2012 M.A. College Student Personnel, Arkansas Tech University, Russellville, AR
2007 B.S. Radio/Television, Broadcast News, Arkansas State University-Jonesboro
2004 A.A. Associate of Arts, Arkansas State University-Beebe

Employment:

2014-Present Substitute Teacher/Volunteer Coach, Lamar School District, Lamar, AR
2013-2014 Resident Director/Student Center Coordinator, University of the Ozarks, Clarksville, AR
2011-2013 Hall Director, Southeast Missouri State University, Cape Girardeau, MO
2007-2009 Resident Easy Tech, Staples, Pine Bluff, AR

TEJAS, CALVIN

Hall Director/Student Services Specialist

Salary: \$23,000

Effective Date: May 18, 2015

Source of Funds: Education and General, page 119

Justification: Replacement for Jessica Ware, who resigned (\$23,180)

Education:

2016 B.S. Criminology, Arkansas State University-Jonesboro

Employment:

2015-Present Assistant Residence Hall Director, Arkansas State University-Beebe
2012-2015 Residence Assistant, Arkansas State University-Beebe

**ARKANSAS STATE UNIVERSITY-BEEBE
NON-ACADEMIC REASSIGNMENT OF DUTY
September 18, 2015**

TROOP, MICHAEL

From: Senior Instructor of Computer Systems Technology and Networking
To: Interim Director of Advanced Technology and Allied Health and Senior Instructor in
Computer Systems Technology
Salary: \$79,000
Source of Funds Education and General, pages 43-44
Justification: Temporary replacement for Keith McClanahan, who resigned. (\$85,687)

**ARKANSAS STATE UNIVERSITY–MOUNTAIN HOME
ACADEMIC APPOINTMENT
September 18, 2015**

HASTINGS, RICK

Welding Instructor

Salary: \$38,556

Effective: August 10, 2015

Source of Funds: Education and General, page 48

Justification: Replacement for Dean Vandergriff, who resigned (\$41,956)

Education

2014 AA Welding, Arkansas State University-Mountain Home

Employment

2013-present Adjunct Welding Instructor, Arkansas State University-Mountain Home

2013-2014 Welding/Fabricator, Metalogic, Flippin, AR

2009-2013 Welding Supervisor, Gregory Company, Mountain Home, AR

ARKANSAS STATE UNIVERSITY–MOUNTAIN HOME
NON-ACADEMIC APPOINTMENTS
September 18, 2015

HILL, PAULETTE

Career Coach

Salary: \$36,500

Effective: September 1, 2015

Source of Funds: Education and General, page 80

Justification: Replacement for Jennifer Veloria-Dunn, who resigned (\$37,600)

Education

1982 B.A. Psychology & Sociology, Ouachita Baptist University, Arkadelphia, AR

Employment

2014-present Volunteer, Governor's Advisory Board on Community Service

2011-2014 Executive Director, Serenity Inc, Mountain Home, AR

2008-2011 Volunteer Coordinator, Baxter County Alternative School, Mountain Home, AR

YARBROUGH, LAURA

Vice Chancellor for Administrative Affairs

Salary: \$92,500

Effective: August 10, 2015

Source of Funds: Education and General, page 11

Justification: Replacement for John Davidson, who resigned (\$96,600)

Education

1999 M.S. Business Administration, Arkansas State University-Jonesboro

1988 B.A. Business Administration, Southwest Baptist University, Boliver, MO

Employment

2009-2015 Vice President, Student Services/Registrar, Arkansas Northeastern College,
Blytheville, AR

ARKANSAS STATE UNIVERSITY-NEWPORT
ACADEMIC APPOINTMENTS
September 18, 2015

ELAM, CARRIE

Assistant Professor of Psychology

Salary: \$40,000

Effective: August 17, 2015

Source of Funds: Education and General, page 107, line 1

Justification: Filling vacant position budgeted for 2015-16 academic year

Education:

2004 M.R.C. Rehabilitation Counseling, Arkansas State University-Jonesboro

1996 B.S. Psychology, Arkansas State University-Jonesboro

Experience:

2015-Present Independent Licensed Professional Counselor, Jonesboro, AR

2013-Present Adjunct Social Sciences Instructor, Arkansas State University-Newport

2013-2015 Clinic & School Based Therapist, Methodist Family Health, Jonesboro, AR

2009-2013 Director of Dacus Residential Treatment Center, United Methodist Children's Home,
Bono, AR

2007-Present Independent Behavior Modification Specialist, Jonesboro, AR

2006-2009 School-Based Coordinator/Therapist, Methodist Family Health, Jonesboro, AR

2005-2006 School-Based Therapist, St. Bernards Counseling Center, Jonesboro, AR

HOLDEN, TONYA

Instructor of Practical Nursing

Salary: \$50,000

Effective: August 17, 2015

Source of Funds: Education and General, page 21, line 3

Justification: Replacement for Cindy Smith, who resigned (\$57,120)

Education:

2013 B.S. Nursing, Arkansas State University-Jonesboro

1999 A.A.S. Nursing, Arkansas State University-Jonesboro

Experience:

1999-Present Registered Nurse, St. Bernards Medical Center, Jonesboro, AR

KELLER, SHANNON

Instructor of Surgical Technology

Salary: \$43,000

Effective: August 17, 2015

Source of Funds: Education and General, page 23

Justification: New position to cover student load – recommended by the national accrediting agency for the Surgical Technology program

Education:

2014 B.S. Interdisciplinary Studies, Arkansas State University-Jonesboro

2013 A.A. General Studies, Arkansas State University-Newport

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

2009 Cert. Cosmetology School of Designing Arts, Jonesboro, AR

Experience:

2013-Present Operating Room Manager, NEA Baptist Hospital, Jonesboro, AR

2011-2012 Nanny, Lana Zirbel, Weiner, AR

2009-2011 Manager, Kreations Salon, Jonesboro, AR

TWYFORD, JOHN

Assistant Professor of Business

Salary: \$42,000

Effective: August 17, 2015

Source of Funds: Education and General, page 27, line 2

Justification: Filling vacant position budgeted for 2015-16 academic year

Education:

2006 M.S. Management, University of Arkansas, Fayetteville, AR

2004 B.S. Management, John Brown University, Siloam Springs, AR

Experience:

Present Management Consultant, Bottom Line Consulting, Batesville, AR

2013 Market President, Bank of Augusta, Augusta, AR

2011-2013 Business Consultant, Arkansas Small Business and Technology Development Center, Little Rock, AR

2008-Present Adjunct Business Faculty, Arkansas State University-Newport

1999-2008 Management Consultant, Abacus Consulting, Little Rock, AR

WILSON, STEPHANIE

Assistant Professor of Mathematics

Salary: \$40,000

Effective: August 17, 2015

Source of Funds: Education and General, page 18, line 1

Justification: Replacement for Jayne Black, who retired (\$47,170)

Education:

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

2009 B.S. Mathematics, Arkansas State University-Jonesboro

Experience:

2014 Upward Bound Mathematics Instructor, Arkansas State University-Jonesboro

2013-Present Adjunct Mathematics Instructor, Black River Technical College, Paragould, AR

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

2012 Tax Professional, H&R Block, Paragould, AR

2011-2013 Adjunct Mathematics Instructor, Crowley's Ridge College, Paragould, AR

2009-2010 Graduate Assistant, Arkansas State University-Jonesboro

2008- 2009 Upward Bound Mathematics Instructor, Arkansas State University-Jonesboro

YOUNG, KAREN

Instructor of Mathematics

Salary: \$40,000

Effective: August 17, 2015

Source of Funds: Education and General, page 108, line 2

Justification: New position necessitated by enrollment growth at Jonesboro and Marked Tree campuses - funded by reallocation

Education:

2014 M.S. Mathematics, Arkansas State University-Jonesboro

2004 M.S. Education, Southwest Baptist University, Bolivar, MO

1992 B.S.E. Elementary Education, Williams Baptist College, Walnut Ridge, AR

Experience:

2014-Present Professional Mathematics Tutor, Black River Technical College, Pochontas, AR

2013-Present Adjunct Mathematics Instructor, Arkansas State University-Newport

2012-2013 Graduate Assistant, Arkansas State University-Jonesboro

2009-2012 Developmental Mathematics Instructor, Black River Technical College, Paragould, AR

2002-2010 Math Instructor, Neelyville High School, Neelyville, MO

ARKANSAS STATE UNIVERSITY-NEWPORT
NON-ACADEMIC APPOINTMENTS
September 18, 2015

CROSS, CHERYL

Retention Specialist

Salary: \$35,000

Effective: August 17, 2015

Source of Funds: Education and General, page 43, line 1

Justification: Filling vacant position budgeted for 2015-16 fiscal year

Education:

2014 B.S. Business, Arkansas State University-Jonesboro

2007 A.A. Liberal Arts, Arkansas State University-Newport

Experience:

2007-Present Assistant to the Vice Chancellor for Student Affairs, Arkansas State University-Newport

2005-2007 Financial Aid Administrative Specialist, Arkansas State University-Newport

PEARCE, KEVIN

Student Recruiter and Community Engagement Coordinator

Salary: \$38,000

Effective: August 15, 2015

Source of Funds: Education and General, page 40, line 2

Justification: Filling vacant position budgeted for 2015-16 fiscal year

Education:

2002 B.S. Sports Management, Arkansas State University-Jonesboro

Experience:

2014-Present General Manager, Sudbury Broadcasting Group, Newport, AR

2011-2014 Career Facilitator, Arkansas State University-Newport

2009-2011 School Health Coordinator, Newport Special School District, Newport, AR

2008-2009 Community Education Director, Rural Healthcare Developers, Newport, AR

2006-2008 Advertising Sales Representative, Sudbury Broadcasting Group, Newport, AR

2004-2006 Director of Ticket Sales, Rim Rockers Professional Basketball, Little Rock, AR

**ARKANSAS STATE UNIVERSITY MID-SOUTH
ACADEMIC APPOINTMENTS
September 18, 2015**

BASS, SHEENA

Instructor, Certified Nursing Assisting/Health Information Technology

Salary: \$42,500 (10-month rate)

Effective: August 3, 2015

Source of Funds: Education and General, page 8

Justification: New position to cover increased enrollment in the CNA Program

Education:

1995 L.P.N. Regional Medical Center, Memphis, TN

Employment:

2012-present Medical Assisting Director, Delta Technical College, Horn Lake, MS

2001-2011 Education Coordinator, Regional One Hospital, Memphis, TN

HOWARD, MATTHEW

Instructor, Diesel Maintenance Technology

Salary: \$37,500 (10-month rate)

Effective: August 3, 2015

Source of Funds: Education and General, page 9

Justification: Replacement for Gene McLaurin, whose contract was not renewed (\$37,500)

Education:

2015 A.A.S. General Technology, Mid-South Community College

2015 T.C. Diesel Maintenance Technology, Mid-South Community College

2015 C.P. Diesel Maintenance Technology, Mid-South Community College

Employment:

2014-2015 Teacher Apprentice, Mid-South Community College

2010-2012 Generator Mechanic, Signal Point System, Little Rock, AR

2009-2010 Assembler, Cameron Valves, Little Rock, AR

2006-2009 Mechanic, ITT, Camp Arifjan, Kuwait

2004-2006 Associate Mechanic, ManTech, Fort Hood, TX

TATE, SONJA

Instructor, Health and Physical Education, and Head Coach, Women's Basketball

Salary: \$37,500 (10-month rate)

Effective: August 3, 2015

Source of Funds: Education and General, page 3

Justification: Replacement for Kim Ezell, who resigned (\$36,500)

Education:

2005 M.E. Physical Education, Arkansas State University-Jonesboro

1996 B.S.E. Physical Education and Health, Arkansas State University-Jonesboro

Employment:

2012-present Assistant Women's Basketball Coach, Arkansas State University-Jonesboro

2010-2012 Head Women's Basketball Coach and Assistant Track Coach, William A. Hough High School, Cornelius, NC

2006-2010 Head Women's Basketball Coach and Assistant Track Coach, Ardrey Kell High School, Charlotte, NC

**ARKANSAS STATE UNIVERSITY MID-SOUTH
NON-ACADEMIC REASSIGNMENTS OF DUTY
September 18, 2015**

WOOTEN, SARAH ELIZABETH

From: Maintenance Manager

To: Assistant Director, Physical Plant

Effective: July 1, 2015

Salary: \$45,000

Source of Funds: Education and General, page 21 (\$39,591)/ Contingencies, page 19 (\$5,409)

Justification: Increase in responsibilities to include all OSHA training for maintenance employees