

AGENDA
ARKANSAS STATE UNIVERSITY SYSTEM
BOARD OF TRUSTEES
December 3, 2021
10:00 a.m.
ASU System Office

- I. Call to Order
Price Gardner, Chair
- *II. Election of Secretary
- *III. Approval of the Minutes of Past Meetings
September 10, 2021
- IV. President's Report
Reports of the Chancellors
- *V. Agenda
 - Proposed Arkansas State University System Resolution
 - Resolution approving the ASU System to proceed with the FedEx Aviation Mezzanine Finish-out Capital Project at ASU Mid-South
 - Proposed Arkansas State University Resolutions
 - Resolution approving the mission and mission implementation statements, strategic plan, and collections policies (accreditation documents) for the ASU Museum
 - Resolution approving A-State to modify its lease agreement with the NEA Sports Club
 - Resolution approving A-State to name the arts and innovation building that will be built on campus the "Windgate Hall of Art and Innovation"
 - Proposed Arkansas State University-Mountain Home Resolution
 - Resolution approving ASU-Mountain Home to name the newly created walking and biking trail the "James D. and Sally E. Moore Recreational Trail"
 - Proposed Arkansas State University Three Rivers Resolution
 - Resolution approving ASU Three Rivers to offer a Technical Certificate and a Certificate of Proficiency in Teaching
 - Proposed Henderson State University Resolution
 - Resolution approving Henderson State to enter into an agreement with Sodexo Management, Inc. to sell and serve alcoholic beverages on the HSU campus

VI. Executive Session

***VII. Approval of Personnel Actions**

VIII. Other Business

***IX. Election of Officers**

***X. Adjournment**

***Action Items**

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

ACTION ITEM: The Arkansas State University System requests approval to proceed with the FedEx Aviation Mezzanine Finish-out Capital Project at Arkansas State University Mid-South.

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

BACKGROUND:

- The Arkansas State University System is requesting to complete the finish-out phase of the mezzanine level of the FedEx Aviation Maintenance Building. The project will complete the 7,000 square-foot facility by adding two classrooms, additional restrooms, an elevator, and a vending area. The space is needed to accommodate further growth in related academic programs.
- The capital project, estimated to total \$1,031,102, will be funded through a federal grant of \$360,000, and from institutional reserves of \$671,102.

RECOMMENDATION/RESOLUTION:

Be it resolved that the Arkansas State University System is approved to proceed with the FedEx Aviation Mezzanine Finish-out Capital Project at Arkansas State University Mid-South.


Secretary


Price Gardner, Chair

ASU System Capital Project Proposal Form

In accordance with board policy, Capital Project means a new construction, renovation or remodeling project with a projected cost exceeding \$1,000,000. Campus officials shall complete a Capital Project proposal form and submit to the President for review and recommendations. The President will submit Capital Project proposals to the Board of Trustees for approval. Forms should be submitted electronically to the System Vice President for Finance.

Institution:	Arkansas State University Mid-South	Date:	10/25/21
Project Name:	FedEx Aviation Mezzanine Finish-Out Project		

Project Description: (in detail)

To finish out the second floor of the FedEx Aviation Maintenance Building. This will include 7,000 square feet of completed space to add two classrooms, restrooms, an elevator and a vending area. This program has grown substantially and we need the additional space to accommodate the increased number of students.

Estimated Date of Commencement:	01/01/22
Estimated Date of Completion:	Fall 2022
Total Project Cost Estimate:	1,031,102

Please provide the detail of cost estimate below:

	Estimated Project Cost	
Construction: <i>(Include cost of built-in equipment)</i>	813,550	
Architect/Engineer Fees:	63,047	7.7%
Contingencies: <i>[Not to exceed 10% of Construction and A&E]</i>	80,605	9.2%
Land Purchases:	0	
Movable Equipment and Furniture:	73,900	
Total Cost of Project:	1,031,102	

Please provide detail of planned sources of funding:

	Amount	Percentage
General Improvement:		0.0%
Institutional Reserves:	671,102	65.1%
Institutional Operating Funds:		0.0%
Federal Grant Funds:	360,000	34.9%
Special Revenue Funds:		0.0%
Foundation or Other Private Monies:		0.0%
Loan Proceeds (If approved):		0.0%
Total Proposed Funding:	1,031,102	100.0%

EXECUTIVE SUMMARY

Contact: Alan Utter (870) 972-2030

ACTION ITEM: Arkansas State University (A-State) requests approval of the mission and mission implementation statements, strategic plan, and collections policies (accreditation documents) for the Arkansas State University Museum.

ISSUE: The American Association of Museums requires Board of Trustees approval of accreditation documents.

BACKGROUND:

- The Arkansas State University Museum has been accredited by the American Association of Museums since 1973. The Museum is currently seeking reaccreditation.
- The following items are being submitted for approval by the Board of Trustees:
 - ASU Museum Mission and Mission Implementation Statements
 - ASU Museum Strategic Plan 2022-2026
 - ASU Museum Collections Policies

RECOMMENDATION/RESOLUTION:

Be it resolved that the mission and mission implementation statements, strategic plan, and collections policies (accreditation documents) for the Arkansas State University Museum are approved, effective immediately.


Secretary


Price Gardner, Chair

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

ACTION ITEM: Arkansas State University (A-State) requests approval to modify its lease agreement with the NEA Sports Club.

ISSUE: The ASU System Board of Trustees approves lease agreements.

BACKGROUND:

- In 2015, A-State entered into a 10-year lease agreement with the NEA Sports Club to dispense alcoholic beverages in certain areas of Centennial Bank Stadium and other designated A-State campus locations.
- Subject to additional approval by the Alcoholic Beverage Control administration, the NEA Sports Club wishes to modify the lease agreement to authorize additional areas of service in the Centennial Bank Stadium concourses, additional areas of service at Tomlinson Stadium, and service at athletics events at First National Bank Arena.
- The revised lease agreement will begin on the effective date and will remain in effect for 10 years.
- The revised agreement will create additional revenue opportunities to support the University.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University is approved to modify its lease agreement with the NEA Sports Club and that the Executive Vice Chancellor for Finance & Administration and COO of A-State is authorized to execute documents to effect this agreement.


Secretary


Price Gardner, Chair

**ARKANSAS STATE UNIVERSITY SYSTEM
BOARD OF TRUSTEES**

A Resolution Recognizing the Significant Contributions of
the Windgate Foundation
to Arkansas State University

WHEREAS, the Board of Trustees has retained unto itself the authority to name facilities and programs of the campuses within the Arkansas State University System; and

WHEREAS, the Windgate Foundation and its trustees are generous supporters of Arkansas State University and the students we serve, having made significant contributions of a magnitude worthy of special gratitude and lasting recognition. They have also offered a financial-challenge gift for a new building on campus, dedicated to art and innovation, and a gift to endow a building maintenance fund; and

WHEREAS, Arkansas State University has accepted the gift challenge and pledges to raise and/or designate the remaining funds needed to construct the new building on campus;

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of the Arkansas State University System, that the art and innovation building on the Arkansas State University campus shall be known as the:

Windgate Hall of Art and Innovation

DULY ADOPTED AND APPROVED this 3rd day of December 2021



Price Gardner, Chair



Jerry Morgan, Member



Steve Eddington, Member



Paul Rowton, Member



Christy Clark, Vice Chair



Niel Crowson, Member



Robert G. Rudolph, Jr., Member



Charles L. Welch, President

**ARKANSAS STATE UNIVERSITY SYSTEM
BOARD OF TRUSTEES**

A Resolution Recognizing the Significant Contributions of
James D. Moore and Sally E. Moore
to Arkansas State University-Mountain Home

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

WHEREAS, James D. Moore and Sally E. Moore, after retiring from the City of Detroit's Parks and Recreation Department, moved to Mountain Home in the 1970s, becoming keenly involved in supporting sports in Mountain Home, and wished to provide a recreational trail on the Arkansas State University-Mountain Home campus; and

WHEREAS, the Moores have given a significant contribution to Arkansas State University-Mountain Home of a magnitude worthy of special gratitude and lasting recognition, through funds designated to build and maintain a recreational trail on the ASU-Mountain Home campus;

NOW, THEREFORE, BE IT RESOLVED, by the Board of Trustees of the Arkansas State University System, that the newly created walking and biking trail on the campus of ASU-Mountain Home shall be known henceforth as the:

James D. and Sally E. Moore Recreational Trail

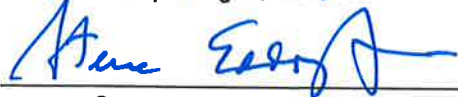
DULY ADOPTED AND APPROVED this 3rd day of December 2021



Price Gardner, Chair



Jerry Morgan, Member



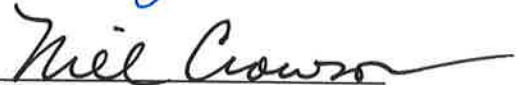
Steve Eddington, Member



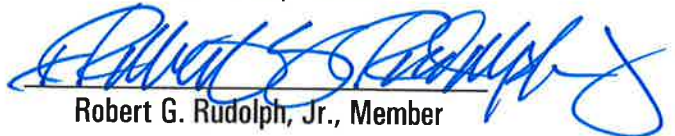
Paul Rowton, Member



Christy Clark, Vice Chair



Niel Crowson, Member



Robert G. Rudolph, Jr., Member



Charles L. Welch, President

EXECUTIVE SUMMARY

Contact: Pat Simms (501) 332-0245

ACTION ITEM: Arkansas State University Three Rivers (ASUTR) requests approval to offer a Technical Certificate and a Certification of Proficiency in Teaching.

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

BACKGROUND:

- The Technical Certificate and Certificate of Proficiency were developed, based on the need to address a prolonged K-12 educator shortage in Arkansas. ASU Three Rivers is participating in the Arkansas Educator Pipeline project, a partnership between the Arkansas Division of Higher Education and the Arkansas Division of Elementary and Secondary Education, seeking to increase the number of candidates entering the teaching profession.
- This certificate program is designed to provide additional pathways to educator licensure through short-term program completion. ASUTR currently offers an Associate of Arts in Teaching.
- No new funding is required.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University Three Rivers is approved to offer a Technical Certificate and a Certificate of Proficiency in Teaching, effective January 10, 2022.


Secretary


Price Gardner, Chair

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

ACTION ITEM: Henderson State University (HSU) requests approval to enter into an agreement with Sodexo Management, Inc. (Sodexo), for Sodexo to sell and serve alcoholic beverages on the HSU campus.

ISSUE: The Board of Trustees approves agreements that authorize alcoholic beverage services on ASU System campuses.

BACKGROUND:

- Sodexo has applied for an alcohol permit through the State of Arkansas's Alcoholic Beverage Control Division. This permit seeks authority for Sodexo to serve alcoholic beverages at certain locations on the HSU campus.
- If the permit is awarded, Sodexo and HSU wish to enter into an agreement that allows Sodexo to serve alcoholic beverages in the donor room area of the Carpenter-Haygood Football Stadium, at the Captain Henderson House, the Barkman House, the Newberry House (Chancellor's Residence), and at the Garrison Center.
- This agreement will create new revenue opportunities for the HSU Foundation and the Arkadelphia area.

RECOMMENDATION/RESOLUTION:

Be it resolved that Henderson State University is approved to enter into an agreement with Sodexo to sell and serve alcoholic beverages on the HSU campus, and that the Vice Chancellor for Finance and the Chancellor, or the Chancellor's designee, are authorized to execute documents to effect this agreement.


Secretary


Price Gardner, Chair

ARKANSAS STATE UNIVERSITY SYSTEM
NON-ACADEMIC APPOINTMENT
December 3, 2021

AMBROSE, CHARLES

Chancellor, Henderson State University

Salary: \$250,000, plus \$25,000 in deferred compensation from private sources

Effective Date: November 15, 2021 – June 30, 2024 (3½-year contract)

Source of Funds: Education and General, page 69, line 1

Justification: Replacement for Jim Borsig (Interim), who resigned (\$230,000)

Education:

1989 Ed.D. Higher Education Administration, University of Georgia, Athens, GA

1986 M.A. Higher Education Administration, University of Louisville, Louisville, KY

1983 B.A. Sociology, Furman University, Greenville, SC

Employment:

2018-Present President and Chief Executive Officer, KnowledgeWorks Foundation, Cincinnati, OH

2010-2018 President, University of Central Missouri, Warrensburg, MO

ARKANSAS STATE UNIVERSITY (A-STATE)
ACADEMIC APPOINTMENT
December 3, 2021

SHANN, TAYLOR

Instructor, Sports Medicine

Salary: \$38,000 (12-Month)

Effective: November 1, 2021

Source of Funds: Auxiliary page 236, line 2, plus Salary Pool (\$668)

Justification: Replacement for Katie Buria, who resigned (\$37,332)

Education:

2020 M.S. Athletic Training, University of Arkansas, Fayetteville, AR

2017 B.S. Health and Human Performance, University of Wisconsin River-Falls, River Falls, WI

Employment:

Jan-May 2020 Athletic Training Student, Train Move Recover - UAMS, Little Rock, AR

2019-2020 Athletic Training Student, University of Arkansas Tennis and Spirit, Fayetteville, AR

May-Aug 2019 Athletic Training Intern, Atlanta Dream WNBA, Atlanta, GA

2018-2019 Athletic Training Student, University of Arkansas Women's Basketball, Fayetteville, AR

**ARKANSAS STATE UNIVERSITY (A-STATE)
ACADEMIC REASSIGNMENT
December 3, 2021**

CAROTHERS, JUSTINE

From: Financial Aid Analyst, A-State Online Operations
To: Instructor, A-State Online Faculty Support
Salary: \$40,000 (12-month)
Effective: October 16, 2021
Source of Funds: Education and General, reallocated budgeted A-State Online revenue and salary savings
Justification: New position created for additional capacity to implement SLATE, new admission software

ARKANSAS STATE UNIVERSITY (A-STATE)
NON-ACADEMIC APPOINTMENTS
December 3, 2021

ARQUITT, TRISTAN

Development/ Advancement Specialist

Salary: \$46,350

Effective: October 1, 2021

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

Justification: Replacement for David McClain, who resigned (\$88,000)

Education:

2019 B.S. Creative Media Production, Arkansas State University, Jonesboro

Employment:

2020-Present Marketing Coordinator, NEA Baptist Hospital, Jonesboro, AR

2019-2020 Freelance Videographer and Editor, NEA Baptist Hospital, Jonesboro, AR

2017-2019 Music Librarian/Event Photographer, 91.9 FM KASU Radio, Jonesboro, AR

2018-2019 Board Operator/ Remote Assistant, SAGA Communications Jonesboro Radio, Jonesboro, AR

BROWN, BRANDON

Research Associate - Arkansas Biosciences Research Institute

Salary: \$50,000

Effective: October 25, 2021

Source of Funds: Education and General, page 49, line 8, plus ABI Salary Pool (\$5,000)

Justification: New position in FY2022 Budget (\$45,000)

Education:

2003 A.A.S. General Technology, Black River Technical College, Pocahontas, AR

Employment:

2021-Present Technology Director, Bay School District, Bay, AR

2020-2021 Applications Analyst, St. Bernards Regional Medical Center, Jonesboro, AR

2014-2020 Network/Systems Administrator, Pocahontas Public Schools, Pocahontas, AR

2013-2014 Distance Learning Technology Specialist, Northeast Arkansas Education Cooperative, Walnut Ridge, AR

2009-2013 Technology Specialist, Northeast Arkansas Education Cooperative, Walnut Ridge, AR

COATS, CARSON

Development/Advancement Specialist

Salary: \$46,350

Effective: September 1, 2021

Source of Funds: Education and General, page 40, line 3

Justification: Replacement for John Fray, who resigned (\$48,500)

Education:

2020 M.A. Communication Studies, Arkansas State University, Jonesboro

2018 B.S. Finance, Arkansas State University, Jonesboro

Employment:

2021-Present Business Development Officer, Centennial Bank, Jonesboro, AR

Jan-Dec 2020 Teller, Centennial Bank, Jonesboro, AR

CORNEIL, AARON

Facilities and Equipment Manager

Salary: \$35,700

Effective: August 6, 2021

Source of Funds: Auxiliary, page 237, line 13

Justification: Replacement for Christopher Buttgen, who resigned (\$35,700)

Education:

2013 B.A. Communication and Information Sciences, University of Alabama, Tuscaloosa, AL

Employment:

2017 Football Video Coordinator, Troy University, Troy, AL

2016-2017 Football Assistant Video Coordinator, Western Kentucky University, Bowling Green, KY

2016-2015 Football Assistant Video Coordinator, Louisiana Tech University, Ruston, LA

2014-2015 Video Operations Associate, Louisiana Tech University, Ruston, LA

2009-2013 Sports Video Production, University of Alabama, Tuscaloosa, AL

DICKERSON, JOHN

Apprentice Tradesman, Recycling & Solid Waste

Salary: \$23,227

Effective: September 1, 2021

Source of Funds: Education and General, page 224, line 5

Justification: Replacement for Ray Brucker, who transferred to another position (\$23,339)

Employment:

April-July 2021 Warehouse Loader, PepsiCo, Jonesboro, AR
2020-2021 Termite Technician, Orkin's, Jonesboro, AR
2018-2020 Forklift Operator/Palletizer Operator, Warehousing Specialist INC., Jonesboro, AR
2016-2018 Wireless Associate, Sam's Club, Jonesboro, AR

DUNN, ALAN

Assistant Coach, Baseball

Salary: \$30,600

Effective: September 1, 2021

Source of Funds: Auxiliary, page 240, line 2

Justification: Replacement for Lenny Hardy, who is no longer employed (\$30,600)

Education:

1991 B.S. Physical Education, University of Alabama, Tuscaloosa, AL

Employment:

2017-Present Associate Head Coach and Pitching Coach, Louisiana State University, Baton Rouge, LA
2012-2017 Pitching Coach, Louisiana State University, Baton Rouge, LA
2011 Baltimore Orioles Minor League Pitching Coordinator, Baltimore, MD

KENNEDY, COLE

Project Program Specialist, Safety Officer

Salary: \$42,500

Effective: October 18, 2021

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

Justification: Replacement for Jon Carvell, who transferred to another position (\$46,410)

Education:

2019 B.S. Emergency Administration and Management, Arkansas Tech University, Russellville, AR

Employment:

2020-Present Emergency Communication Specialist, Arkansas Department of Health, Little Rock, AR
Mar-Jul 2021 Quarantine Facility Administrative Support, Arkansas Department of Health, Little Rock, AR

LLOYD, AMY

Project Program Director, Payroll Services

Salary: \$60,000

Effective: October 11, 2021

Source of Funds: Education and General, page 16, line 1

Justification: Replacement for Dianna Long, who transferred to another position (\$63,240)

Education:

2009 B.S. Interdisciplinary Studies, Arkansas State University, Jonesboro

Employment:

2021 Assistant Food Service Coordinator/Security Operations Manager, Unified Government of Athens-Clarke County, Athens, GA
2019-2021 Business System Analyst Advanced Entry, University System of Georgia, Athens, GA
2016-2019 Senior Administrative Assistant, Unified Government of Athens-Clarke County, Athens, GA
2007-2016 HEI Program Coordinator/Payroll Specialist, Arkansas State University, Jonesboro

MASON, GABRIEL

Director of Strength & Conditioning, Strength

Salary: \$23,460

Effective: September 7, 2021

Source of Funds: Auxiliary, page 238, line 3

Justification: Replacement for Corey Fatony, who resigned (\$23,460)

Education:

2020 M.S. Sports Administration, Arkansas State University, Jonesboro

2019 B.S. Communications, Arkansas State University, Jonesboro

Employment:

2014-2015 Assistant Sprinters Coach; Field Events Specialist, Trezevant High School, Memphis, TN

MCMILLEN, JUSTIN

Public Safety Officer, University Police Department

Salary: \$38,240

Effective: September 13, 2021

Source of Funds: Education and General, page 22, line 19

Justification: Replacement for Colton Moon, who resigned (\$39,005)

Employment:

2019-Present Sergeant, Greene County Detention Center, Paragould, AR

2016-Present Sergeant, Arkansas National Guard, Paragould, AR

2018-2019 CAP 2, Walmart, Paragould, AR

MCNELIS, CONNOR

Assistant Coach, Women's Basketball

Salary: \$40,000

Effective: October 6, 2021

Source of Funds: Auxiliary, page 246, line 2

Justification: Replacement for Weston Jameson, who resigned (\$45,900)

Education:

2017 B.S. Sports Coaching Education, University of Southern Mississippi, Hattiesburg, MS

Employment:

2019-Present Women's Basketball Assistant Coach, Nicholls State University, Thibodaux, LA
2017-2019 Women's Basketball Video Coordinator/Player Development Coach, Florida Atlantic University, Boca Raton, FL
2014-2017 Men's Basketball Team Manager, University of Southern Mississippi, Hattiesburg, MS
2014-2017 Women's Basketball Practice Player/Office Assistant, University of Southern Mississippi, Hattiesburg, MS

MEDINA-JIMENEZ, KARINA

Research Assistant - Arkansas Biosciences Research Institute

Salary: \$46,307

Effective: September 1, 2021

Source of Funds: Education and General, page 49, line 12

Justification: Replacement for Zachary Campbell, who transferred to graduate assistant (\$46,307)

Education:

2017 Ph.D. Biotechnology and Ecology Sciences, Universidad Veracruzana, Veracruz, Mexico

2010 B.S. Biology, Universidad Veracruzana, Veracruz, Mexico

Employment:

2018-Present Postdoctoral research, ABI, Arkansas State University, Jonesboro
2017 Postdoctoral and Research Assistant, Evolutive Biology Laboratory, Xalapa, Veracruz, Mexico
2011-2017 Ph.D. student in the laboratory of Epigenetics and Developmental Biology, Universidad Veracruzana, Veracruz, Mexico

SALAMI, RYAN

Project Program Manager, Club Sports-Cheerleaders

Salary: \$49,343

Effective: October 16, 2021

Source of Funds: Education and General, page 34, line 1

Justification: Replacement for Paige Pauley, who resigned (\$49,343)

Education:

2019 M.S. Sports Administration, Arkansas State University, Jonesboro
2017 B.S. Health Education, University of Central Arkansas, Conway, AR
2011 B.S. Public Relations, University of Central Arkansas, Conway, AR

Employment:

2017-2020 Graduate Assistant, Arkansas State University, Jonesboro
2012-2019 Crew Chief, United States Air Force Reserve, Jacksonville AR
2015-2017 Cheer Coach, University of Central Arkansas, Conway AR
2014-2017 Cheer and Tumbling Coach, Sonshine Academy Arkansas, Conway AR
2011-2015 Campus Supervisor, North Little Rock High School, North Little Rock, AR

THIBAUT, JONATHAN

Development/ Advancement Specialist

Salary: \$46,350
Effective: October 11, 2021
Source of Funds: Education and General, page 40, line 5
Justification: Replacement for Taylor Buxbaum, who resigned (\$47,277)

Education:

2020 M.A. Communication Studies, Arkansas State University, Jonesboro
2017 B.A. Communication Studies, Arkansas State University, Jonesboro

Employment:

2017-2020 Graduate Student Research Assistant, Arkansas State University, Jonesboro
2012-2016 Public Affairs/Relations Specialist Supervisor, U.S. Army, Fort Carson, CO

TIMMS, DERICK

Apprentice Tradesman, Grounds & Landscape

Salary: \$23,227
Effective: September 27, 2021
Source of Funds: Education and General, page 218, line 5
Justification: Replacement for Adam Smith, who transferred to another position (\$23,339)

Employment:

2012-2017 Stock and Utility Worker, Sodexo, Jonesboro, AR
2012 Grounds, Links at Jonesboro Apartments, Jonesboro, AR

WASHAM, RACHEL

Development/ Advancement Specialist

Salary: \$46,350
Effective: September 1, 2021
Source of Funds: Education and General, page 39, line 3
Justification: Replacement for Donald Edwards, who resigned (\$51,754)

Education:

2020 M.B.A. Business Administration, Arkansas State University, Jonesboro
2019 B.S. Finance, Arkansas State University, Jonesboro

Employment:

2020-Present Executive Assistant, Evins Insurance Agency, Jonesboro, AR
2019-Present Financial Literacy Peer Mentor/Leader, Scarlet to Black Program, Jonesboro, AR
2015-Present Childcare Worker, First Baptist Church, Jonesboro, AR
2018-2020 Student Worker, Delta Center for Economic Development, Arkansas State University, Jonesboro
2017-2018 Personal Assistant, Mary Ellen Warner, Jonesboro, AR
2016-2018 Student Worker, International Student Services, Arkansas State University, Jonesboro
Aug-Dec 2017 Teaching Assistant, Arkansas State University, Jonesboro
May-Oct 2016 Case Manager, Goad a la Mode, Jonesboro, AR

WILSON, JORDAN

Project Program Specialist, Treasurer's Office

Salary: \$45,854

Effective: September 21, 2021

Source of Funds: Education and General, page 8, line 5

Justification: Replacement for Vanessa Williams, who resigned (\$45,854)

Education:

2016 B.S. Finance and Accounting, Arkansas State University, Jonesboro

Employment:

2017-Present Human Resource Associate, Craighead County Jonesboro Public Library, Jonesboro, AR
Jan-Nov 2017 Tax Collector, Craighead County, Jonesboro, AR

ARKANSAS STATE UNIVERSITY (A-STATE)
NON-ACADEMIC REASSIGNMENTS
December 3, 2021

ALLEN, EBONI

From: Academic Advisor, Advising Services
To: Student Development Specialist, Residence Life-Director
Effective: September 16, 2021
Salary: \$41,000
Source of Funds: Auxiliary, page 252, line 5, plus salary savings (\$4,688)
Justification: Replacement for Casey Gilbert, who resigned (\$36,312)

BEAVER, CATHERINE

From: Assistant Dean of Students, Residence Life-Director
To: Academic Counselor, Transition Studies
Salary: \$40,000
Effective: September 16, 2021
Source of Funds: Education and General, page 73, line 6, and Education and General, page 74, line 1 (\$4,432)
Justification: Replacement for Nora Bouzihay, who transferred to another position (\$35,568)

HUCKABY, MATTHEW

From: Associate Dean of Students, WOLF Recreation Center
To: Student Development Specialist, Residence Life-Director
Salary: \$45,000
Effective: September 16, 2021
Source of Funds: Auxiliary, page 252, line 8, plus salary savings (\$8,375)
Justification: Replacement for Dylan Herekamp, who resigned (\$36,625)

PATROM, TANNER

From: Computer Support Specialist, Information and Technology Services
To: Network Support Specialist, Information and Technology Services
Salary: \$45,521
Effective: October 16, 2021
Source of Funds: Education and General, page 229, line 38
Justification: Replacement for Shannon Lincoln, who transferred to another position (\$47,251)

PRESTIDGE, MADELINE

From: Administrative Analyst, Provost/Academic Affairs and Research
To: Research Assistant, University College
Salary: \$45,000
Effective: October 1, 2021
Source of Funds: Education and General, page 71, line 3
Justification: Replacement for Alyssa Wells, who transferred to another position (\$45,846)

SANCHEZ, SUSAN

From: Administrative Specialist II, A-State Online Operations
To: Research Associate, A-State Online Administration
Salary: \$40,000
Effective: October 16, 2021
Source of Funds: Education and General, page 64, line 3
Justification: Replacement for Natalie Cline, who transferred to another position (\$45,000)

STAPLETON, BRIAN

From: System Analyst, Information and Technology Services
To: Associate Director of Information Technology, Information and Technology Services
Salary: \$49,739
Effective: September 1, 2021
Source of Funds: Education and General, page 228, line 2
Justification: Replacement for Joe Burleson, who transferred to another position (\$56,689)

WELLS, ALYSSA

From: Research Assistant, University College
To: Executive Assistant, Provost/Academic Affairs and Research
Salary: \$53,000
Effective: September 28, 2021
Source of Funds: Education and General, page 47, line 7
Justification: Replacement for Tara Burcham, who resigned (\$53,040)

ARKANSAS STATE UNIVERSITY (A-STATE)
Contract Revision
December 3, 2021

BOEH, THOMAS

Associate Director of Athletics, Athletic Administration

Salary: \$125,000

Effective: July 1, 2021 – June 30, 2024 (three-year contract)

**ARKANSAS STATE UNIVERSITY-BEEBE
NON-ACADEMIC APPOINTMENTS
December 3, 2021**

CRAIN, WILLIAM

Student Accounts Manager

Salary: \$40,800

Effective: September 16, 2021

Source of Funds: Education and General, page 73, line 4

Justification: Replacement for Shane Clark, who resigned, (\$40,800)

Education:

1987 B.S. Accounting, Arkansas State University, Jonesboro

Employment:

2006-2018 Accounting Supervisor, University of Arkansas Pulaski Technical College, North Little Rock, AR

JUAREZ, CHRISTIAN

Admissions Counselor

Salary: \$32,000

Effective: October 18, 2021

Source of Funds: Education and General, page 64, line 2

Justification: Replacement for Stacey Dicken, who was reassigned, (\$31,212)

Education:

2019 A.G.S. General Studies, Arkansas State University-Beebe

2019 A.S. Liberal Arts, Arkansas State University-Beebe

Employment:

2021-2021 Merchandising Service Team Member, Lowes, Searcy, AR

2019-2020 Clerk/Associate, Kroger, Conway, AR

2019-2019 Student Ambassador, Arkansas State University, Beebe, AR

2019-2019 Seasonal Electrical Associate, Lowes, Searcy, AR

2017-2018 Grocery Clerk, Walmart, Searcy, AR

KELLER FLANERY, HANNAH

Director of Marketing & Public Relations

Salary: \$55,000

Effective: October 1, 2021

Source of Funds: Education and General, page 79, line 4

Justification: Replacement for Keith Moore, who resigned, (\$64,309)

Education:

2016 M.P.A. Public Administration, Arkansas State University, Jonesboro
2004 B.S. Journalism, Arkansas State University, Jonesboro

Employment:

2021-2021 Marketing Specialist, White River Health System, Batesville, AR
2018-2021 Communications & Marketing Coordinator, University of Arkansas Community College, Batesville, AR
2015-2018 Assistant to the Chancellor, University of Arkansas Community College, Batesville, AR
2013-2015 Communications Specialist, Lyon College, Batesville, AR
2006-2013 Designer/Reporter/Photographer, *Arkansas Democrat-Gazette*, Little Rock, AR

MEDLEY, KAYLA

Counselor/Student Success Coach

Salary: \$37,000

Effective: September 1, 2021

Source of Funds: Education and General, page 62, line 3

Justification: Replacement for Jennifer Downey-Rutledge, who resigned, (\$43,301)

Education:

2018 M.S. Marriage & Family Counseling/Therapy, Capella University, Minneapolis, MN

Employment:

2016-2020 Qualified Behavioral Health Professional, Methodist Family Health, Heber Springs, AR
2015-2016 Paraprofessional Self-Contained, Riverview School District, Judsonia, AR
2015-2015 Sales Associate, Bible House, Searcy, AR

WILLIAMS, JOHN

Public Safety Officer

Salary: \$32,000

Effective: September 16, 2021

Source of Funds: Education and General, page 100, line 1

Justification: Replacement for Robbie Cooper, who resigned, (34,592)

Education:

1988 Diploma Certified Law Enforcement Officer, State of Arkansas, Little Rock, AR
1988 Diploma Basic Auxiliary Police Training, Jacksonville Police Department, Jacksonville, AR

Employment:

2012-2021 Part-time Police Officer, ASU-Beebe
2015-2020 Investigator, State of Arkansas Towing and Recovery Board, North Little Rock, AR
1989-2012 Police Officer, Jacksonville Police Department, Jacksonville, AR

**ARKANSAS STATE UNIVERSITY-BEEBE
NON-ACADEMIC REASSIGNMENT
December 3, 2021**

BELL, KATIE

From: Financial Aid Specialist

To: Verification Coordinator

Salary: \$35,000

Effective: August 16, 2021

Source of Funds: Education and General, page 63, line 8

Justification: Replacement for Dixie Shearer, who was reassigned, (\$35,000)

**ARKANSAS STATE UNIVERSITY-MOUNTAIN HOME
NON-ACADEMIC APPOINTMENT
December 3, 2021**

YOUNG, RACHEL

Recruiter

Salary: \$37,200

Effective: November 1, 2021

Source of Funds: Education and General, page 72, line 1

Justification: Replacement for Carla Stroud, who resigned (\$40,500)

Education

2019 B.A. Teaching & Learning, University of Arkansas, Monticello, AR

2015 A.A. Interdisciplinary Studies, University of Arkansas, Little Rock, AR

Employment

2020-2021 Senior Teller, Arvest Bank, Mountain Home, AR

2014-2020 Junior High/Senior High Student Ministry, New Life Assembly, Monticello, AR

2017-2019 Student Recruiter, University of Arkansas, Monticello, AR

ARKANSAS STATE UNIVERSITY-NEWPORT
ACADEMIC APPOINTMENTS
December 3, 2021

GODSEY, LISA

Interim Instructor of Hospitality

Salary: \$50,000 (10.5-month appointment, ending July 1, 2022)

Effective: November 1, 2021

Source of Funds: Education and General, page 130, line 1, plus salary savings (\$3, 590)

Justification: Replacement for Kara Wolfe, who resigned (\$46,410)

Education:

1986-1989 Two years completed, Criswell Baptist College, Dallas, Texas,

Employment:

2013-present General Manager/Executive Chef, J-Town Grill, Jonesboro, AR

2012-2013 Catering Chef, Sodexo, Jonesboro, AR

2007-2012 Owner/Chef, Godsey's Grill, Jonesboro, AR

2005-2007 Owner/Chef, Church Street Station, Jonesboro, AR

2002-2005 Owner/Chef, Godsey's Gourmet, Jonesboro, AR

TACKER, TANNA

Interim Instructor of Cosmetology

Salary: \$43,000 (10.5-month appointment, ending July 1, 2022)

Effective: September 1, 2021

Source of Funds: Education and General, page 157, line 2

Justification: Replacement for Savannah Reed, who resigned (\$47,234)

Education:

2020 Cosmetology Instructor Certification, ASUN-Marked Tree

2016 T.C. Cosmetology, ASUN-Marked Tree

Employment:

2021 Adjunct Cosmetology Instructor, ASUN-Marked Tree

2020-2021 Owner/Technician, T & Co. Beauty, Marked Tree, AR

2016-2020 Hair Stylist, self-employed, Marked Tree, AR

2016 Hair Stylist, JC Penney's, Jonesboro, AR

ARKANSAS STATE UNIVERSITY-NEWPORT
NON-ACADEMIC APPOINTMENTS
December 3, 2021

HOWARD, MELINDA

Payroll Services Specialist

Salary: \$45,000

Effective: November 16, 2021

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

Justification: Replacement for Brandilynn Dean, who resigned (\$45,900)

Education:

2019 B.S. Business Administration, Arkansas State University, Jonesboro

Employment:

2019-present Compensation Manager, A-State

2002-2019 Human Resources Manager, Arkansas Department of Corrections, Newport, AR

MARTIN, WESLEY

Information Systems Manager

Salary: \$40,000

Effective: November 16, 2021

Source of Funds: Education and General, page 45, line 5; funds transferred from page 14, line 3, a line vacated by Stephanie Turner, who resigned (\$47,086), and the position will not be filled

Justification: New position to provide increased IT support to employees and students

Education:

2010 B.S. Mass Communications, University of Arkansas, Little Rock, AR

Employment:

2018-2020 Network Engineer, Windstream, Little Rock, AR

2017-2018 IT Administrator, Destined to Win Ministries, Bryant, AR

2016-2017 Technology Consultant, Innovative Systems, Inc., Little Rock, AR

2015-2016 Reprographics, Novitex, Little Rock, AR

2010-2016 Instructor, ITT Technical Institute, Little Rock, AR

2012-2014 Help Desk Specialist, Arkansas Economic Development Commission, Little Rock, AR

**ARKANSAS STATE UNIVERSITY MID-SOUTH
NON-ACADEMIC APPOINTMENT
December 3, 2021**

HASTINGS, CODY

Wellness Coordinator

Salary: \$25,755

Effective: October 1, 2021

Source of Funds: Education and General, page 29

Justification: New position in FY2022 Budget

Education:

2019 M.B.A. Business, Howard Payne University, Brownwood, TX

2018 B.S. Kinesiology-General, Howard Payne University, Brownwood, TX

Employment:

2019-2021 Wellness Coordinator (grant-funded), ASU Mid-South

2019 Graduate Assistant, Men's Basketball, Howard Payne University, Brownwood, TX

**ARKANSAS STATE UNIVERSITY THREE RIVERS
ACADEMIC APPOINTMENTS
December 3, 2021**

BAILEY, MICHAEL

Computer Information Systems Instructor

Salary: \$36,100 (9-month rate)

Effective: August 16, 2021

Source of Funds: Education and General, page 8

Justification: Replacement for Shane McWilliams, who resigned (\$37,799)

Education:

2020 B.S. Computer Science, University of Central Arkansas, Conway, AR

Employment:

2020-Present IT Operations and Services End User Operations, Department of Veteran Affairs,
North Little Rock, AR

2007-2015 Cyber Network Operator, United State Marines, Norfolk, Virginia

TAYLOR, BRANDON

HVACR Instructor, Saline County Career Technical Campus

Salary: \$41,239 (10-month rate)

Effective: September 13, 2021

Source of Funds: Education and General, page 8

Justification: New position in FY2022 Budget

Education:

2018 Electrical Apprenticeship Program, ASU Three Rivers

2014 Arkansas Journeyman's License

Employment:

2014-Present Electrician and HVACR Technician, Daniell Heat and Air, Hot Springs, AR

**ARKANSAS STATE UNIVERSITY THREE RIVERS
NON-ACADEMIC REASSIGNMENT
December 3, 2021**

BRATTON, JOHN

From: Automotive Instructor, Career Center-Malvern
To: Director of Career Center-Malvern
Salary: \$62,000
Effective: December 20, 2021
Source of Funds: Education and General, page 8, plus \$2,000 from salary savings
Justification: Replacement for Kim Roberson, who resigned (\$60,000)

**HENDERSON STATE UNIVERSITY
ACADEMIC APPOINTMENTS
December 3, 2021**

CONE, ELISHA

Assistant Professor, Undergraduate Nursing

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

Effective: August 16, 2021

Source of Funds: Education and General, page 10, line 13

Justification: Replacement for Tamara Ogden, who resigned (\$56,613)

Education:

2020 M.S.N. Family Nurse Practitioner, Henderson State University
2020 M.S.N. Nursing Administration with minor in Nursing Education, Henderson State University
2018 B.S.N. Registered Nurse
2012 A.S.N. Registered Nurse, Ouachita Technical College, Malvern, AR
2009 L.P.N. Nursing, Ouachita Technical College, Malvern, AR

Employment:

2021-present Case Management/Utilization Review PRN, CHI, St. Vincent Hospital, Hot Springs, AR
2020 Adjunct Faculty, Henderson State University
2019-2021 RN Supervisor (WEO), Courtyard Gardens, Arkadelphia, AR
2019-2020 Adjunct Faculty, College of the Ouachitas, Malvern, AR
2018-2019 Assistant Director of Nursing, Courtyard Gardens, Arkadelphia, AR
2015-2016 Assistant Director of Nursing, Courtyard Gardens, Arkadelphia, AR
2014-2015 RN2 (Charge Nurse), Baptist Medical Center, Arkadelphia, AR
2013-2014 RN, Courtyard Gardens, Arkadelphia, AR
2009-2013 LPN, Courtyard Gardens, Arkadelphia, AR

KLINGER, LACY

Director of Theatre and Assistant Professor of Theatre

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

Effective: August 16, 2021

Source of Funds: Education and General, page 25, line 4

Justification: Replacement for Claudia Beach, who retired (\$64,223)

Education:

2011 M.F.A. Acting, Rutgers University-Mason Gross School of the Arts, New Brunswick, NJ
2006 B.A. Theater, University of Central Arkansas, Conway, AR

Employment:

June 2021 Intimacy Choreographer, InTuition Theatre, Lynchburg, VA
2014-2021 Theatre Program Coordinator, Associate Professor of Theatre, Longwood University, Farmville, VA
2016-2020 Co-founder, Director, Actor, Choreographer, Illyria Theatre Company, Farmville VA
2017 Actor, Director, Educator, Lyric Repertory Company, Logan, UT
2014-2015 Actor, Director, Educator, Lyric Repertory Company, Logan, UT
2011 Speech Teaching Assistant, Rutgers University-Mason Gross School of the Arts, New Brunswick, NJ
2009-2010 Acting Teaching Assistant, Rutgers University- Mason Gross School of the Arts, New Brunswick, NJ

MILLS, NEVADA

Interim Associate Director of Bands

Salary: \$53,000 (12-month)

Effective: August 1, 2021

Source of Funds: Education and General, page 23, line 2

Justification: Replacement for Dontay Douglas, who resigned (\$53,000)

Education:

2015 M.S.E. Education Theory and Practice, Arkansas State University, Jonesboro

2006 B.M. Music Education, Henderson State University

Employment:

2021-Present Interim Associate Director of Bands, Henderson State University

2018-2021 Director of Music, Ouachita School District, Donaldson, AR

2015-2018 Assistant Director of Bands, Ouachita Baptist University, Arkadelphia, AR

2012-2013 Junior High Band Director, Watson Chapel Junior High, Pine Bluff, AR

2010-2012 Junior High Band Director, Lakeside Junior High, Hot Springs, AR

NEIDHART, PETER

Instructor of Physics

Salary: \$35,500 (9-month)

Effective: August 16, 2021

Source of Funds: Education and General, page 13, line 6

Justification: Replacement for James Duke, who resigned (\$42,122)

Education:

2016 M.S. Mathematics, Loyola University Chicago, Chicago, IL

2014 B.S. Mathematics, Newman University, Wichita, KS

Employment:

2020-2021 Master Level Tutor, Tutor.com
2019-2020 Jr. High Mathematics Instructor, Our Lady of Perpetual Help School, Glenview, IL
2016-2019 Mathematics Instructor, Marian High School, Mishawaka, IN

TODD, CHRISTOPHER

Visiting Professor, Counselor Education

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

Effective: August 16, 2021

Source of Funds: Education and General, page 39, line 5

Justification: Replacement for Eric Jett, who resigned (\$53,350)

Education:

2021 Ph.D. Counselor Education and Supervision, University of Memphis, Memphis, TN
2012 M.S.N. School Counseling, University of Memphis, Memphis, TN
2010 M.DIV. Theology and Pastoral Care, Memphis Theological Seminary, Memphis, TN
2003 B.A. Political Science, University of Arkansas, Little Rock, AR
2003 B.A. Criminal Justice, University of Arkansas, Little Rock, AR

Employment:

2017-2021 Vocational Rehabilitation Counselor, State of Tennessee, Vocational Rehabilitation, Covington, TN
2019 Practicum Counselor, Church Health, Memphis, TN
2016-2017 Academic Counselor, University of Memphis, Memphis, TN
2009-2010 Curriculum Developer/Counseling Support, Memphis Ambassador Program, Memphis, TN
2007-2008 Volunteer Counselor/Educator, Domestic Violence Program, Murfreesboro, TN

YOUSEF, ABRAHAM

Assistant Professor of Chemistry

Salary: \$50,500 (9-month)

Effective: August 16, 2021

Source of Funds: Education and General, page 14, line 7

Justification: Replacement for Terry Bateman, who resigned (\$58,434)

Education:

2005 Ph.D. Chemistry, University of Kansas, Lawrence, KS
2000 B.S. Chemistry, Sam Houston State University, Huntsville, TX

Employment:

2013-2021 Associate Professor, Sweet Briar College, Sweet Briar, VA
2007-2013 Assistant Professor, Sweet Briar College, Sweet Briar, VA

**HENDERSON STATE UNIVERSITY
NON-ACADEMIC APPOINTMENTS
December 3, 2021**

BULS, GUY

Assistant Swimming Coach

Salary: \$29,469

Effective: August 8, 2021

Source of Funds: Auxiliary, page 109, line 2 and page 117, line 2

Justification: Replacement for Wallace Senter, who resigned (\$29,467)

Education:

2016 B.S. Finance, Henderson State University

Employment:

2020-2021 Client Services Analyst, CBRE, Inc., Memphis, TN

2018-2020 United States Coast Guard, Seaman, Elizabeth City, NC

2017-2018 Associate, RGS Sales and Sourcing Management, Brenham, TX

2016-2017 Teller, Bank of Brenham, Brenham TX

2016-2017 Assistant Coach, Aggie Swim Club, Texas A&M, College Station, TX

CANALE, KYLE

Computer Support Technician

Salary: \$30,000

Effective: August 30, 2021

Source of Funds: Education and General, page 85, line 10

Justification: Replacement for Kory Taylor, who is no longer employed (35,706)

Education:

2021 A.A. Computer Information Technology, Southern Arkansas University Tech, Camden, AR

Experience:

2021 Extra Help Computer Technician, Henderson State University

2014-present IT/Sound Booth-Media Director, Trinity Temple Assembly of God, Arkadelphia, AR

HARVEY, CHRISTINA

Assistant Coach, Women's Basketball

Salary: \$32,470

Effective: August 2, 2021

Source of Funds: Auxiliary, page 113, line 2

Justification: Replacement for Scottie Schmidt, who resigned (\$56,613)

Education:

2014 M.S.E. Exercise Science and Health Promotion, California University of Pennsylvania, California, PA
2013 B.S. Health and Exercise Science, Pfeiffer University, Misenheimer, NC

Employment:

2019-2021 Assistant Women's Basketball Coach, Young Harris College, Young Harris, GA
2017-2019 Assistant Women's Basketball Coach, Gannon University, Erie, PA
2015-2017 Assistant Women's Basketball Coach, Alvernia University, Reading, PA

MARROQUIN, BRANDON

Computer Support Technician

Salary: \$31,500

Effective: September 20, 2021

Source of Funds: Education and General, page 85, line 3

Justification: Replacement for Zackary Gray, who is no longer employed (\$28,429)

Education:

2020 B.S. Electronics Computer Engineering Technologies, Sam Houston State University, Huntsville, TX

Employment:

2015-Present Self-employed garage door and opener installer, Houston, TX
2012-2015 Garage door installer for Steward Door, Houston, TX
2008-2012 Garage door installer for TBS, Dallas, TX

MCDANIEL, ERICA

Assistant Director of Davis-Baker Preschool

Salary: \$31,500

Effective: September 20, 2021

Source of Funds: Education and General, page 34, line 4

Justification: Replacement for Holly Schultz, who resigned (\$33,182)

Education:

2021 B.A. Psychology, Henderson State University

Employment:

2019-2021 Teacher's Aide, Davis-Baker Preschool, Henderson State University
2018-2019 Substitute Teacher, Subteach, Arkadelphia School District, Arkadelphia, AR
2018-2019 Remote Seasonal Logistics Coordinator, Amazon.com, Seattle, WA
2008-2014 Account Specialist, AFG Distribution Inc., Asheville, NC

MORRISON, KAGON

Public Safety Officer

Salary: \$27,851

Effective: August 2, 2021

Source of Funds: Education and General, page 88, line 3

Justification: Replacement for Michael Dunn, who resigned (\$31,646)

Employment

2019- 2020 Detention Officer, Faulkner County Sheriff's Office, Conway, AR

2020-2021 Jailer and Specialized Officer, Clark County Sheriff's Office, Arkadelphia, AR

OWENS, TANISHIA

Admissions Counselor

Salary: \$32,010

Effective: August 25, 2021

Source of Funds: Education and General, page 60, line 10

Justification: Replacement for Corbie Adams, who resigned (\$32,010)

Education:

2018 B.S. Human Services, Henderson State University

Employment:

2020-2021 Kindergarten Teacher, KIPP Elementary Literacy Academy, Helena-West Helena, AR

REESE, KAILEY

Admissions Counselor

Salary: \$32,010

Effective: August 2, 2021

Source of Funds: Education and General, page 60, line 7

Justification: Replacement for Madyson Simms, who is no longer employed (\$32,010)

Education:

2021 B.S. Health and Human Performance, Henderson State University

Employment:

2020 Care Coordinator, Fort Behavioral Center, Fort Worth, TX

THAXTON, E'LYSE

Admissions Marketing Manager

Salary: \$40,000

Effective: September 17, 2021

Source of Funds: Education and General, page 60

Justification: Replacement for Timothy Sims, who resigned (\$40,000)

Education:

2019 B.A. Innovative Media, Henderson State University

Employment:

2020-2021 Insurance Specialist, AllCare Pharmacy, Arkadelphia, AR

2019-2019 Reporter (Internship), Arkadelphia Dispatch, Arkadelphia, AR

2017-2018 Editor-in-Chief, STAR Yearbook at Henderson State University