

AGENDA
ARKANSAS STATE UNIVERSITY
BOARD OF TRUSTEES
September 23, 2016
1:00 p.m.
ASU-Jonesboro

- I. Call to Order
Howard Slinkard, Chair
- *II. Approval of the Minutes of Past Meetings
May 13, 2016
June 1, 2016
- III. President's Report
Reports of the Chancellors
- *IV. Agenda
 - Proposed ASU System Resolutions
 - Resolution approving the ASU System to refund ASU-Jonesboro Housing System Revenue Refunding and Construction Bonds, Series 2007
 - Resolution approving the ASU System to refund ASU-Jonesboro Student Fee (Consolidated Building System) Revenue Bonds, Series 2007
 - Proposed ASU-Jonesboro Resolutions
 - Resolution approving ASU-Jonesboro to name an area in the Humanities and Social Sciences Building
 - Resolution approving ASU-Jonesboro to name the Black Box Experimental Teaching Theatre in the Fowler Center
 - Proposed ASU-Beebe Resolution
 - Resolution approving ASU-Beebe to offer an Associate of Applied Science degree in Computer Coding, a Technical Certificate in Computer Coding, and a Certificate of Proficiency in Computer Coding
 - Proposed ASU-Newport Resolutions
 - Resolution approving ASU-Newport's Investing in Generation Next Industrial and Technical Education Academy Student Handbook
 - Resolution approving ASU-Newport to revise its Faculty Handbook
 - Resolution approving ASU-Newport to offer a Certificate of Proficiency in Information Communication Technology
 - Resolution approving ASU-Newport to offer a Certificate of Proficiency in Truck Service and Maintenance

V. Executive Session

*VI. Approval of Personnel Actions

VII. Other Business

*VIII. Adjournment

*Action Items

Arkansas State University
Board of Trustees
September 23, 2016

The Arkansas State University Board of Trustees met on Friday, September 23, 2016, at the ASU-Jonesboro campus. Howard Slinkard, Chair of the Board of Trustees, called the meeting to order at 1:00 p.m. Board members present were the following: Howard Slinkard, Ron Rhodes, Tim Langford, and Stacy Crawford. Niel Crowson joined the meeting by telephone.

Herschel Richardson, Associate Pastor at First United Methodist Church in Jonesboro, gave the invocation.

Minutes:

Upon a motion by Mr. Rhodes, seconded by Dr. Langford, the minutes of the May 13, 2016, and June 1, 2016, meetings were approved.

Ayes: Slinkard, Rhodes, Langford, Crowson, Crawford

Nays: None

ASU System - Dr. Charles Welch, President

The start of the fall semester is always busy, and I have had the opportunity to visit each one of our campuses as they kicked off the year and had their faculty and staff conferences. One of the things that I am sure you expect me to talk about is the fall enrollment and how we stand as individual campuses. It's also important to talk about how we fared as a System.

We just received some preliminary enrollment numbers from the Department of Higher Education showing that, overall, our universities in the state were up about 1.4% over one year ago. In our two-year institutions, there are some anomalies in those numbers, so I don't want to quote a percentage just yet, but it does look like about 15 out of the 22 two-year institutions actually saw a decline in enrollment, usually an indication that the economy is doing better than perhaps it has in recent years. Overall, as a System, we have enrolled 24,031 students. That is an increase of over 4% from one year ago, and we believe it is the largest enrollment in the history of the System. We could even take ASU Mid-South out of the equation, since this is only their second year, and we'd still have the largest enrollment that we've

ever had. So that's very exciting. Also, we have about 16,459 full-time equivalent students for an increase of over 2% from one year ago.

The first campus that I visited on my fall tour was ASU-Beebe. We had several years at Beebe where enrollment declined, but this year, fall enrollment is 4,026, which is a 4.71% increase. That is fantastic news, and congratulations to Dr. Fisher and her staff, the faculty, and the students who also played a key role in enrollment. It certainly is something that everybody shares responsibility for and we are proud of that. ASU-Beebe has become much more strategic in its focus and in the way it is approaching some restructuring and putting different initiatives in place, and we're excited about what the future holds.

The second campus that I visited was ASU-Jonesboro. Let me introduce its new chancellor, Doug Whitlock. Doug came to us after having retired for a second time from Eastern Kentucky University, where he served as president for about six years. He's already doing a tremendous job. He is the perfect fit for the position, and will be with us at least for the balance of this fiscal year. His wife, Joann, has joined him, and some of you will have the opportunity to meet her over the course of this weekend. ASU- Jonesboro had a record enrollment, 14,074 students, which is a 5% increase from just one year ago. Also, the campus had an all-time high of a full-time equivalent student body; had the largest summer graduation in the history of the University; and awarded more doctoral degrees than ever before. Arkansas State University is the largest online education provider in the state of Arkansas. I've had the opportunity over the course of the past few weeks to visit with the Faculty Senate and the Staff Senate, and I will be meeting with Student Government this week. I want to publicly thank those members of the faculty and staff who have really been committed to moving the institution forward and continuing all the good things that we are doing despite some of the challenges that we've had. It is because of them that this institution continues to break all-time records as we have done routinely over the past few years. Our future is indeed bright, so I say thank you.

ASU-Newport was the next campus that I went to. They had a record enrollment of 2,711 students on that campus for an increase of about 5.7%. They continue to grow and defy the odds of what's happening across the state. Also, congratulations to our Newport campus for getting a secondary

Area Career Center up and going. That's just testament to their focus on technical education and providing workforce development opportunities for this part of the state.

Next was ASU Mid-South, which actually was up in full-time equivalent enrollment this fall. They were down slightly in head count, but that's because of a change that no longer allows students to register once classes begin. The purpose of that is to set the tone that it is important to be registered by the time classes begin, and historical data tells us that those students who register late are often not successful. I want to commend Dr. West and her staff on a seamless merger. I also want to commend them on the work that they've done with regard to their budget.

I finished up with Mountain Home. You've heard me say many times that they have one of the more challenging situations of any of our campuses, simply because they have the smallest service area of any of the two-year colleges in the state of Arkansas. That campus was actually down with full-time students by six-tenths of one percent and so, that's not much, but if you knew what they did to get there, I think you would be extremely impressed. The growth that they have experienced in their technical programs, since Dr. Myers arrived and really started their technical offerings, has been nothing short of amazing. They've added a secondary career center, just like Newport. There's a major expansion to the technical building right now, and none of this is at ASUMH's cost. They have the highest success rate of any two-year college in the state from a retention and graduation standpoint. We are very proud of that.

There is excitement in the air and a lot of positivity about what is in front of us. I would be remiss if I didn't say a special thank you to two groups of System employees. The first is our Internal Audit team. Jo Lunbeck, Glen Grayham, and Drew Courtway do a tremendous job. As you know, they've been under a tremendous amount of pressure over the last few weeks, but they did their job very, very well and were very comprehensive and thorough and I appreciate that. I also want to thank our team that works with our System Benefits. Jennifer Smith, Julie Bates, and others helped with that. Last year, we were able to accomplish the rare feat of adding no increase to our health insurance premiums, which is almost unheard of in this day and age. Our recommendation for next year is for there to be no increase in our health insurance and our dental insurance; no changes to any of our offerings; no changes to our deductibles; no changes to our co-pays. The national average is about 7% increase in health insurance and 11% for prescriptions, and, for the second year in a row, we are able to recommend a zero increase.

When I say it's a recommendation, you know, it has to go through the shared governance process that's on the campus, but I can't imagine that would be real controversial, at zero percent.

Moving forward, we will begin a series of several studies Systemwide. One will be a study on each of our campuses to see if we have the appropriate levels of staffing and that they are in the right places, with proper ratios and such. That will get underway hopefully in the next couple of months. We will then begin a study on all of our programming, both academic and non-academic, to determine whether those programs are generating positive revenue, and if not, what can be done to rectify that. We will begin a transfer study to see where we may have gaps and obstacles preventing our two-year college students from transferring to either this institution or another four-year institution. And then we will begin enhanced work on improving communications and shared governance and shared responsibility processes on all of our campuses. All of these things are an effort to be as efficient as we can be, to recognize that it takes each one of us to make our campuses healthy from a financial standpoint, from an enrollment standpoint, and from a cultural standpoint. Above all, we've got to be proactive and strategic. I used those words over and over when I visited with the campuses about being proactive and strategic in the ways that we address the issues of our campuses and higher education in general. We've seen report after report recently saying you won't have as many institutions of higher education 10 years from now because the market just will not allow it, and we're going to have to be different. So, that's what we're charging our campuses with, and you can hear from the statistics that they are embracing that and improvement is indeed happening. So, it's a great start for our fall semester.

Dr. Langford: I would like to thank Dr. Welch for the way he handled events with the sudden resignation of our Jonesboro Chancellor. It could have been a lot worse, if not for his leadership and decisiveness, and I appreciate that. I especially like the way that he communicated and listened to our faculty and our students, our alumni, and all our shareholders, and how he communicated to the Board. I think it's reassuring to everybody that there are a lot of good things going on. We have a lot to build on, and we have a bright future. Also, he hit a home run in hiring Dr. Whitlock as our interim chancellor.

ASU-Jonesboro – Dr. Doug Whitlock, Interim Chancellor

One of the lessons I learned from my mother years ago was that it's very difficult to say thank you enough and impossible to say thank you too much. So, thank you for this opportunity to get back where I am most happy, on a university campus. At the city council meeting night before last, I publicly thanked the people of the city of Jonesboro for the extremely warm and sincere welcome that they have extended to me and to my wife, Joann. They made us feel very much at home very quickly. I also was royally welcomed by an extremely competent and dedicated staff and faculty on this campus and the folks in the System. Last week, when President Welch introduced me to the campus, both he and I talked about the similarities between Eastern Kentucky University and Arkansas State University and how that has helped make this a good fit. In the last two weeks, I've come across another similarity. The faculty and staff of this institution have a remarkable sense of place. They value this place, they are happy to be here, and they're proud of it. President Welch has charged me with working on shared governance issues and the processes on this campus that have already begun. Over the coming weeks, I'll have meetings with every constituent group and standing group, like the Council of Chairs and the Faculty Senate and the Staff Senate. I've already met with the individuals who head those bodies to start laying the groundwork, so we're already starting to see some progress there. I'm dedicated to it, and I think the faculty and staff here are dedicated to developing what I call a culture of shared governance on this campus. Dr. Welch has also asked me to work on internal communications on this campus and that has begun. We have a very nice video that the media staff on this campus put together. VIDEO

I really believe in celebrating success, and you can see that we've got a lot to celebrate on this campus right now.

ASU-Beebe – Dr. Karla Fisher, Chancellor

We have set key priorities for each of four constituent groups: for our students; for our communities; for our employees; and for our institution as a whole. Over the last nine months, we've stabilized our enrollment. We are up 4.7% and that is incredibly exciting after being down for nine semesters in a row.

A second key priority was investing in our employees. We have gone through a process of restructuring at our leadership level. We made 21 equity adjustments for a total of \$125,000, typically about \$5,500 per person, and we still saved \$189,000 out of our budget in this reorganization. Neither of these could have happened without my incredible faculty and staff. Dr. Kerry Mix is our new Vice Chancellor of Academics; Dr. Roger Moore is our new Vice Chancellor of Finance and Administration; and Rose Mary Jackson is our new Associate Vice Chancellor of Institutional Advancement.

One of my priorities was improving institutional effectiveness, and we are working on our new strategic plan. We had our first-ever Vanguard Summit, bringing faculty, staff, and students together at the beginning of the year. We followed that up with a day-long retreat, Institutional Development Day, where we held an institution-wide SWOT (Strengths, Weaknesses, Opportunities, and Threats) analysis that forms the basis of our new strategic plan that we'll develop over the next year.

We want to really increase our endowment. We are up about \$100,000 since January, and, for an institution of our size, it's pretty remarkable. We have launched a \$1 million scholarship campaign with a \$50,000 lead gift from the Judd Hill Foundation, so we're excited about that progress. We have an evening of hospitality coming up on Tuesday, September 22, and Barrett Baber, NBC's "The Voice" finalist, is going to be our guest. We hope to raise additional dollars for that capital campaign. We're also going to celebrate the 50th anniversary of our Searcy campus on October 6. It started out as Foothills Tech and it's transitioned to us, but they have been there serving students for 50 years.

Finally, I have to mention that we were ranked the safest campus in the U.S., and we're very excited about that.

ASU-Mountain Home – Dr. Robin Myers, Chancellor

We received notification this week that OnlineColleges.com, a leading resource for people who want reliable information about online colleges and degree programs, recently named Arkansas State University-Mountain Home as the #1 college in Arkansas, based on 11 metrics, so I'm very proud of our institution and what we're doing in that avenue. We now have something called the Mountain Home Promise. Our local high school foundation has promised every high school graduate from the Mountain Home High School a two-year tuition scholarship at ASU-Mountain Home, which is incredible, and is

similar to other promise scholarships around the state. We have finished our Gotaas Hall expansion, which is actually putting an Allied Health simulation room in that facility. We're very proud of that space. Our technical center expansion, which Dr. Welch mentioned, is now 95% complete. We hope to move in next week, and again that's a \$500,000 expansion paid for by one of our local industries with \$1 million worth of equipment purchased by that industry and placed in that facility. The state has awarded us a \$380,000 grant to engage in the development of a new computer mobile applications program. It will be a new associate degree and we will bring that on next fall. We've also received over \$800,000 to start something called Advance to Pipeline Manufacturing, which will bring people in and get them moving toward a manufacturing career, and so we think we've got some really great things going on that will help us in the future.

ASU-Newport – Dr. Sandra Massey, Chancellor

We, too, have a first. Dr. Ashley Buchman, pending your approval today, is our new Vice Chancellor for Student Affairs, and we are the first to hire an individual whose father is also a Vice Chancellor for Student Affairs, Dr. Rick Stripling. Once again, we had some cosmetology students win first place at the national SkillsUSA competition. We have never had two students win first place in the same year. One was in cosmetology, and one was in the aesthetics program. We also want to brag a little bit on our Surgical Tech and LPN pass rates. Our Surgical Tech students at the Marked Tree campus posted a perfect 100% pass rate, Newport's was 95%, and the national average is 70%. In our Practical Nursing (PN) Programs, we have an 86% and a 100% pass rate on the National Council Licensure Examination (NCLEX), which averages 82% nationally. So we are very proud of our faculty, administrators, and certainly our students. We also welcomed over 60 IGNITE Academy students and that's going very well. I get good feedback from the students, the faculty, the parents, and the school superintendents and principals.

We were one of 67 colleges and universities nationally to receive the Second Chance Pell Grant for incarcerated students. This has been a great plus for us. Last year, we ended up providing institutional scholarships for many of those students because there was a gap in funding, and we felt that we could not let that program go, hoping that the funding would come. This year, we have over 40

students who were able to receive the Pell Grant, which allowed them to go from taking one three-hour credit course to anywhere from 6, 9, or 12 hours. Dr. Kim Hunter-Reed, who is the Undersecretary for the U.S. Department of Education, conducted a Back-to-School Bus Tour as part of the Second Chance Pell Grant. She came to the McPherson Unit and sat down with a panel of students, and it was wonderful to hear the students' stories. It made us realize how a college education is giving them new hope to become productive citizens when they are released and return to their families. Adam Adair, our Vice Chancellor for Finance and Administration, was nominated by *Arkansas Business* for the publication's CFO of the Year Award. In the last quarter, we have received awards totaling \$1.9 million for grants, so that's going to help us support some of this enrollment growth and some of the new programs.

Finally, I would like to recognize Dr. Holly Ayers for a variety of work that she is doing. She is our Vice Chancellor for Academic Affairs. Holly and her faculty and administrators have worked very closely with their Advisory Councils to realign curriculum. It gets outdated so quickly, but we're trying to be more responsive to industry needs. In addition to that, Holly has also provided very strong leadership with the faculty. You will see a faculty handbook revision before you today. The most exciting part for me in that is the rank and promotion. I've been asking for this since I became Chancellor, and it's not an easy task to work out with all the different parties, and I think Holly just did a great job. The faculty seemed very pleased and the administration is pleased, and it is going to be a much better avenue. We're able to use our faculty excellence fees to offset the cost of this. Early on, we made adjustments in faculty salaries and we've kept up fairly well, but we've also put money aside knowing that this was coming. We will be able to fully fund this if you approve that today.

ASU Mid-South – Dr. Debra West, Chancellor

I've hired my first Vice Chancellor for Finance and Administration. JaNan Abernathy is the newest member of our ASU Mid-South family, and she replaces Susan Marshall, who has retired after nearly 20 years of service to the college. JaNan comes to us from the Cooperative Extension Service at the University of Arkansas, and she has served in various financial positions across the state and is very well respected and well known. We are very fortunate to have attracted someone of JaNan's caliber to ASU Mid-South. Another staff member I would like to recognize is Dr. Cliff Jones, who has recently been

selected by the Delta Regional Authority to participate in their Delta Leadership Institute Executive Academy. Under the Academic Affairs heading, there's another group of staff members that I want to recognize. A team of faculty and staff, representing both academic and student affairs, was recently notified that their submission was selected by the Community College League for Innovation as a 2016 Innovation of the Year Award. That group is going to San Francisco to represent ASU Mid-South and present on that topic. The faculty has done a lot of work on accelerating time-to-completion for our students in developmental education, providing background support services for those students to provide them with necessary support to be successful and accelerate through those classes. They've done a lot of work in not just putting that program together, but also assessing it. They have found that the students who participate have been able to enroll more quickly in college-level coursework. They reduced their time to completion and saved thousands of hours in seat times and tens of thousands of dollars in tuition since the fall 2012 semester when they started this program. I want to highlight our Running Dogs and Cooking Cats fundraiser that benefits the ASU Mid-South Athletic Scholarship Fund. There are going to be a lot of events on that day that will help us raise money to benefit our athletic scholarships.

We were notified this past week that we have been selected by the US Partnership on Mobility from Poverty as the site of their upcoming meeting to be held in our Marion Berry Renewable Energy Center on October 20 and 21. That partnership is funded by the Bill and Melinda Gates Foundation and supported by the Urban Institute. It consists of 25 individuals from across the country who are considered leaders in identifying permanent ladders of mobility for people who live in poverty. These folks are scholars, representing institutions such as Harvard, Princeton, Stanford, NYU, Johns Hopkins, as well as national nonprofit foundations and policy institutes. We're very privileged to be able to host this group in late October. You may have heard that we recently sponsored a campus and community-wide flood-relief effort to benefit the state of Louisiana and the victims of the flooding down there. Our maintenance director came to me and said this is the right thing to do, and if you will let us do it, Maintenance will make it happen. We had a lot of support from within the community. We put drop boxes in all our buildings and put the word out through the Chamber of Commerce and the various Rotary Clubs. We collected more than 4,000 pounds of cleaning supplies, pet supplies, toiletry items, baby supplies, school supplies, mosquito repellent, and non-perishable food items, and we took those down to the state of

Louisiana earlier this week. We had some great corporate donors, most notably Awesome Products, which is a local manufacturer of cleaning supplies, and also Family Dollar.

On November 2, we will be dedicating our FedEx Aviation Technology Center just off our campus, over by the airport. We are already having classes in there this semester. We are very excited to make it official.

ASU System Resolutions:

- Resolution 16-42 approving the ASU System to refund ASU-Jonesboro Housing System Revenue Refunding and Construction Bonds, Series 2007
- Resolution 16-43 approving the ASU System to refund ASU-Jonesboro Student Fee Revenue Bonds, Series 2007

Dr. Welch: We look for opportunities to make refunds on bonds if we can improve the payments on both the annual basis, as well as the life of the bonds. We typically will look for an aggregate net value savings percentage of at least 4% before we pursue something of this nature. Both of these we expect to be in excess of 12%. The total savings over the lifetime of the bonds will be about \$5.8 million, and annual savings would be approximately \$283,000 combined, so certainly, we believe this is a very good thing for the University. We do have representatives here today from the Friday Law Firm, as well as from Stephens, Inc. and Crews and Associates, who are our bond counsel and underwriters.

Upon a motion by Mr. Rhodes, seconded by Dr. Langford, ASU System Resolutions 16-42 and 16-43 were approved.

Ayes: Slinkard, Rhodes, Langford, Crowson, Crawford

Nays: None

ASU-Jonesboro Resolutions:

- Resolution 16-44 approving ASU-Jonesboro to name an area in the Humanities and Social Sciences Building

- Resolution 16-45 approving ASU-Jonesboro to name the Black Box Experimental Teaching Theatre in the Fowler Center

Dr. Welch: First, we have a resolution recognizing the significant contributions of John B. Phelps and Tom D. Womack by naming an area in their honor. This is an area for students, which includes a lounge and a reference and seminar room on the third floor in the Humanities and Social Sciences building on the ASU-Jonesboro campus, to be named the John V. Phelps and Tom D. Womack Pre-Law Center. The second is a resolution recognizing the significant contributions of Bob and Molly Simpson by naming the Black Box Experimental Teaching Theatre in the Fowler Center on the ASU-Jonesboro campus The Simpson Theatre.

Upon a motion by Dr. Langford, seconded by Ms. Crawford, ASU-Jonesboro Resolutions 16-44 and 16-45 were approved.

Ayes: Slinkard, Rhodes, Langford, Crowson, Crawford

Nays: None

ASU-Beebe Resolution:

- Resolution 16-46 approving ASU-Beebe to offer an Associate of Applied Science degree in Computer Coding, a Technical Certificate in Computer Coding, and a Certificate of Proficiency in Computer Coding

Dr. Welch: Governor Hutchinson has made a key piece of his administration improving computer coding opportunities for students at the public school level. Obviously, that's an exploding industry with job opportunities for students, and ASU-Beebe wants to take that a step further, allowing those students who do begin that educational process in high school to continue and have educational degree opportunities at the collegiate level.

Upon a motion by Mr. Crowson, seconded by Mr. Rhodes, ASU-Beebe Resolution 16-46 was approved.

Ayes: Slinkard, Rhodes, Langford, Crowson, Crawford

Nays: None

ASU-Newport Resolutions:

- Resolution 16-47 approving ASU-Newport's Investing in Generation Next Industrial and Technical Education Academy Student Handbook
- Resolution 16-48 approving ASU-Newport to revise its Faculty Handbook
- Resolution 16-49 approving ASU-Newport to offer a Certificate of Proficiency in Information Communication Technology
- Resolution 16-50 approving ASU-Newport to offer a Certificate of Proficiency in Truck Service and Maintenance

Welch: The first resolution is to create a student handbook for the new Secondary Area Career Center that was mentioned earlier. The second contains multiple changes to the faculty handbook, including the promotion and rank process that has gone through the campus's shared governance process. The last two are one semester certificate of proficiency degree programs.

Upon a motion by Dr. Langford, seconded by Ms. Crawford, ASU-Newport Resolutions 16-47 through 16-50 were approved.

Ayes: Slinkard, Rhodes, Langford, Crowson, Crawford

Nays: None

Executive Session:

Upon a motion by Mr. Rhodes, seconded by Dr. Langford, the Board voted to retire into executive session at 1:57 p.m.

Ayes: Slinkard, Rhodes, Langford, Crowson, Crawford

Nays: None

Mr. Slinkard 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 2:36 p.m.

Personnel Actions:

Upon a motion by Dr. Langford, seconded by Ms. Crawford, the non-academic appointment for the ASU System was approved.

Ayes: Slinkard, Rhodes, Langford, Crowson, Crawford

Nays: None

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

Ayes: Slinkard, Rhodes, Langford, Crowson, Crawford

Nays: None

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

Ayes: Slinkard, Rhodes, Langford, Crowson, Crawford

Nays: None

Upon a motion by Dr. Langford, seconded by Mr. Rhodes, the academic appointment for ASU-Mountain Home was approved.

Ayes: Slinkard, Rhodes, Langford, Crowson, Crawford

Nays: None

Upon a motion by Mr. Rhodes, seconded by Ms. Crawford, the non-academic appointment and non-academic reassignment of duty for ASU-Newport were approved.

Ayes: Slinkard, Rhodes, Langford, Crowson, Crawford

Nays: None

Upon a motion by Ms. Crawford, seconded by Dr. Langford, the non-academic appointment for ASU Mid-South was approved.

Ayes: Slinkard, Rhodes, Langford, Crowson, Crawford

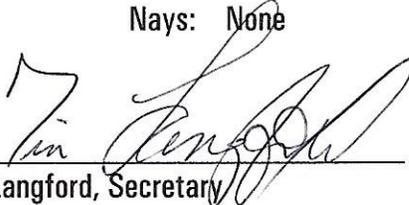
Nays: None

Adjournment:

Upon a motion by Mr. Rhodes, seconded by Ms. Crawford, the meeting adjourned at 2:39 p.m.

Ayes: Slinkard, Rhodes, Langford, Crowson, Crawford

Nays: None



Tim Langford, Secretary



Howard L. Slinkard, Chair

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

ACTION ITEM: Arkansas State University System ("ASU System") requests approval to refund certain outstanding bonds through the issuance of bonds in the maximum principal amount of \$25,500,000 and to execute an official statement, bond purchase agreement, supplemental trust indenture, and related documents.

ISSUE: The Board of Trustees (the "Board") of Arkansas State University (the "University") is authorized under the Constitution and laws of the state of Arkansas, including particularly Act No. 62 of 1947, as amended (codified at Arkansas Code Annotated Sections 6-62-301, *et seq.*) (the "Act") to borrow money for the purpose of acquiring, constructing, and equipping capital improvements for use by the University and to refund bonds issued under the Act to finance such capital improvements.

BACKGROUND:

- The Board has previously issued its Housing System Revenue Refunding and Construction Bonds, Series 2007 (the "2007 Bonds"), in the original principal amount of \$30,300,000, under the Act for the purpose of financing and refinancing capital improvements on or for the campus of Arkansas State University-Jonesboro ("ASU-Jonesboro").
- The ASU System and ASU-Jonesboro have recommended and the Board has determined that it is in the best interest of the University to refund the 2007 Bonds (the "Refunding") and that the Refunding should be financed by the Board's Housing System Revenue Refunding Bonds (Jonesboro Campus) (the "Bonds").
- The Bonds are to be secured pursuant to a Trust Indenture dated as of December 1, 2010, between the Board and BancorpSouth Bank, Stuttgart, Arkansas, as trustee (the "Trustee"), as supplemented.
- The Bonds are to be issued on the terms and in the form set forth in a Supplemental Indenture (the "Supplemental Indenture").

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Contact: Jeff Hankins (501) 660-1004

- In order to proceed with the financing, it is necessary for the Board (i) to authorize the issuance and marketing of the Bonds; (ii) to authorize the President of the University to deem final the Preliminary Official Statement and to authorize its use; (iii) to authorize the pricing of the Bonds and the execution of a Bond Purchase Agreement in connection therewith; and (iv) to authorize the execution of the Supplemental Indenture and related documents, all relating to the security and issuance of the Bonds.
- The Board intends to work with Friday, Eldredge & Clark, LLP, Little Rock, Arkansas, as bond counsel, and Stephens Inc. and Crews & Associates, Inc. as underwriters (collectively, the "Underwriters") for the Bonds.

RECOMMENDATION/RESOLUTION:

Be it resolved that, so long as the Refunding would produce an aggregate net present value savings of at least 4% of the refunded principal balance of the 2007 Bonds, the Board hereby approves, authorizes, and directs the issuance, execution, and delivery of the Bonds in an aggregate principal amount not to exceed \$25,500,000. The Bonds shall mature not later than March 1, 2037, and shall have a true interest cost (after taking into account original issue discount and premium and Underwriters' discount but excluding costs of issuing and insuring such Bonds) not greater than 4.25%.

The Chair and Secretary of the Board and the President of the University are hereby authorized to execute all documents necessary to the issuance of the Bonds, including without limitation:

- (a) the Supplemental Indenture, to be dated as of the date of the Bonds, between the Board and the Trustee, setting forth the terms and conditions of the Bonds and providing for the issuance of the Bonds;
- (b) a Bond Purchase Agreement, dated as of the date of execution, between the Board and the Underwriters, setting forth the purchase price (which shall include an Underwriters' discount not greater than 0.65%) and the other terms and conditions upon which the Bonds will be sold to the Underwriters; and

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Contact: Jeff Hankins (501) 660-1004

- (c) a Continuing Disclosure Agreement, dated as of the date of the Bonds, between the Board and the Trustee, setting forth certain obligations of the Board to make continuing disclosure of financial information and listed events to the secondary municipal marketplace, as set forth in Rule 15c2-12 of the Securities and Exchange Commission.

The Supplemental Indenture, the Bond Purchase Agreement, and the Continuing Disclosure Agreement shall be in substantially the form presented to this Board, but with such changes therein as shall be approved by the Chair or the President. The Board recognizes that certain revisions may be made to the Supplemental Indenture, the Bond Purchase Agreement, and the Continuing Disclosure Agreement prior to the issuance of the Bonds, and hereby authorizes the Chair or President to approve and accept such revisions, with their signatures on each of such documents to constitute proof of their acceptance of such revisions. Specifically, the President is hereby authorized to (i) accept the final maturity schedule and interest rates for the Bonds if he deems such rates and maturity schedule to be appropriate and within the authority granted by this Resolution and execute the final Bond Purchase Agreement, and (ii) execute the Continuing Disclosure Agreement.

In order to provide credit enhancement for the Bonds, the Board recognizes that it may be economically desirable to obtain a policy of municipal bond insurance (the "Policy"). The Board hereby authorizes the President of the University to solicit proposals from municipal bond insurers, and if the terms and conditions of the Policy are favorable and provide economic benefit to the Board, to obtain such Policy. The Chair or President is hereby authorized and directed to execute all documents in connection with the Policy, provided that the Chair or President determines that the terms and conditions of the Policy are favorable and provide economic benefit to the Board.

The Board hereby authorizes and ratifies the use of a Preliminary Official Statement in the marketing of the Bonds. The Preliminary Official Statement for the Bonds is hereby approved in substantially the form presented to the Board. The Board hereby authorizes the President to "deem final" for purposes of Rule 15c2-12 of the Securities and Exchange Commission the Preliminary Official Statement with such revisions as may be accepted by the President. The Board hereby further authorizes and approves the production of a final Official Statement, and authorizes and directs the President to execute and deliver the Official Statement, in such form as he deems acceptable and necessary to accomplish the issuance of the Bonds.

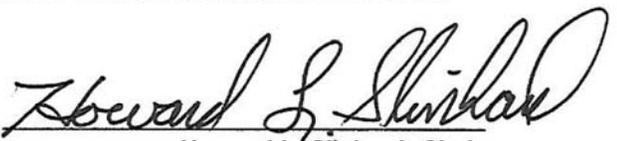
EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

The Chair and Secretary of the Board, the President of the University, the Executive Vice President of the University, and the Vice Chancellor for Finance and Administration of ASU-Jonesboro are hereby authorized and directed to take any and all lawful actions to effect the execution and delivery of the Bonds, the performance of all obligations of the Board and of ASU-Jonesboro, and the execution and delivery of all papers, documents, certificates, and other instruments that may be necessary or desirable for carrying out the authority conferred by this Resolution or evidencing the authority and its exercise. The Secretary of the Board is hereby authorized to acknowledge and attest to the signatures of the Chair and to execute such other documents as may be required in connection with the issuance of the Bonds.



Tim Langford, Secretary



Howard L. Slinkard, Chair

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

ACTION ITEM: Arkansas State University System ("ASU System") requests approval to refund certain outstanding bonds through the issuance of bonds in the maximum principal amount of \$14,900,000 and to execute an official statement, bond purchase agreement, supplemental trust indenture, and related documents.

ISSUE: The Board of Trustees (the "Board") of Arkansas State University (the "University") is authorized under the Constitution and laws of the state of Arkansas, including particularly Act No. 62 of 1947, as amended (codified at Arkansas Code Annotated Sections 6-62-301, *et seq.*) (the "Act") to borrow money for the purpose of acquiring, constructing, and equipping capital improvements for use by the University and to refund bonds issued under the Act to finance such capital improvements.

BACKGROUND:

- The Board has previously issued its Student Fee (Consolidated Building System) Revenue Bonds, Series 2007 (the "2007 Bonds"), in the original principal amount of \$17,065,000, under the Act for the purpose of financing capital improvements on or for the campus of Arkansas State University-Jonesboro ("ASU-Jonesboro").
- The ASU System and ASU-Jonesboro have recommended and the Board has determined that it is in the best interest of the University to refund the 2007 Bonds (the "Refunding") and that the Refunding should be financed by the Board's Student Fee Revenue Refunding Bonds (Jonesboro Campus) (the "Bonds").
- The Bonds are to be secured pursuant to a Trust Indenture dated as of December 1, 2010, between the Board and The Bank of New York Mellon Trust Company, N.A., St. Louis, Missouri, as trustee (the "Trustee"), as supplemented.
- The Bonds are to be issued on the terms and in the form set forth in a Supplemental Indenture (the "Supplemental Indenture").

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

- In order to proceed with the financing, it is necessary for the Board (i) to authorize the issuance and marketing of the Bonds; (ii) to authorize the President of the University to deem final the Preliminary Official Statement and to authorize its use; (iii) to authorize the pricing of the Bonds and the execution of a Bond Purchase Agreement in connection therewith; and (iv) to authorize the execution of the Supplemental Indenture and related documents, all relating to the security and issuance of the Bonds.
- The Board intends to work with Friday, Eldredge & Clark, LLP, Little Rock, Arkansas, as bond counsel, and Stephens Inc. and Crews & Associates, Inc. as underwriters (collectively, the "Underwriters") for the Bonds.

RECOMMENDATION/RESOLUTION:

Be it resolved that, so long as the Refunding would produce an aggregate net present value savings of at least 4% of the refunded principal balance of the 2007 Bonds, the Board hereby approves, authorizes, and directs the issuance, execution, and delivery of the Bonds in an aggregate principal amount not to exceed \$14,900,000. The Bonds shall mature not later than March 1, 2037, and shall have a true interest cost (after taking into account original issue discount and premium and Underwriters' discount but excluding costs of issuing and insuring such Bonds) not greater than 4.25%.

The Chair and Secretary of the Board and the President of the University are hereby authorized to execute all documents necessary to the issuance of the Bonds, including without limitation:

- (a) the Supplemental Indenture, to be dated as of the date of the Bonds, between the Board and the Trustee, setting forth the terms and conditions of the Bonds and providing for the issuance of the Bonds;
- (b) a Bond Purchase Agreement, dated as of the date of execution, between the Board and the Underwriters, setting forth the purchase price (which shall include an Underwriters' discount not greater than 0.65%) and the other terms and conditions upon which the Bonds will be sold to the Underwriters; and

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

- (c) a Continuing Disclosure Agreement, dated as of the date of the Bonds, between the Board and the Trustee, setting forth certain obligations of the Board to make continuing disclosure of financial information and listed events to the secondary municipal marketplace, as set forth in Rule 15c2-12 of the Securities and Exchange Commission.

The Supplemental Indenture, the Bond Purchase Agreement, and the Continuing Disclosure Agreement shall be in substantially the form presented to this Board, but with such changes therein as shall be approved by the Chair or the President. The Board recognizes that certain revisions may be made to the Supplemental Indenture, the Bond Purchase Agreement, and the Continuing Disclosure Agreement prior to the issuance of the Bonds, and hereby authorizes the Chair or President to approve and accept such revisions, with their signatures on each of such documents to constitute proof of their acceptance of such revisions. Specifically, the President is hereby authorized to (i) accept the final maturity schedule and interest rates for the Bonds if he deems such rates and maturity schedule to be appropriate and within the authority granted by this Resolution and execute the final Bond Purchase Agreement, and (ii) execute the Continuing Disclosure Agreement.

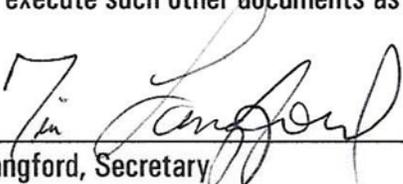
In order to provide credit enhancement for the Bonds, the Board recognizes that it may be economically desirable to obtain a policy of municipal bond insurance (the "Policy"). The Board hereby authorizes the President of the University to solicit proposals from municipal bond insurers, and if the terms and conditions of the Policy are favorable and provide economic benefit to the Board, to obtain such Policy. The Chair or President is hereby authorized and directed to execute all documents in connection with the Policy, provided that the Chair or President determines that the terms and conditions of the Policy are favorable and provide economic benefit to the Board.

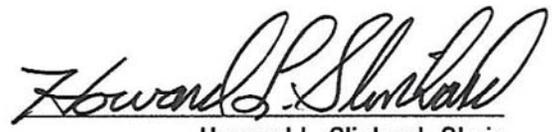
The Board hereby authorizes and ratifies the use of a Preliminary Official Statement in the marketing of the Bonds. The Preliminary Official Statement for the Bonds is hereby approved in substantially the form presented to the Board. The Board hereby authorizes the President to "deem final" for purposes of Rule 15c2-12 of the Securities and Exchange Commission the Preliminary Official Statement with such revisions as may be accepted by the President. The Board hereby further authorizes and approves the production of a final Official Statement, and authorizes and directs the President to execute and deliver the Official Statement, in such form as he deems acceptable and necessary to accomplish the issuance of the Bonds.

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

The Chair and Secretary of the Board, the President of the University, the Executive Vice President of the University, and the Vice Chancellor for Finance and Administration of ASU-Jonesboro are hereby authorized and directed to take any and all lawful actions to effect the execution and delivery of the Bonds, the performance of all obligations of the Board and of ASU-Jonesboro, and the execution and delivery of all papers, documents, certificates, and other instruments that may be necessary or desirable for carrying out the authority conferred by this Resolution or evidencing the authority and its exercise. The Secretary of the Board is hereby authorized to acknowledge and attest to the signatures of the Chair and to execute such other documents as may be required in connection with the issuance of the Bonds.


Tim Langford, Secretary


Howard L. Slinkard, Chair

**ARKANSAS STATE UNIVERSITY
BOARD OF TRUSTEES**

A Resolution Recognizing the Significant Contributions of
John V. Phelps and Tom D. Womack
to Arkansas State University-Jonesboro

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

WHEREAS, John V. Phelps and Tom D. Womack are respected leaders in the community and advocates of higher education and the students we serve; and

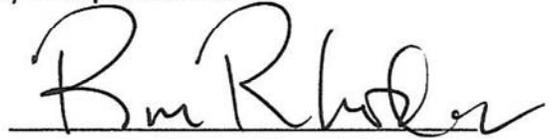
WHEREAS, John V. Phelps and Tom D. Womack have made outstanding contributions to Arkansas State University of a magnitude worthy of special gratitude and lasting recognition;

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of Arkansas State University, that an area for students, which includes a lounge and a reference and seminar room on the third floor in the Humanities and Social Sciences building on the ASU-Jonesboro campus, shall be known henceforth as:

John V. Phelps and Tom D. Womack Pre-Law Center

DULY ADOPTED AND APPROVED this 23rd day of September 2016


Howard L. Slinkard, Chair


Ron Rhodes, Vice Chair


Tim Langford, Secretary


Niel Crowson, Member


Stacy Crawford, Member


Charles L. Welch, President

**ARKANSAS STATE UNIVERSITY
BOARD OF TRUSTEES**

A Resolution Recognizing the Significant Contributions of
Bob and Molly Simpson
to Arkansas State University-Jonesboro

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

WHEREAS, Bob and Molly Simpson are respected leaders in the community, advocates of higher education, and have touched the lives of countless students and colleagues; and

WHEREAS, Molly Simpson earned her BFA. in Speech Communication and Theatre Arts and an MA in Performance from ASUJ and began teaching at ASUJ in 1988, where she taught more than 14 different classes and was involved with more than 70 productions during a 28-year tenure; and

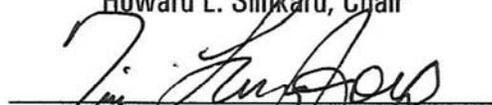
WHEREAS, Bob Simpson earned his BFA from ASUJ and began teaching at ASUJ in 1980, where he taught at least 10 different courses and was involved with more than 170 productions during his 36 years; and as the Founding Chair of the Department of Theatre, he was instrumental in the genesis of the Fowler Center and a consummate sustainer of theater in Northeast Arkansas;

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of Arkansas State University, that the Black Box Experimental Teaching Theatre in the Fowler Center on the ASU-Jonesboro Campus shall be known henceforth as:

The Simpson Theatre

DULY ADOPTED AND APPROVED this 23rd day of September 2016

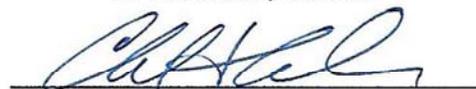

Howard L. Slinkard, Chair


Tim Langford, Secretary


Stacy Crawford, Member


Ron Rhodes, Vice Chair


Niel Crowson, Member


Charles L. Welch, President

EXECUTIVE SUMMARY

Contact: Richard Counts (501) 882-8804

ACTION ITEM: Arkansas State University-Beebe (ASUB) requests approval to offer an Associate of Applied Science degree in Computer Coding, a Technical Certificate in Computer Coding, and a Certificate of Proficiency in Computer Coding.

ISSUE: The Board of Trustees must approve the offering of any new degree, minor, or any new option of an existing degree.

BACKGROUND:

- Governor Hutchinson has emphasized the importance of computer coding in K-12 and post-secondary education to meet the needs of local and regional workforce partners.
- Currently, ASUB has degrees in Computer Information Systems and Computer Systems and Networking Technology which, while similar, do not meet these specific needs.
- By combining these two degrees, ASUB can offer a computer coding option for students without the addition of any new courses, instructors, or institutional funds.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University-Beebe is approved to offer an Associate of Applied Science degree in Computer Coding, a Technical Certificate in Computer Coding, and a Certificate of Proficiency in Computer Coding, effective fall semester of 2016.


Tim Langford, Secretary


Howard L. Slinkard, Chair

EXECUTIVE SUMMARY

Contact: Sandra Massey (870) 512-7851

ACTION ITEM: Arkansas State University-Newport (ASUN) requests approval of the Investing in Generation Next Industrial and Technical Education (IGNITE) Academy Student Handbook.

ISSUE: The Board of Trustees must approve all handbooks.

- The vice chancellor for Academic Affairs, academic deans, vice chancellor for Strategic Initiatives, and vice chancellor for Student Affairs collaborated on the development of the IGNITE Academy Student Handbook.
- The proposed handbook has been approved through the shared leadership process and reviewed by the ASU System's legal counsel.

RECOMMENDATION/RESOLUTION:

Be it resolved that the Arkansas State University-Newport IGNITE Academy Student Handbook is approved, effective immediately.


Tim Langford, Secretary


Howard L. Slinkard, Chair

EXECUTIVE SUMMARY

Contact: Sandra Massey (870) 512-7851

ACTION ITEM: Arkansas State University-Newport (ASUN) requests approval to revise its Faculty Handbook.

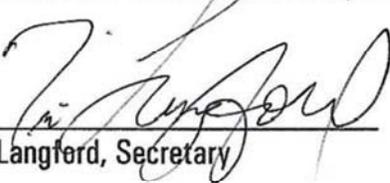
ISSUE: The Board of Trustees must approve all revisions to handbooks.

BACKGROUND:

- The Faculty Handbook Committee for ASUN has reviewed its Faculty Handbook and has proposed three major changes, along with updates to outdated information regarding college procedures. They are the following:
 1. Inclusion of the current vision statement, mission statement, values, and strategic priorities under Section I: Mission and Goals;
 2. Clarification of teaching overloads and work week office hours under Section III: Academic Policies, Procedures, and Services; and
 3. Addition of a faculty rank and promotion process in place of tenure information in Section IV: Academic Rank and Promotion Policies and Procedures.
- The proposed changes have been approved through the shared leadership process and reviewed by the ASU System's legal counsel.
- The proposed changes are attached to this resolution.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University-Newport is approved to amend its Faculty Handbook as reflected in the attached revisions, effective immediately.


Tim Langford, Secretary


Howard L. Slinkard, Chair

EXECUTIVE SUMMARY

Contact: Sandra Massey (870) 512-7851

ACTION ITEM: Arkansas State University-Newport requests approval to offer a Certificate of Proficiency in Information Communication Technology.

ISSUE: The Board of Trustees must approve the offering of any new degree, minor, or any new option of an existing degree.

BACKGROUND:

- The proposed certificate will allow IGNITE (Investing in Generation Next Industrial and Technical Education) Academy students to graduate with industry-recognized credentials.
- The program need was identified through communications with industry advisory council members and with employers who have committed to hiring graduates with the proposed credentials as entry-level information communication technology employees.
- The proposed certificate fits into ASUN's Associate of Applied Science degree in Computer Networking Technology pathway.
- Existing resources will be utilized to offer this certificate.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University-Newport is approved to offer a Certificate of Proficiency in Information Communication Technology, effective spring semester of 2017.



Tim Langford, Secretary



Howard L. Slinkard, Chair

EXECUTIVE SUMMARY

Contact: Sandra Massey (870) 512-7851

ACTION ITEM: Arkansas State University-Newport requests approval to offer a Certificate of Proficiency in Truck Service and Maintenance.

ISSUE: The Board of Trustees must approve the offering of any new degree, minor, or any new option of an existing degree.

BACKGROUND:

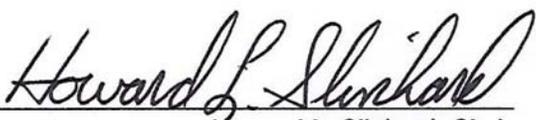
- The proposed certificate will allow IGNITE (Investing in Generation Next Industrial and Technical Education) Academy students to graduate with industry-recognized credentials.
- The current growth in the over-the-road truck transportation industry has led to an increasing skills gap in heavy diesel service and maintenance.
- Our industry partners have discovered an entry-level pathway need that is not being addressed for truck service and maintenance technicians. This is a separate employment need from heavy diesel systems mechanics, but it is an entry pathway for that field. This would be the first program of this type in the state.
- Existing resources will be utilized to offer this certificate.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University-Newport is approved to offer a Certificate of Proficiency in Truck Service and Maintenance, effective spring semester of 2017.



Tim Langford, Secretary



Howard L. Slinkard, Chair

ARKANSAS STATE UNIVERSITY SYSTEM
NON-APPOINTMENT APPOINTMENT
September 23, 2016

WHITLOCK, DOUG

Interim Chancellor, Arkansas State University-Jonesboro

Salary: \$305,000

Effective Date: September 12, 2016

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

Justification: Replacement for Tim Hudson, who resigned (\$360,000)

Education:

1981 Ed.D Higher Education, University of Kentucky, Lexington, KY

1966 M.A. History, Eastern Kentucky University, Richmond, KY

1965 B.A. History, Eastern Kentucky University, Richmond, KY

Employment:

2013 – Present Associate, AASCU-Penson Center for Professional Development, Washington, D.C.

2007 – 2013 President, Eastern Kentucky University, Richmond, KY

2003 – 2007 Training Cadre, Kentucky School Boards Association, Frankfurt, KY

1998 – 2003 Vice President for Administrative Affairs, Eastern Kentucky University, Richmond, KY

ARKANSAS STATE UNIVERSITY-JONESBORO
ACADEMIC APPOINTMENTS
September 23, 2016

ANDERSON, SCOTT

Temporary Instructor, Communications

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

Effective: August 16, 2016

Source of Funds: Education and General, page 119, line 6

Justification: Replacement for Brenda Randle, who resigned. (\$45,720)

Education:

2016 Ph.D. Communications, University of Memphis, Memphis, TN (Expected 2016)

2012 M.A. Interdisciplinary Studies, Oregon State University, Corvallis, OR

2009 B.S. Speech Communication, Oregon State University, Corvallis, OR

Employment:

2015-Present Adjunct Instructor, ASU Mid-South

2015-Present Adjunct Instructor, Contra Costa College, San Pablo, CA

2012-Present Graduate Teaching Assistant, University of Memphis, Memphis, TN

2009-2012 Graduate Teaching Assistant, Oregon State University, Corvallis, OR

ARCHIBOLD, DAWN

Instructional Designer, A-State Online Faculty Support

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

Effective: July 1, 2016

Source of Funds: Education and General, page 66, line 2

Justification: New position added due to increased faculty support required for the addition of new online programs

Education:

2016 M.S. Education, Southern Illinois University, Carbondale, IL

2009 M.B.A. Marketing, Keller Graduate School of Management, DeVry University, Naperville, IL

2006 B.S. Journalism, Southern Illinois University, Carbondale, IL

Employment:

2014-Present Graduate Teaching Assistant, Southern Illinois University, Carbondale, IL

2007-2014 e-Support Lead, NBTY Illinois Contact Center, Carbondale, IL

BAKER, KATHERINE

Assistant Professor, Art History

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

Effective: August 16, 2016

Source of Funds: Education and General, page 129, line 15

Justification: Replacement for William J. Allen, who retired (\$82,626)

Education:

2013 Ph.D. Art and Architectural History, University of Virginia, Charlottesville, VA

2007 M.A. Art and Architectural History, University of Virginia, Charlottesville, VA

2003 B.A. Art History, University of Wisconsin-Madison, Madison, WI

Employment:

2015-2016 Adjunct Professor, Broward College, Fort Lauderdale, FL

2014-2016 Adjunct Professor, Miami International University of Art and Design, Miami, FL

2011-2014 Seminar Leader, Context Travel, Paris, France

BEARD, AMY

Instructional Designer, A-State Online Operations

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

Effective: July 11, 2016

Source of Funds: Education and General, page 164, line 3

Justification: Replacement for Rhonda Dauer, who resigned (\$25,635, part-time hourly rate)
With the launch of eight additional programs, we are replacing a part-time staff member with a full-time position to provide program faculty training and support

Education:

2016 M.Ed. Educational Technology, University of Arkansas, Fayetteville, AR

2008 B.S.E. Middle Level Education Math and Science, University of Arkansas, Fayetteville, AR

Employment:

2011-2015 Billing and Insurance, Northwest Arkansas Clinic for Families, Springdale, AR

2010-2015 Private tutor in general math, algebra, geometry, and statistics

BOGGS, JOHNNA

Temporary Instructor, A-State Online Nursing

Salary: \$49,000 (9-month rate)

Effective: August 16, 2016

Source of Funds: Education and General, page 164, line 2

Justification: Replacement for Timothy Wren, who resigned (\$57,764)

Education:

2016 M.S. Adult Gerontology Acute Care Nurse Practitioner, University of Arkansas for Medical Sciences, Little Rock, AR (Expected 2016)
2011 B.S. Nursing, Arkansas State University-Jonesboro

Employment:

2015-Present Registered Nurse, NEA Baptist Hospital, Jonesboro, AR
2012-Present Registered Nurse, Arkansas Methodist Medical Center, Paragould, AR
2013-2014 Registered Nurse, St. Bernards Regional Medical Center, Jonesboro, AR
Aug-Dec 2012 Clinical Faculty, Black River Technical College, Pocahontas, AR
2011-Mar 2012 Registered Nurse, St. Bernards Regional Medical Center, Jonesboro, AR

BRADY, KIMBERLY

Instructor, English as a Second Language

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

Effective: July 1, 2016

Source of Funds: Education and General, page 78, line 5

Justification: New full-time position - English as a Second Language program transitioned part-time adjuncts to full-time positions

Education:

2013 M.A. Modern Languages, University of Mississippi, Oxford, MS
1982 B.S. Family and Consumer Science Education, Mississippi University for Women, Columbus, MS

Employment:

2015-Present Adjunct Instructor, ASU-Jonesboro
2012-Present Private Language Instructor for Japanese Children and Adults, Toyota Manufacturing Company, Blue Springs, MS
Fall 2014 Adjunct Instructor, Mississippi State University, Starkville, MS
2012-2013 Graduate Instructor, University of Mississippi, Oxford, MS
Spring 2012 Graduate Instructor, Nelson Mandela Metropolitan University, Port Elizabeth, South Africa

CAMP, JESSICA

Assistant Professor, School of Nursing

Salary: \$66,000 (9-month rate)

Effective: August 16, 2016

Source of Funds: Education and General, page 163, line 4

Justification: Replacement for Phyllis Skorga, who retired (\$78,550)

Education:

2015 M.S.N. Nursing Administration, ASU-Jonesboro
2010 B.S.N. Nursing, ASU-Jonesboro

Employment:

2011-2016 Adjunct Faculty, College of Nursing and Health Professions, ASU-Jonesboro
2015 Clinical Nurse Specialist/Advanced Clinical Educator, St. Bernards Regional Medical Center, Jonesboro, AR
2014-2015 Manager, Utilization Review and Admit/Discharge Teams, St. Bernards Regional Medical Center, Jonesboro, AR
2014 Content Expert, Mental Health Aggressive Patient, Mosby-Elsevier, Maryland Heights, MO

CATES, CARL

Dean of Humanities, Social Sciences, Fine Arts, Media and Communications

Salary: \$160,000

Effective: July 1, 2016

Source of Funds: Education and General, page 105, line 1

Justification: Colleges were restructured, collapsing three colleges into one – Deans Brad Rawlins and Don Bowyer were reassigned to other positions

Education:

1994 Ph.D. Speech Communication/Rhetoric, Florida State University, Tallahassee, FL
1985 M.S. Human Communication, Abilene Christian University, Abilene, TX
1982 B.A. Mass Communication, Abilene Christian University, Abilene, TX

Employment:

2013-Present Associate Dean, College of the Arts, Valdosta State University, Valdosta, GA
2012-2013 Interim Assistant Dean, College of the Arts, Valdosta State University, Valdosta, GA
1997-2013 Department Head, Department of Communication Arts, Valdosta State University, Valdosta, GA

CHAIKO, TATSIANA

Temporary Instructor of Spanish, World Languages and Cultures

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

Effective: August 16, 2016

Source of Funds: Off-budget position - funding from Academic Affairs salary pool

Justification: Replacement for Ashley Zehel, who resigned (\$30,000)

Education:

2015 M.A. Spanish, Ohio University, Athens, OH
2013 B.A. English Studies, University of Seville, Spain
2008 B.A. Spanish Studies, Minsk State Linguistic University, Belarus

Employment:

2016 English Teacher, Online Language School, www.skyeng.ru
Aug-Dec 2015 English Teacher, Language School Step by Step, Belarus
2013-2015 Teaching Associate, Ohio University, Athens, OH
Feb-May 2013 Instructor in Spanish, University of Seville, Spain

CHAMBERLAIN, ELIZABETH

Instructor, English and Philosophy

Salary: \$48,000

Effective: August 16, 2016

Source of Funds: Education and General, page 108, line 19

Justification: Replacement for Katarzyna Lecky, who resigned (\$53,346)

Education:

2016 Ph.D. English Rhetoric and Composition, University of Louisville, Louisville, KY
(Expected 2016)
2010 M.A. English, California Polytechnic University, San Luis Obispo, CA
2007 B.A. English, California State University, Los Angeles, CA

Employment:

2014-2015 Assistant Director of Composition, University of Louisville, Louisville, KY
2013-2015 Graduate Teaching Assistant, University of Louisville, Louisville, KY
2013-2014 Digital Media Graduate Assistant, University of Louisville, Louisville, KY
2009-2011 Graduate Teaching Assistant and Lecturer, California Polytechnic University,
San Luis Obispo, CA

CURSI CAMPOS, HELOISA

Assistant Professor, Psychology

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

Effective: August 16, 2016

Source of Funds: Education and General, page 147, line 17

Justification: Position reallocated from Counseling to Psychology

Education:

2013 Ph.D. Experimental Psychology, University of Sao Paulo, Sao Paulo, Brazil
2009 M.S. Experimental Psychology, University of Sao Paulo, Sao Paulo, Brazil
2007 B.S. Psychology, Pontifical Catholic University of Sao Paulo, Sao Paulo, Brazil

Employment:

2015-Present Adjunct Lecturer, University of Oklahoma, Norman, OK
2014-2015 Applied Behavior Analyst Therapist, Brazil
2011-2012 Visiting Fulbright Scholar, Purdue University, West Lafayette, LA

DICKERSON, BRADLEY

Temporary Visiting Assistant Professor, A-State Online – Political Science

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

Effective: August 16, 2016

Source of Funds: Education and General, page 113, line 2

Justification: New position added due to growth in A-State online undergraduate degree program

Education:

2016 Ph.D. Political Science, University of Mississippi, University, MS (Expected 2016)
2011 M.A. Political Science, Mississippi State University, Mississippi State, MS
2010 B.A. Political Science and Public Administration, Mississippi State University, Mississippi State, MS

Employment:

2010-2015 Graduate Assistant, University of Mississippi, Mississippi State, MS

ENNIS, DANETTA

Temporary Instructor, Health, Physical Education and Sport Sciences

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

Effective: August 16, 2016

Source of Funds: Education and General, page 151, line 20

Justification: Replacement for Ashley Thrasher, who resigned (\$51,615)

Education:

2014 M.S. Healthcare Administration, Lindenwood University, Belleville, IL
2012 B.S. Athletic Training, Southeast Missouri State University, Cape Girardeau, MO
2009 A.A. Three Rivers College, Poplar Bluff, MO

Employment:

2015-Present Physician Extender/Business Manager Aide, Jonesboro Orthopedics and Sports Medicine, Jonesboro, AR

Aug-Dec 2015 Adjunct Professor, ASU-Jonesboro

2014-2015 Community Health Promotion Specialist, Northeast Arkansas Region, Arkansas Department of Health, Walnut Ridge, AR

EVANS, JUANITA

Instructor, First Year Studies

Salary: \$31,000 (9-month rate)

Effective: August 16, 2016

Source of Funds: Education and General, page 82, line 3

Justification: Replacement for Toccara Carter, who was promoted (\$31,475)

Education:

2016 M.A. English, University of Central Oklahoma, Edmond, OK

2013 M.F.A. Creative Writing, University of Central Oklahoma, Edmond, OK

2008 B.A. Writing, University of Central Arkansas, Conway, AR

Employment:

2015-2016 Graduate Supplemental Instruction Assistant, University of Central Oklahoma, Edmond, OK

2014-2015 Administrative Assistant I, University of Central Oklahoma, Edmond, OK

2013-2014 Graduate Administrative Assistant, University of Central Oklahoma, Edmond, OK

2012-2013 English Teaching Assistant, University of Central Oklahoma, Edmond, OK

2010-2012 English Reading and Writing Consultant, University of Central Oklahoma, Edmond, OK

FLEMING, ADDIE

Temporary Instructor, School of Nursing

Salary: \$49,000 (9-month rate)

Effective: August 16, 2016

Source of Funds: Education and General, page 163, line 27

Justification: Replacement for Barbara Wike, who retired (\$60,220)

Education:

2017 M.N.Sc. Nursing Education and Nursing Administration, University of Arkansas for Medical Sciences, Little Rock, AR (Expected 2017)

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

Employment:

2013-Present Intensive Care Unit Registered Nurse, St. Bernards Regional Medical Center, Jonesboro, AR

2012-2013 Leader of Clinical Learning Lab and Peer Instructor, ASU-Jonesboro

HOLCOMB, RHONDA

Temporary Assistant Professor, Nursing and Health Professions

Salary: \$66,000 (9-month rate)

Effective: August 16, 2016

Source of Funds: Education and General, page 173, line 1, with additional funds from carryforward

Justification: Replacement for Beverly Parker, who resigned (\$63,000)

Education:

2004 M.S.N. Adult Health, Arkansas State University-Jonesboro
1997 B.S.N. Nursing, Arkansas State University-Jonesboro
1985 A.A.S.N. Nursing, Arkansas State University-Jonesboro

Employment:

2009-Present Adjunct Faculty, ASU-Jonesboro
2014-2015 Nursing Director-Adult and Geriatric Psychiatric Units, St. Bernards Behavioral Health Unit, Jonesboro, AR
2012-2014 Quality Coordinator, St. Bernards Regional Medical Center, Jonesboro, AR
2011-2012 Nursing Director-Medical Surgical Unit and Transitional Care Unit, St. Bernards Regional Medical Center, Jonesboro, AR

HUFF, WILLIAM

Instructor of English as a Second Language, Global Initiatives

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

Effective: August 16, 2016

Source of Funds: Education and General, page 78, line 9

Justification: New full-time position - English as a Second Language program transitioned from part-time adjuncts to full-time positions

Education:

2014 M.A. Teaching English to Speakers of Other Languages, Arkansas Tech University, Russellville, AR
2010 B.A. Public Relations, Arkansas Tech University, Russellville, AR

Employment:

2007-Present Owner/Operator, Huff Media Services, Jonesboro, AR
2015 Adjunct Instructor, ASU-Jonesboro
2011-2013 Caregiver, Bost, Inc., Russellville, AR

JACKSON, JOHN

Temporary Instructor, Economics and Finance

Salary: \$50,000

Effective: August 16, 2016

Source of Funds: Off-budget position - funding from tuition differential (\$10,895), with remainder from Academic Affairs salary pool

Justification: Temporary replacement for Sangshin Pae, who resigned (\$114,480)

Education:

2011 M.S. Finance, University of Alabama, Tuscaloosa, AL
2007 B.B.A. Finance, Augusta State University, Augusta, GA

Employment:

2016-Present Assistant Professor, Eastern Kentucky University, Richmond, KY
2015-Present Reviewer, College for America, Southern New Hampshire University, Manchester, NH
2014 Instructor, Virginia College, Birmingham, AL
2010-2013 Faculty-in-Residence, Culverhouse College of Commerce, University of Alabama, Tuscaloosa, AL

JEONG, HYUNJU

Assistant Professor, Engineering Instruction

Salary: \$80,000 (9-month rate)

Effective: August 16, 2016

Source of Funds: Education and General, page 159, line 10 (\$75,000), plus tuition differential page 157, line 2 (\$5,000)

Justification: Replacement for Ricky Clifft, who retired (\$101,689)

Education:

2013 Ph.D. Civil and Environmental Engineering, Georgia Institute of Technology, Atlanta, GA
2008 Ph.D. Program in Civil and Environmental Engineering, Arizona State University, Tempe, AZ
2004 M.S. Civil and Environmental Engineering, University of Nevada, Las Vegas, NV
2000 B.S. Environmental Engineering, Ewha Women's University, Seoul, Korea

Employment:

Jul 2015-Present Research Scientist, South Dakota School of Mine and Technology, Rapid City, SD
Jan-May 2015 Adjunct Faculty, Kennesaw State University, Marietta, GA
2009-2014 Research Assistant, Georgia Institute of Technology, Atlanta, GA

JOHNSON, BRITTNEY

Instructor, Health, Physical Education, & Sport Sciences

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

Effective: August 16, 2016

Source of Funds: Education and General, page 151, line 13

Justification: Replacement for Mikah Felkins, who resigned (\$37,000)

Education:

2013 M.S. Health Sciences, Arkansas State University-Jonesboro
2010 B.S. Health Promotion, Arkansas State University-Jonesboro

Employment:

2014-Present Pharmacy Specialist, Woodsprings Pharmacy and Home Medical, Jonesboro, AR
2013-2014 Wellness Center Coordinator, NEA Baptist Clinic, Jonesboro, AR
2012-2013 Community Director, March of Dimes, Northeast Arkansas Division, Jonesboro, AR
2011-2012 Assistant Operations Manager, Woodsprings Pharmacy and Home Medical, Jonesboro, AR

JONES, MIRANDA

Instructor, English Learning Academy

Salary: \$35,000

Effective: August 16, 2016

Source of Funds: Education and General, page 78, line 7

Justification: New full-time position - English as a Second Language program transitioned part-time adjuncts to full-time positions

Education:

2015 M.A. English, Arkansas State University-Jonesboro

2012 B.A. English, Arkansas State University-Jonesboro

Employment:

2013-Present Adjunct Instructor, ASU-Jonesboro

2011-2013 Graduate Assistant, ASU-Jonesboro

2010-2011 Substitute Teacher, Sub Teach USA, Paragould, AR

JORDAN, MARK

Temporary Instructor, Agricultural and Technology Studies

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

Effective: August 16, 2016

Source of Funds: Off-budget position - funds from Academic Affairs salary pool

Justification: Temporary position to provide teaching support

Education:

2004 M.S. Agricultural Economics, University of Arkansas, Fayetteville, AR

2002 B.S. Agribusiness, Arkansas State University-Jonesboro

Employment:

2007-Present Director of Poultry and Egg Services, Informa Economics, Memphis, TN

KIM, DOO YOUNG

Instructor, Mathematics and Statistics

Salary: \$58,000 (9-month rate)

Effective: August 16, 2016

Source of Funds: Education and General, page 103, line 7 (\$52,998), plus tuition differential, page 95, line 6 (\$3,002)

Justification: Replacement for Seo-eun Choi, who resigned (\$61,452)

Education:

2016 Ph.D. Statistics, University of South Florida, Tampa, FL

2009 M.A. Statistics, Ball State University, Muncie, IN

1999 B.A. Management, Kyungwon University, Kyungki, South Korea

Employment:

2012-Present Graduate Teaching Associate, University of South Florida, Tampa, FL

2009-2011 Graduate Teaching Assistant, Indiana University, Indianapolis, IN

KIM, DONGHOON

Instructor, Computer Science

Salary: \$75,000 (9-month rate)

Effective: August 16, 2016

Source of Funds: Education and General, page 102, line 9

Justification: New position funded through salary savings

Education:

2016 Ph.D. Computer Science, North Carolina State University, Raleigh, NC (Expected 2016)

2003 M.S. Computer Science, Auburn University, Auburn, AL

1999 B.A. Computer Science, Gangneung-Wonju National University, Gangneung, Korea

Employment:

2015-Present Software Engineer, Intern, IBM, Durham, NC

May-Aug 2012 Software Engineer, Intern, SAS Institute, Cary, NC

2004-2006 Software Engineer, Samsung Electronics, Korea

LONG, TOMMYSHAWN

Instructional Designer, A-State Online Faculty Support

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

Effective: July 11, 2016

Source of Funds: Education and General, page 66, line 3

Justification: New position added during budget planning process, due to increased need for faculty support of new online programs

Education:

2015 M.S. Computer and Information Science, Southern Arkansas University, Magnolia, AR
2013 B.S. Computer and Information Technology, Arkansas State University-Jonesboro

Employment:

2013-Present Instructional Technology Support Specialist, Black River Technical College, Paragould, AR

MANNING, MOLLIE

Assistant Professor, School of Nursing

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

Effective: August 16, 2016

Source of Funds: Education and General, page 163, line 10

Justification: Replacement for Julie Isaacson, who retired (\$68,740)

Education:

2015 M.S.N. Nurse Educator, University of Arkansas, Fayetteville, AR

2013 B.S.N. Nursing, University of Phoenix, Phoenix, AZ

2004 A.A.S. Nursing, Phillips Community College, Helena, AR

Employment:

2015-Present Staff Registered Nurse, NEA Baptist Hospital, Jonesboro, AR

2013-Present PRN Nursing Supervisor, Helena Regional Medical Center, Helena, AR

2013-2015 Nursing Instructor, Phillips Community College, Helena, AR

2010-2013 Director of Surgical Services/Registered Nurse, Helena Regional Medical Center,
Helena, AR

MARTIN, JOCELYN

Assistant Professor, Social Work

Salary: \$61,000 (9-month rate)

Effective: August 16, 2016

Source of Funds: Education and General, page 171, line 3 (\$60,000), plus tuition differential, page 162,
line 54 (\$1,000)

Justification: Replacement for Richard Freer, who retired (\$68,121)

Education:

2005 Ph.D. Social Work, University of Kansas, Lawrence, KS

1985 M.S.W. Social Work, University of Kansas, Lawrence, KS

1979 B.A. Microbiology, University of Kansas, Lawrence, KS

Employment:

2012-Present Assistant Professor, Southeast Missouri State University, Cape Girardeau, MO
2005-2012 Assistant Professor, Austin Peay State University, Clarksville, TN

MATHIS, CAROLYN

Assistant Professor (non-tenured), Nursing Department, ASU-Searcy

Salary: \$51,000 (9-month rate)

Effective: August 16, 2016

Source of Funds: Education and General, page 175, line 1

Justification: Replacement for Michael Smith, who resigned (\$53,000)

Education:

2015 M.S.N. Nursing Administration and Nursing Education, University of Arkansas for Medical Sciences, Little Rock, AR

2012 B.S.N. Nursing, University of Arkansas for Medical Sciences, Little Rock, AR

1981 A.A.S. Nursing, Arkansas State University-Jonesboro

Employment:

2016-Present PRN Radiation Oncology Nurse, CARTI, Searcy, AR

2013-2015 Nursing Instructor, University of Arkansas Community College of Morrilton, Morrilton, AR

2006-2013 Float Pool RN Charge Nurse, University of Arkansas for Medical Sciences, Little Rock, AR

MCCARROLL, ROBERT

Instructor, Department of Art and Design

Salary: \$30,000 (12-month rate)

Effective: August 16, 2016

Source of Funds: Education and General, page 129, line 14

Justification: Replacement for Paul Hickman, who retired (\$34,201)

Education:

2008 M.F.A. Ceramics, University of Memphis, Memphis, TN

2005 M.A. Studio Art, Arkansas State University-Jonesboro

1991 B.F.A. Graphic Design, Arkansas State University-Jonesboro

Employment:

2012-Present Adjunct Professor, ASU-Jonesboro

2014-Present Associate, Kroger Marketplace, Jonesboro, AR

2002-2014 Store Manager, The Edge Coffee House, Jonesboro, AR

MELVILLE, MEREDITH

Temporary Instructor, Theatre

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

Effective: August 16, 2016

Source of Funds: Off-budget position - funded with salary savings from Bob Simpson line

Justification: This position is needed to handle the teaching load resulting from reassignments

Education:

2016 M.F.A. Emphasis Directing, University of Memphis, Memphis, TN

2012 M.S. Organizational Leadership, Dominican University, River Forest, IL

2003 B.A. Theatre, University of North Texas, Denton, TX

Employment:

Fall 2014-2016 Instructor of Record, Theatre, University of Memphis, Memphis, TN

2011-2013 Operations Manager, Dominican University Performing Arts Center, River Forest, IL

MIDDLETON, POLLY

Instructor, Music

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

Effective: August 16, 2016

Source of Funds: Education and General, page 130, line 22

Justification: New position for Director of Athletic Bands

Education:

2012 D.E. Music Education, University of Illinois at Urbana-Champaign, Champaign, IL

2008 M.Mus. Wind Conducting, Indiana State University, Bloomington, IN

2002 B.M.E. Music Education, University of Illinois at Urbana-Champaign, Champaign, IL

Employment:

2013-Present Associate Director of Athletic Bands, Virginia Tech, Blacksburg, VA

2011-2013 Assistant Director of Athletic Bands, Virginia Tech, Blacksburg, VA

MOHLER, AMANDA

Assistant Professor, Occupational Therapy

Salary: \$66,000 (9-month rate)

Effective: August 16, 2016

Source of Funds: Education and General, page 180, line 6 (59,367), plus tuition differential, page 162, line 73 (\$6,633)

Justification: Position for new occupational therapy program

Education:

2013 D.O.T. Occupational Therapy, Washington University School of Medicine, St. Louis, MO
2010 B.S.W. Social Work, Illinois State University, Bloomington, IL
2007 A.S. Parkland College, Champaign, IL

Employment:

2014-Present Occupational Therapist, HealthSouth Rehabilitation, Jonesboro, AR
2012-2014 Therapeutic Care Provider, Private Practice, Olivette, MO, St. Louis, MO and Alton, IL

MOQUIN, RENE'

Assistant Professor, Computer and Information Technology

Salary: \$100,000 (9-month rate)

Effective: August 16, 2016

Source of Funds: Education and General, page 140, line 8 (\$87,220), plus tuition differential, page 135, line 41 (\$12,780)

Justification: Replacement for Qingyu Zhang, who resigned (\$94,102)

Education:

2015 Ph.D. Management Information Systems, Baylor University, Waco, TX
2015 M.S. Information Systems, University of Mary Hardin-Baylor, Belton, TX
1991 B.S. Computer Science, University of Central Texas, Killeen, TX
1986 A.A.S. Electronic Data Processing, Temple College, Temple, TX

Employment:

Aug 2015-Present Visiting Assistant Professor, University of Mary-Hardin-Baylor, Belton, TX
Jun-Aug 2015 Adjunct Professor, University of Mary-Hardin-Baylor, Belton, TX
2013-2015 Teacher of Record, Baylor University, Waco, TX
2009-2010 Adjunct Instructor, University of Mary-Hardin-Baylor, Belton, TX

NEWMAN, DAVID

Associate Professor, Agriculture and Technology Studies

Salary: \$72,000 (9-month rate)

Effective: August 16, 2016

Source of Funds: Education and General, page 88, line 5

Justification: Replacement for William Humphrey, who retired (\$84,619)

Education:

2009 Ph.D. Meat Science and Muscle Physiology, North Dakota State University, Fargo, ND
2005 B.S. Animal Science, University of Missouri-Columbia, Columbia, MO

Employment:

2010-Present Assistant Professor, North Dakota State University, Fargo, ND
2009-2010 Post-Doctoral Associate, North Dakota State University, Fargo, ND

PAGE, CARRIE

Temporary Instructor, Music

Salary: \$30,000 (9-month rate)
Effective: August 16, 2016
Source of Funds: Education and General, page 130, line 9
Justification: Replacement for Daniel Tacke, who resigned (\$47,892)

Education:

2011 D.M.A. Composition, Arizona State University, Tempe, AZ
2005 M.M. Composition, University of Louisville, Louisville, KY
2002 B.M. Music Education, Converse College Petrie School of Music, Spartanburg, SC

Employment:

2012-Present Music Theory Instructor, Paradise Valley Community College, Phoenix, AZ
2014-2015 Assistant Teaching Professor, Montana State University, Bozeman, MT
2012 Instructor, Central Arizona College, Coolidge, AZ

PATKOS, MORGAN

Instructor, English Learning Academy

Salary: \$35,000 (9-month rate)
Effective: August 22, 2016
Source of Funds: Education and General, page 78, line 8
Justification: New full-time position - English as a Second Language program transitioned part-time adjuncts to full-time positions

Education:

2013 M.A. Teaching English as a Second Language, Pennsylvania State University, State College, PA
2011 B.A. Global Cultural Studies, Point Park University, Pittsburgh, PA

Employment:

2014-Present Instructor, Chonnam National University Language Education Center, Gwangju, South Korea
2013-2014 Instructor: Beyond Advanced, Chilgok, South Korea
Spring 2013 Practicum Teacher: Intensive English Communication Program, Pennsylvania State University, State College, PA
2010-2012 Teaching Assistant, Easterly Parkway Elementary School, State College, PA

PAULSEN, TREVOR

Temporary Instructor, Health, Physical Education and Sport Sciences

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

Effective: August 16, 2016

Source of Funds: Education and General, page 151, line 9

Justification: Replacement for Dennis Perkey, who resigned (\$52,568)

Education:

2016 M.S. Kinesiology, Western Illinois University, Macomb, IL

2014 B.S. Exercise Science, Western Illinois University, Macomb, IL

Employment:

2014-Present Teaching Assistant, Western Illinois University, Macomb, IL

2014-Current Volunteer Strength and Conditioning Coach, Manchester University, North Manchester, IL

PLESHKAN, VIKTORIYA

Assistant Professor, School of Nursing

Salary: \$64,000 (9-month rate)

Effective: August 16, 2016

Source of Funds: Education and General, page 163, line 16 (\$62,003), plus tuition differential, page 161, line 33 (\$1,997)

Justification: Replacement for Tara Waggoner, who resigned (\$57,572)

Education:

2017 Ph.D. Nursing Education, Walden University, Minneapolis, MN (Expected 2017)

2006 M.S.N. Nursing, St. Francis University of Fort Wayne, Fort Wayne, IN

2003 B.S.N. Nursing, Indiana University-Purdue University of Fort Wayne, Fort Wayne, IN

2000 A.S.N. Nursing, Indiana University-Purdue University of Fort Wayne, Fort Wayne, IN

1990 A.S.N. Nursing, Kishinev, Moldova

Employment:

2014-Present Family Nurse Practitioner, Convenience Care Clinic, Indianapolis, IN

2011-Present Adjunct Faculty Nurse Practitioner, Indiana Wesleyan University, Greenwood, IN

2013-2014 Primary Care Nurse Practitioner, Primary Care at MMC, Indianapolis, IN

2011-2014 Lead Nursing Faculty, RN Program, Medtech College, Greenwood, IN

POWELL, DWAYNE

Instructor (Non-tenure), Accounting

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

Effective: August 16, 2016

Source of Funds: Education and General, page 137, line 9 (\$48,000), plus tuition differential, page 134, line 8 (\$5,000)

Justification: Replacement for Rebecca Carr, who retired (\$52,985)

Education:

1990 M.B.A. Business Administration, Arkansas State University-Jonesboro

1985 B.S. Accounting, Arkansas State University-Jonesboro

Employment:

2015-2016 Chief Credit Officer, Helena National Bank, Helena, AR

2007-2015 Instructor, ASU-Jonesboro

2007-2015 Bank Consultant, Powell Consulting, Jonesboro, AR

RAGAB, TAREK

Assistant Professor, Civil Engineering

Salary: \$80,000 (9-month rate)

Effective: August 16, 2016

Source of Funds: Education and General, page 159, line 3 (\$75,000), plus tuition differential (\$5,000)

Justification: Replacement for Thomas Parsons, who retired (\$96,397)

Education:

2010 Ph.D. Civil Engineering, State University of New York at Buffalo, Buffalo, NY

2007 M.S. Civil Engineering, State University of New York at Buffalo, Buffalo, NY

2005 M.S. Structural Engineering, Alexandria University, Alexandria, Egypt

2002 B.S. Civil Engineering, Alexandria University, Alexandria, Egypt

Employment:

2015-Present Senior Research Scientist, State University of New York at Buffalo, Buffalo, NY

2010-2015 Assistant Professor, Tabuk University, Tabuk, Kingdom of Saudi Arabia

SCHLOEMER, HILARY

Assistant Professor, Management and Marketing

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

Effective: August 16, 2016

Source of Funds: Education and General, page 139, line 7 (\$85,540), plus tuition differential, page 134, line 10 (\$18,460)

Justification: Replacement for Faye Cocchiara, who resigned (\$100,296 - difference in salary due to COLA adjustments)

Education:

2016 Ph.D. Human Resources Management, University of Kansas, Lawrence, KS (Expected 2016)
2012 B.A. Psychology and Sociology, University of Kansas, Lawrence, KS

Employment:

2012-Present Graduate Research and Teaching Assistant, University of Kansas, Lawrence, KS
2009-2012 Undergraduate Research and Teaching Assistant, University of Kansas, Lawrence, KS

SHAW, ALICIA

Assistant Professor, School of Teacher Education and Leadership

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

Effective: August 16, 2016

Source of Funds: Education and General, page 146, line 35

Justification: Replacement for Mitchell Holifield, who retired (\$89,527)

Education:

2009 Ed.D. Educational Leadership, Arkansas State University-Jonesboro
2000 M.S.E. K-12 Reading Specialist, Arkansas State University-Jonesboro
1989 B.S.E. Elementary Education, Arkansas State University-Jonesboro

Employment:

2013-Present Adjunct Faculty, ASU-Jonesboro
2012-Present High School Math Instructor, Kennett High School, Kennett, MO
2010-2012 Elementary Principal, Gideon School District, Gideon, MO

SHEWMAKER, DORIS

ESL Instructor and Tutoring Coordinator, English Learning Academy

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

Effective: June 1, 2016

Source of Funds: Education and General, page 78, line 2

Justification: Replacement for Amy Darnell, who was not reappointed (\$48,000)

Education:

2002 M.A. Teaching English to Speakers of Other Languages, Biola University, La Mirada, CA
1980 A.B. Liberal Studies, San Diego State University, San Diego, CA

Employment:

2015-Present Adjunct ESL Instructor, ASU-Jonesboro
2010-2015 ESL Instructor, ASU-Jonesboro

SONG, CHI YOUNG

Temporary Instructor, Music

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

Effective: August 16, 2016

Source of Funds: Education and General, page 130, line 20

Justification: Replacement for Guy Harrison, who resigned (\$43,000)

Education:

2017 D.M.A. Violin Performance, University of Kentucky, Lexington, KY (Expected 2017)

2013 M.M. Violin Performance, The Boston Conservatory, Boston, MA

2010 B.M. Violin Performance, The Boston Conservatory, Boston, MA

Employment:

2015-Present Instructor, Central Music Academy, Lexington, KY

2014-Present Adjudicate entrance and seating auditions, Central Kentucky Youth Orchestras, Lexington, KY

2013-Present Teaching Assistant, University of Kentucky, Lexington, KY

2006-Present Private violin instructor during summer months, Seoul, South Korea

SUMLER, KRISTEN

Instructor, English Learning Academy

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

Effective: July 1, 2016

Source of Funds: Education and General, page 78, line 1

Justification: Replacement for Lynda Franco, who resigned (\$63,000)

Education:

2014 M.A. Teaching English to Speakers of Other Languages, Arkansas Tech University, Russellville, AR

2012 B.A. Linguistics, University of Central Arkansas, Conway, AR

Employment:

2014-Present Adjunct Faculty, ASU-Jonesboro

2013-Present Sylvan Teacher, Sylvan Learning Center of Conway, Conway, AR

2013-2014 ESL Instructor, River Valley Literacy Councils, Russellville, AR

TETTEH, DINAH

Assistant Professor, Communication

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

Effective: August 16, 2016

Source of Funds: Education and General, page 119, line 8

Justification: Replacement for Matthew Thatcher, who transferred to a position in A-State Online-Communication (\$54,505)

Education:

2016 Ph.D. Communication Studies, Bowling Green State University, Bowling Green, OH

2011 M.A. Professional Communication, East Tennessee State University, Johnson City, TN

2005 B.Ed. Arts, University of Cape Coast, Cape Coast, Ghana

Employment:

2012-2015 Graduate Teaching Associate/Instructor of Record, Bowling Green State University, Bowling Green, OH

2013-2014 Teaching Assistant, Bowling Green State University, Bowling Green, OH

TODAK, ELIZABETH

Assistant Professor, Disaster Preparedness and Emergency Management

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

Effective: August 16, 2016

Source of Funds: Education and General, page 179, line 2

Justification: Replacement for Lance Wilcox, who resigned (\$67,183)

Education:

2013 M.S. Emergency Management, Jacksonville State University, Jacksonville, AL

2004 B.S. Molecular and Microbiology, University of Central Florida, FL

1995 B.S. Airway Science Management, Florida Institute of Technology, Melbourne, FL

Employment:

2014-Present Senior Management Analyst I, Florida CRS Initiative, Florida Division of Emergency Management, Tallahassee, FL

2009-Present President/Owner, Sweetpeas LLC, Eliot, ME

2014 Graduate Assistant, Jacksonville State University, Jacksonville, AL

2013-2014 Quality Assurance Specialist/Training Center Facility, Orange County Fire Rescue, Winter Park, FL

TRAVIS, KAYLA

Temporary Instructor, School of Nursing

Salary: \$49,000 (9-month rate)

Effective: August 16, 2016

Source of Funds: Off-budget position - funding from Accelerated BSN carryforward

Justification: Replacement for Linda Tate, who resigned (\$73, 956)

Education:

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

Employment:

2013-Present Neonatal Intensive Care RN II, Arkansas Children’s Hospital, Little Rock, AR

TREADWELL, DARTELL

Temporary Assistant Professor, Physical Therapy

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

Effective: August 16, 2016

Source of Funds: Education and General, page 170, line 10 (\$57,002), plus \$6,000 from tuition differential

Justification: Replacement for David Smith, who resigned (\$60,000)

Education:

2003 D.P.T. Physical Therapy, Nova Southeastern University, Fort Lauderdale, FL

2002 M.P.T. Physical Therapy, Nova Southeastern University, Fort Lauderdale, FL

2000 M.S. Public Service Management, Cumberland University, Lebanon, TN

1992 B.S. Criminal Justice, University of Tennessee at Martin, Martin, TN

Employment:

2015-Present Lead Home Health Physical Therapist, Northeast Arkansas Physical Therapy Services, Jonesboro, AR

2011-2015 Director of Rehabilitation Services, Harris Medical Center, Newport, AR

WALKER, SARA

Instructor, Disaster Preparedness and Emergency Management

Salary: \$65,000 (12-month rate)

Effective: August 16, 2016

Source of Funds: Off-budget position - funding from carryforward

Justification: Position added for new EMT Paramedics Program approved by ADHE, needed to coordinate the programs

Education:

2015 M.S. Disaster Preparedness and Emergency Management, Arkansas State University-Jonesboro
2012 B.A. History, Arkansas State University-Jonesboro
2001 EMT/P EMT/Paramedic, Delta Technical Institute, Jonesboro, AR

Employment:

2008-Present Paramedic, Emerson Ambulance Service, Jonesboro, AR
2015-Present Adjunct Faculty/Co-developer of EMT/EMTP Program, ASU-Jonesboro
2014-2015 Emergency Room Paramedic, NEA Hospital, Jonesboro, AR

WARZECKA, ZACHARY

Assistant Professor, English and Philosophy

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

Effective: August 16, 2016

Source of Funds: Education and General, page 108, line 9

Justification: Replacement for Jason Barrett-Fox, who resigned (\$51,914)

Education:

2016 Ph.D. Rhetoric and Composition, University of Texas at El Paso, El Paso, TX
2012 M.A. Rhetoric and Writing Studies, University of Texas at El Paso, El Paso, TX
2010 B.A. English and Creative Writing, University of Arizona, Tucson, AZ

Employment:

2014-Present Assistant Director, University of Texas at El Paso, El Paso, TX
2012-Present Assistant Instructor, University of Texas at El Paso, El Paso, TX
2012-2014 Puentes Doctoral Tutor, Graduate School, University of Texas at El Paso, El Paso, TX
2011-2012 Webmaster, Frontera Retorica, University of Texas at El Paso, El Paso, TX
2010-2012 Teaching Assistant/Co-coordinator of Digital Archives of Literacy Narratives, University of Texas at El Paso, El Paso, TX

WHITE, ELIZABETH

Instructor, English Learning Academy

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

Effective: August 16, 2016

Source of Funds: Education and General, page 78, line 6

Justification: New full-time position - English as a Second Language program transitioned part-time adjuncts to full-time positions

Education:

2008 M.S.Ed. Language Education, Indiana University, Bloomington, IN
1981 B.S. Psychology, Western Illinois University, Macomb, IL

Employment:

2009-Present Associate Lecturer, University of Wisconsin-La Crosse, La Crosse, WI
2013-Present Online Instructor, ESL Premier Hong Kong, Hong Kong, China

WILLIAMS, MARC

Assistant Professor, Theatre

Salary: \$45,000 (9-month rate)
Effective: August 16, 2016
Source of Funds: Education and General, page 132, line 3
Justification: Replacement for Molly Simpson, who retired (\$73,556)

Education:

2005 M.F.A. Fine Arts, University of North Carolina at Greensboro, Greensboro, NC
1998 B.A. Theatre, Mary Washington College, Fredericksburg, VA

Employment:

2015-Present Acting Chair of Theatre Studies, Guilford College, Greensboro, NC
2012-Present Visiting Assistant Professor of Theatre Studies, Guilford College, Greensboro, NC
2003-Present Adjunct Instructor, University of North Carolina at Greensboro, Greensboro, NC
2010-2012 Adjunct Instructor of Theatre Studies, Guilford College, Greensboro, NC
2008-2012 Full-time Lecturer, University of North Carolina at Greensboro, Greensboro, NC

WILLIAMS, ROBERT

Assistant Professor, School of Teacher Education and Leadership

Salary: \$56,000 (9-month rate)
Effective: August 16, 2016
Source of Funds: Education and General, page 146, line 42
Justification: Replacement for Carol Ross, who retired (\$57,313)

Education:

2012 Ph.D. Educational Leadership, Liberty University, Lynchburg, VA
2011 Ed.S. Educational Leadership, Liberty University, Lynchburg, VA
2006 M.Ed. Educational Leadership, Walden University, Minneapolis, MN
1995 B.A. Business Administration and Management, Auburn University, Auburn, AL

Employment:

2014-Present Vice President of Academic Affairs/Dean of Teacher Education Division, Crowley's Ridge College, Crowley's Ridge, AR
2016-Present Adjunct Instructor, ASU-Jonesboro
2013-2014 Math Specialist, Elmore County Schools, Wetumpka, AL
2006-2013 Alabama Christian Academy, Montgomery, AL

ZELIN, MICHAEL

Temporary Instructor, Chemistry and Physics

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

Effective: August 16, 2016

Source of Funds: Off-budget position - funding from Academic Affairs salary pool

Justification: Replacement for Scott Reeve, who resigned (\$76,892)
Due to the late resignation, this position is being filled with a temporary instructor to cover chemistry classes for the fall and spring semesters

Education:

1988 Ph.D. Physics and Mathematics, Tomsk State University, Russia

1981 M.S. Mechanical Engineering, Ural State Aviation Technology University, Russia

Employment:

2015-Present Adjunct Professor, ITT Technical Institute, Tampa, FL

2014-Present Adjunct Professor, Pasco-Hernando State College, Wesley Chapel, FL

2008-Present Technical Director, ADAN, Inc., Brooksville, FL

2011-2012 Faculty, Math Department, Northwest Arkansas Community College, Bentonville, AR

ZHANG, TAN

Assistant Professor, Health, Physical Education and Sport Sciences

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

Effective: August 16, 2016

Source of Funds: Education and General, page 151, line 18

Justification: Replacement for Jimmie Stillwell, who retired (\$88,511)

Education:

2016 Ph.D. Physical Education and Pedagogy, University of North Carolina-Greensboro, Greensboro, NC

2010 Ph.D. Sport Sociology/Physical Culture Studies, University of Maryland-College Park, College Park, MD

2004 M.H.K. Human Kinetics, University of Windsor, Ontario, Canada

2000 B.Ed. Sports Management, Beijing Sport University, Beijing, China

Employment:

2011-2016 Project Manager/Teaching Assistant, University of North Carolina-Greensboro, Greensboro, NC

2010-2011 Instructor, University of North Carolina-Greensboro, Greensboro, NC

ARKANSAS STATE UNIVERSITY-JONESBORO
ACADEMIC REASSIGNMENTS OF DUTY
September 23, 2016

BOWYER, DONALD

From: Dean of Fine Arts
To: Professor, Music
Effective: August 16, 2016
Salary: \$67,528
Source of Funds: Education and General, page 130, line 4
Justification: Replacement for Neale Bartee, who retired (\$78,313)

BOWSER, AUDREY

From: Assistant Professor, School of Teacher Education and Leadership
To: Director of Professional Education/Assistant Professor, School of Teacher Education and Leadership
Effective: July 1, 2016
Salary: \$87,000
Source of Funds: Education and General, page 145, line 2
Justification: Replacement for Mary Jane Bradley, who was promoted (\$92,511)

BURCHAM, TIMOTHY

From: Dean of Agriculture
To: Dean of Schools, Agriculture, Engineering and Technology
Effective: July 1, 2016
Salary: \$172,500
Source of Funds: Education and General, page 86, line 1/Education and General, page 156, line 1
Justification: Restructured Colleges of Agriculture and Technology and College of Engineering into one college

FLANNIGAN, KATHRYN

From: Assistant Professor, Accelerated BSN Program
To: Assistant Professor, School of Nursing
Effective: August 16, 2016
Salary: \$54,000 (9-month rate)
Source of Funds: Education and General, page 163, line 28, plus tuition differential (\$4,000)
Justification: New permanent position to meet student demand and accreditation requirements in the Nursing Program.

MORRISON, MARY

From: Associate Professor, Occupational Therapy
To: Department Chair, Occupational Therapy
Effective: July 1, 2016
Salary: \$128,495 (12-month rate)
Source of Funds: Education and General, page 180, line 1, plus tuition differential page 162, line 69
Justification: Department Chair of new Occupational Therapy Program

MIXON, PAUL

From: Dean of Engineering
To: Interim Associate Dean of Schools, College of Engineering
Effective: July 1, 2016
Salary: \$140,000
Source of Funds: Education and General, page 150, line 4, plus additional funds from faculty salary pool, page 149, line 4
Justification: Interim position due to restructuring of the College of Agriculture and the College of Engineering into one college and the creation of an associate dean position

NEELEY, RICHARD

From: Department Chair, Communication Disorders
To: Professor, Communication Disorders
Effective: August 16, 2016
Salary: \$74,132 (9-month rate)
Source of Funds: Education and General, page 169, line 2, plus tuition differential, page 161, line 5
Justification: Voluntary return to faculty position

PERKINS, GALEN

From: Project Program Specialist, Convocation Center
To: Instructor, Media
Effective: August 16, 2016
Salary: \$37,000 (9-month rate)
Source of Funds: Education and General, page 118, line 10
Justification: Replacement for Alex Brown, who retired (\$42,687)

TITSWORTH, MARY

From: Project Program Specialist, Intramurals
To: Instructor, Health, Physical Education, and Sport Sciences
Effective: August 16, 2016
Salary: \$38,000 (9-month rate)
Source of Funds: Education and General, page 151, line 16
Justification: Replacement for Harriette Adams, who retired (\$38,491)

ARKANSAS STATE UNIVERSITY-JONESBORO
NON-ACADEMIC APPOINTMENTS
September 23, 2016

ALLEN, ANDREA

Project/Program Manager, Delta Center for Economic Development

Salary: \$75,000

Effective: August 16, 2016

Source of Funds: Off-budget position funded from entrepreneurial reserve account – future funding will be determined through the budget planning process

Justification: New position to strengthen programmatic reach and impact of the Delta Center

Education:

1997 B.A. Political Science, Arkansas State University-Jonesboro

Employment:

2011-Present Deputy Chief of Staff-District Director for U.S. Congressman Rick Crawford, Jonesboro, AR

BAIER, PHILLIP

Director of Strength and Conditioning

Salary: \$23,000

Effective: May 6, 2016

Source of Funds: Auxiliary Enterprises, page 222, line 3

Justification: Replacement for Justin Geyer, who resigned (\$33,000)

Education:

2016 M.A. Higher Education Administration, Southeast Missouri State University, Cape Girardeau, MO
(Expected 2016)

2015 Collegiate Strength and Conditioning Coaches Association Certification

2013 B.S. Applied Exercise Science, Springfield College, Springfield, MA

Employment:

2015-Present Intern/Part-time Assistant Strength and Conditioning Coach, ASU-Jonesboro

2013-2015 Graduate Assistant, Strength and Conditioning Coach, Southeast Missouri State University, Cape Girardeau, MO

2013 Strength and Conditioning Intern, University of Southern California, Los Angeles, CA

2012 Strength and Conditioning Intern, Harvard University, Cambridge, MA

BRAKE, HEATHER

Assistant Dean of Students, Residence Life Director

Salary: \$40,000

Effective: July 1, 2016

Source of Funds: Auxiliary Enterprises, page 237, line 1

Justification: Replacement for Melissa Lamb, who was not reappointed (\$41,106)

Education:

2010 M.A. Higher Education Administration, Southeast Missouri State University, Cape Girardeau, MO

2008 B.S. Recreation, Southeast Missouri State University, Cape Girardeau, MO

2005 A.A. General Studies, Jefferson College, Hillsboro, MO

Employment:

2014-Present Coordinator of Student Involvement, Southern Illinois University-Carbondale, Carbondale, IL

2012-2014 Area Coordinator, Office of Residence Life, Southeast Missouri State University, Cape Girardeau, MO

2009-2012 Graduate Hall Director, Southeast Missouri State University, Cape Girardeau, MO

CAROTHERS, JUSTIN

Research Assistant, A-State Online Operations

Salary: \$30,000

Effective: August 1, 2016

Source of Funds: Education and General, page 150, line 3

Justification: New position created through the budget process to launch the online Engineering Management and School Counseling Programs

Education:

2016 M.A. Political Science, Arkansas State University-Jonesboro

2014 B.A. English, Arkansas State University-Jonesboro

2014 B.A. Political Science, Arkansas State University-Jonesboro

Employment:

2015-Present IT Consultant, Jackson Hewitt, Jonesboro, AR

2014-Present Graduate Assistant, ASU-Jonesboro

CHEN, CHRISTINA

Student Development Specialist, Office of Recruitment

Salary: \$30,000

Effective: August 8, 2016

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

Justification: Replacement for Thomas Blake Moore, who resigned (\$30,000)

Education:

2016 B.S. International Business and Marketing Management, Arkansas State University-Jonesboro

Employment:

Nov 2015-2016 Intern, Study Abroad, ASU-Jonesboro

May-Aug 2015 Marketing Intern, Wang and Li Asia Resources, Shanghai, China

2015-Feb 2016 Recruitment Assistant Intern, Football, ASU-Jonesboro

COOPER, REBECCA

Research Assistant, Ecotoxicology Research Facility

Salary: \$30,000

Effective: August 1, 2016

Source of Funds: Off-budget position funded by an external grant and Ecotoxicology revenue

Justification: Ecotoxicology facility is in the midst of critical grant work and cannot properly function without a technician, as it would jeopardize a new million-dollar grant

Education:

2016 Ph.D. Environmental Sciences, Arkansas State University-Jonesboro (Expected 2016)

2013 M.S. Environmental Sciences, Arkansas State University-Jonesboro

2009 B.S. Zoology, Miami University, Oxford, OH

2009 B.A. Chemistry, Miami University, Oxford, OH

Employment:

2015-Present Lab Technician, Arkansas State University-Jonesboro

Summer 2016 Participating Researcher, Arkansas State University-Jonesboro

Fall 2014 Project Coordinator, Avian Ecology Laboratory, Arkansas State University-Jonesboro

2011-2013 NSF Graduate Teaching Fellow in K-12 Education, Arkansas State University-Jonesboro

DABUL, RANI

Student Development Specialist, Office of Recruitment

Salary: \$30,000

Effective: August 8, 2016

Source of Funds: Education and General, page 34, line 12

Justification: New position added to enhance recruitment initiatives

Education:

2016 M.A. Communication Studies, Arkansas State University-Jonesboro (Expected 2016)

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

Employment:

2015-Present Graduate Assistant, ASU-Jonesboro
2013-2015 Teacher, English as a Second Language, Ribeirao Preto, Sao Paulo, Brazil
2012-2013 Barista, Shadrach's Coffee, Jonesboro, AR

DOWLING, JAREEM

Assistant Coach, Men's Basketball

Salary: \$55,000

Effective: May 10, 2016

Source of Funds: Auxiliary Enterprises, page 223, line 2

Justification: Replacement for Michael Scutero, whose contract ended (\$55,000)

Education:

2011 M.S. Sports Management, California University of Pennsylvania, California, PA

2005 B.A. Sociology, University of Maryland Eastern Shore, Princess Anne, MD

2003 A.A. General Studies, Cecil Community College, North East, MD

Employment:

2008-Present Assistant Coach, U.S. Virgin Islands Senior National Team, U.S. Virgin Islands

2007-Present Head Coach, U.S. Virgin Islands Junior National Men's Basketball Team, U.S. Virgin Islands

2015-2016 Head Coach, Scotland Performance Institute, Scotland, PA

2012-2015 Assistant Coach/Recruiting Coordinator, University of Southern Mississippi, Hattiesburg, MS

2011-2012 Assistant Coach, Morehead State University, Morehead, KY

GAMBLE, AUNDREA

Assistant Coach, Women's Basketball

Salary: \$34,000

Effective: July 1, 2016

Source of Funds: Auxiliary Enterprises, page 230, line 3

Justification: Replacement for Steven Huber, who resigned (\$60,000)

Education:

2015 B.S. Exercise Science, Arkansas State University-Jonesboro

Employment: First full-time employment since being a student athlete, Women's Basketball, ASU-Jonesboro

GESWEIN, ANDREW

Project/Program Specialist, Convocation Center

Salary: \$35,000

Effective: August 1, 2016

Source of Funds: Education and General, page 191, line 8/Auxiliary Enterprises, page 235, line 8

Justification: Replacement for Galen Perkins, who was appointed to a faculty position (\$35,351)

Education:

2009 M.S. Mass Communication, University of Southern Mississippi, Hattiesburg, MS

2008 B.S. Radio/Television, Arkansas State University-Jonesboro

Employment:

2014-Present External Communication Coordinator, Arkansas State Highway and Transportation Department, Little Rock, AR

2011-2013 Executive Producer of Commercial Production, KLRT-TV/KARK-TV, Little Rock, AR

2009-2011 Marketing Producer, KAIT-TV, Jonesboro, AR

HARPER, DEVIN

Counselor, Counseling Center

Salary: \$35,000

Effective: June 1, 2016

Source of Funds: Education and General, page 30, line 3

Justification: Replacement for Kristy Russell, who resigned (\$35,838)

Education:

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

Employment:

2015-Present Intern, Counseling Center, ASU-Jonesboro

HARRINGTON, JESSICA

Student Development Specialist, Career Services

Salary: \$36,000

Effective: May 16, 2016

Source of Funds: Education and General, page 31, line 4

Justification: Replacement for Holly Proffitt, who resigned (\$36,082)

Education:

2014 M.S. Higher Education, University of Arkansas at Little Rock, Little Rock, AR

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

Employment:

2014-Present Director of Centralized Planning Team/Association Director of Selection and Development, Northwestern Mutual, Little Rock, AR
2012 Graduate Assistant, ASU-Jonesboro

HOOPER, THOMAS

Project/Program Specialist, Intramurals

Salary: \$30,000

Effective: August 16, 2016

Source of Funds: Education and General, page 26, line 2

Justification: Replacement for Mary Titsworth, who was appointed to a faculty position (\$30,300)

Education:

2015 M.S. Sport Administration, Arkansas State University-Jonesboro

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

Employment:

Oct 2015-Current Human Resources Manager, Hays Clothing, Inc., Jonesboro, AR

Jan-Oct 2015 Marketing Manager, DNW Outdoors, Inc., Jonesboro, AR

LOCKE, SHANNON

Assistant Coach, Women's Soccer

Salary: \$30,000

Effective: July 11, 2016

Source of Funds: Auxiliary Enterprises, page 227, line 2

Justification: Replacement for Jessica Greer, who resigned (\$30,000)

Education:

2015 M.S. Health and Human Performance, Northeastern State University, Tahlequah, OK

2011 B.S. Exercise Sports Science, University of Tulsa, Tulsa, OK

Employment:

2015-Present Director of Operations, Athletics, University of Kansas, Lawrence, KS

2011-Present Sports Performance Trainer/Soccer Skill Trainer, Shannon Locke Soccer Performance, Tulsa, OK

2010-2015 Head Competitive Club Coach, Blitz United Soccer Club, Tulsa, OK

MARCHAND, ROBERT

Assistant Coach (Assistant Equipment Manager), Athletic Administration

Salary: \$22,500

Effective: August 16, 2016

Source of Funds: Auxiliary Enterprises, page 217, line 25

Justification: New position to assist current Athletic Equipment Manager

Education:

2017 M.S. Sports Administration, Arkansas State University-Jonesboro (Expected 2017)

2014 B.B.A. Insurance and Risk Management, University of Central Arkansas, Conway, AR

Employment:

2014-Present Equipment Graduate Assistant, ASU-Jonesboro

2011-2014 Football Head Student Manager, University of Central Arkansas, Conway, AR

MARSO, ADAM

Project/Program Specialist, Women's Basketball

Salary: \$16,640

Effective: July 12, 2016

Source of Funds: Auxiliary Enterprises, page 230, line 5

Justification: Replacement for Logan Mittie, who resigned (\$16,640)

Education:

2014 B.S. Sport Management, University of Minnesota-Twin Cities, Minneapolis, MN

Employment:

2014-Present Assistant to Women's Head Basketball Coach, University of Minnesota, Minneapolis, MN

2012-2014 Promotions Director Intern, Gopher Sports Marketing, Minneapolis, MN

DR. MIHIR

Assistant Vice Chancellor for Institutional Effectiveness

Salary: \$115,000

Effective: July 29, 2016

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

Justification: Replacement for Kathryn Jones, who retired (\$102,604)

Restructured position to include additional responsibilities, with additional funds provided from salary savings

Education:

2011 Ed.D. Educational Leadership, Southeastern Louisiana University, Hammond, LA

2004 M.S. Integrated Science and Technology, Southeastern Louisiana University, Hammond, LA

2001 M.S. Computer Science, Osmania University, Hyderabad, India

Employment:

2013-Present Director of Institutional Effectiveness, University of Arkansas-Fort Smith, Fort Smith, AR
Mar-Sep 2013 District Director of Institutional Analytics, Broward College, Fort Lauderdale, FL
2012-2013 Director of National Research and Policy, Association for Institutional Research, Tallahassee, FL
2010-2012 Director of Institutional Research, Connecticut State Colleges and Universities, Hartford, CT

MURTAGH, MICHAEL

Project/Program Specialist, Athletic Administration

Salary: \$30,000

Effective: August 8, 2016

Source of Funds: Auxiliary Enterprises, page 217, line 14/Education and General, page 38, line 5

Justification: Replacement for Timotheos Stavros, who resigned (\$29,179)

Education:

2016 M.S. Athletic Administration, State University of New York, Brockport, NY

2012 B.S. Sport Management, State University of New York, Brockport, NY

Employment:

2015-2016 Marketing Assistant, Department of Athletics, Western Kentucky University, Bowling Green, KY

2014-2015 Marketing Coordinator, The College at Brockport, State University of New York Department of Athletics, Brockport, NY

2012-2014 Marketing Intern, The College at Brockport, State University of New York Department of Athletics, Brockport, NY

NICHOLSON, ABBIGAIL

Research Assistant, Ecotoxicology Research Facility

Salary: \$30,000

Effective: June 16, 2016

Source of Funds: Education and General, page 99, line 1, with remainder from outside sources

Justification: Replacement for Katelynn McCauley, who resigned (\$30,000)

Education:

2013 M.N.Sc. Biology, Southeast Missouri State University, Cape Girardeau, MO

2011 B.Sc. Biology, Southeast Missouri State University, Cape Girardeau, MO

2009 A.A. Biology, Mineral Area College, Park Hill, MO

Employment:

2016-Present Part-time Ecotoxicology Research Lab Assistant, ASU-Jonesboro
2014-Present Distance Learning Instructor, West Kentucky Community and Technical College,
Paducah, KY
2014-2016 Science Lab Coordinator, Three Rivers College, Poplar Bluff, MO
2012-2013 Graduate Teaching Assistant, Southeast Missouri State University, Cape Girardeau, MO

OLIVER, JEANNIE

Academic Advisor, Dean of Education-Behavioral Science

Salary: \$40,000

Effective: July 1, 2016

Source of Funds: Education and General, page 145, line 4, with additional funds from the Office of
Diversity (\$2,000)

Justification: New position added to provide student support

Education:

2005 Ed.D. Higher Education Leadership, Nova Southeastern University, Fort Lauderdale, FL
1998 Ed.S. Higher Education/College Teaching, University of Arkansas, Fayetteville, AR
1994 M.A. Speech Communication, Arkansas State University-Jonesboro
1992 B.A. Mass Communication, University of the Ozarks, Clarksville, AR

Employment:

2015-Present Adjunct Instructor, Arkansas Technical University, Russellville, AR
2013-2015 Coordinator of Academic Advising, ASU Mid-South
2006-2011 Dean of Academics, Strayer University, Memphis, TN

PESCHANSKAIA, LILIANA

Research Assistant, Research and Technology Transfer

Salary: \$45,822

Effective: May 16, 2016

Source of Funds: Education and General, page 48, line 4

Justification: Replacement for Dabney Weems, who was not reappointed (\$40,000)

Education:

2016 M.P.A. Public Administration, Arkansas State University-Jonesboro (Expected 2016)
2012 M.B.A. Business Administration, Arkansas State University-Jonesboro
2010 Specialist of Commerce (bachelor's degree equivalent), Pacific State University of
Economics, Vladivostok, Russia

Employment:

2015-Present Graduate Assistant, Research and Technology Transfer/Political Science,
ASU-Jonesboro
2014 Part-time English Teacher, Helen Doron Learning Centre, Krasnodar, Russia
2013-2014 Purchasing Specialist, CJSC Tander, Krasnodar, Russia
2013 Auditor/Quality Assurance Specialist, Blue Spruce Home Care Agency, Denver, CO

RATH, WILLIAM

Assistant Trainer, Sports Medicine

Salary: \$30,000 (12-month rate)

Effective: July 1, 2016

Source of Funds: Education and General, page 220, line 3

Justification: Replacement for Chad Sturkie, who resigned (\$35,333)

Education:

2015 M.S. Athletic Training, St. Louis University, St. Louis, MO

2014 B.S. Exercise Science, St. Louis University, St. Louis, MO

Employment:

2015-Present Certified Intern Athletic Trainer, University of Missouri, Columbia, MO

SMITH, COURTNEY

Assistant Director of Athletics

Salary: \$47,500

Effective: July 18, 2016

Source of Funds: Auxiliary Enterprises, page 217, line 6/Education and General, page 38, line 3

Justification: Replacement for Brenna McConaughy, who was not reappointed (\$47,500)

Education:

2009 B.Ed. Physical Education and Clinical Exercise Physiology Concentration, Mississippi State
University, Mississippi State, MS

Employment:

2015-Present Director of Fan Engagement, Mississippi State University, Starkville, MS

2010-2015 Assistant Coordinator of Marketing, Mississippi State University, Starkville, MS

Mar-Aug 2013 Interim Assistant Athletic Director-Marketing, Mississippi State University, Starkville, MS

STOUT, CODY

Director of Strength and Conditioning

Salary: \$18,000

Effective: July 1, 2016

Source of Funds: Auxiliary Enterprises, page 222, line 4

Justification: New position added to meet Title IX requirements

Education:

2015 M.S. Exercise Science, University of Southern Mississippi, Hattiesburg, MS

2014 B.S. Exercise Science, University of Indianapolis, Indianapolis, IN

Employment:

2015-Present Assistant Strength and Conditioning Coach, ASU-Jonesboro

2014-2015 Graduate Assistant, Assistant Strength and Conditioning Coach, University of Southern Mississippi, Hattiesburg, MS

THOMPSON, BRYAN

Project/Program Specialist, Athletic Advancement

Salary: \$30,000

Effective: August 1, 2016

Source of Funds: Auxiliary Enterprises, page 218, line 13/Education and General, page 38, line 4

Justification: Replacement for Tyler Cornwell, who resigned (\$30,000)

Education:

2014 M.A. Sports Management, University of Michigan, Ann Arbor, MI

2012 B.S. Sports Management, West Virginia University, Morgantown, WV

Employment:

2015-Present Athletic Development Intern, Temple University, Philadelphia, PA

2012-2014 Research Assistant, Center for Sport and Policy, University of Michigan, Ann Arbor, MI

2012-2013 Recruiting and Operations Intern, University of Michigan, Ann Arbor, MI

WALLACE, EDWIN

Academic Advisor, Medical Imaging and Radiation Sciences

Salary: \$40,000

Effective: August 16, 2016

Source of Funds: Education and General, page 168, line 9, plus tuition differential, page 162, line 48

Justification: Replacement for Valerie Long, who resigned (\$40,176)

Education:

2011 B.S. Radiologic Sciences-Radiation Therapy, Arkansas State University-Jonesboro

2010 A.A. Radiologic Technology, Arkansas State University-Jonesboro

Employment:

2013-Present Clinical Coordinator, ASU-Jonesboro
2011-Present Radiation Therapist, PRN, Ben E. Owens Cancer Treatment Center-St. Bernards
Regional Medical Center, Jonesboro, AR
2013-2014 Radiation Therapist, PRN, Danny Bell Cancer Treatment Center-Poplar Bluff Regional
Medical Center, Poplar Bluff, MO

WHEELER, KAREN

Senior Associate Vice Chancellor for Academic Affairs and Research

Salary: \$140,000

Effective: August 1, 2016

Source of Funds: Education and General, page 45, line 3 (\$86,940 from Robin Hicks' line with additional funds provided from salary savings)

Justification: Position has been vacant – formerly filled by Glen Jones
Duties include oversight of graduate programs and Graduate Faculty Council (replaces dean and associate dean of graduate school duties), off-campus programs (replaces Christy Valentine's duties), online programs, global initiatives, institutional effectiveness, heritage sites, museum, library, military sciences, and support to provost for academic personnel and budget

Education:

1988 Ph.D. Educational Administration and Supervision/Higher Education, Bowling Green State University, Bowling Green, KY
1980 M.A. Psychology, Austin Peay State University, Clarksville, TN
1978 B.S. Liberal Arts/Psychology, University of Tennessee at Martin, Martin, TN

Employment:

2011-Present Associate Vice Chancellor-Academic Affairs, University of Arkansas at Little Rock, Little Rock, AR
2009-2011 Associate Director-Policy, Arkansas Department of Higher Education, Little Rock, AR

ARKANSAS STATE UNIVERSITY-JONESBORO
NON-ACADEMIC REASSIGNMENTS OF DUTY
September 23, 2016

ADAMS, NIKKI

From: Fiscal Support Supervisor, Global Initiatives and A-State Online Administration
To: Research Assistant, Global Initiatives and A-State Online Administration
Effective: July 1, 2016
Salary: \$39,200
Source of Funds: Education and General, page 67, line 5 / page 76, line 5 / page 45, line 9
Justification: Reclassification from classified to non-classified position - additional responsibilities (with dissolution of the graduate school) to include monitoring graduate assistants and travel funds

CRAIN, MORGAN

From: Financial Aid Analyst, Office of Financial Aid and Scholarships
To: Assistant Dean of Students, Student Development and Leadership
Effective: August 16, 2016
Salary: \$36,000
Source of Funds: Auxiliary Enterprises, page 258, line 5
Justification: Replacement for Natalie Eskew, who was promoted (\$40,878)

ESKEW, NATALIE

From: Assistant Dean of Students, Student Development and Leadership
To: Project/Program Specialist, Career Management Center
Effective: July 1, 2016
Salary: \$42,933
Source of Funds: Education and General, page 31, line 5
Justification: Replacement for Traci Perrin, who resigned (\$46,746)

HANDWORK, DAVID

From: Project/Program Director, Planning-Design and Construction
To: Assistant Vice Chancellor for Facilities Management
Effective: June 1, 2016
Salary: \$114,000
Source of Funds: Education and General, page 193, line 1
Justification: Replacement for Al Stoverink, who retired (\$119,697)

HARVEY, CHRISTINA

From: Development/Advancement Specialist, Advancement Services
To: Development/Advancement Director, Advancement Services
Effective: August 1, 2016
Salary: \$60,000
Source of Funds: Education and General, page 39, line 1
Justification: Replacement for Holly Van Wagener, who retired (\$76,481)

MARMION SMITH, STEPHANIE

From: Research Assistant, Integrative Studies
To: Academic Advisor, Integrative Studies
Effective: June 1, 2016
Salary: \$35,000
Source of Funds: Education and General, page 70, line 2
Justification: Replacement for Michael Kuizin, who resigned (\$36,498)

MOORE, THOMAS BLAKE

From: Student Development Specialist, Office of Recruitment
To: Research Assistant, A-State Online Integrative Studies
Effective: August 1, 2016
Salary: \$30,000
Source of Funds: Education and General, page 71, line 1
Justification: Replacement for Stephanie Marmion Smith, who was promoted (\$30,000)

PRIVETT, AMY

From: Human Resources Analyst, Human Resources
To: Project Program Manager, Human Resources
Effective: August 1, 2016
Salary: \$39,000
Source of Funds: Education and General, page 13, line 2
Justification: Replacement for Madison Huey, who resigned (\$45,000)

QUILLMAN, SHARON

From: Administrative Specialist III
To: Development/Advancement Specialist, Advancement Services
Effective: August 1, 2016
Salary: \$35,000
Source of Funds: Education and General, page 39, line 2
Justification: Replacement for Christina Harvey, who was promoted (\$39,908)

RAINWATER, MELODY

From: HEI Program Coordinator, Human Resources
To: Project/Program Specialist, Training and Development
Effective: August 1, 2016
Salary: \$38,500
Source of Funds: Education and General, page 14, line 1
Justification: Replacement for Cleotis Williams, who was not reappointed (\$42,554)

TIDWELL, LATONYA

From: HEI Program Coordinator, Research and Technology Transfer
To: Project/Program Specialist, Research and Technology Transfer
Effective: June 1, 2016
Salary: \$45,822
Source of Funds: Education and General, page 48, line 2
Justification: Replacement for Emily Devereux, who was promoted. (\$48,000)

ARKANSAS STATE UNIVERSITY-JONESBORO
CONTRACT EXTENSIONS
September 23, 2016

ANDERSON, ROBERT BLAKE

Head Coach, Football

Term: February 1, 2016 – January 31, 2020 (four-year contract)

Salary: \$700,000

BOYER, BRIAN

Head Coach, Women's Basketball

Term: July 1, 2016 – April 30, 2019 (two-year, ten-month contract)

Salary: \$200,000

CAUTHEN, JOE

Defensive Coordinator, Football

Term: March 15 – May 30, 2018 (one year, nine and one-half month contract)

Salary: \$210,000

FAULKNER, EDWARD

Offensive Coordinator, Football

Term: March 15, 2016 – May 30, 2018 (one-year, nine and one-half month contract)

Salary: \$210,000

MOHAJIR, TERRY

Director of Athletics

Term: July 1, 2016 – June 30, 2020 (four-year contract)

Salary: \$305,000

PATCHELL, JIM

Head Coach, Cross Country and Track and Field

Term: July 1, 2016 – June 30, 2019 (three-year contract)

Salary: \$72,000

PENRY, JASON

Vice Chancellor for University Advancement

Term: July 1, 2016 – June 30, 2019 (three-year contract)

Salary: \$250,000

ARKANSAS STATE UNIVERSITY–BEEBE
ACADEMIC APPOINTMENTS
September 23, 2016

ANDREWS, IRYNA

Temporary Instructor of Mathematics

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

Effective Date: August 16, 2016

Source of Funds: Education and General, page 41, line 8

Justification: Replacement for Susan Moore, who resigned (\$39,802)

Education:

2013 M.A. Mathematics Education, University of Central Arkansas, Conway, AR
2010 B.S. Mathematics Education, Arkansas Tech University, Russellville, AR
1998 B.A. Business Administration and Management, International Christian University, Ukraine
1994 B.S. Applied Mathematics, Kiev State University, Kiev, Ukraine

Employment:

2014-Present Advanced Math Instructor, Little Rock Jobs Corps Center, Little Rock, AR
Aug-Dec 2014 Developmental Math Lab Manager, Cisco College, Abilene, TX
2013-2014 Substitute Teacher, Russellville School District, Russellville, AR
2012-2013 GTA, University of Central Arkansas, Conway, AR
2011-2012 High School Teacher, Dover High School, Dover, AR
2004-2011 Substitute Teacher, Russellville School District, Russellville, AR

DIEUTTO, KELLIE

Instructor of Computer System Networking Technology

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

Effective Date: August 16, 2016

Source of Funds: Education and General, page 44, line 3

Justification: Replacement for Mike Troop, who was promoted (\$64,832)

Education:

2016 B.S. Computer Systems, ASU-Jonesboro
2015 C.P. Computer Fundamentals and Computer and Networking Fundamentals, ASU-Beebe

Employment:

2015-Present Network Technician, Network Data Services, North Little Rock, AR
2015 Adjunct Instructor of CSNT, ASU-Beebe
2009-2013 Paralegal/IT, Kennedy Law Firm, Clarksville, TN
2000-2008 Accounting Officer/IT Assistant, Legends Bank, Clarksville, TN

FLORYSHAK-WINDMAN, LISA

Instructor of Art

Salary: \$38,425 (9-month rate)
Effective Date: August 16, 2016
Source of Funds: Education and General, page 36, line 2
Justification: Replacement for Mona Vaden, who retired (\$54,502)

Education:

2002 M.A. Arts in Teaching in Art Education, Manhattanville College, Purchase, NY
1990 B.S. Visual Art, State University of New York, Albany, NY

Employment:

2003-Present Instructor of Art, New Canaan Public Schools, New Canaan, CT

HILLMAN, JUDY

Instructor of Nursing

Salary: \$38,425 (9-month rate)
Effective Date: August 16, 2016
Source of Funds: Education and General, page 49, line 5
Justification: Replacement for Mary Yaya, who resigned (\$39,883)

Education:

2014 B.S. Nursing, Arkansas Tech University, Russellville, AR
2010 A.A.S. Registered Nursing, Arkansas Community College, Batesville, AR

Employment:

2014-Present Registered Nurse, Conway Regional Medical Center, Conway, AR
2008-2014 Registered Nurse, Central Arkansas Veteran's Healthcare System, Little Rock, AR

**ARKANSAS STATE UNIVERSITY-BEEBE
ACADEMIC REASSIGNMENT OF DUTY
September 23, 2016**

BARTON, KENNETH

From: Senior Instructor of Computer Systems Technology and Networking (CSNT)
To: Department Head/Senior Instructor of CSNT
Effective Date: June 1, 2016
Salary: \$65,000 (12-month rate)
Source of Funds: Education and General, page 44, line 1
Justification: Replacement for Michael Troop, who was promoted (\$79,000)

**ARKANSAS STATE UNIVERSITY–BEEBE
NON-ACADEMIC APPOINTMENTS
September 23, 2016**

GILMORE, SHELBY

Residence Hall Director

Salary: \$23,000 (12-month rate)

Effective Date: August 1, 2016

Source of Funds: Education and General, page 119, line 1

Justification: Replacement for Calvin Tejas, who resigned (\$23,460)

Education:

2016 B.S. Nutrition, University of Central Arkansas, Conway, AR

2013 A.A. Liberal Arts, ASU-Heber Springs

2013 A.S. Health Sciences, ASU-Heber Springs

Employment:

2015-2016 Shift Person-In-Charge, Subway Sandwich Shop, Conway, AR

2012-2016 Student

HALLDORSON, BRIAN

Learning Center Coordinator

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

Effective Date: June 1, 2016

Source of Funds: Education and General, page 110, line 1

Justification: Replacement for Diandra Verser, who resigned (\$37,829)

Education:

2011 M.S. Physics, University of North Texas, Denton, TX

2009 B.S. Applied Mathematics and Physics, University of Central Arkansas, Conway, AR

2006 A.S. Applied Science and Arts, ASU-Heber Springs

Employment:

2015-2016 Instructor of Math and Science, Clinton School District, Clinton, AR

2014-Present Adjunct Instructor of Math and Science, ASU-Heber Springs

2013-2015 Instructor of Math and Science, Bauxite School District, Bauxite, AR

2011-2013 Instructor of Math and Science, Mammoth Spring School District, Mammoth Spring, AR

2009-2011 Graduate Teaching Assistant, University of North Texas, Denton, TX

2007-2009 Electronic Sales Associate, Walmart Supercenter, Conway, AR

MCMICHAEL, CODY

Director of Student Services

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

Effective Date: July 16, 2016

Source of Funds: Education and General, page 71

Justification: Replacement for Ketta Murray, who retired (\$79,409)

Education:

2004 M.S. Administrative Studies, University of South Dakota, Vermillion, SD

1987 B.S. Math/Sociology, South Dakota University, Brookings, SD

Employment:

2014-Present Director of Upward Bound, ASU-Heber Springs

2004-2013 Assistant Director of Student Support Services, Black Hills State University, Spearfish, SD

2001-2004 Assistant Director of Financial Aid, Black Hills State University, Spearfish, SD

MIX, KERRY

Vice Chancellor of Academics

Salary: \$118,000 (12-month rate)

Effective Date: August 1, 2016

Source of Funds: Education and General, page 85, line 4

Justification: Replacement for Theodore Kalthoff, who was reassigned (\$108,807)

Education:

2010 Ph.D. Educational Administration (Community College Leadership Program), University of Texas, Austin, TX

2006 M.Ed. Administration and Supervision, University of Houston-Victoria, Victoria, TX

2005 B.A.A.S. Computer Information Systems, University of Houston-Victoria, Victoria, TX

2001 A.A.S. Electronic Servicing, Coastal Bend College, Beeville, TX

Employment:

2014-2016 Dean of Business and Technology, San Jacinto College, Houston, TX

2011-2014 Dean of Enrollment Services, San Jacinto College, Houston, TX

2010-2011 Guided Studies Instructor, San Jacinto College, Houston, TX

2010-2011 Postdoctoral Studies Administrative Intern, San Jacinto College, Houston, TX

2008-2010 Research Assistant, Center for Community College Student Engagement, Austin, TX

2007-2008 Membership Liaison, National Institute for Staff and Organizational Development, Austin, TX

2006-2007 Electronics Faculty, Coastal Bend College, Beeville, TX

**ARKANSAS STATE UNIVERSITY-BEEBE
NON-ACADEMIC REASSIGNMENT OF DUTY
September 23, 2016**

KALTHOFF, THEODORE

From: Vice Chancellor of Academics
To: Vice Chancellor for ASU-Searcy
Salary: \$108,807 (\$58,937, pro-rated amount)
Effective: July 1, 2016
Source of Funds: Educational and General, page 80, line 2
Justification: Temporary replacement (7/1/16 -1/16/17) for Barry Farris, who retired (\$104,040)

**ARKANSAS STATE UNIVERSITY–MOUNTAIN HOME
ACADEMIC APPOINTMENT
September 23, 2016**

GILLIHAN, DONALD

Clinical Coordinator

Salary: \$31,000 (9-month rate)

Effective: August 15, 2016

Source of Funds: Education and General, page 56, line 2

Justification: New position needed to comply with accreditation standards

Education

2016 A.A.S. Registered Nursing, ASU-Mountain Home

Employment

2016-2016 Registered Nurse, Hospice of North Arkansas, Mountain Home, AR

2016-2016 Adjunct Instructor, ASU-Mountain Home

2009-2016 Paramedic, Baxter Regional Medical Center, Mountain Home, AR

**ARKANSAS STATE UNIVERSITY-NEWPORT
NON-ACADEMIC APPOINTMENT
September 23, 2016**

MYERS, TYPHANIE

Coordinator of Institutional Effectiveness and Academic Outreach

Salary: \$40,000

Effective: August 15, 2016

Source of Funds: Education and General, page 38, line 2 (50%)/Provisional Funding (50%)

Justification: New position needed due to growth and to receiving grant funding for a secondary center on the Newport Campus

Education:

2006 M.S. Education Administration, Grand Canyon University, Phoenix, AZ

2002 B.S. Mid-Level Education, ASU-Jonesboro

2000 A.A. General Education, Ozarka College, Melbourne, AR

Experience:

2015-2016 Adjunct Instructor, Early Childhood Education, College of the Ouachitas, Malvern, AR

2013-2016 Program Coordinator, Early Childhood Education, Ozarka College, Melbourne, AR

2011-2013 Adjunct Instructor, Education, Ozarka College, Melbourne, AR

2003-2013 Classroom Teacher, Junior High English and Science, Cave City School District,
Cave City, AR

**ARKANSAS STATE UNIVERSITY-NEWPORT
NON-ACADEMIC REASSIGNMENT OF DUTY
September 23, 2016**

BUCHMAN, ASHLEY

From: Dean of Retention and Student Success

To: Vice Chancellor for Student Affairs

Effective: June 1, 2016

Salary: \$94,000

Source of Funds: Education and General, Page 64, Line 1

Justification: Replacement for Jacqueline Faulkner, who resigned (\$101,959)

**ARKANSAS STATE UNIVERSITY MID-SOUTH
ACADEMIC APPOINTMENTS
September 23, 2016**

LACKIE, JEFF

Lead Faculty, Heavy Diesel Truck Maintenance

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

Effective: July 18, 2016

Source of Funds: Education and General, page 6

Justification: Replacement for Donnie Brown, who resigned (\$55,000)

Education:

2010 A.A.S. Diesel Technology, Wyotech, Laramie, Wyoming

2008 C.P. Diesel Technology, ASU Mid-South

Employment:

2016 Shop Lead, Penn-Ohio Kimble Company, Dover, OH

2015-2016 Senior Field Technician/DOT Officer, Stingray Pressure Pumping, Belmont, OH

2014-2015 Senior Field Technician/Well Inspector, U.S. Well Services, Uhrichsville, OH

2010-2014 Senior Field Technician, Schlumberger, Conway, AR

MCDANIEL, CHARITY

Medical Professions Instructor

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

Effective: August 1, 2016

Source of Funds: Education and General, Page 7

Justification: New position needed to meet needs of secondary center enrollments

Education:

2014 B.S.N. National American University, Sioux Falls, SD

2010 A.S.N. East Arkansas Community College, Forrest City, AR

Employment:

2015-present Pediatric Mental Health Nurse, Oakridge Behavior Health Center, West Memphis AR

2015 Home/Community Based Services RN, Department of Human Services, West Memphis, AR

2014-2015 Registered Nurse, Shelby Rehab Vocational Services, Memphis, TN

2013-2014 ICU Nurse, Crittenden Regional Hospital, West Memphis, AR

2012-2013 Mental Health Nurse, Community Behavioral Health, Memphis, TN

2012 Travel Nurse, Sparks Regional Hospital, Fort Smith and Texoma Medical Center, Denison, TX

2011-2012 Staff Nurse, Veterans Health Affairs, Medical/Oncology/Hematology, Memphis, TN

2010-2011 Staff Nurse, Medical Surgical Unit, Crittenden Regional Hospital, West Memphis, AR

FAUGHT, GLENN A.

Medical Professions Instructor

Salary: \$40,365 (10-month rate)

Effective: August 22, 2016

Source of Funds: Education and General, page 7

Justification: Replacement for Jeremy Smith, who resigned (\$38,633)

Education:

1994 M.S. Community Health, University of Memphis, Memphis, TN

1987 B.S. Emergency Medical Services Administration, University of Memphis, Memphis, TN

Employment:

1979-2016 Associate Professor, Southwest Tennessee Community College, Memphis, TN

**ARKANSAS STATE UNIVERSITY MID-SOUTH
NON-ACADEMIC APPOINTMENT
September 23, 2016**

ABERNATHY, JANAN

Vice Chancellor for Finance and Administration

Salary: \$100,000

Effective: September 1, 2016

Source of Funds: Education and General, page 16

Justification: Replacement for Susan Marshall, who retired (\$114,426)

Education:

1999 B.S. Accounting, University of Arkansas at Little Rock, Little Rock, AR

Employment:

2016 Budget and Position Control Manager, University of Arkansas Cooperative Extension Service, Little Rock, AR

2008-2016 Director of Finance, Arkansas School for Mathematics, Sciences, and the Arts, Hot Springs, AR

1996-2008 Accountant, Accounts Payable Supervisor, General Ledger Accountant, Accounting Specialist, Associate Director, University of Arkansas at Little Rock, Little Rock, AR