



## **Quarterly Board Meeting**

Arkansas State University System  
Arkansas State University System Office  
Dec 8, 2023 10:00 AM - 1:00 PM CST

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**EXECUTIVE SUMMARY**

Contact: Jeff Hankins (501) 660-1004

**ACTION ITEM:** The Arkansas State University System (ASU System) requests approval to begin Phase 1 of the Center for Health Sciences Capital Project at Arkansas State University-Newport (ASU-Newport).

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

**BACKGROUND:**

- The Center for Health Sciences project at ASU-Newport will create an integrated, inter-professional, health-sciences academic facility, and will facilitate requests from our workforce partners to expand both existing nursing programs and high-need areas in other health care programs.
- The capital project will be financed through federal grant funds of \$5,221,000 and Foundation or other private monies of \$1,225,000.

**RECOMMENDATION/RESOLUTION:**

Be it resolved that the Arkansas State University System is approved to begin Phase 1 of the Center for Health Sciences Capital Project at Arkansas State University-Newport.

  
Robert G. Rudolph Jr., Secretary

  
Jerry Morgan, Chair

# ASU System

## Capital Project Proposal Form

In accordance with Board policy, the term "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 it to the President for review and recommendations. The President will submit Capital Project proposals to the Board of Trustees for approval. Forms will be submitted electronically to the System Vice President for Finance.

<b>Institution:</b>	Arkansas State University-Newport	<b>Date:</b>	11/1/23
<b>Project Name:</b>	Center for Health Sciences Project Phase 1		

**Project Description: (in detail)**

This project will create an integrated, inter-professional health-sciences academic facility on the Newport campus. The design will include classrooms, laboratories, simulation centers, a student lounge, conference areas, testing labs, and faculty offices. The building will facilitate requests from workforce and other partners' to expand both existing nursing programs and high-need areas in other health care programs, where workforce shortages are negatively impacting access to health care in the region.

<b>Estimated Date of Commencement</b>	01/01/24
<b>Estimated Date of Completion</b>	07/30/26
<b>Total Project Cost Estimate</b>	\$6,446,000

**Please provide the detail of cost estimate below**

	<b>Estimated Project Cost</b>
Construction (include cost of built-in equipment)	\$ 5,538,500
Architect/Engineer Fees	357,500
Contingencies ( <i>not to exceed 10% of Construction and A&amp;E</i> )	550,000
Land Purchases	-
Movable Equipment and Furniture	-
<b>Total Cost of Project</b>	<b>\$ 6,446,000</b>

**Please provide detail of planned sources of funding:**

	<b>Amount</b>	<b>Percentage</b>
General Improvement	\$ -	0.0%
Institutional Reserves	-	0.0%
Institutional Operating Funds	-	0.0%
Federal Grant Funds	* 5,221,000	81.0%
Special Revenue Funds	-	0.0%
Foundation or Other Private Monies	1,225,000	19.0%
Loan Proceeds (if approved)	-	0.0%
<b>Total Proposed Funding</b>	<b>\$ 6,446,000</b>	<b>100.0%</b>

**EXECUTIVE SUMMARY**

Contact: Jeff Hankins (501) 660-1004

**ACTION ITEM:** The Arkansas State University System requests approval to revise its Internal Audit Charter.

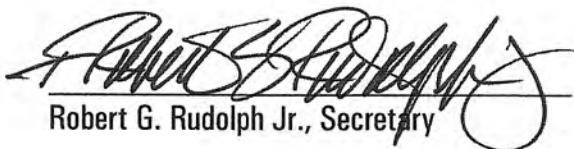
**ISSUE:** The Board of Trustees must approve all revisions to the Internal Audit Charter.

**BACKGROUND:**

- The mission of the Arkansas State University System's Internal Audit is to "support the campuses of the Arkansas State University System in the pursuit of their mission by evaluating the adequacy of internal controls, accuracy of financial records, and compliance with standard accounting practices, government and state regulations, and University policies and procedures."
- The Internal Audit Charter, approved by the Board on March 6, 2009, revised on September 9, 2011, and on June 4, 2020, requires revisions that reflect edits made to the Introduction, Purpose, Organization, Authority, Responsibility, Audit Planning, Reporting, and Audit Standards and Ethics sections. Additionally, sections addressing Professional Standards, Independence and Objectivity, and the Quality Assurance Program were added.
- The revised Internal Audit Charter is attached to this resolution.

**RECOMMENDATION/RESOLUTION:**

Be it resolved that the Arkansas State University System's revised Internal Audit Charter is approved, effective immediately.

  
Robert G. Rudolph Jr., Secretary

  
Jerry Morgan, Chair

# ARKANSAS STATE UNIVERSITY SYSTEM

## INTERNAL AUDIT CHARTER

### INTRODUCTION

As a service to the Arkansas State University System ("System"), and to add value and improve operations, the Office of Internal Audit (IA) provides independent and objective appraisal activity for the review of internal controls, financial and compliance aspects, and operating procedures. IA activity assists the System in accomplishing its objectives by bringing a systematic, disciplined approach to evaluate and improve the effectiveness of governance, risk management, compliance, and internal control processes that accomplish the following:

1. Assets are safeguarded, and their use is properly accounted for;
2. Accurate financial and managerial controls exist and function properly;
3. Recommendations are made for appropriate improvements in controls; and
4. Management plans, policies, and procedures are executed efficiently and effectively.

### PROFESSIONAL STANDARDS

IA will adhere to The Institute of Internal Auditors' mandatory guidance, including the Definition of Internal Auditing, the Code of Ethics, the Core Principles, and the *International Standards for the Professional Practice of Internal Auditing (Standards)*. This mandatory guidance constitutes principles of the fundamental requirements for the professional practice of internal auditing and for evaluating the effectiveness of the internal audit activity's performance. The Chief Audit Executive (CAE) will periodically report to senior management and the Board of Trustees regarding the IA's conformance to the Code of Ethics and the *Standards*. The CAE will also review IA's charter periodically and present it to senior management and the Board of Trustees for approval.

### ORGANIZATION

The CAE has responsibility for the coordination of the System's internal auditing function and operates under the general administrative oversight of the Executive Vice President (EVP). The CAE also reports to the System President and, functionally, to a trustee appointed as a liaison for IA affairs. The EVP is responsible for the day-to-day operation of the internal audit program to provide support and supervision of IA, to ensure the adequacy of the management responses of audit reports issued by the CAE, and to follow up on audit issues.

### AUTHORITY

The CAE and staff of IA will do the following:

- Have unrestricted access for communicating and interacting directly with the trustee-appointed liaison;
- Have full, free, and unrestricted access to all functions, records, property, and personnel pertinent to carrying out any engagement subject to accountability for confidentiality and safeguarding of records and information;
- Allocate resources, set frequencies, select subjects, determine scopes of work, apply techniques required to accomplish audit objectives, and issue reports; and
- Obtain assistance from the necessary personnel of the System, as well as other specialized services from within or outside the System, in order to complete the engagement.

Documents and information given to the IA staff during an engagement are handled in the same prudent manner as they are by those employees usually accountable for them. The confidential and privileged character of the documents and information is not affected solely by disclosure to the audit staff.

## **INDEPENDENCE AND OBJECTIVITY**

IA will remain free from interference by any division within the organization, including audit selection, scope, procedures, frequency, timing, or report content, in order to permit an independent and objective mindset, in fact and appearance.

IA has neither the direct responsibility for, nor the authority over, any activities, functions, or tasks it reviews. Accordingly, IA personnel does not develop or write policies or procedures that they may later be called upon to evaluate. Draft materials developed by management may be reviewed for propriety and completeness. However, ownership and responsibility for any materials remain with management.

Acting in the capacity of an internal auditor, audit staff should not perform any operational duties for the System or its affiliates, initiate or approve accounting transactions external to IA, or direct the activities of any System employee not employed by IA, except to the extent that such employees have been assigned to otherwise assist the internal auditors.

Internal auditors will exhibit the highest level of professional objectivity in gathering, evaluating, and communicating information about the activity or process being examined. Internal auditors will make a balanced assessment of all of the relevant circumstances and not be unduly influenced by their own interests, or the interests of others, in forming judgments.

## **RESPONSIBILITY**

Meaningful internal auditing requires cooperation among the internal auditors, trustee-appointed liaison, campus administration, and the auditee. Each party's responsibilities in this regard include, but are not limited to, the following:

### CAE:

- Develop a flexible annual audit plan using an appropriate risk-based methodology, including any risks or control concerns identified by management, and submit that plan to the trustee-appointed liaison, the System President, and the EVP;
- Implement the annual audit plan, as approved, including, as appropriate, any special tasks or projects requested by management or the Board of Trustees;
- Maintain a professional audit staff with sufficient knowledge, skills, and experience;
- Issue periodic reports to the System President and the EVP, summarizing results of audit activities (the System President distributes the report(s) to the Board of Trustees);
- Perform investigations of suspected fraudulent activities within the System and notify the EVP, General Counsel, and trustee-appointed liaison in the case of suspected unlawful activity. A report of such an investigation will be provided to the System President, EVP, General Counsel, and appropriate members of campus management (the System President distributes the report to the Board of Trustees); and
- Consider the scope of work of external auditors and other regulatory agencies, as appropriate, to provide optimal audit coverage to the System at a reasonable overall cost.



### Internal Audit Office

- Examine and evaluate the adequacy and effectiveness of the System's governance, risk management, and internal controls;
- Examine and evaluate the controls, policies, procedures, and systems in place to safeguard System assets;
- Evaluate the reliability and integrity of information and the efficient and effective use of resources;
- Review compliance with policies, procedures, laws, and regulations;
- Report results and make recommendations to the CAE and management;
- Develop relationships throughout the organization, in order to become a trusted advisor to management on matters of risk management and internal controls;
- Evaluate risk exposure relating to the achievement of the organization's strategic objectives;
- Evaluate the reliability and integrity of information and the means used to identify, measure, classify, and report such information;
- Monitor and evaluate governance processes;
- Perform consulting and advisory services related to governance, risk management, and controls, as appropriate for the System; including such services as management requests, participation on institutional committees, and participation on implementation teams for information technology projects and business process improvements; and
- Evaluate specific operations at the request of the institutional audit committee or management, as appropriate.

### Trustee-Appointed Liaison

- Ensure that internal audit goals and objectives, staffing plans, financial budgets, and audit activities provide adequate support for System goals and objectives;
- Ensure that the audit planning process, including the risk-assessment methodology, considers appropriate aspects of the System's operations and executive management's concerns;
- Approve the annual audit plan and any revisions;
- Review the results of significant audit activities, audit reports, and auditee responses, and monitor the adequacy and timeliness of corrective actions taken in response to audit activities;
- Review the internal audit annual report; and
- Support the IA function and communicate this support within the System Administration.

### System Administration

- Support the IA function and communicate this support within campus units;
- Participate in the audit process;
- Provide appropriate, clear, and consistent direction to the System community through written policies and procedures; and
- Monitor the progress of corrective actions for audit findings within campus units.

### Auditee

- Cooperate with the audit process by providing unrestricted access to facilities, books and records, information, and personnel;
- Respond in writing, within at least 30 days, to all audit recommendations. Disagreements with recommendations or alternative solutions to identified findings are acceptable when justified in writing. Each response should contain an estimated implementation date; and
- Implement agreed-upon corrective action plans.

## **AUDIT PLANNING**

Based on a prioritization of the audit universe, using a risk-based assessment process, an annual audit plan will be systematically developed for the System. The risk assessment shall consider risks within and across all components of the System. Input will be solicited from the appropriate members of System management and each respective campus for this purpose. Once completed, the audit plan will be submitted to the System President and trustee-appointed liaison for comment and approval. The objective is to continually assess all high-risk areas to evaluate critical business processes throughout the System, as resources permit.

The CAE shall notify the System President when advisory and related client-service activities are requested. The nature and scope of these activities will be agreed upon with the client, and the agreement must include a release of the IA department from management responsibility. When demands for services exceed available resources, which would significantly impact the approved annual audit plan, project priorities will be established, and the audit plan will be amended, subject to the approval of the System President and the trustee-appointed liaison.

## **REPORTING**

IA will ensure that the results of audits are adequately communicated to appropriate management or operating personnel in a formal written report to the trustee-appointed liaison under the signature of the CAE. The formal report will incorporate management's responses to the audit observation(s), and members of management will then itemize the specific actions taken, or planned, to resolve the reported observation(s) and ensure that operational objectives are achieved.

Copies of completed audit reports will be provided to the System President, EVP, and appropriate members of campus management. The System President distributes the report to the Board of Trustees.

IA will produce a quarterly follow-up report on the status of management's implementation of each observation to the System President and EVP. The System President distributes the follow-up report to the Board of Trustees.

## **QUALITY ASSURANCE PROGRAM**

IA will maintain a quality assurance program that will include evaluations of its conformance with the Standards and IA's Code of Ethics. This program includes periodic internal self-assessments and external assessments performed once every five years by an assessment team outside the System. The CAE will communicate the results of external assessments to the System President, EVP, trustee-appointed liaison, Board of Trustees, and senior management.

Revised 05-13-20

Revised 12-8-23

## **EXECUTIVE SUMMARY**

Contact: Todd Shields (870) 972-3030

**ACTION ITEM:** Arkansas State University (A-State) requests approval to establish A-State Qatar, a new off-campus location in Doha, Qatar.

**ISSUE:** The Board of Trustees must approve the establishment of new off-campus locations.

## **BACKGROUND:**

- In 2020, A-State collaborated with the Global Studies Institute (GSI), in order to offer students in Qatar the opportunity to earn an affordable degree via synchronous distance education that would be recognized through the Ministry of Education in Qatar and in the United States. Recently, the GSI has encouraged students to attend a designated physical location operated by the GSI to participate in the synchronous coursework. In light of this, to remain in compliance with the Arkansas Division of Higher Education and the Higher Learning Commission, it is appropriate to designate this location as a new off-campus-instruction center. Prestigious institutions, such as Texas A&M, Carnegie Mellon, and Northwestern, have an established presence in Qatar, and A-State is grateful to have the opportunity to expand our marketplace globally. A-State will continue to deliver 85-90% of degree programs offered (currently, the B.S. in Engineering Management Systems and the B.S. in Digital Technology & Design) through synchronous Zoom courses, while also, in the future, offering the opportunity for A-State faculty to travel to Qatar to deliver courses in a face-to-face modality.
- No new infrastructure will be required for the new location, which will continue to be operated at the GSI's building (Global Studies Institute Qatar, Otba Bin Mohamed, Street 54, Doha, Qatar).
- No permanent administrative presence from A-State is anticipated in Qatar, as this location will be managed by the GSI, in collaboration with remote support from A-State to be provided by the Senior Associate Vice Chancellor for Distance Education and Technology from the division of Academic Affairs and Research.
- The collaboration with GSI has required modest expense and has reliably netted a profit every year. The designation of the new off-campus location, A-State Qatar, is not anticipated to result in any additional expense, and the pattern of net profit is expected to continue. Below is a summary of expenses, revenue, and net profit since the collaboration with the GSI began:

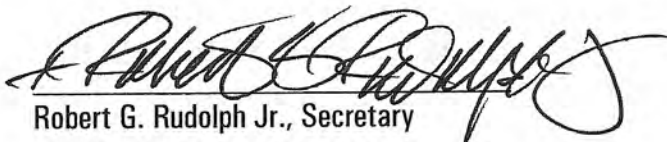
**EXECUTIVE SUMMARY**

Contact: Todd Shields (870) 972-3030

A-State Qatar (GSI) Initiative						
Term	Fall 21	Spring 22	Summer 22	Fall 22	Spring 23	Totals
Number of Students	32	39	19	44	34	
Revenue	\$ 74,860.00	\$ 133,635.00	\$ 66,785.00	\$ 121,126.00	\$ 117,232.00	\$ 513,638.00
Instructional Expenses	\$ 12,075.00	\$ 19,375.00	\$ 8,050.00	\$ 17,000.00	\$ 7,500.00	\$ 64,000.00
Agent Commissions	\$ 12,516.00	\$ 22,500.00	\$ 11,046.00	\$ 10,862.40	\$ 9,223.00	\$ 66,147.40
Net Profit	\$ 50,269.00	\$ 91,760.00	\$ 47,689.00	\$ 93,263.60	\$ 100,509.00	\$ 383,490.60

**RECOMMENDATION/RESOLUTION:**

Be it resolved that Arkansas State University is approved to establish A-State Qatar, a new off-campus location in Doha, Qatar, effective spring semester of 2024.

  
Robert G. Rudolph Jr., Secretary

  
Jerry Morgan, Chair

## **EXECUTIVE SUMMARY**

Contact: Todd Shields (870) 972-3030

**ACTION ITEM:** Arkansas State University (A-State) requests approval to revise Arkansas State University Museum's Collections Policies.

**ISSUE:** The Board of Trustees approves A-State Museum's Collections Policies for accreditation purposes.

## **BACKGROUND:**

- The accrediting body of the American Alliance of Museums ("AAM") reviews policies and procedures of A-State Museum.
- The AAM's Accreditation Program Officer has identified one area of A-State Museum's Collections Policies that needs changes in order to be consistent with accepted museum practice and accrediting guidelines.
- On page 22 of the Collections Policies document, the following sentence appears:

"2. No Release to Interested Parties. No staff member, immediate family member, volunteer, Advisory Council member, or other interested party shall be permitted to benefit from the Museum's deaccessioning activities; however, such parties are free to acquire the objects if the objects in question are sold at a public auction and with complete disclosure of the history of the objects."

- To comply with current accreditation guidelines, A-State's Museum Director recommends that the above sentence be deleted and replaced with the following:

"2. No Release to Interested Parties. No staff member, immediate family member, volunteer, Advisory Council member, or other interested party shall be permitted to benefit from the Museum's deaccessioning activities. This includes the purchasing of deaccessioned material directly from the Museum, at public auction, or through any transaction."

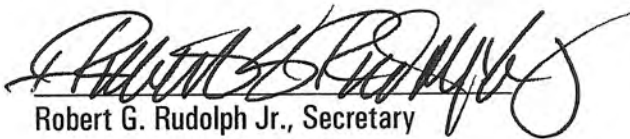
- This change reflects a recent refinement of the AAM's position on disposition of deaccessioned, permanent collection items, and eliminates any conflict-of-interest issues. It will help ensure the continued accreditation of A-State Museum.

**EXECUTIVE SUMMARY**

Contact: Todd Shields (870) 972-3030

**RECOMMENDATION/RESOLUTION:**

Be it resolved that Arkansas State University Museum's revised Collections Policies, as stated herein, are approved, effective immediately.



Robert G. Rudolph Jr., Secretary



Jerry Morgan, Chair



**ARKANSAS STATE UNIVERSITY SYSTEM  
BOARD OF TRUSTEES**

A Resolution Recognizing the Significant Contributions of  
the Lagomarcino Family  
to Arkansas State University (A-State)

**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 members of the Lagomarcino Family are avid and loyal supporters of A-State, our programs, and the students we serve; and

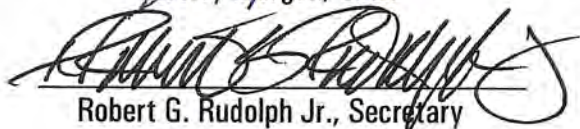
**WHEREAS**, the Lagomarcino Family has made significant contributions to A-State of a magnitude worthy of special gratitude and lasting recognition, including a donation to the Red Wolves Foundation, which will be used in support of enrichment resources for student-athletes of the A-State Football Program;

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Trustees of the Arkansas State University System, that the Defensive Line Coach's Office in the A-State Football Operations Building on the A-State campus shall be known henceforth as the:

**Lagomarcino Family Defensive Line Coach's Office**

DULY ADOPTED AND APPROVED this 8<sup>th</sup> day of December 2023

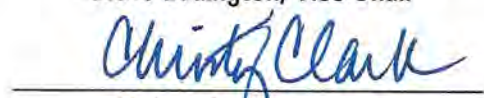
  
Jerry Morgan, Chair


  
Robert G. Rudolph Jr., Secretary

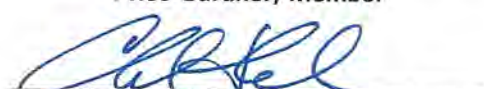
  
Paul Rowton, Member

  
Gary Harpole, Member

  
Steve Eddington, Vice Chair

  
Christy Clark, Member

  
Price Gardner, Member

  
Charles L. Welch, President

Resolution 23-50

**ARKANSAS STATE UNIVERSITY SYSTEM  
BOARD OF TRUSTEES**

**A Resolution Recognizing the Significant Contributions of  
St. Bernards Medical Group  
to Arkansas State University (A-State)**

**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 St. Bernards Medical Group and its board members are highly respected leaders in the community and supporters of A-State and the students we serve; and

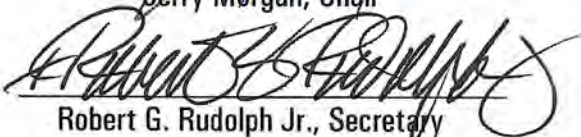
**WHEREAS**, the St. Bernards Medical Group has made significant contributions to A-State of a magnitude worthy of special gratitude and lasting recognition, including a donation to the Red Wolves Foundation to furnish and renovate the training room at First National Bank Arena;

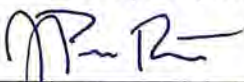
**NOW, THEREFORE, BE IT RESOLVED** by the Board of Trustees of the Arkansas State University System, that the training room in First National Bank Arena on the A-State campus shall be known henceforth as the:

**St. Bernards Medical Group Training Room**


DULY ADOPTED AND APPROVED this 8<sup>th</sup> day of December 2023

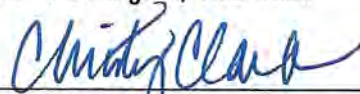
  
\_\_\_\_\_  
Jerry Morgan, Chair


  
\_\_\_\_\_  
Robert G. Rudolph Jr., Secretary

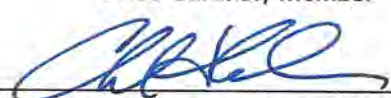
  
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Paul Rowton, Member

  
\_\_\_\_\_  
Gary Harpole, Member

  
\_\_\_\_\_  
Steve Eddington, Vice Chair

  
\_\_\_\_\_  
Christy Clark, Member

  
\_\_\_\_\_  
Price Gardner, Member

  
\_\_\_\_\_  
Charles L. Welch, President

Resolution 23-51



**ARKANSAS STATE UNIVERSITY SYSTEM  
BOARD OF TRUSTEES**

**A Resolution Recognizing the Significant Contributions of  
Jeannie Myers Lindsey ("Coach" Lindsey)  
to Arkansas State University-Beebe**

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

**WHEREAS**, Jeannie Myers Lindsey attended college and played women's basketball at ASU-Beebe (formerly Beebe Junior College) in 1952-1954; and

**WHEREAS**, Coach Lindsey made transformative contributions to both the men's and women's physical education programs during her remarkable 37 years of service at ASU-Beebe; and

**WHEREAS**, Coach Lindsey's unwavering commitment and extraordinary impact on ASU-Beebe serve as enduring sources of inspiration for future generations; and

**WHEREAS**, countless grateful alumni and donors have made significant contributions to ASU-Beebe in honor of Coach Lindsey;

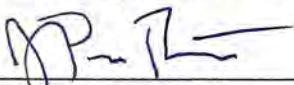
**NOW THEREFORE, BE IT RESOLVED** by the Board of Trustees of the Arkansas State University System, that the basketball court on the Arkansas State University-Beebe campus shall be known henceforth as the:

**Jeannie Myers Lindsey "Coach" Lindsey Basketball Court**

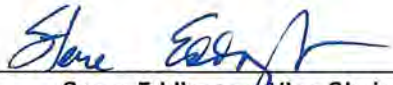
DULY ADOPTED AND APPROVED this 8<sup>th</sup> day of December 2023

  
Jerry Morgan, Chair

  
Robert G. Rudolph Jr., Secretary

  
Paul Rowton, Member

  
Gary Harpole, Member

  
Steve Eddington, Vice Chair

  
Christy Clark, Member

  
Price Gardner, Member

  
Charles L. Welch, President

**EXECUTIVE SUMMARY**

Contact: Typhanie Myers (870) 512-7704

**ACTION ITEM:** Arkansas State University-Newport requests approval to offer an Associate of Applied Science degree in Radiologic Technology.

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

**BACKGROUND:**

- The proposal for an Associate of Applied Science (A.A.S.) degree in Radiologic Technology was developed based on industry request. The Radiologic Technology program prepares students to successfully function in the clinical setting, performing diagnostic imaging examinations.
- After successful completion of the A.A.S. degree in Radiologic Technology, each graduate will be eligible to sit for the American Registry of Radiologic Technology exam to become credentialed as a radiologic technologist or may wish to transfer to complete a Bachelor of Science degree in Radiologic Science.
- No new funding is required.

**RECOMMENDATION/RESOLUTION:**

Be it resolved that Arkansas State University-Newport is approved to offer the Associate of Applied Science degree in Radiologic Technology, effective August 2024.

  
Robert G. Rudolph Jr., Secretary

  
Jerry Morgan, Chair

## **EXECUTIVE SUMMARY**

Contact: Jeff Gray (870) 733-6731

**ACTION ITEM:** Arkansas State University Mid-South requests approval to offer, within the Associate of Science degree in Education, a Certificate of Proficiency in Teaching and a Technical Certificate in Teaching.

**ISSUE:** The Board of Trustees must approve the offering of any new certificate program.

## **BACKGROUND:**

- In May 2022, the Arkansas Division of Higher Education (ADHE) implemented a statewide initiative to offer the Associate of Arts in Teaching (A.A.T.), which embedded the stackable credentials of a Certificate of Proficiency (CP) in Teaching and a Technical Certificate (TC) in Teaching. ASU Mid-South signed the Memorandum of Agreement with ADHE, with the disclaimer that ASU Mid-South intended to continue enrolling students in its Associate of Science in Education (A.S.E.) and had no immediate plans to offer the A.A.T.
- In August 2023, ASU Mid-South contacted ADHE to determine if the CP in Teaching and the TC in Teaching could be utilized as part of the A.S.E., since the approval to offer them came under the blanket of an A.A.T. that ASU Mid-South is not utilizing. The ADHE confirmed that it was permissible to offer those credentials within the A.S.E.
- With this information, ASU Mid-South now seeks Board approval to award the CP and the TC in Teaching. The CP will prepare students for the Certified Teaching Assistant (CTA) exam, while also providing a pathway to the TC and the A.S.E. The pathway of courses from the Certificate of Proficiency and Technical Certificate to the Associate degree provides content to prepare students for entry-level employment in the public school system and success in the classroom, first as a CTA and, then, as a teacher.
  - The **Certificate of Proficiency in Teaching**, consisting of 9 credit hours, will be configured within the existing A.S.E. Courses will include the following:
    - EDUC 2023 Introduction to Education (3 credit hours)
    - EDUC 2113 Exceptional Child in the Regular Classroom (3 credit hours)and one of the following:
    - EDUC 2213 Introduction to Educational Technology (3 credit hours)
    - MATH 1113 College Algebra
    - MATH 1213 Real World Math



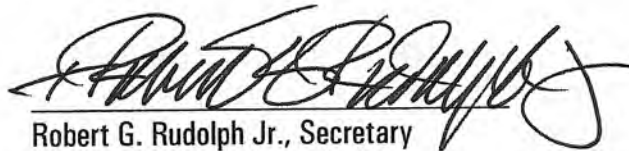
**EXECUTIVE SUMMARY**

Contact: Jeff Gray (870) 733-6731

- The **Technical Certificate in Teaching**, consisting of 31 credit hours, will be configured within the existing A.S.E. Courses will include the following:
  - 16 credit hours of General Education
    - ENGL 1113 English Composition I (3 credit hours)
    - ENGL 1123 English Composition II (3 credit hours)
    - ENGL 2303 Oral Communications (3 credit hours)
    - MATH 1113 College Algebra or MATH 1213 Real World Math (3 credit hours)
    - BIOL 1114 General Biology or PSCI 1214 Physical Science (4 credit hours)
  - 15 credit hours of Major Requirements
    - EDUC 2023 Introduction to Education (3 credit hours)
    - EDUC 2113 Exceptional Child in the Regular Classroom (3 credit hours)
    - EDUC 2213 Introduction to Educational Technology (3 credit hours)
    - MATH 2113 Math for Teachers I (3 credit hours)
    - MATH 2123 Math for Teachers II (3 credit hours)

**RECOMMENDATION/RESOLUTION:**

Be it resolved that Arkansas State University Mid-South is approved to offer, within the Associate of Science degree in Education, a Certificate of Proficiency in Teaching and a Technical Certificate in Teaching, effective spring semester of 2024.

  
Robert G. Rudolph Jr., Secretary

  
Jerry Morgan, Chair

## **EXECUTIVE SUMMARY**

Contact: Jeff Gray (870) 733-6731

**ACTION ITEM:** Arkansas State University Mid-South requests approval to offer the courses, which are required to obtain the Certificate of Proficiency in Teaching, to students on the campus of Academies of West Memphis (AWM).

**ISSUE:** The Board of Trustees must approve a new program location.

### **BACKGROUND:**

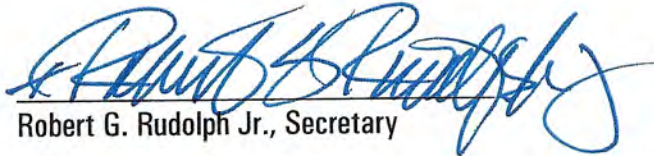
- As a longstanding high school partner, AWM (formerly West Memphis High School) has expressed a strong desire for ASU Mid-South to offer education courses on the high school campus.
- Offering Teacher Education programming at AWM aligns with and supports the State of Arkansas's Division of Elementary and Secondary Education's Arkansas Teacher Residency Model, delivered in collaboration with the Arkansas Division of Higher Education and designed to increase the number of credentialed teachers in the state.
- The lead faculty member for Education at ASU Mid-South has endorsed offering the courses on the high school campus.
- The courses will be taught by an ASU Mid-South adjunct faculty member, using the syllabi, course materials, and learning outcomes required in the same courses delivered on the ASU Mid-South campus, as required by the ADHE's Concurrent Enrollment Policy (Section II: Concurrent Course Credit – Institutional Requirements, Subsection 2: Concurrent Credit Courses), ensuring that the integrity and the quality of the coursework are maintained.
- The AWM campus is approximately 1.6 miles from the ASU Mid-South campus, allowing for adequate support and oversight of the program.
- The proposed expanded partnership would allow AWM students the opportunity to gain necessary coursework to prepare for the Certified Teaching Assistant (CTA) exam without leaving the high school campus each day.
- Because successful completion of the courses offered at the AWM campus would result in earning the Certificate of Proficiency in Teaching, this proposed expanded partnership meets the Higher Learning Commission's definition of an "additional location."

**EXECUTIVE SUMMARY**

Contact: Jeff Gray (870) 733-6731

**RECOMMENDATION/RESOLUTION:**

Be it resolved that Arkansas State University Mid-South is approved to offer the courses required to obtain the Certificate of Proficiency in Teaching at Academies of West Memphis, effective spring semester of 2024.

  
Robert G. Rudolph Jr., Secretary

  
Jerry Morgan, Chair

## **EXECUTIVE SUMMARY**

Contact: Talisha Givan (870) 230-5187

**ACTION ITEM:** Henderson State University (HSU) requests approval to offer a Bachelor of Business Administration degree in Innovation and Entrepreneurship.

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

## **BACKGROUND:**

- The Bachelor of Business Administration (B.B.A.) degree in Innovation and Entrepreneurship is a 120-hour degree of college-level academic work, which can be completed in eight (8) semesters. Along with the required courses listed for a B.B.A. in Innovation and Entrepreneurship, all students must additionally complete the Liberal Arts Core requirements as specified by the University.
- The Innovation and Entrepreneurship degree rethinks business education, providing students with the skills necessary to thrive in the global economy. The concepts of Innovation and Entrepreneurship are woven throughout the curriculum, including knowledge gained beyond the classroom evident through student experiences with internships/mentorships, industry credentials, consulting-based projects, and participation in global collaborative challenges.
- The proposed degree supports the 2022 Business, Innovation, and Entrepreneurship Learning Community strategic plan and mission by ensuring that all students accomplish four milestones:
  - Complete at least one internship/mentorship experience before graduating;
  - Graduate with at least one industry credential/certificate;
  - Participate in at least one consulting project before graduating; and
  - Work on a global collaborative challenge.
- The educational objectives and student outcomes, consistent with Association to Advance Collegiate Schools of Business accreditation expectations, are as follows:
  - PO1 - Demonstrate constructive communication skills and apply effective supervisory skills appropriate for a wide variety of business settings, employing multiple modalities of communications;
  - PO2 - Recognize ethical issues, describe processes for ethical reasoning, and discern the trade-offs and implications of applying various ethical frameworks when making business decisions;
  - PO3 - Apply tools of quantitative analysis systematically, make recommendations, and business decisions; and



**EXECUTIVE SUMMARY**

Contact: TaLisha Givan (870) 230-5187

- P04 - Identify and critically evaluate implications of business decisions for organizational stakeholders and the natural environment.
- The proposed program effectiveness will be assessed through the following methods:
  - Will utilize a common oral communications rubric (direct measure) and project completion (indirect measure) to assess our students at three different points in their program progression;
  - Will use a combination of case studies, exams, and various other assignments to assess each student's ethical reasoning skills (direct measure); and
  - Will use a common rubric to assess critical thinking and decision-making (direct measure), and, in addition, will utilize results from external tests to compare our students with similar students across the country (indirect measure).
- All Arkansas four-year institutions currently offer either a B.B.A. or B.S. degree in Business Administration, with many different majors/concentrations. Our proposed meta-major reimagines the core courses to meet current industry demands.
- Historically, many of our graduates find employment opportunities north of the Benton/Bryant/Little Rock I-40 corridor. With the proposed degree, graduates will have additional opportunities in surrounding states and remote careers with an average yearly earning potential range of \$45,000 to \$50,000. The opportunity for additional certificates offered within the program increases the earning potential.
- The new meta-major will replace the existing B.B.A. General degree; thus, no new resources or personnel are needed.

**RECOMMENDATION/RESOLUTION:**

Be it resolved that Henderson State University is approved to offer a Bachelor of Business Administration degree in Innovation and Entrepreneurship, effective fall semester of 2024.

  
Robert G. Rudolph Jr., Secretary

  
Jerry Morgan, Chair



**ARKANSAS STATE UNIVERSITY SYSTEM  
NON-ACADEMIC APPOINTMENT  
December 8, 2023**

**BERRY, TREY**

Chancellor, Henderson State University

Salary: \$300,000

Effective Date: January 1, 2024-June 30, 2029

Source of Funds: Education and General, page 6, line 16

Justification: Replacement for Charles Ambrose, who resigned (\$250,000)

**Education:**

1992 Ph.D. History, University of Mississippi, Oxford, MS

1987 M.A. History, University of Mississippi, Oxford, MS

1983 B.A. History, Ouachita Baptist University, Arkadelphia, AR

**Employment:**

2015-Present President, Southern Arkansas University, Magnolia, AR

2012-2015 Provost, Southern Arkansas University, Magnolia, AR

2011-2012 Dean, Southern Arkansas University, Magnolia, AR

2009-2011 Deputy Director, Department of Arkansas Heritage, Little Rock, AR

**ARKANSAS STATE UNIVERSITY (A-STATE)**  
**ACADEMIC REASSIGNMENT**  
**December 8, 2023**

**WILLIAMS, CARMEN**

From: Assistant Professor, English and Philosophy  
To: Assistant Professor/Director of Honors  
Salary: \$85,000 (12-month)  
Effective: September 16, 2023  
Source of Funds: Education and General, page 79, line 1, plus faculty salary pool (\$2,875)  
Justification: Replacement for Rebecca Oliver, who resigned (\$82,125), position restructured from administrative to academic position

**ARKANSAS STATE UNIVERSITY (A-STATE)**  
**NON-ACADEMIC APPOINTMENTS**  
**December 8, 2023**

**BALLARD, STEVEN**

Network Support Specialist, Information and Technology Services

Salary: \$50,000

Effective: October 2, 2023

Source of Funds: Education and General, page 236, line 27, plus salary savings (\$3,679)

Justification: Replacement for Zachary Adams, who resigned (\$46,321)

**Education:**

2015 A.A.S. Computer Information Systems, Northeastern College, Blytheville, AR

2010 B.S. Political Science, University of Central Arkansas, Conway, AR

**Employment:**

2021-2023 IT Support Specialist, Mid-South Sales/Cadence Petroleum Group, Jonesboro, AR

2015-2021 Computer Technician, Gosnell School District, Gosnell, AR

**BAX, ALBERT**

Project Program Specialist, Printing Services

Salary: \$46,000

Effective: September 11, 2023

Source of Funds: Education and General, page 122, line 2

Justification: Replacement for Julia Johnson, who resigned (\$50,755)

**Employment:**

1991-2023 Plant Manager, Corning Publishing Company, Corning, AR

1990-1991 Sales Manager, Friedman's Jewelers, Jacksonville, FL

1988-1990 Store Manager, Florsheim Shoe Company, Alton, IL

**COPELAND, TAYLOR**

Academic Counselor, A-State Online Operations

Salary: \$40,000

Effective: September 5, 2023

Source of Funds: Education and General, page 66, line 25

Justification: New position in FY 24 Budget

**Education:**

2023 B.S.A. Agricultural Business, Arkansas State University

**Employment:**

2021-2023 Grain Elevator Office, Ozark Mountain Poultry, Bay, AR

**FOWLER, DESMOND**

Information Technology Manager, Information and Technology Services

Salary: \$50,000

Effective: September 11, 2023

Source of Funds: Education and General, page 237, line 45

Justification: Replacement for Jason Crittenden, who is no longer employed (\$50,000)

**Education:**

2021 B.A. Economics, Carleton University, Ottawa, Ontario, CANADA

2017 Cert. Welding, Algonquin College, Ottawa, Ontario, CANADA

**Employment:**

2022-2023 Canada Revenue Agency, Program System Analyst Officer, Ottawa, Ontario, CANADA

2021-2022 Canada Revenue Agency, Student Hire, Ottawa, Ontario, CANADA

**MOSBY, MARVIN**

Academic Counselor, Advising Services

Salary: \$40,000

Effective: September 11, 2023

Source of Funds: Education and General, page 76, line 6

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

**Education:**

2012 M.A. Leadership and Management, Webster University, St. Louis, MO

**Employment:**

2021-Present Educator, Osceola Middle School, Osceola, AR

2021-2022 Program Director, 21<sup>st</sup> Century Community Learning Center, Osceola, AR

2018-2021 Banking and Brokerage Operations and Service Specialist, Edward Jones, St. Louis MO

**OVERTURE, MARK**

Project Architect, Facility Maintenance, Planning Design Construction

Salary: \$85,000

Effective: September 1, 2023

Source of Funds: Education and General, page 222, line 2, plus salary savings (\$7,066)

Justification: Replacement for William Hall, who retired (\$77,934)

**Education:**

1994 B.A. Architecture, University of Arkansas, Fayetteville, AR

**Employment:**

1994-Present Stockholder/partner, Twin Rivers Architecture P.A., Arkadelphia, AR

**OYEDEMI, OLAOLUWA**

Systems Analyst, Information and Technology Services

Salary: \$50,000

Effective: September 18, 2023

Source of Funds: Education and General, page 236, line 30

Justification: Replacement for Matthew Wright, who resigned (\$51,000)

**Education:**

2022 B.S. Information Systems Technology, Seminole State College, Lake Mary, FL

**Employment:**

2021-Present Automated Systems Assistant II, Orange County Public Defender's Office, Orlando, FL

2020-2020 Desktop Technical Support, Analyst, Helpdesk Analyst, Dell (Alorica), Irvine, CA

2016-2019 Multi-Platform System Administrator, Trinitech Consulting Global, Beltsville, MD

**SUMMERS, TYLER**

Assistant Director of Strength and Conditioning, Athletics

Salary: \$30,000

Effective: September 5, 2023

Source of Funds: Auxiliary, page 246, line 3

Justification: Replacement for Collin Snyder, who resigned (\$30,000)

**Education:**

2023 M.A. Health and Physical Education, Hastings College, Hastings, NE

2021 B.A. Exercise Science, Hastings College, Hastings, NE

**Employment:**

2023-Present Professional Athletic Performance Intern, University of Minnesota, Minneapolis, MN

2021-2023 Graduate Assistant, Sports Performance Coach, Hastings College, Hastings, NE

2022 Summer Athletic Performance Internship, University of Minnesota, Minneapolis, MN

2019-2021 Sports Performance Intern, Hastings College, Hastings, NE

**ARKANSAS STATE UNIVERSITY (A-STATE)**  
**NON-ACADEMIC REASSIGNMENTS**  
**December 8, 2023**

**EDWARDS, HALEY**

From: Administrative Analyst, Athletic Compliance  
To: Program Director, Athletic Compliance  
Effective: October 16, 2023  
Salary: \$35,568  
Source of Funds: Auxiliary, page 243, unbudgeted revenue  
Justification: New position created to support athletic compliance

**KOSTICK, CHRISTINA**

From: Associate Director of Student Aid, Financial Aid  
To: Project Program Manager, Admissions  
Effective: September 1, 2023  
Salary: \$65,000  
Source of Funds: Education and General, reallocation of funds from page 26, line 1  
Justification: New position created through re-organization of the Admissions Department and reallocation of funds from the vacant line of Mallory Sluder, who resigned

**PATROM, TANNER**

From: Network Specialist, Information and Technology Services  
To: Analyst, Information and Technology Services  
Effective: September 1, 2023  
Salary: \$55,000  
Source of Funds: Education and General, page 237, line 44  
Justification: Replacement for Randal Parker Jones, who resigned (\$55,000)

**ARKANSAS STATE UNIVERSITY (A-STATE)**  
**Contract Revision**  
**December 8, 2023**

**PATCHELL, JAMES**

Head Coach, Track

Salary: \$95,500

Effective: November 1, 2023-June 30, 2028

**ARKANSAS STATE UNIVERSITY-BEEBE**  
**NON-ACADEMIC REASSIGNMENTS**  
**December 8, 2023**

**JONES, LISA**

From: Verification Coordinator

To: Associate Registrar

Salary: \$42,000

Effective: November 16, 2023

Source of Funds: Education and General, page 55, line 6

Justification: Replacement for Tonya Tucker, who was reassigned (\$44,982)

**MILLER, CHERYLYN**

From: Administrative Specialist II

To: Coordinator of Workforce Training

Salary: \$38,000

Effective: November 16, 2023

Source of Funds: Education and General, page 49, line 3

Justification: Vacant position in FY24 Budget (\$40,950)



**ARKANSAS STATE UNIVERSITY-MOUNTAIN HOME  
NON-ACADEMIC APPOINTMENT  
December 8, 2023**

**AKINS, EMILY**

Student Success Coach for Health Sciences

Salary: \$40,200

Effective: September 1, 2023

Source of Funds: Education and General, page 72, line 5, and page 73, line 5

Justification: Replacement for Sarah Smith, who resigned (\$49,452)

**Education:**

2022	M.Ed.	Adult Lifelong Education, Southern Arkansas University, Magnolia, AR
2019	B.A.	Professional Studies, Arkansas Tech University, Russellville, AR
2019	A.A.	General Studies, Arkansas Tech University, Russellville, AR
2015	A.A.	Agriculture, University of Central Arkansas, Conway, AR

**Employment:**

2022-present	Learning and Development Representative, FedEx, Harrison, AR
2020-2022	Academic Advisor/Tutor, TRIO Student Support Services, North Arkansas College, Harrison, AR
2019-2020	Library Technician, North Arkansas College, Harrison, AR

**ARKANSAS STATE UNIVERSITY-MOUNTAIN HOME**  
**NON-ACADEMIC REASSIGNMENT**  
**December 8, 2023**

**FORBES, AUDREY**

From: Admissions Analyst  
To: Executive Operations Specialist and Assistant to the Chancellor  
Salary: \$38,000  
Effective: November 1, 2023  
Source of Funds: Education and General, page 19, line 4  
Justification: Replacement for Mary Douglas, who retired (\$38,079)

**ARKANSAS STATE UNIVERSITY-NEWPORT**  
**NON-ACADEMIC APPOINTMENT**  
**December 8, 2023**

**BRILEY, KATHRYN**

Director of Student Life

Salary: \$45,000

Effective: September 1, 2023

Source of Funds: Education and General, page 94, line 4, plus salary savings (\$4,600)

Justification: Replaced Samantha Harris, who is no longer employed (\$40,400)

**Education:**

2018 B.S. Strategic Communication, Public Relations, Arkansas State University

**Employment:**

2019-Present Physician Liaison, Unity Health White County Medical Center, Searcy, AR

2018-2019 Coordinated Care Patient Representative, ARcare, Augusta, AR

2017-2018 Sales Associate, Glo Salon and Boutique, Paragould, AR

2014-2016 Sales Associate, Purdy's Flowers & Gifts, Newport, AR

**ARKANSAS STATE UNIVERSITY MID-SOUTH**  
**ACADEMIC APPOINTMENTS**  
**December 8, 2023**

**ARMOUR, BLAKE**

Instructor, Automotive & Diesel Maintenance Technology

Salary: \$40,000 (10-month)

Effective: August 28, 2023

Source of Funds: Education and General, page 16

Justification: A new position needed due to increased enrollment

**Education:**

2015 CP Diesel Maintenance, Arkansas State University Mid-South

**Employment:**

2021-2023 Maintenance Technician/Inventory Specialist, Old South Properties, Memphis, TN

2019-2021 Delivery Driver, Welsco, Inc., West Memphis, AR

2017-2019 Parts Specialist, Southeastern Freight Lines, Memphis, TN

2014-2017 Service Advisor/Supervisor/Diesel Technician, USA Truck, Inc., West Memphis, AR

**SMITH, GREG**

Instructor, Aviation Maintenance Technology

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

Effective: September 18, 2023

Source of Funds: Education and General, page 15

Justification: Replacement for Millard Smith, who resigned (\$67,500)

**Education:**

2003 M.B.A. Management, Washington University, St. Louis, MO

1988 M.A. Communications, Western Kentucky University, Bowling Green, KY

1980 B.A. History, Arkansas State University

2021 FAA Certification, A&P Technician Inspection Authorization

1996 FAA Certification, Airframe and Powerplant Technician

**Employment:**

2020-2023 Aviation Maintenance Instructor, Arkansas Northeastern College, Blytheville, AR

2014-2019 Strategic Security Planning, FedEx Services, Memphis, TN

2006-2014 Customer Identity, FedEx Tech Connect, Memphis, TN

1992-2006 Worldwide Accounts Manager, FedEx, Memphis, TN

**WALLACE, LANCE**

Instructor, Paramedic Science

Salary: \$50,000 (12-month)

Effective: October 9, 2023

Source of Funds: Education and General, page 20

Justification: New position in FY24 Budget (\$50,000)

**Education:**

2002 A.A.S. Fire Science, Southwest Tennessee Community College, Memphis, TN

1989 B.B.A. General Studies, University of Mississippi, Oxford, MS

1992 CP EMT, Memphis State University, Memphis, TN

**Employment:**

2021-2023 Adjunct-EMT, ASU Mid-South

1992-2021 Paramedic, Southaven Fire Department, Southaven, MS

**ARKANSAS STATE UNIVERSITY THREE RIVERS  
ACADEMIC APPOINTMENT  
December 8, 2023**

**WILKERSON, SHANNON**

Practical Nursing Instructor

Salary: \$54,799 (9-month)

Effective: August 14, 2023

Source of Funds: Education and General, nine-month academic positions, page 79

Justification: Replacement for Heather Sikora, who resigned (\$59,885)

**Education:**

2022 M.S. Nursing, Western Governors University, Salt Lake City, UT

**Employment:**

2022-Present RN Clinical Instructor, University of Arkansas at Little Rock, Little Rock, AR

2022-Present RN, Arkansas Heart Hospital, Little Rock, AR

2015-Present RN, University of Arkansas for Medical Sciences, Little Rock, AR

**ARKANSAS STATE UNIVERSITY THREE RIVERS  
NON-ACADEMIC REASSIGNMENTS  
December 8, 2023**

**BROWN, DANIELLE**

From: Testing Coordinator/Admissions Advisor  
To: Financial Aid Director  
Salary: \$55,000  
Effective: August 28, 2023  
Source of Funds: Education and General, Administrative Positions, page 77, plus salary savings (\$5,286)  
Justification: Replacement for Angela Sexton, who resigned (\$49,714)

**WHITMIRE, LACI**

From: Executive Administrative Assistant to the Chancellor and Board of Visitors  
To: Financial Aid Assistant Director  
Salary: \$45,000  
Effective: September 18, 2023  
Source of Funds: Education and General, Administrative Positions, page 77, plus salary savings (\$2,335)  
Justification: Replacement for Christina Jones, who resigned (\$42,665)

**SANDERS, HEATHER**

From: Testing Coordinator/Admissions Advisor  
To: Executive Administrative Assistant to the Chancellor and Board of Visitors  
Salary: \$39,000  
Effective: October 11, 2023  
Source of Funds: Education and General, Administrative Positions, page 77, plus salary savings (\$240)  
Justification: Replacement for Laci Whitmire, who transferred to another position (\$38,760)

**HENDERSON STATE UNIVERSITY**  
**ACADEMIC APPOINTMENTS**  
**December 8, 2023**

**CLAYTON, ELIZABETH**

Assistant Professor, Health, Education, and Social Sustainability

Effective: August 16, 2023

Salary: \$60,000

Source of Funds: Education and General, plus salary savings (\$5,000)

Justification: Vacant position in FY24 Budget (\$55,000)

**Education:**

2022 M.S. Nursing Education, Arkansas State University

2018 B.S. Nursing, Arkansas State University

**Employment:**

2022-Present Practical Nursing Program Faculty, Baptist Health College, Little Rock, AR

2020-Present Patient Educator, University of Arkansas for Medical Sciences, Little Rock, AR

2020-Present Registered Nurse/Patient Care Coordinator, CHI St. Vincent Infirmary, Little Rock, AR

2017-2020 Registered Nurse, University of Arkansas for Medical Sciences, Little Rock, AR

2014-2017 Licensed Practical Nurse/Registered Nurse, NeuroRestorative Timber Ridge, Benton, AR

**FRYE, MATTHEW**

Electronic Services and Bibliographic Instruction Librarian

Effective: August 16, 2023

Salary: \$50,000

Source of Funds: Education and General

Justification: Vacant position in FY24 Budget (\$56,000)

**Education:**

2023 M.A. Library and Information Science, University of Missouri, Columbia, MO

2019 B.A. History, Harding University, Searcy, AR

**Employment:**

2022 Intern, William J. Clinton Presidential Library, Little Rock, AR

2018-2021 Library Archivist Assistant, Brackett Library at Harding University, Searcy, AR

2020 Census Taker, U.S. Census Bureau, Little Rock, AR



**MILLS, NEVADA**

Assistant Professor and Director of Bands, Music

Effective: July 24, 2023

Salary: \$70,000

Source of Funds: Education and General (\$68,579), plus salary savings (\$1,421)

Justification: New position created to continue band program (\$68,579)

**Education:**

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

2006 B.S. Education, Henderson State University

**Employment:**

2022-Present Director of Bands, Malvern High School, Malvern, AR

2022-Present Musical Director, Natural State Brass Band, Little Rock, AR

2021-2022 Interim Associate Director of Bands/Coordinator of Athletic Bands, Henderson State

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

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

**PAREDES, SHARON**

Assistant Professor, Curriculum and Instruction

Effective: August 16, 2023

Salary: \$52,575

Source of Funds: Education and General,

Justification: Vacant position is FY24 Budget (\$52,575)

**Education:**

2005 M.S. Mathematics, Henderson State University

1997 B.S. Mathematics, Henderson State University

**Employment:**

2022-Present Math Instructional Facilitator, Pulaski County School District, Little Rock, AR

2016-2022 Math Instructor, Henderson State

2004-2016 Math Teacher, Ouachita School District, Donaldson, AR

2000-2004 Math Teacher, Malvern Public Schools, Malvern, AR

1998-2000 Math Teacher, Mills University High School, Little Rock, AR

**PAWLIK, MICHELE**

Assistant Professor, Health, Education, and Social Sustainability

Effective: August 16, 2023

Salary: \$52,000

Source of Funds: Education and General

Justification: Replacement for Elizabeth Wyatt, who retired (\$54,575)

**Education:**

2017 M.S. Reading Specialist, University of Central Arkansas, Conway, AR

2010 B.A. Business Education, Arkansas Tech University, Russellville, AR

**Employment:**

2022-Present Visiting Instructor, University of Central Arkansas, Conway, AR

2021-Present Academic/Dyslexia Therapist, ACCESS Group, Inc., Little Rock, AR

2019-2021 Adjunct Faculty, University of Arkansas Community College, Morrilton, AR

2018-Present Certified Dyslexia Therapist, Dyslexia Guidance, LLC, Morrilton, AR

**HENDERSON STATE UNIVERSITY  
ACADEMIC REASSIGNMENTS  
December 8, 2023**

**LONG, JOHN**

From: Professor, Chemistry and Biochemistry  
To: Professor, Applied Professional Science and Technology  
Salary: \$70,000  
Effective: August 16, 2023  
Source of Funds: Education and General, plus funds from the HSU Foundation (\$18,155)  
Justification: Vacant position in FY24 Budget (\$51,845)

**MAXFIELD, BETH**

From: Associate Professor, English, Foreign Languages, and Philosophy  
To: Associate Professor and Writing Center Director, English, Foreign Languages, and Philosophy  
Salary: \$59,000  
Effective: August 16, 2023  
Source of Funds: Education and General, plus salary savings (\$9,477)  
Justification: New position in FY24 Budget (\$49,523)

**HENDERSON STATE UNIVERSITY  
NON-ACADEMIC APPOINTMENTS  
December 8, 2023**

**EVANS, ALIJAH**

Admissions Counselor, Enrollment Services and Admissions

Effective August 8, 2023

Salary \$35,568

Source of Funds: Education and General

Justification: Replacement for Tanishia Owens, who resigned (\$37,500)

**Education:**

2023 B.B.A. Accounting and Finance, Henderson State University

**Employment**

2019-Present Office Manager and Cashier, Brookshire's Grocery Company, Arkadelphia, AR

2021 Financial Representative Intern, Northwestern Mutual, Little Rock, AR

**HEADE, MAURICE**

Assistant Coach, Men's Basketball

Effective: August 14, 2023

Salary: \$34,070

Source of Funds: Auxiliary

Justification: Replacement for DJ Balentine, who resigned (\$34,070)

**Education:**

2018 B.S. Learning and Technology, Texas A&M University, Commerce, TX

**Employment:**

2021-Present Assistant Men's Basketball Coach, Jarvis Christian University, Hawkins, TX

2020 Interim Head Basketball Coach, Paris Junior College, Paris, TX

2018 Assistant Men's Basketball Coach, Paris Junior College, Paris, TX

**MILLETTE, SARRAH**

Admissions Counselor, Enrollment Services and Admissions

Effective: August 1, 2023

Salary: \$35,568

Source of Funds: Education and General

Justification: Replacement for Eduardo Ortiz, who resigned (\$35,568)

**Education:**

2023 B.A. Psychology, Henderson State University  
2020 A.A. Psychology, Cossatot Community College, Nashville, AR

**Employment:**

2019-Present Supervisor, Wright's Food Center, Glenwood, AR  
2016 Cashier, Exxon, Glenwood, AR

**WAGNER, ANDREA**

Human Resources Manager

Effective: September 18, 2023

Salary: \$62,000

Source of Funds: Education and General

Justification: Replacement for Janet Brewer, who transferred to another position (\$65,000)

**Education:**

2009 M.S. Higher Education Leadership, Northwest Missouri State University, Maryville, MO  
2000 B.S. Marketing, Northwest Missouri State University, Maryville, MO

**Employment:**

2021-Present Assistant Director, Student Activities, West Texas A&M University, Canyon, TX  
2020-2021 Human Resources Clerk, Canyon Independent School District, Canyon, TX  
2012-2017 Kids Day Out Program Coordinator, Sierra Vista Child Development Center, San Angelo, TX  
2006-2011 Development Officer, Northwest Missouri State University, Maryville, MO

**HENDERSON STATE UNIVERSITY  
NON-ACADEMIC REASSIGNMENTS  
December 8, 2023**

**KEYS, KRISTOPHER**

From: Project Program Specialist, Information Technology  
To: Project Program Specialist, Office of the Registrar  
Effective: August 1, 2023  
Salary: \$45,000  
Source of Funds: Education and General  
Justification: Replacement for Carrie Stanley, who resigned (\$48,500)

**MATTHEWS, TAYLOR**

From: Administrative Analyst  
To: Project Program Specialist, Information Technology  
Effective: October 1, 2023  
Salary: \$40,000  
Source of Funds: Education and General  
Justification: Replacement for Kristopher Keys, who transferred to another position (\$40,000)