

AGENDA
ARKANSAS STATE UNIVERSITY
BOARD OF TRUSTEES
December 7, 2018
10:00 a.m.
ASU System Office

- I. Call to Order
Tim Langford, Chair
- *II. Approval of the Minutes of Past Meetings
September 21, 2018
November 9, 2018
- III. President's Report
Reports of the Chancellors
- *IV. Agenda
 - Proposed ASU System Resolution
 - Resolution approving the ASU System to revise the Early Retirement Benefits Policy
 - Resolution approving a replacement for a member of the ASU-Newport Board of Visitors
 - Proposed ASU-Jonesboro Resolutions
 - Resolution approving ASU-Jonesboro to create the School of Media and Journalism
 - Resolution naming Room 230 in the Lab Sciences West Building the DENSO Mechanical Engineering Laboratory
 - Resolution naming Room 130U in the Arkansas Biosciences Building the Hytrol Materials Handling Laboratory
 - Resolution naming the Tutoring Lab in the Computer Science and Mathematics Building the Katherine Overstreet Logan Mathematics and Learning Commons
 - Proposed ASU Newport Resolution
 - Resolution approving ASU-Newport to grant an easement to the City of Newport
 - Resolution approving ASU-Newport to offer a Technical Certificate in Criminal Justice and a Certificate of Proficiency in Criminal Justice
 - Resolution approving ASU-Newport to offer a Certificate of Proficiency in Aesthetics
 - Proposed ASU Mid-South Resolution
 - Resolution approving ASU Mid-South to offer the Certificate of Proficiency in Welding Fabrication/Fitter

- Resolution 18-53 added the agenda at the Board Meeting*
 - Resolution approving ASU-Jonesboro to apply for a grant from the Arkansas Department of Human Services to continue its participation in the Child and Adult Care Food Program

V. Executive Session

*VI. Approval of Personnel Actions

VII. Other Business

*VIII. Election of Officers

*IX. Adjournment

*Action Items

Agenda was amended at the Board meeting on 12-7-18 to include Resolution 18-53

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1000

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

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

BACKGROUND:

- The ASU System offers health benefits to System employees and extends these benefits to retired employees and eligible spouses until they reach Medicare eligibility, to the extent financial conditions allow.
- Because of the rising costs of retiree health coverage, institutional financial conditions are being adversely impacted.
- The ASU System proposes revising the Early Retirement Benefits Policy to eliminate early retirement medical and life insurance benefits for employees hired into a benefits-eligible position after December 31, 2018.
- This proposed revision has gone through the appropriate shared governance processes and has been recommended by the ASU System Benefits Committee.
- A copy of the revised Early Retirement Benefits Policy is attached to this resolution.

RECOMMENDATION/RESOLUTION:

Be it resolved that the Arkansas State University System is approved to revise the Early Retirement Benefits Policy, effective immediately.



Stacy Crawford, Secretary



Tim Langford, Chair

ASU System Policy

Effective Date: December 7, 2018

Subject: Early Retirement Benefits

1. Purpose

Employees providing dedicated and lengthy service to Arkansas State University may be eligible for early retirement benefits. To the extent allowed by existing financial conditions, early retirement benefits will be available to all Arkansas State University employees hired prior to January 1, 2019.

2. Arkansas State University System Early Retirement Benefits Policy

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

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

3. Process

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

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

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

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

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

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

(Adopted by the Arkansas State University Board of Trustees on December 7, 2018, Resolution 18-43, supersedes the policy approved on September 19, 2014, Resolution 14-37, which superseded the original policy passed by Resolution 09-31, which superseded the Early Retirement/Retirees Unused Sick Leave Compensation Policy of July 1, 1993, and revisions December 2000 and June 30, 2003.)

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

ACTION ITEM: The Arkansas State University System requests approval to replace a member of the ASU-Newport Board of Visitors.

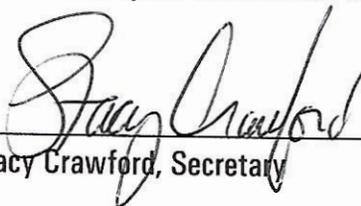
ISSUE: Pursuant to Board policy, the ASU Board of Trustees must approve the candidates for the Board of Visitors for each System institution.

BACKGROUND:

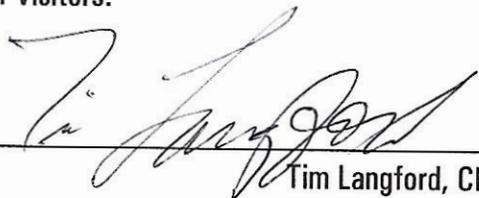
- ASU-Newport Chancellor Sandra Massey has notified System President Charles Welch that Annesa Thompson, a member of the ASU-Newport Board of Visitors, whose term expires June 30, 2020, has moved out of state. Consequently, Ms. Thompson has resigned from the ASU-Newport Board of Visitors.
- Chancellor Massey has recommended that Sandy Teague replace Annesa Thompson and serve her unexpired term through June 30, 2020. President Welch has given his consent and recommends Ms. Teague for approval by the Board of Trustees.

RECOMMENDATION/RESOLUTION:

Be it resolved that the Arkansas State University Board of Trustees approves Sandy Teague to replace Annesa Thompson as a member of the ASU-Newport Board of Visitors.



Stacy Crawford, Secretary



Tim Langford, Chair

EXECUTIVE SUMMARY

Contact: Lynita Cooksey (870) 972-2030

ACTION ITEM: Arkansas State University-Jonesboro (ASUJ) requests approval to create the School of Media and Journalism within the College of Liberal Arts and Communication.

ISSUE: The Board of Trustees must approve the reorganization or addition of any new administrative or instructional unit within the institution.

BACKGROUND:

- The College of Media and Communication was dissolved as part of the college restructuring process in AY 2014-2015 and approved by the Board on September 18, 2015.
- The dissolution of this college has resulted in challenges with program identity and program growth.
- Reorganization as a School of Media and Journalism within the College of Liberal Arts and Communication is needed to better meet the needs of students, curriculum, and faculty; to restore identity with alumni, donors, and other external constituencies; and to allow for continued growth of these disciplines.
- The large size of the College of Liberal Arts and Communication has limited the amount of time that can be devoted to media and journalism programs that have long served as public faces of the University. Because it will be a school within the college, the school's director will assist in both its management and fundraising.
- The proposed organization of the School of Media and Journalism (see attached organizational chart) will be accomplished through reallocation of existing funds.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University-Jonesboro is approved to create the School of Media and Journalism within the College of Liberal Arts and Communication, effective July 1, 2019.


Stacy Crawford, Secretary


Tim Langford, Chair

**ARKANSAS STATE UNIVERSITY
BOARD OF TRUSTEES**

A Resolution Recognizing the Significant Contributions of
DENSO Manufacturing AR, Inc.
to Arkansas State University-Jonesboro

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

WHEREAS, the corporation, DENSO Manufacturing AR, Inc., is a respected industry expert in advanced automotive technology, systems, and components for major automakers, and is a staunch supporter of higher education and the students we serve; and

WHEREAS, the DENSO Manufacturing AR, Inc. has made significant contributions to the Arkansas State University College of Engineering and Computer Science of a magnitude worthy of special gratitude and lasting recognition;

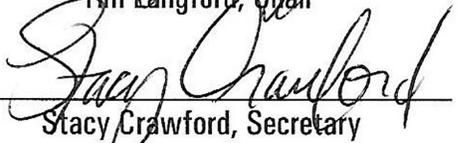
NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of Arkansas State University, that Room 230 in the Lab Sciences West Building at Arkansas State University-Jonesboro, shall be known henceforth as:

DENSO Mechanical Engineering Laboratory

DULY ADOPTED AND APPROVED this 7th day of December 2018



Tim Langford, Chair



Stacy Crawford, Secretary



Christy Clark, Member



Niel Crowson, Vice Chair



Price Gardner, Member



Charles L. Welch, President

**ARKANSAS STATE UNIVERSITY
BOARD OF TRUSTEES**

A Resolution Recognizing the Significant Contributions of
Hytrol Conveyor Company, Inc.
to Arkansas State University-Jonesboro

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

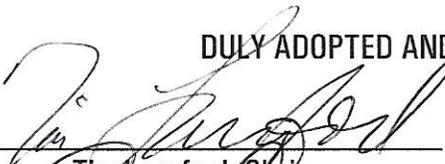
WHEREAS, the Hytrol Conveyor Company, Inc. is an industry expert in automated material handling solutions and is a staunch supporter of higher education and the students we serve; and

WHEREAS, the Hytrol Conveyor Company, Inc. has made significant contributions to the Arkansas State University College of Engineering and Computer Science through scholarships and material handling equipment of a magnitude worthy of special gratitude and lasting recognition;

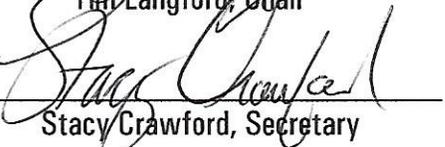
NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of Arkansas State University, that Room 130U in the Arkansas Biosciences Building at Arkansas State University-Jonesboro, shall be known henceforth as:

Hytrol Materials Handling Laboratory

DULY ADOPTED AND APPROVED this 7th day of December 2018



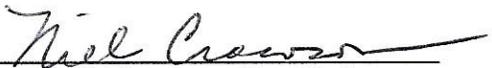
Tim Langford, Chair



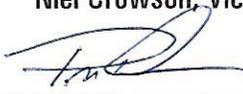
Stacy Crawford, Secretary



Christy Clark, Member



Niel Crowson, Vice Chair



Price Gardner, Member



Charles L. Welch, President

**ARKANSAS STATE UNIVERSITY
BOARD OF TRUSTEES**

A Resolution Recognizing a Significant Contribution from
the Mike Harold Overstreet Estate
to Arkansas State University-Jonesboro

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

WHEREAS, Helen Overstreet has made a substantial and generous monetary bequest from the estate of her late husband, Mike H. Overstreet; and

WHEREAS, Helen Overstreet wishes to honor her stepdaughter, Katherine Overstreet Logan, who is an A-State alumna and former instructor at ASU-Jonesboro, for her contributions to higher education and the students we serve;

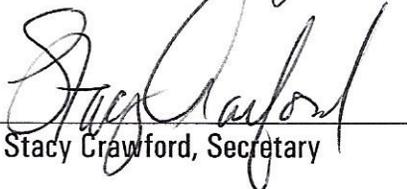
NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of Arkansas State University that the Tutoring Lab in the Computer Science and Mathematics Building, at Arkansas State University-Jonesboro, shall be known henceforth as:

Katherine Overstreet Logan Mathematics Learning Commons

DULY ADOPTED AND APPROVED this 7th day of December 2018


Tim Langford, Chair


Niel Crowson, Vice Chair


Stacy Crawford, Secretary


Price Gardner, Member


Christy Clark, Member


Charles L. Welch, President

EXECUTIVE SUMMARY

Contact: Sandra Massey (870) 512-7851

ACTION ITEM: The Arkansas State University System requests approval for Arkansas State University-Newport to grant an easement to the City of Newport.

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

BACKGROUND:

- The City of Newport requests an easement from ASU-Newport in order to extend a city road across ASU-Newport property to allow access to an adjoining property.
- The proposed easement and legal description are attached to this resolution.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University-Newport is approved to grant an easement to the City of Newport, Jackson County, Arkansas.



Stacy Crawford, Secretary



Tim Langford, Chair

EASEMENT AND RIGHT-OF-WAY

KNOW ALL MEN BY THESE PRESENTS:

WHEREAS, real property currently available for industrial development within the City of Newport, Arkansas lacks public access, and

WHEREAS, the most practical resolution of the access issue is the extension of Comet Drive to the north by way of a fifty (50) foot wide strip of land crossing lands currently owned by the City of Newport and Arkansas State University-Newport, and

WHEREAS, construction of a public road as hereinafter granted will be of utility to Arkansas State University-Newport as well as the City of Newport, the general public, and developing industries, and

WHEREAS, this grant is made with the agreement and understanding that Arkansas State University-Newport shall not be responsible for the cost of construction or maintenance of such street or roadway, NOW THEREFORE

Arkansas State University-Newport, a public institution of higher education, for and in consideration of the sum of Ten Dollars (\$10.00) and other good and valuable consideration, to it, cash in hand paid by the City of Newport, Arkansas, Grantee, receipt of which is hereby acknowledged, do hereby convey, sell, alien, and quitclaim unto the City of Newport, Arkansas, and unto

its successors and assigns, a perpetual easement and right-of-way for the construction of a public street or roadway and for such other utilities as would serve the premises, over, through, and across the following lands lying and being situate in Jackson County, Arkansas, to-wit:

Tract A Road description: Part of the West Half of the West Half of Section 27, Township 12 North, Range 2 West, Jackson County, Arkansas, being more particularly described as follows: Commencing at the southeast Corner of Said Section 27; then run N00°03'33"E, along the East line of said Section 27, a distance of 4169.60 feet; then run N89°42'14"W, 4926.49 feet; then run S00°02'45"W, 1015.65 feet to the **TRUE POINT OF BEGINNING** then run 89°56'38"E, 50.00 feet; then run S00°02'45"W, a distance of 413.10; then run N89°56'38"W, 50.00 feet; then run N00°02'45"E, 413.10 feet back to the point of beginning.

TO HAVE AND TO HOLD the same unto the said Grantee and unto its successors and assigns forever, together with all and singular the tenements, appurtenances and hereditaments thereunto belonging or in any wise appertaining, subject however to acceptance and confirmation of such grant by the City of Newport.

IN TESTIMONY WHEREOF, I have hereunto set my hand and seal this _____ day of _____, _____.

Arkansas State University-Newport

by _____

Title: _____

ACKNOWLEDGMENT

STATE OF ARKANSAS

ss.

COUNTY OF _____

On this date before me, a Notary Public, duly commissioned, qualified and acting within and for said county and state, appeared in person the within named _____ being the _____ of Arkansas State University-Newport, to me well known, who stated she was the _____ of said Arkansas State University-Newport, and was duly authorized in her capacity to execute the foregoing instrument for and in the name and behalf of said Arkansas State University-Newport, and further stated and acknowledged that she had so signed, executed and delivered said foregoing instrument for the consideration, uses, and purposes therein mentioned and set forth.

IN TESTIMONY WHEREOF, I have hereunto set my hand and seal as such Notary Public, this _____ day of _____,

NOTARY PUBLIC

(SEAL)

My commission expires:

This Instrument Prepared By:
Boyce & Boyce
515 Second Street
Newport, Arkansas

EXECUTIVE SUMMARY

Contact: Holly Smith (870) 512-7704

ACTION ITEM: Arkansas State University-Newport (ASUN) requests approval to offer a Technical Certificate in Criminal Justice and a Certificate of Proficiency in Criminal Justice.

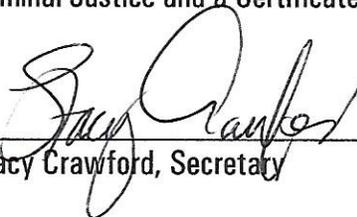
ISSUE: The Board of Trustees must approve the offering of any new degree.

BACKGROUND:

- The proposals for a Technical Certificate in Criminal Justice and a Certificate of Proficiency in Criminal Justice were developed with input from ASUN's Criminal Justice Advisory Board, local and state correctional facilities, and local law enforcement.
- Additional specialized training for employees in the field of criminal justice is needed to meet current industry demands.
- The Technical Certificate and the Certificate of Proficiency directly align with ASUN's existing Associate of Applied Science in Criminal Justice and with ASU-Jonesboro's Bachelor of Arts in Criminology (via articulation agreement).
- No additional funding is required.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University-Newport is approved to offer a Technical Certificate in Criminal Justice and a Certificate of Proficiency in Criminal Justice, effective Summer I of 2019.



Stacy Crawford, Secretary



Tim Langford, Chair

EXECUTIVE SUMMARY

Contact: Holly Smith (870) 512-7704

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

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

BACKGROUND:

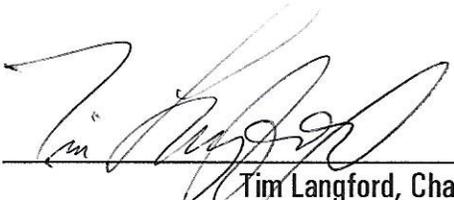
- The proposal for a Certificate of Proficiency in Aesthetics was developed based on input from ASUN's Cosmetology Advisory Board. Additional specialized training of employees in the field of aesthetics is needed to meet current industry demands.
- The Certificate of Proficiency in Aesthetics will supplement ASUN's existing Technical Certificate in Cosmetology and allow students, who are interested in the aesthetics portion, to receive training and immediate job placement. The Certificate of Proficiency will also provide career training for licensed cosmetologists to update their existing skills in the field of aesthetics.
- No additional funding is required.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University-Newport is approved to offer the Certificate of Proficiency in Aesthetics, effective fall semester of 2019.



Stacy Crawford, Secretary



Tim Langford, Chair

EXECUTIVE SUMMARY

Contact: Cliff Jones (870) 733-6731

ACTION ITEM: Arkansas State University Mid-South requests approval to offer the Certificate of Proficiency in Welding Fabrication/Fitter.

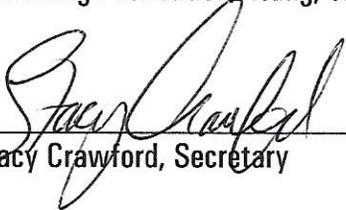
ISSUE: The ASU Board of Trustees must approve the offering of any new degree.

BACKGROUND:

- The need for the program was identified in economic studies provided through both the Greater Memphis Alliance for a Competitive Workforce and the ADTEC Consortiums, which show a current and continued need for the skills addressed in this certificate of proficiency.
- This 16-credit hour Certificate of Proficiency will consist of classes pre-existing in our Welding Technology program and combine them to create a curriculum focused specifically on fabrication and fitting. In addition, it will incorporate the opportunity for students to earn the Fundamentals of Metal Fabrication (FMF) Certificate from Fabricators & Manufacturers Association, International (FMA). ASU Mid-South is one of approximately 60 FMA Certified Education Centers (CEC) in the nation, and the first CEC location in the Mid-South. This certificate will complement our existing welding offerings and lead toward the Associate of Applied Science degree in General Technology.
- ASU Mid-South has press brake and powered roll machines donated by the generosity of H.J. Meadows and already offers the classes focused on fabrication and fitting as part of the existing Welding Technology program; however, the classes are not currently combined as a formal Certificate of Proficiency offering.
- ASU Mid-South has the ability to offer the certificate with no additional new courses, instructors, equipment, or institutional funds.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University Mid-South is approved to offer the Certificate of Proficiency in Welding Fabrication/Fitting, effective fall semester of 2019.



Stacy Crawford, Secretary



Tim Langford, Chair

EXECUTIVE SUMMARY

Contact: Len Frey (870) 972-3033

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

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

BACKGROUND:

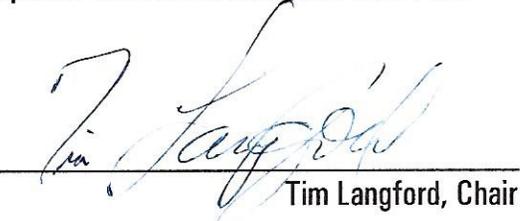
- The CACFP provides food services to approximately six hundred children in the Arkansas Delta Region.
- The Department of Childhood Services in the College of Education and Behavioral Sciences participates in this program.

RECOMMENDATION/RESOLUTION:

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



Stacy Crawford, Secretary



Tim Langford, Chair

ARKANSAS STATE UNIVERSITY-JONESBORO
ACADEMIC APPOINTMENTS
December 7, 2018

AL AMOODY, FATMA

Temporary Instructor, Chemistry

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

Effective: August 16, 2018

Source of Funds: Vice Chancellor for Academic Affairs and Research (VCAAR) Faculty Salary Pool

Justification: The American Chemical Society Committee on Professional Training has indicated that the A-State chemistry program is not in compliance due to the teaching load of the existing chemistry instructor, and this position is needed to offer additional sections of chemistry 1043 and 1040, as well as to service other degree programs

Education:

2016 M.S. Chemistry, Arkansas State University-Jonesboro

2001 B.S. UAE University, Al Ain, Abu Dhabi

Employment:

2014-2017 Laboratory Teaching Assistant, ASU-Jonesboro

2014-2016 Research Assistant, ASU-Jonesboro

2010-2011 Substitute Teacher, Mariyah School, Toronto, Ontario

2009-2011 Administrative Assistant, Mariyah School, Toronto, Ontario

2009-2011 Mathematics Teacher, Salaheddin School, Scarborough, Ontario

BROWN, RYVETTE

Temporary Instructor, Mathematics, A-State Online

Salary: \$37,500 (9-month rate)

Effective: August 16, 2018

Source of Funds: VCAAR Faculty Salary Pool (\$36,000), plus Science & Math Tuition Differential (\$1,500)

Justification: Position necessary to cover additional sections of college algebra for incoming freshmen due to a decrease in returning teaching graduate assistants

Education:

2014 A.B.D. Educational Specialist, Lindenwood University, St. Charles, MO

2011 M.A. Education, Lindenwood University, St. Charles, MO

2005 M.S. Mathematics, Virginia State University, Petersburg, VA

1997 B.S. Mathematics, Virginia State University, Petersburg, VA

Employment:

2016-2018 Instructor, Harris Stowe State University, St. Louis, MO
2015-2018 Instructor, St. Louis Community College, Wildwood, MO
2013-2014 Teacher, Riverview Gardens School District, St. Louis, MO
2006-2013 Teacher, Jennings School District, Jennings, MO

COLE, REBEKAH

Assistant Professor, School Counseling, A-State Online

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

Effective: September 1, 2018

Source of Funds: Education and General, page 154, line 1 (\$50,000), plus revenue from A-State Online enrollment growth (\$16,000)

Justification: Vacant position in FY19 budget with responsibility for overseeing the development and maintenance of the new online program for school counseling, as well as teaching graduate-level courses

Education:

2010 Ph.D. Counselor Education and Supervision, Old Dominion University, Norfolk, VA
2008 M.Ed. School Counseling, College of William and Mary, Williamsburg, VA
2005 B.A. English, College of William and Mary, Williamsburg, VA

Employment:

2013-Present Core Faculty, Capella University, Minneapolis, MN
2010-2013 Behavioral Counselor, Hampton-Newport News Community Services Board, Hampton, VA

COLLINS, CHERIE

Temporary Instructor, Choral

Salary: \$23,500 (9-month rate)

Effective: August 16, 2018

Source of Funds: Education and General, page 128, line 7

Justification: Replacement for Dale Miller, who retired (\$72,425)

Education:

1984 M.M.E. Music, Arkansas State University-Jonesboro
1982 B.M.E. Music, Arkansas State University-Jonesboro

Employment:

2014-Present Adjunct Choral Director of University Singers, ASU-Jonesboro
2014-Present Owner/Manager, Protea Properties, Jonesboro, AR
2014-Present Bob Robison Commercial Flooring, Jonesboro, AR
2000-2013 Adjunct Vocal Faculty/Choral Methods Instructor/Women's Choral Director/
Double Reed Instructor, Minot State University, Minot, ND

DEARING, SARAH

Assistant Professor, Nursing

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

Effective: August 16, 2018

Source of Funds: Education and General, page 171, line 5

Justification: New position for FY19 to support growth in A-State Online Nursing

Education:

2009 M.S.N. Nursing, University of South Alabama, Mobile, AL

2003 B.S.N. Nursing, Arkansas State University-Jonesboro

Employment:

2015-Present Unit Coordinator of Med-Surg/Pediatrics, Arkansas Methodist Medical Center, Paragould, AR

Jun-Aug 2017 ADN Clinical Instructor, ASU-Newport

Jan-May 2015 ADN Clinical Instructor, ASU-Newport

2013-2014 RN/Director of Education & Nursing Informatics/Director of Med-Surg/ICU, Forrest City Medical Center, Forrest City, AR

Mar-May 2013 Registered Nurse, Crittenden Regional Medical Center, West Memphis, AR

Jan-Mar 2012 ADN Assistant Director, Arkansas Northeastern College, Blytheville, AR

2005-2011 ADN Paragould Campus Coordinator/Nursing Instructor, Arkansas Northeastern College, Blytheville, AR

2003-2008 Registered Nurse/Charge Nurse, Arkansas Methodist Medical Center, Paragould, AR

FITZGERALD, HALEY

Temporary Instructor, English

Salary: \$22,000 (9-month rate)

Effective: August 16, 2018

Source of Funds: Temporary faculty salary pool

Justification: Position needed to meet the demand for composition classes as scheduled; otherwise, classes would have to be canceled

Education:

2018 Ph.D. Heritage Studies, Arkansas State University-Jonesboro

2011 M.A. Heritage Studies, Arkansas State University-Jonesboro

2005 M.A. English, Arkansas State University-Jonesboro

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

Employment:

2009-Present Adjunct Professor of English, ASU-Jonesboro

2007-2008 Admissions Counselor, ASU-Jonesboro

GAMBILL, JACOB

Temporary Instructor, Art

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

Effective: August 16, 2018

Source of Funds: Education and General, page 126, line 12, funded from VCAAR Salary Pool

Justification: Replacement for Victor Martinez, who resigned (\$42,716)

Education:

2015 M.F.A. Studio Art, Memphis College of Art, Memphis, TN

2010 B.F.A. Painting and Drawing, Arkansas State University-Jonesboro

Employment:

2015-Present Art Instructor, Shelby County Schools, Memphis, TN

Jan-May2015 Assistant Drawing Instructor, Memphis College of Art, Memphis, TN

Jan-May2015 Adjunct Professor of Art, East Arkansas Community College, Forrest City, AR

HAMILL, ANGELA D.

Assistant Professor of Nursing

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

Effective: September 4, 2018

Source of Funds: Education and General, page 175, line 1(\$52,462), plus Nursing Tuition Differential, page 169, line 78 (\$2,538)

Justification: Replacement for Carolyn Mathis, who resigned (\$52,020); increase in salary necessary for recruitment and retention purposes

Education:

2018 M.S.N. Family Nurse Practitioner, Arkansas State University-Jonesboro

2015 B.S.N. Nursing, Arkansas State University-Jonesboro

Employment:

2017-Present Registered Nurse, Labor and Delivery, Baptist Memorial Hospital for Women, Memphis, TN

2017 Registered Nurse, Intensive Care Unit, Arkansas Methodist Medical Center, Paragould, AR

2015-2017 Registered Nurse, Labor and Delivery, St. Bernards Regional Medical Center, Jonesboro, AR

2013-2015 Patient Care Technician, St. Bernards Regional Medical Center, Jonesboro, AR

2011-2013 Café Manager, Hastings Entertainment, Jonesboro, AR

JONES, JORDAN

Temporary Instructor, Spanish

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

Effective: August 16, 2018

Source of Funds: Education and General, page 107, line 6

Justification: Replacement for Claudio Eduardo Pinto, who resigned (\$35,142)

Education:

2017 M.A. Spanish, University of Arkansas, Fayetteville, AR
2015 B.A. International Relations, University of Arkansas, Fayetteville, AR

Employment:

2017-Present Spanish Teacher, Fayetteville Montessori School, Fayetteville, AR
2015-2017 Graduate Teaching Assistant, University of Arkansas, Fayetteville, AR
May-Jul 2015 Community Center Counselor, Yvonne Richardson Community Center, Fayetteville, AR
May-Jul 2014 Day Camp Worker, Central Arkansas Christian Schools, North Little Rock, AR
May-Jul 2013 Day Camp Worker, Central Arkansas Christian Schools, North Little Rock, AR

LIU, NING

Temporary Instructor, Mathematics and Statistics

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

Effective: August 16, 2018

Source of Funds: Education and General, page 100, line 7

Justification: Replacement for Doo Young Kim, who resigned (\$58,986)

Education:

2008 M.S. Mathematics, University of Memphis, Memphis, TN
1988 B.S. Applied Statistics, Shanghai University of Finance and Economics, Shanghai, China

Employment:

Jan-Oct2017 Senior Medical Research Biostatistician, NAMSA, INC.
2016-2017 Senior Biostatistician, CHILTERN International, Inc., Bristol, TN
2012-2016 Senior Biostatistician, Smith & Nephew, Inc., Memphis, TN
2008-2012 Biostatistician, Smith & Nephew, Inc., Memphis, TN
2007-2008 Statistician, University of Memphis, Memphis, TN

LOZANO, JESUS M.

Temporary Instructor, Spanish

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

Effective: August 16, 2018

Source of Funds: VCAAR Faculty Pool

Justification: Position is needed to meet the demand for five sections of lower-level Spanish for students to fulfill their language requirement

Education:

2017 M.A. Spanish, University of Arkansas, Fayetteville, AR
2015 B.A. International Relations, University of Arkansas, Fayetteville, AR

Employment:

2017-Present Spanish Teacher, Fayetteville Montessori School, Fayetteville, AR
2015-2017 Graduate Teaching Assistant, University of Arkansas, Fayetteville, AR
2014-2015 Residential Desk Assistant, University of Arkansas, Fayetteville, AR

McELYEA, LOU ANN

Instructional Designer, A-State Online Faculty Support

Salary: \$46,000 (12-month rate)
Effective: November 16, 2018
Source of Funds: Education and General, page 65, line 1
Justification: Replacement for Eric Essen, who resigned (\$50,900)

Education:

2008 A.B.D. Business Administration and Management Information Systems, Northcentral University, Prescott, AZ
1982 M.B.A. Lindenwood University, St. Charles, MO
1975 B.S. Business Administration, Washington University, St. Louis, MO

Employment:

2016-Present Adjunct Instructor, Letourneau University, Longview, TX
2016-Present Adjunct Instructor, Ohio Christian University, Circleville, OH
2016-Present Adjunct Instructor, California Baptist University, Riverside, CA
2003-2015 Faculty Manager, Devry University Online, Downers Grove, IL

PHILLIPPE, DEBORAH

Assistant Professor of Nursing

Salary: \$57,673 (9-month rate)
Effective: August 16, 2018
Source of Funds: Education and General, page 173, line 3 (\$53,613) and page 168, line 25 (\$4,060)
Justification: Replacement for Linda Latting, who resigned (\$57,132)

Education:

2012 M.S.N. Nursing, Kaplan University, Chicago, IL
1999 B.S.N. Nursing-Rural Community Health, California State University, Long Beach, CA
1997 A.A.N. Nursing, Golden West College, Huntington Beach, CA

Employment:

2013-Present Adjunct Faculty, Nursing, ASU-Jonesboro, Mountain Home, AR
2004-2015 I.H.S. Nurse Administrator/I.H.S. Nurse Specialist, Arkansas Department of Health, In-Home Services, Mountain Home, AR

RACHEL, VIRGINIA

Temporary Instructor, English

Salary: \$25,000 (9-month rate)

Effective: August 16, 2018

Source of Funds: VCAAR Faculty Pool

Justification: Position needed to meet the demand for composition classes as scheduled; otherwise, classes would have to be canceled

Education:

2915 M.F.A. Creative Writing, West Virginia Wesleyan College, Buckhannon, WV

2001 B.A. Interdisciplinary Studies, Concord University, Athens, WV

Employment:

2017-2018 Irene McKinney Teaching Fellow, West Virginia Wesleyan College, Buckhannon, WV

Jan-May2017 Adjunct English Instructor, New River Community and Technical College, Princeton, WV

2016-2017 SAT Scoring Professional, Educational Testing Service, Velocity Technology Solutions, Inc., Charlotte, NC

Aug-Dec2016 Adjunct English Instructor, New River Community and Technical College, Princeton, WV

Jan-May2016 Adjunct English Instructor, Concord University, Athens WV

Sep-Dec2015 Adjunct English Instructor, New River Community and Technical College, Princeton, WV

Aug-Dec2015 Adjunct English Instructor, Bluefield State College, Bluefield, VA

Jan-May2015 Adjunct English Instructor, New River Community and Technical College, Princeton, WV

2002-2014 Rural Contract Mail Carrier, United States Post Office, Hinton, WV

RAMSEY, SHAWN

Temporary Instructor, English

Salary: \$25,000 (9-month rate)

Effective: August 16, 2018

Source of Funds: VCAAR Faculty Pool

Justification: Position needed to meet the demand for composition classes as scheduled; otherwise, classes would have to be canceled

Education:

2012 Ph.D. Rhetoric and Writing, Bowling Green State University, Bowling Green, OH

2008 M.A. English, Ball State University, Muncie, IN

1990 B.S. English, Ball State University, Muncie, IN

Employment:

2016-Present Assistant Professor of English, Wenzhou Kean University, Wenzhou, China
2015-2016 Instructor, University of Colorado International College, Beijing, China
2013-2015 Assistant Professor of English, Livingstone College, Salisbury, NC
2012-2013 Visiting Assistant Professor Rhetoric and Writing, University of North Carolina, Greensboro, NC
2009-2012 Instructor, Speech Communications/Composition, Terra Community College, Freemont, OH
2008-2012 Graduate Teaching Assistant, Bowling Green State University, Bowling Green, OH

SCHWEIGHART, FARLEY

Temporary Instructor, Physical Therapy

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

Effective: August 16, 2018

Source of Funds: Education and General, page 180, line 10

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

Education:

2008 M.S. Physical Therapy, Arkansas State University-Jonesboro
2006 B.S. Animal Science, Oklahoma State University, Stillwater, OK

Employment:

2017-Present Staff Physical Therapist, Therapy Providers of Arkansas, Wynne, AR
2009-Present Medicine Team Member, Rodeo Sports Medicine Team, Oklahoma and Texas
2014-2017 Staff Physical Therapist, AllianceHealth Midwest, Midwest City, OK
2010-2014 Clinic Manager, Rehabsource, Oklahoma City, OK
2009-2010 Staff Physical Therapist, Specialized Physical Therapy, Oklahoma City, OK

SHEPPARD, CHEYENNE

Temporary Instructor, Electrical Engineering

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

Effective: August 16, 2018

Source of Funds: Education and General, page 165, line 18

Justification: Vacant new position budgeted for FY17 but not filled

Education:

2015 M.S. Mathematics, Arkansas State University-Jonesboro
2015 B.S. Physics, Arkansas State University-Jonesboro
2012 B.S. Mathematics, Arkansas State University-Jonesboro

Employment:

2015-Present Part-time Research Scientist, ASU-Jonesboro
2013-2015 Graduate Research Assistant, ASU-Jonesboro
2008-2013 Undergraduate Research Assistant, ASU-Jonesboro

SIDDIQUEE, ABU NAYEM MD. ASRAF

Temporary Instructor, Mechanical Engineering

Salary: \$50,000 (9-month rate)
Effective: August 16, 2018
Source of Funds: Education and General, page 165, line 5
Justification: Replacement for Paul Sherman, who retired (\$79,499)

Education:

2017 M.S. Engineering, Arkansas State University-Jonesboro
2013 B.S. Engineering, Arkansas State University-Jonesboro

Employment:

2010-2012 Senior Teacher/Instructor, Omeca Coaching Center, Bangladesh

SMITH, JULIE

Instructor, Counseling A-State Online

Salary: \$62,000 (9-month rate)
Effective: August 16, 2018
Source of Funds: Education and General, page 154, line 2 (\$50,000), plus revenue from A-State Online enrollment growth (\$12,000)
Justification: Vacant position in the FY19 budget for the new A-State Online Psychology & Counseling program

Education:

2018 Ph.D. Counselor Education and Supervision, North Dakota State University, Fargo, ND
(Expected Fall 2018)
2017 M.S. Counseling & Student Affairs, Minnesota State University, Moorhead, MN
2002 B.S. Health Education, Minnesota State University, Moorhead, MN

Employment:

2016-Present Mental Health Counselor, Lakes Crisis and Resource Center, Detroit Lakes, MN
2016-Present Trauma Educator and Trainer, Minneapolis Public Schools, Minneapolis, MN
2009-2016 Consultant/Supervisor/Counselor, White Earth Tribal Nation, White Earth, MN

WAGGONER, TARA

Temporary Assistant Professor of Nursing

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

Effective: August 16, 2018

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

Justification: Replacement for Charlotte Young, who retired (\$74,636)

Education:

2010 D.N.P. Nursing, University of Tennessee, Memphis, TN

2004 M.S.N. Nursing, Arkansas State University-Jonesboro

2000 B.S.N. Nursing, Arkansas State University-Jonesboro

Employment:

Present Family Nurse Practitioner, Lisa Waggoner, FNP, Jonesboro, AR

2017-Present Medical Health Professions Instructor, Trumann High School, Trumann, AR

2015-2017 Family Nurse Practitioner, Arkansas Department of Health, Jonesboro, AR

2008-2014 Assistant Professor, ASU-Jonesboro

2006-2008 Assistant Director, Student Health Center, ASU-Jonesboro

WANG, HUIQIANG

Instructor, Economics, A-State Online

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

Effective: August 16, 2018

Source of Funds: Education and General, page 140, line 1

Justification: Vacant position in the FY19 budget, needed to cover new A-State Online economics classes

Education:

2015 Ph.D. Applied Econometrics, University of Rhode Island, Kingston, RI

2006 M.A. Agriculture, Beijing Forestry University, Beijing, China

2003 B.S.A. Engineering, Beijing Forestry University, Beijing, China

Employment:

2018-Present Behavioral Professional, ICM-INC, Little Rock, AR

2014-2017 Research Associate, University of Arkansas-Pine Bluff, Pine Bluff, AR

2009-2014 Graduate Research Assistant, University of Rhode Island, Kingston, RI

WILKS, KIMBERLY

Assistant Professor of Nursing

Salary: \$55,238 (9-month rate)

Effective: August 16, 2018

Source of Funds: Education and General, page 174, line 2 (\$51,178) and MSCC Nursing Carryforward Funds, page 169, line 51 (\$4,060)

Justification: Replacement for Lisa Schafer, who transferred to another position (\$55,238)

Education:

2016 M.S.N. Nursing Education, Union University, Jackson, TN

2006 B.S.N. Nursing, University of Memphis, Memphis, TN

Employment:

2017-Present Adjunct Nursing Faculty, ASU Mid-South

2015-Present Nurse, Methodist LeBonheur Healthcare, Memphis, TN

2012-2015 Staff Nurse, Baptist Memorial Hospital, Memphis, TN

2008-2012 Physician Nurse, West Clinic, Memphis, TN

2007-2008 Research Nurse, West Clinic, Memphis, TN

ARKANSAS STATE UNIVERSITY-JONESBORO
ACADEMIC REASSIGNMENTS OF DUTY
December 7, 2018

BOHN, TIMOTHY

From: Department Chairperson, Theatre
To: Associate Professor, Theatre
Effective: August 16, 2018
Salary: \$58,147 (9-month rate)
Source of Funds: Vice Chancellor for Academic Affairs and Research (VCAAR) Faculty Salary Pool
Justification: Returned to full-time faculty

BOOTHMAN, CHRISTOPHER

From: Associate Registrar, A-State Online
To: Director, A-State Online
Effective: November 1, 2018
Salary: \$55,000 (12-month rate)
Source of Funds: Education and General, page 65, line 5, funded with revenue from A-State Online enrollment growth
Justification: New position to provide A-State Online instructor/faculty support

CASTRO, JOSEPH

From: Department Chairperson, History
To: Associate Professor, History
Effective: October 1, 2018
Salary: \$56,447 (9-month rate)
Source of Funds: Education and General, page 109, line 3 (\$53,686), plus (\$2,761) from VCAAR Faculty Salary Pool
Justification: Replacement for LaQuita Saunders, who retired (\$53,686)

FREE, WILLIAM

From: HEI Program Coordinator, A-State Online
To: Instructor
Effective: August 1, 2018
Salary: \$40,000 (12-month rate)
Source of Funds: Education and General, page 64, line 4 (\$30,000), plus (\$10,000) funded with revenue from A-State Online enrollment growth
Justification: New budgeted position for FY19 needed for growth in the A-State online program

McDANIEL, KAREN

From: Associate Professor, Management and Marketing
To: Department Chairperson, Management and Marketing
Effective: July 1, 2018
Salary: \$132,241 (12-month rate)
Source of Funds: Education and General, page 141, line 1 (\$130,648), plus \$1,593 funded from VCAAR Salary Pool and Tuition Differential
Justification: Replacement for Melodie Philhours, who returned to faculty (\$130,648)

PHILHOURS, MELODY

From: Department Chairperson, Management and Marketing
To: Associate Professor, Management and Marketing
Effective: August 16, 2018
Salary: \$104,018 (9-month rate)
Source of Funds: Education and General, page 141, line 14, funded with VCAAR Salary Pool and Tuition Differential
Justification: Returned to full-time faculty position in a vacant position in FY19 budget

SUSTICH, ANDREW

From: Executive Director of Arkansas Bioscience Institute
To: Professor, Physics
Effective: August 16, 2018
Salary: \$114,525 (9-month rate)
Source of Funds: Education and General, page 98, line 10, funded with VCAAR Faculty Salary Pool
Justification: Returned to full-time faculty position in a vacant position in FY19 budget

ARKANSAS STATE UNIVERSITY-JONESBORO
NON-ACADEMIC APPOINTMENTS
December 7, 2018

BENSON, JENNIFER

Project Program Specialist, Treasurer's Office

Salary: \$45,000

Effective: October 29, 2018

Source of Funds: Education and General, page 6, line 2

Justification: Replacement for Belinda Olive, who resigned (\$50,996)

Education:

1994 B.S. Accounting, Arkansas State University-Jonesboro

Employment:

2017-Present Outside Processing Accountant, Big River Steel, Osceola, AR

2016-2107 Accounts Payable Supervisor, Big River Steel, Osceola, AR

2014-2016 Office Assistant/Bookkeeper, Pam Fleeman Independent Consultant, Manila, AR

2013-2016 Accountant/Bookkeeper, Butterfly House, Manila, AR

1999-2016 Accountant, Ray Benson Farms, Manila, AR

2007-2008 Accountant, Arkansas Northeastern College, Blytheville, AR

BLALOCK, RICHY

Research Associate, Institutional Effectiveness

Salary: \$52,000

Effective: October 16, 2018

Source of Funds: Education and General, page 59, line 2 (\$42,000) and page 222,
line 1 (\$10,000)

Justification: Replacement for Jason Crittenden, who transferred (\$42,000); salary was increased to compensate for additional duties associated with training collaboration between Information Technology Services and Institutional Research to enhance data extraction used for reporting

Education:

1986 M.A. Applied Sociology, University of Oklahoma, Norman, OK

1984 B.A. Sociology, Arkansas State University-Jonesboro

Employment:

2017-2018 Director, Institutional Research and Effectiveness Operations, Louisiana Tech, Ruston, LA

2015-2017 Director, Institutional Assessment Office, University of West Georgia, Carrollton, GA

2010-2015 Director, Institutional Research and Effectiveness Office, Louisiana State University at Alexandria, Alexandria, LA

BUXBAUM, TAYLOR

Development Advancement Specialist, University Development

Salary: \$45,000

Effective: September 4, 2018

Source of Funds: Education and General, page 42, line 5

Justification: Replacement for Jenny Keller, who resigned (\$46,138)

Education:

2014 B.A. Music Business, Oklahoma State University, Stillwater, OK

Employment:

2017-Present Development Coordinator-President's Club, ASU Foundation for a New American University, Tempe, AZ

Jan-Sep2017 Discovery Officer, ASU Foundation for a New American University, Tempe, AZ

2014-2017 Development Associate, The Phoenix Symphony, Phoenix, AZ

COLEMAN, ALBERTA

Temporary Academic Advisor, Advising Services

Salary: \$35,000

Effective: September 4, 2018

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

Justification: Replacement for Erin Lynn, who was promoted (\$36,550)

Education:

2015 Ed.D. Educational Leadership, University of Phoenix, Phoenix, AZ

2005 M.B.A. Arkansas State University-Jonesboro

2002 B.S. Business Administration, Arkansas State University-Jonesboro

Employment:

2015-Present Arkansas PROMISE Program Specialist/Case Manager, University of Arkansas, Fayetteville, AR

2014-2015 Career Coach, ASU Mid-South

2013-2014 Coordinator of Workforce Education, ASU Mid-South

2011-2013 Assistant Director of Enrollment Management, East Arkansas Community College, Forrest City, AR

2006-2013 Career Pathways Counselor/Advisor, East Arkansas Community College, Forrest City, AR

2010-2011 Career Coach Coordinator, East Arkansas Community College, Forrest City, AR

2007-2010 ADSTEP Recruiter, Advisor, East Arkansas Community College, Forrest City, AR

FLOWERS, XAVIER

Student Development Specialist, Recruitment

Salary: \$30,000

Effective: October 1, 2018

Source of Funds: Education and General, page 35, line 7

Justification: Replacement for Latasha Pye, who resigned (\$30,906)

Education:

2017 B.S. Interdisciplinary Studies, Arkansas State University-Jonesboro

Employment:

2016-2017 Tutor Mentor, Upward Bound, ASU-Jonesboro

May-Jul2015 Intern, Freedom School and Day Camp, Marvel-Elaine School District, Marvell, AR

FOSTER, WHITNEY

Temporary Coordinator of ASU Community College, Professional Education Programs

Salary: \$40,000

Effective: August 15, 2018

Source of Funds: Education and General, page 148, line 2

Justification: Replacement for Cindy Hinson, who retired (\$51,510)

Education:

2020 Ed.S. Psychology, Arkansas State University-Jonesboro (Expected 2020)

2012 B.S. Education, Arkansas State University-Jonesboro

Employment:

2012-Present Licensed Arkansas Educator, Paragould School District, Paragould, AR

Sum 2017 Graduate Research Assistant, ASU-Jonesboro

HARRINGTON, JESSICA

Student Development Specialist, Career Management Center

Salary: \$40,225

Effective: October 8, 2018

Source of Funds: Education and General, page 31, line 3

Justification: Replacement for Natalie Eskew, who resigned (\$43,791)

Education:

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

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

Employment:

Jun-Aug 2018 Admissions Day Counselor, Lindenwood University, St. Charles, MO
2016-2018 Employer Relations Coordinator, Career Services, ASU-Jonesboro
2014-2016 Administrative Assistant, Northwestern Mutual, Little Rock, AR
2013-2014 Graduate Assistant, University of Arkansas at Little Rock, Little Rock, AR
May-Dec 2012 Graduate Assistant, Residence Life, ASU-Jonesboro

HICKS, GRACIE

Student Development Specialist, Office of Recruitment

Salary: \$30,000

Effective: September 17, 2018

Source of Funds: Education and General, page 35, line 5

Justification: Replacement for Austin Copenhaver, who resigned (\$31,240)

Education:

2018 B.S. Strategic Communications, Arkansas State University-Jonesboro

Employment:

2017-2018 Sales Associate/Machine Operator, Simply Stitched Designs, Walnut Ridge, AR
May-Aug2017 Intern, Riffraff Headquarters, Fayetteville, AR
2016-2017 Sales Associate, Gearhead Outfitters, Jonesboro, AR
Apr-Sep2015 Loan Managing Intern, RiverBank, Pocahontas, AR

HURN, JENNIFER

Box Office Assistant Manager, First National Bank Arena

Salary: \$40,000

Effective: September 4, 2018

Source of Funds: Education and General, page 201, line 6 (\$30,000) and Auxiliary, page 243, line 6, (\$10,000)

Justification: Replacement for Teresa Ryan, who retired (\$40,327)

Education:

1992 A.A. Accounting, Mid-South Community College, West Memphis, AR

Employment:

2015-Present Sales Manager/Event Planner/Customer Service, Mastercraft Distribution, Couture Lamps, Jonesboro, AR
1998-2015 Assistant Vice-President Operations/Customer Service Manager, Heritage Bank, Jonesboro, AR

JOHNSON, JULIA

Project Program Specialist, Printing Services

Salary: \$46,000

Effective: September 10, 2018

Source of Funds: Education and General, page 121, line 2

Justification: Replacement for Dave Maloch, who retired (\$54,243)

Education:

Incomplete General Studies, University of Arkansas at Little Rock, Little Rock, AR

Employment:

2014-Present Assistant Plant Manager, Arkansas Graphics, Inc., Little Rock, AR

2005-2014 Purchasing Manager, Arkansas Graphics, Inc., Little Rock, AR

RHODES, MORGAN

Assistant Director/Marketing Director, First National Bank Arena

Salary: \$40,000

Effective: September 19, 2018

Source of Funds: Education and General, page 201, line 2 (\$30,000) and Auxiliary, page 243, line 2 (\$10,000)

Justification: Replacement for Bradley Pietz, who resigned (\$44,444)

Education:

2017 M.A. Journalism, University of Arkansas, Fayetteville, AR

2016 B.A. Journalism, University of Arkansas, Fayetteville, AR

Employment:

2016-Present Director of Public Relations, Children's Emergency Shelter, Fort Smith, AR

Jan-May2017 Communications Intern, Crystal Bridges Museum of American Art, Bentonville, AR

2016-2017 Corporate Affairs Intern, Tyson Foods, Springdale, AR

Jan-May2015 Advertising/Public Relations Intern, Potter's House, Fayetteville, AR

STREET, KATIE

Research Associate, Global Initiatives Administration

Salary: \$35,000

Effective: September 1, 2018

Source of Funds: Education and General, page 70, line 3

Justification: Budgeted position previously held by Angela Kremers, who resigned (\$70,000), restructured to best fit the needs of the program

Education:

2017 B.A. World Language and Culture, Arkansas State University-Jonesboro

Employment:

2017-Present Online ESL Teacher, Vipkid, Beijing, China
2015-2018 Sales Associate, Gearhead Outfitters, Inc., Jonesboro, AR
2016-2017 Spanish Tutor, ASU-Jonesboro
2013-2015 Lead Teacher, Cane Academy

TERRY, BRYAN J.

Vice Chancellor for Enrollment Management

Salary: \$190,000

Effective: January 1, 2019

Source of Funds: Education and General, page 20, line 1 (\$161,712 – Vice Chancellor for Student Affairs position was eliminated) and Chancellor’s Permanent Salary Savings (\$28,288)

Justification: New position created to work collaboratively across campus to implement innovative recruiting, retention, and graduation strategies for the University

Education:

2012 M.S. Human Resource Management, Thomas Edison State College, Trenton, NJ
2003 Certificate in Enrollment Management, University of Florida, Gainesville, FL
1999 Ph.D. Educational Administration and Foundations, Illinois State University, Normal, IL
1995 MBA Business Administration, Fontbonne College, St. Louis, MO
1990 B.A. History, University of Illinois, Urbana-Champaign, IL

Employment:

2014-Present Vice Chancellor, Enrollment Management, University of North Carolina Greensboro, Greensboro, NC
2009-2014 Associate Vice President, Student Affairs and Enrollment Management, Montclair State University, Upper Montclair, NJ
2006-2009 Associate Vice President, Enrollment Management, Seton Hall University, Upper Montclair, NJ

THOMPSON, TIMOTHY

Assistant Coach, Men’s Track

Salary: \$30,000

Effective: September 24, 2018

Source of Funds: Auxiliary, page 233, line 4 (\$10,000) plus additional funding from non-team travel (\$18,850)

Justification: Replacement for Jarius Cooper, who resigned (\$28,850)

Education:

2014 BAAS University of North Texas, Denton, TX

Employment:

2017-Present Assistant Track Coach, Kansas Wesleyan University, Salina, KS
2015-2017 Volunteer Track Coach, University of Nebraska, Lincoln, NE

AARKANSAS STATE UNIVERSITY-JONESBORO
NON-ACADEMIC REASSIGNMENTS OF DUTY
December 7, 2018

BRAKE, HEATHER

From: Assistant Dean of Students, Residence Life
To: Associate Dean of Students, Student Life
Effective: October 16, 2018
Salary: \$50,000
Source of Funds: Education and General, page 24, line 1, with additional funding from Student Affairs permanent salary savings (\$5,000)
Justification: Replacement for Stephanie Lott, who transferred (\$45,000)

LONG, DIANNA

From: Director of Budget
To: Director of Payroll Services
Effective: September 1, 2018
Salary: \$60,000
Source of Funds: Education and General, page 15, line 1
Justification: Replacement for Kassie Pratt, who resigned (\$60,000)

PONDER, ANTONETTE

From: Administrative Specialist II, ASUJ/ASU-Mountain Home Degree Center
To: Coordinator ASU Community College Degree Center, ASU-J/ASU-Mountain Home Degree Center
Effective: August 16, 2018
Salary: \$40,000
Source of Funds: Education and General, page 57, line 1
Justification: Replacement for Theresa Walker, who resigned (\$42,834)

WATSON, TARA

From: Fiscal Support Supervisor, Delta Center
To: Director of Budget
Effective: September 25, 2018
Salary: \$43,000
Source of Funds: Education and General, page 3, line 7
Justification: Replacement for Dianna Long, who was promoted (\$51,000)

**ARKANSAS STATE UNIVERSITY-BEEBE
NON-ACADEMIC APPOINTMENTS
December 7, 2018**

CLARK, MASON

IT Campus Lead - Searcy

Salary: \$36,000

Effective Date: October 16, 2018

Source of Funds: Education and General, page 86, line 1

Justification: Replacement for Bobby Blackwell, who resigned (\$42,901)

Education:

2017 B.S. Management Information Systems, University of Central Arkansas, Conway, AR

Employment:

2017-Present Inside Plant Designer, TriTechne, Inc., Conway, AR

2006-2017 Irrigation Coordinator, DeVore Farms, Des Arc, AR

HANKINS, ASHLEY

Concurrent Enrollment Coordinator

Salary: \$38,000

Effective Date: November 16, 2018

Source of Funds: Education and General, page 59, line 1

Justification: Replacement for Tyler Bittle, who was promoted (\$44,299)

Education:

2016 A.S. Business, Arkansas State University-Beebe

2011 A.A. Liberal Arts, Arkansas State University-Beebe

2006 A.A. General Studies, Arkansas State University-Beebe

Employment:

2017-Present Account/Garnishment Bookkeeper, First Security Bank, Searcy, AR

2016-2017 Division Operations Coordinator, ASU-Beebe, Beebe, AR

2014-2016 Administrative Specialist III, ASU-Beebe

2011-2014 Administrative Specialist II, ASU-Beebe

2006-2011 Bookkeeper/Floater, First Security Bank, Searcy, AR

HAWKINS, SHARON

Student Development Specialist – Academic Advisor/English Tutor

Salary: \$34,000

Effective Date: October 16, 2018

Source of Funds: Education and General, page 64, line 3

Justification: Replacement for Andrew Ross, who resigned (\$34,680)

Education:

1987 B.A. Communications/Journalism, Harding University, Searcy, AR

Employment:

2015-Present Account Manager and Recruiter, American Red Cross, Cabot, AR
2012-2015 Gifted and Talented Paraprofessional, Cabot Public Schools, Cabot, AR
2008-2012 Field Representative/Supervisor, United States Bureau of the Census, Cabot, AR

JOHNSON, HANNAH

Student Development Specialist/Advising & Learning Center Coordinator

Salary: \$35,000

Effective Date: September 4, 2018

Source of Funds: Education and General, page 102, line 1

Justification: Replacement for Tanner Feeler, who resigned (\$38,000)

Education:

2012 M.F.A. Creative Writing, University of Memphis, Memphis, TN
2005 M.A. English, University of Central Arkansas, Conway, AR
2004 B.A. Writing and English, University of Central Arkansas, Conway, AR

Employment:

2015-Present Adjunct Instructor, ASU-Beebe, Heber Springs, AR
2017-2017 Completion Recovery Program Advisor, University of Arkansas Community College at
Batesville, Batesville, AR
2012-2015 Independent Freelance Writer
2012-2014 Student Worker, Harding University, Searcy, AR
2009-2011 Graduate Teaching Assistant, University of Memphis, Memphis, TN

LEWIS, JR., LEON

Vice Chancellor/Chief Information Technology Officer

Salary: \$93,000

Effective Date: November 1, 2018

Source of Funds: Education and General, page 87, line 5

Justification: Replacement for Chris Lee, who resigned (\$97,869)

Education:

2000 M.S. Computer Engineering, Marlboro College, Monroe, NC
1999 B.S. Computer Information Systems, Western Carolina University, Kenansville, NC

Employment:

2016-Present Associate Vice President of Information Technology/CIO, James Sprunt Community College, Kenansville, NC
2014-2016 Chief Information Officer, South Piedmont Community College, Monroe, NC
2010-2014 Dean, ITT Technical Institute, Monroe, NC
2007-2010 Associate Vice President/Chief Information Officer, Emporia State University, Emporia, KS

MCGUIRE, BRENT

Student Information Technology Specialist

Salary: \$32,000
Effective Date: October 16, 2018
Source of Funds: Education and General, page 76, line 3
Justification: New position budgeted for FY2018-19 (\$40,000)

Education:

2018 A.A.S. Computer Systems and Networking Technology, Arkansas State University-Beebe

Employment:

2016-2018 Full-time Student, ASU-Beebe
1999-2016 Unit Deployment Manager, United States Air Force, Jacksonville, AR

OWENS, LASHANDA

Campus Operations Manager

Salary: \$60,000
Effective Date: October 16, 2018
Source of Funds: Education and General, page 81, line 2
Justification: Replacement for Cody McMichael, who was reassigned (\$61,812)

Education:

2005 M.P.A. Webster University, St. Louis, MO
2002 M.A. Human Resource Development, Webster University, St. Louis, MO
1999 B.S. Business Management, South Carolina State, Orangeburg, SC

Employment:

2015-Present Project Manager, Walmart, Bentonville, AR
2013-2015 Instructional Designer II, Walmart, Bentonville, AR
2006-2013 Director of Academic Support, Embry-Riddle Aeronautical University, Little Rock Air Force Base, Jacksonville, AR

REYNOLDS, LINDSEY

Coordinator of Campus Relations

Salary: \$46,000

Effective Date: September 17, 2018

Source of Funds: Education and General, page 104, line 1

Justification: Replacement for Terri Cornett, who resigned (\$49,470)

Education:

2012 M.S. Educational Leadership, Arkansas State University-Jonesboro

2010 M.S. Middle Level Education, University of Arkansas Little Rock, Little Rock, AR

2005 B.S. Biology, Lyon College, Batesville, AR

Employment:

2015-2018 Elementary Principal, Concord School District, Concord, AR

2012-2015 K-12 Arkansas Science Professional Development Specialist, Northcentral Arkansas Educational Cooperative, Melbourne, AR

2011-2012 Eighth Grade Mathematics Teacher, Batesville School District, Batesville, AR

2010-2011 Seventh and Eighth Grade Science and Technology Teacher, Cedar Ridge School District, Newark, AR

2008-2011 Seventh and Eighth Grade Science Teacher, Rose Bud School District, Rose Bud, AR

**ARKANSAS STATE UNIVERSITY-MOUNTAIN HOME
ACADEMIC APPOINTMENT
December 7, 2018**

FOURAKER, AARON

Instructor of Machining/Mechatronics

Salary: \$31,200

Effective: November 1, 2018

Source of Funds: Education and General, page 61

Justification: Replacement for Sean Kemp, who resigned (\$41,056)

Education

2006 C.P. Computer-aided Design (CAD), North Arkansas College, Harrison, AR

Employment

2012-Present Founder/CEO, Night Combat Solutions, Yellville, AR

ARKANSAS STATE UNIVERSITY–MOUNTAIN HOME
NON-ACADEMIC REASSIGNMENTS OF DUTY
November 7, 2018

KIMBRIEL, WILLIAM

From: Director of Computer Services
To: Associate Vice Chancellor of Student Affairs
Effective: October 16, 2018
Salary: \$82,891
Source of Funds: Education and General, page 12 (\$56,500); page 21 (\$24,680); and page 82 (\$1,711)
Justification: Replacement for Kim Whitten, who resigned (salary \$56,500)

SHEDENHELM, BRIAN

From: Information Technology Manager
To: Director of Computer Services
Effective: October 16, 2018
Salary: \$52,211
Source of Funds: Education and General, page 21
Justification: Replacement for William Kimbriel, who was promoted to Associate Vice Chancellor of Student Affairs (\$76,891)

**ARKANSAS STATE UNIVERSITY-NEWPORT
ACADEMIC APPOINTMENT
December 7, 2018**

DAVIS, JORDAN MALLORY

Interim Instructor of Nursing

Salary: \$43,500

Effective: October 1, 2018

Source of Funds: Educational and General, page 22, line 3

Justification: Replacement for Haley Thomas, who resigned (\$45,390)

Education:

2016 A.A.S. Nursing, Arkansas Rural Nursing Education Consortium

2015 T.C. Licensed Practical Nursing, Arkansas State University-Newport

Employment:

2017-present Registered Nurse, St. Bernards Behavioral Health, Jonesboro, AR

2016-present Adjunct Instructor, ASU-Newport

2015-2016 Licensed Practical Nurse, St. Bernards Regional Medical Center, Jonesboro, AR

**ARKANSAS STATE UNIVERSITY-NEWPORT
ACADEMIC REASSIGNMENT OF DUTY
December 7, 2018**

PASMORE, JAMIE

From: Senior Instructor of Practical Nursing
To: Senior Instructor of Registered Nursing
Salary: \$50,000
Effective: November 1, 2018
Source of Funds: Educational and General, page 22, line 2 (\$45,462) and page 24, line 1 (\$4,538)
Justification: Reorganization to accommodate shift in student enrollment and fill open position

**ARKANSAS STATE UNIVERSITY-NEWPORT
NON-ACADEMIC APPOINTMENTS
December 7, 2018**

ESTES, CRAIG

Operating Accountant

Salary: \$42,000

Effective: October 1, 2018

Source of Funds: Educational and General, page 71, line 2

Justification: Replacement for Jenneal Runsick, who retired (\$42,840)

Education:

2016 M.B.A. Southern Arkansas University, Magnolia, AR

2015 College Business Management Institute, University of Kentucky, Lexington, KY

2008 B.S. Business Management, Arkansas State University-Jonesboro

2011 A.S. Business, Arkansas State University-Mountain Home

Employment:

2017-present Teller, Integrity First Bank, Mountain Home, AR

2011-2017 Purchasing Technician, ASU-Mountain Home

PETTIE, BRIAN

Director of Physical Plant

Salary: \$63,000

Effective: October 16, 2018

Source of Funds: Educational and General, page 89, line 1

Justification: Replacement for David Winston, who retired (\$58,452)

Education:

1991 High School Diploma from Marvell Academy, Marvell, AR

Employment:

2010-present Director of Landscape, Motor Pool, Move and Event Support, ASU-Jonesboro

**ARKANSAS STATE UNIVERSITY MID-SOUTH
NON-ACADEMIC APPOINTMENT
December 7, 2018**

STIEGEMEYER, AIMEE

Director, LMS and Database Services

Salary: \$38,250

Effective: September 25, 2018

Source of Funds: Education and General, pages 20 and 39

Justification: Replacement for Melissa Powers, who resigned (\$38,634)

Education:

2018 A.S. General Studies, Southwest Tennessee Community College, Memphis, TN

Employment:

2014-2018 Co-founding editor and web developer, All Heart in Hoop City, Memphis, TN

2002-2003 Factory Direct Manager, Del-Nat Tire Corporation, Memphis, TN

1999-2002 Senior Helpdesk Technician, Prodigy Internet, Memphis, TN