

**AGENDA**  
**ARKANSAS STATE UNIVERSITY**  
**BOARD OF TRUSTEES**  
**September 10, 2010**  
**10:00 a.m.**  
**Mountain Home Campus**

- I. Call to Order  
Mrs. Florine Milligan, Chair
- \*II. Approval of the Minutes of Meeting  
May 7, 2010  
May 21, 2010  
June 18, 2010  
July 30, 2010
- III. President's Report  
Reports of the Chancellors
- \*IV. Agenda
  - Proposed ASU System Resolutions
    - Resolution approving ASU System to refund bonds for the purpose of reducing annual debt.
    - Resolution authorizing ASU System campus chancellors to waive certain fees for services which cannot be utilized by students who participate in academic credit bearing courses outside the United States.
  - Proposed ASU-Jonesboro Resolutions
    - Resolution approving ASU-Jonesboro to conduct a fall 2010 private athletic camp.
    - Resolution approving ASU-Jonesboro to assess tuition for a non-credit Graduate Record Examination Review course.
    - Resolution approving ASU-Jonesboro to assess a course materials fee for a non-credit Graduate Record Examination course.
    - Resolution approving ASU-Jonesboro to increase the international student health screening fee.

- Resolution approving ASU-Jonesboro to increase the international student health insurance premium.
- Resolution approving ASU-Jonesboro to increase the English as a Second Language laboratory course fee.
- Resolution approving ASU-Jonesboro to increase the international student fee.
- Resolution approving ASU-Jonesboro to offer a Bachelor of Science in Nutritional Science with a major in Dietetics.
- Resolution approving ASU-Jonesboro to offer the Associate of Applied Science in Nursing at the Kennett, Missouri campus of Southeast Missouri State University.
- Proposed ASU-Beebe Resolution
  - Resolution approving ASU-Beebe to adopt a revised Faculty Handbook.
- Proposed ASU-Newport Resolution
  - Resolution approving ASU-Newport to delete the Associate of Applied Science degree and the Technical Certificate in the Paramedic program.

**V. Executive Session**

**\*VI. Approval of Personnel Actions**

**VII. Other Business**

**\*VIII. Adjournment**

**\*Action Items**

**Arkansas State University  
Board of Trustees  
September 10, 2010**

The Arkansas State University Board of Trustees met on September 10, 2010, in the McMullin Lecture Hall of Dryer Hall on the Mountain Home campus. Mrs. Florine Milligan, chair of the Board of Trustees, called the meeting to order at 10:03 a.m. Board members present were: Mrs. Florine Milligan, Mr. Howard Slinkard, Mr. Ron Rhodes, Mr. Mike Gibson, and Mr. Dan Pierce. Pastor Don Truitt delivered the invocation.

**Minutes:**

Upon motion by Mr. Gibson, second by Mr. Rhodes, the minutes of May 7, May 21, June 18, and July 30, 2010, were approved.

AYES: Milligan, Slinkard, Rhodes, Gibson, Pierce

NAYS: None

**System Report**

**ASU System – Robert Potts, Interim President**

- Preliminary figures for the system show an increase of 1,860 students for a total of 22,002, or a 9.2% increase for the fall semester.
- The August report from the Department of Finance and Administration indicates the year-to-date general revenues are up 4.6% or \$32.7 million above forecast and actual gross revenues are up by 5.7% or \$46.3 million over the same period in 2009. Although the economic forecast is encouraging, Dr. Potts urged the campuses to remain conservative in expenditures and debt obligations.
- The Presidential Search Advisory Committee formed in July and assisted by Dr. Tom Meredith is moving quickly and efficiently. Dr. Potts recognized Mrs. Milligan for her outstanding leadership as chair of the committee. She has directed

the committee meetings admirably and led the discussions at all of the listening sessions, which were held to gain input from various constituency groups. An advertisement for the position has appeared twice in the Chronicle of Higher Education. A Presidential Search website has been created that includes the job description, characteristics desired of the candidate, an institutional profile and other pertinent information. The institutional profile is also available in printed form. Two applications have already been received. The committee will meet on September 30 to begin reviewing all applications received to that date.

- The board and chancellors have agreed that at the board meetings, each host campus will have representatives from the faculty, staff, and students to present information.

### **Campus Reports**

Written reports submitted by each chancellor are attached.

### **ASU-Mountain Home – Ed Coulter, Chancellor**

- The final 2009-2010 enrollment increased 24% in FTE from the previous year and fall 2010 enrollment figures indicate an increase of 7%. Summer enrollment was up 50%. Students are from 36 counties in Arkansas, 3 counties in Missouri, and 18 other states.
- A number of events were held on September 9 to commemorate the grand opening of the Vada Sheid Community Development Center. Scott Hoffman, director of the Vada Sheid Community Development Center and associate Ricky Crawford were recognized for their efforts in events surrounding the dedication. Dr. Coulter acknowledged and thanked all those who make the day successful.

- Construction continues on the Trout Nature Center, which is housed within the Vada Sheid Community Development Center. Dr. Terry Chase of Chase Studio will be designing one-of-a-kind exhibits within the Trout Nature Center.
- October 10-12, ASUMH will host a Higher Learning Commission team. The visit is to ensure full accreditation for distance learning programs.
- An Arkansas Adequacy Group comprised of nine two-year Arkansas colleges was formed to promote policies to ensure that all colleges receive at least a 75% funding level of the established formula. Dr. Coulter and Dr. Barry Ballard of Ouachita Technical College are co-chairs of the group.
- Securing a lease from the Corps of Engineers for the Wilderness Point property is again being discussed. Dr. Coulter said this must be a system decision so that all within the system could work together to develop the property.
- This summer, all buildings on campus have received new carpet as well as renovations on HVAC equipment.

Mrs. Milligan asked if there were specific programs attributed to the enrollment growth of ASUMH. Dr. Coulter cited programs in Funeral Science, Health Sciences, IT programs such as CISCO, and online distance learning.

Mr. Slinkard inquired if the retro-fitting of the HVAC equipment of the buildings was due to the endowment. Dr. Coulter said stimulus money was used for the project.

**ASU-Mountain Home – Student Government Association (SGA) President Zack Able and Vice-President Stetson Painter**

Vice President Painter outlined the goals of the Student Government Association and said that increasing student involvement was the number one priority. Secondly, they want to involve the area schools to explain the importance of a college education. The

SGA also wants to increase student participation in activities and events. Officer goals include assisting the college with recruiting and retention and distributing information to students to aid them in transitioning to the college level. An annual summer planning meeting will be held to nominate officers and plan for the fall semester activities as well as provide team building skills for the SGA.

President Able said the SGA visited the Clinton Library and learned how a presidential administration functions. Advisor and mentor Scott Rainey maintains an excellent relationship with many of the two- and four-year institutions, which allows the SGA to stay ahead of the latest trends in activities, sports, and community involvement. The SGA participates in a number of events such as the community Fall Festival and inter-mural sports, and assist in arrangements for visiting lecturers. The SGA also serves as an advocate for students with disabilities.

#### **ASU-Mountain Home – Faculty Association President Jessica Clanton**

The Faculty Association is dedicated to service to the school and surrounding area, classroom improvement, and community involvement.

The association has been involved in many service activities to the college by participating in clothing bazaars, which provide free clothing to students; purchasing a chair in the Vada Sheid Community Development Center; and having the association president serve on the Chancellors Council. As a service to the community, the association helped remove litter from the roadside and contributed to Star Tree, a program designed to provide Christmas gifts to low income area children.

The association is committed to advancing technology in the classroom and to enhancing the quality of education at ASUMH and makes regular requests and suggestions to the ASUMH Technology Committee. In addition, the association initiated the creation

of a yearly \$100,000 instructional technology budget. The budget was used to purchase ceiling mounted projectors for all of the classrooms. With the intention of improving educational quality, the association investigated the impact of late registration on retention, which resulted in an amendment to the attendance policy.

Members cultivate community involvement by holding regular potluck lunch meetings. They also have manned the photo booth at the Arvest concert, arranged membership for faculty in a credit union, created committees to update the Faculty Handbook and Faculty Association constitution, developed a mentor program for new faculty, and facilitated the purchase of a defibrillator and first aid kits around the campus.

#### **ASU-Mountain Home – Staff Association President Judy Truitt**

The Staff Association is intended to provide a forum for all classified employees, to advise the chancellor of the university with respect to all matters concerning staff, and to serve the students. The staff is active in numerous activities such as the family picnic, fitness challenges, and flu shot drives. Through various fundraisers, the staff association is able to support and participate in many worthwhile projects – the Relay for Life; presentation of an annual \$500 scholarship; the Star Tree, creating family packs for parents of sick children at the Arkansas Children’s Hospital; the Adopt a Highway program; Kids Bash; concessions at the Arvest concert, and a host of others. The association recognizes the value of staff at ASUMH by awarding gift certificates to outstanding members and by choosing a staff member of the year. Each year the administration holds an appreciation event for the entire staff.

A new brochure has been designed to distribute to new staff members. The association also is in the process of updating its by-laws and is considering offering a staff scholarship for professional development.

## **ASU-Beebe – Eugene McKay, Chancellor**

- The federally-funded Student Support Services grant of \$255,505 was refunded for the next five years. This grant assists students who are first generation, low-income. ASU-Heber Springs was funded as a new Student Support Services program at \$220,000 for the next five years.
- The renovation of the England Center has been completed and is now a creative arts building.
- A new parking lot was built east of the Student Center. The new lot was necessary because construction of the new dormitories took part of the existing space.
- Current enrollment figures indicate growth between four to eight percent with a headcount of 4,702 and 3,213 FTE.
- ASU-Beebe's police department participated in the "Click It or Ticket" program. They have received two \$2,000 incentive awards, which can be used to purchase highway safety equipment.
- Barry Farris, vice chancellor for External Affairs, gave an overview on concurrent enrollment. He said that approximately 78% of high school students in the service area who enroll concurrently will attend ASU-Beebe. There are 503 students enrolled in the concurrent program from 15 area schools. ADHE mandated an outside accreditation be completed by summer 2009 and ASU-Beebe is the third institution in Arkansas to receive that accreditation, effective until 2016. The advanced studies program, which allows students to receive bachelors and masters degrees from ASU-Jonesboro, while attending classes at the Beebe campus and Beebe degree center, was started in 1997 with the first graduate in 1999. Since



then both the number of degrees and student enrollment has increased. Last year was a record year on the Beebe campus with 164 Jonesboro graduates. Two new programs, accounting and criminology, have been added. Although the MBA is now an online degree, some tests are still proctored on the Beebe campus with 17 students in the area enrolled. Each year the *Arkansas Business* magazine publishes a list of MBA programs and while these are Jonesboro students they still list the degree center as 10<sup>th</sup> in the state. Seventy education majors were screened this summer for a total of 146. There are now between 400 and 450 students in advanced studies. Because these students are location bound, the advanced studies partnership with Jonesboro allows these individuals to pursue their education after they graduate from ASU-Beebe. In addition, students transfer from other institutions such as University of Arkansas Community College at Batesville, Pulaski Technical College, and the Little Rock Air Force Base.

**ASU-Newport – Larry Williams, Chancellor**

- ASUN had a record fall enrollment of 2,103 headcount or a 3.2% increase, with student representation from approximately 43 Arkansas counties, several states, and five international countries.
- A Department of Labor grant of \$4,326,254 was received. ASU-Newport is the lead institution representing the Arkansas Delta Training and Education Consortium and will be responsible for coordinating the efforts of the four other institutions. The grant will allow the implementation of several improvements in curriculum and programs of study as they relate to diesel technology and automotive technology on the Newport and Marked Tree campuses. Bentley Wallace, project manager for the grant, was recognized. ASU-Newport was the only institution in Arkansas

to receive this grant and was one of twenty nationwide.

- Senator Mark Pryor has announced that ASU-Newport will receive a \$74,072 grant to provide scholarships in the area of commercial driver training to meet the needs of area transportation industries.
- Joe Campbell, ASUN assistant professor of Social Sciences and president of the Arkansas Association of Two-Year Colleges (AATYC), invited everyone to attend the convention in Hot Springs on October 17-19. Keynote speakers are Katherine Boswell and Governor Mike Beebe. He recognized a number of past AATYC presidents and directors who were present.
- The Newport campus hosted the statewide meeting of the Electric Cooperatives of Arkansas with administrators, executive staff, and managers from 17 cooperatives. They toured the new outdoor laboratory for underground applications. This underground laboratory allows ASUN to be at the forefront of educational testing and troubleshooting for high voltage linemen.
- As a part of the Arkansas Rural Nursing Education Consortium, students who completed the Licensed Practical Nursing to Registered Nursing program had a 94% pass rate on their licensing exams, the fifth highest pass rate in the state.
- Dr. Mary Robertson was recognized for her leadership with the Student Emergency Fund Endowment. Recently, a \$100,000 donation was given to the Arkansas State University Foundation to increase the corpus of the fund to more than \$250,000. The fund was established to meet the needs of those students who encounter life circumstances which might force them to withdraw from the institution during the semester. This will provide interim aid of a private nature that can be used to keep them in school.

- The Collision Repair Technology Building on the Marked Tree campus is complete and a ribbon-cutting and open house is planned. On the Jonesboro Technical Center campus, a precision leveling project was completed with faculty and staff donating their time to landscape around the building.
- The Lean University training process has begun and is being coordinated by the Delta Center for Economic Development. Selected administrators, faculty, and staff are being introduced to the Lean concept and are learning how to use those applications in order to be more efficient in operations.

#### **ASU-Jonesboro – Dan Howard, Interim Chancellor**

Copies of the PowerPoint presentation, First Friday, and international student enrollment information were distributed.

- Dr. Lynita Cooksey will chair the Self-Study Steering Committee which will begin the first phase of the accreditation process required by the Higher Learning Commission (HLC). Senior level administrators will address the HLC minimum standards to identify strengths and weakness of the university. A self-study consultant has been retained to assist with the effort. The primary focus will be assessment and documentation. An institution-wide strategic planning session using the Open Space Technology concept will be held October 14-16. The new strategic plan will be presented to the board for approval in January 2011. Other plans to be updated include the Campus Facilities Master Plan, Information Technology Plan, Emergency and Disaster Action Plan, and Campus Safety and Security Plan.
- Enrollment for fall 2010 is the highest in the history of the university. A total of 13,438 students were reported to the ADHE, which does not include 394 students

enrolled in the English as a Second Language. The combined overall enrollment is 13,832. The growth is attributed to the number of international students and distance learning. Through Academic Partnerships a total of 1,700 students are enrolled online in five master degree programs in the College of Education.

- International student enrollment for fall 2010 has increased to 969 students and is projected to be above 1,025 by mid-October 2010. In January 2006, ASU-Jonesboro had 127 international students. Currently, ASU-Jonesboro has the second highest number of international students in the state representing 70 countries. The total economic impact to the university and the Jonesboro area for each 900 international students enrolled, based on an average expenditure of \$15,000 per year, is \$47.25 million.
- A Task Force on Campus Safety identified a number of safety issues to be addressed. Funds were used to install gates and surveillance cameras at the Collegiate Park Apartments. Across campus, lighting was upgraded, more emergency phones were installed, shrubs and trees were trimmed, and the number of student patrols was expanded. In addition, money has been reallocated with the intent to hire one additional police officer for the next three years.
- ASU-Jonesboro has been recognized and identified as a Tier 1 institution by *U.S. News and World Report* in America's Best Colleges 2011. This recognition will enhance the reputation both within and outside the university and will assist in recruiting and retaining the best and brightest faculty, staff, and administrators. A reproduction of the cover of *U.S. News and World Report*, which names ASU as a top university, was presented to Mrs. Milligan and Dr. Potts. On behalf of the board, Mrs. Milligan congratulated all the chancellors for the work that was done to

help achieve this status. A reproduction also will be given to Governor Beebe.

- Dr. Rick Stripling, vice chancellor for Student Affairs, gave highlights on campus life.
  - He stated that while academic standards increased only marginally, this is the best academically prepared freshman class ever to attend ASU-Jonesboro. Although not official, it is believed that ASU will be the second largest university in Arkansas.
  - Approximately \$42 million was disbursed in financial aid the first day of classes. Over 2,300 students received scholarships from the lottery, the Academic Challenge scholarship, totaling \$11,750,000. The Financial Aid office received and responded to 2,699 phone calls between August 8 and August 14.
  - Renovations have been completed on the spaces left vacant in the Student Union because of the move of the fitness center into the Student Wellness Center. The ATO fraternity has expressed an interest in building a house. The STEM Den, a living-learning facility, will be open on September 17.
  - The University Police Department has purchased a trailer to use as a mobile command center in order to be prepared in the event of a catastrophe.
  - Parking decals are now available online.
  - A new StAte admissions iPhone application is available. The application is free and includes a map, news, and other information.
  - The Task Force on Campus Safety toured the campus at night and created a matrix of all areas which needed safety improvements. The committee visited with approximately 30 students for their input. At the close of the discussion, all students said they believe ASU-Jonesboro to be a safe campus.

Mr. Pierce asked if there would be any problem with reaccreditation in regard to the increased emphasis on distance learning. Dr. Howard said it should not be a problem as ADHE approved the offering of distance learning courses. He said there was documentation to prove that some students learn better through online classes rather than a traditional classroom instruction.

In response to Mr. Slinkard's question, Dr. Howard said that the lower enrollment numbers in the freshman class were attributed to the increased entry level admissions requirements. The increase in standards was designed to have students better prepared when they enter the university which will result in higher retention rates.

Mr. Slinkard asked if there was an optimal number or ratio of international students to domestic students. Dr. Howard explained that 15 to 20 percent is a good number.

Dr. Stripling further addressed the question regarding the lower number of entering freshman. He said if a decrease in enrollment numbers is anticipated because of changes such as new admissions standards then the number of applications received should be increased with the next step being to follow the applications from the admit to enrolled status. This year 700 more applications were received than the previous year allowing 200 students to be enrolled with 400 students granted conditional admission. Using this conversion, the overall loss was only 100 students in the freshman class.

Mrs. Milligan said on July 30 a Presidential Search Advisory Committee was established. This committee was chosen to assist the board in the process of the search and to participate in listening sessions. On August 23, at the listening session on the Jonesboro campus, it was announced that a faculty representative from each campus would be chosen to serve as a faculty delegate and participate in committee meetings. Those representatives are: Betsy Ashcraft, ASU-Newport; Jessica Clanton, ASU-Mountain

Home; Beverly Boals-Gilbert, ASU-Jonesboro; and Leslie Thurman, ASU-Beebe. After consideration, Mrs. Milligan stated that it is believed to be in the best interests of the university to allow these individuals to become full members of the committee.

Motion by Mr. Rhodes, second by Mr. Pierce, that these faculty delegates be full members of the Presidential Search Advisory Committee.

AYES: Milligan, Slinkard, Rhodes, Gibson, Pierce

NAYS: None

**ASU System Resolutions:**

- Resolution 10-58 approving ASU System to refund bonds for the purpose of reducing annual debt.
- Resolution 10-59 approving ASU System campus chancellors to waive certain fees for services which cannot be utilized by students who participate in academic credit bearing courses outside the United States.

Upon motion by Mr. Slinkard, second by Mr. Gibson, Resolutions 10-58 and 10-59 were approved.

AYES: Milligan, Slinkard, Rhodes, Gibson, Pierce

NAYS: None

**ASU-Jonesboro Resolutions:**

- Resolution 10-60 approving ASU-Jonesboro to conduct a fall 2010 private athletic camp.
- Resolution 10-61 approving ASU-Jonesboro to assess tuition for a non-credit Graduate Record Examination Review course.
- Resolution 10-62 approving ASU-Jonesboro to assess a course materials fee for a non-credit Graduate Record Examination course.

- Resolution 10-63 approving ASU-Jonesboro to increase the international student health screening fee.
- Resolution 10-64 approving ASU-Jonesboro to increase the international student health insurance premium.
- Resolution 10-65 approving ASU-Jonesboro to increase the English as a Second Language laboratory course fee.
- Resolution 10-66 approving ASU-Jonesboro to increase the international student fee.
- Resolution 10-67 approving ASU-Jonesboro to offer a Bachelor of Science in Nutritional Science with a major in Dietetics.
- Resolution 10-68 approving ASU-Jonesboro to offer the Associate of Applied Science in Nursing at the Kennett, Missouri, campus of Southeast Missouri State University.

Upon motion by Mr. Rhodes, second by Mr. Pierce, Resolutions 10-60 through 10-68 were approved.

AYES: Milligan, Slinkard, Rhodes, Gibson, Pierce

NAYS: None

**ASU-Beebe Resolution:**

- Resolution 10-69 approving ASU-Beebe to adopt a revised Faculty Handbook.

Upon motion by Mr. Pierce, second by Mr. Slinkard, Resolution 10-69 was approved.

AYES: Milligan, Slinkard, Rhodes, Gibson, Pierce

NAYS: None



**ASU-Newport Resolution:**

- Resolution 10-70 approving ASU-Newport to delete the Associate of Applied Science degree and the Technical Certificate in the Paramedic program.

Upon motion by Mr. Rhodes, second by Mr. Gibson, Resolution 10-70 was approved.

AYES: Milligan, Slinkard, Rhodes, Gibson, Pierce

NAYS: None

Upon motion by Mr. Gibson, second by Mr. Slinkard, the board voted to retire into executive session at 11:59 a.m.

AYES: Milligan, Slinkard, Rhodes, Gibson, Pierce

NAYS: None

Mrs. Milligan announced: "This body has voted to retire into executive session to consider the personnel action items. We will reconvene in public session following this executive session to present and vote on any action arrived at in private."

The board reconvened at 12:44 p.m.

Upon motion by Mr. Slinkard, second by Mr. Rhodes, the academic appointments for Jonesboro, Beebe, Mountain Home, and Newport were approved.

AYES: Milligan, Slinkard, Rhodes, Gibson, Pierce

NAYS: None

Upon motion by Mr. Pierce, second by Mr. Gibson, the academic reassignments of duty for Mountain Home were approved.

AYES: Milligan, Slinkard, Rhodes, Gibson, Pierce

NAYS: None

Upon motion by Mr. Rhodes, second by Mr. Slinkard, the non-academic appointments for Jonesboro and Beebe were approved.

AYES: Milligan, Slinkard, Rhodes, Gibson, Pierce

NAYS: None

Upon motion by Mr. Gibson, second by Mr. Pierce, the non-academic reassignments of duty for Jonesboro and Newport were approved.

AYES: Milligan, Slinkard, Rhodes, Gibson, Pierce

NAYS: None

Upon motion by Mr. Slinkard, second by Mr. Rhodes, the contract extensions for Jonesboro were approved.

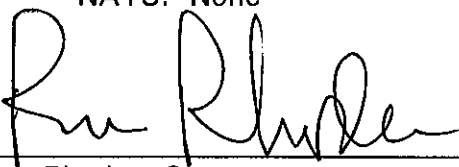
AYES: Milligan, Slinkard, Rhodes, Gibson, Pierce

NAYS: None

Upon motion by Mr. Gibson, second by Mr. Pierce, the meeting adjourned at 12:47 p.m.

AYES: Milligan, Slinkard, Rhodes, Gibson, Pierce

NAYS: None

  
Ron Rhodes, Secretary

  
Florine Tousant Milligan, Chair

## **EXECUTIVE SUMMARY**

Contact: Ed Kremers (870) 972-3303

**ACTION ITEM:** Arkansas State University System requests approval to refund Housing Revenue Bonds, Series 2001; Student Fee Revenue Bonds, Series 2001; and Student Fee Revenue Refunding Bonds, Series 2002 for Arkansas State University-Jonesboro (ASUJ) and approval to refund Student Fee and Ad Valorem Tax Secured Refunding Bonds, Series 2002, for Arkansas State University-Mountain Home (ASUMH) for the purpose of reducing annual debt service.

**ISSUE:** The Board of Trustees must approve all bond issues and refunding of bond issues.

## **BACKGROUND:**

- In 2001, ASUJ issued Housing System Revenue Bonds to construct family and graduate student housing. ASUJ also issued Student Fee Revenue Bonds to construct an athletic track facility.
- In 2002 ASUJ issued bonds for refunding a 1997 issue, and for permanent funding two short term capital loans. ASUMH also issued bonds for refunding a 1997 issue.
- ASUJ and ASUMH would like to reduce their overall debt service payments by taking advantage of the low interest rates now available in the market for tax free debt.
- Refunding the 2001 and 2002 bonds would provide an opportunity for an overall savings of a minimum of \$1,500,000 over the remaining life of the bonds.
- The Board will need to provide authority to hire bond counsel and an underwriter for the sale of refunding bonds. ASUJ recommends retaining Stephens, Inc. to manage the bond sale and the firm of Friday, Eldredge & Clark to serve as bond counsel.
- ASU is not required to seek Arkansas Higher Education Coordinating Board approval for refunding of an existing issue.
- The chair of the Board, the president of the ASU System, and the vice chancellor for Finance and Administration of ASUJ are authorized to execute such writings and take such action as may be appropriate to cause the bonds to be issued, including without limitation, and with respect to each issue, the execution and delivery of a trust indenture or trust indentures, a Bond Purchase Agreement with the underwriters, a continuing disclosure agreement in compliance with the Securities and Exchange Commission Rule 15c2-12, and an Official Statement.

**EXECUTIVE SUMMARY**

Contact: Ed Kremers (870) 972-3303

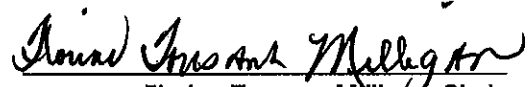
- All prior resolutions in conflict with this new issue debt will be repealed to the extent of such conflict. The new bonds shall mature over a period not greater than twenty-one (21) years. Moreover, the underwriters' discount shall not be more than 1.2 percent of the principal amount thereof.

**RECOMMENDATION/RESOLUTION:**

Be it resolved that Arkansas State University System is approved to refund the Housing Revenue Bonds, Series 2001; the Student Fee Revenue Bonds, Series 2001; and the Student Fee Revenue Refunding Bonds, Series 2002 for ASU-Jonesboro and the Student Fee and Ad Valorem Tax Secured Refunding Bonds, Series 2002, for ASU-Mountain Home in an amount not to exceed \$15,500,000 and provide for a minimum overall savings of \$1,500,000 over the remaining life of the bonds listed herein. Furthermore, approval is granted to engage Stephens, Inc. as underwriter and the firm of Friday, Eldredge & Clark as bond counsel.



Ron Rhodes, Secretary



Florine Tousant Miligan, Chair

**EXECUTIVE SUMMARY**

Contact: Robert L. Potts (870) 933-7900

**ACTION ITEM:** Arkansas State University System requests authority for chancellors of Arkansas State University (ASU) campuses to waive certain fees for ASU students who leave a system campus to participate in academic credit bearing courses offered outside of the United States.

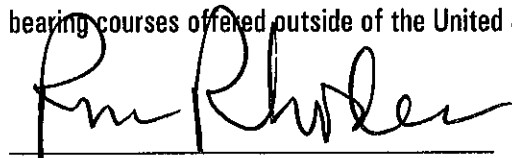
**ISSUE:** The Board of Trustees must approve the waiver of fees.


**BACKGROUND:**

- The Arkansas State University System continues to expand the scope of its academic and research activities beyond the borders of the United States.
- ASU students have the opportunity to leave system campuses and attend academic credit bearing courses outside the United States.
- This expansion of academic and research activities to other countries has created the opportunity for unique educational experiences for students that will prepare them for advanced educational endeavors and for their chosen careers.
- Graduate and undergraduate students who enroll in these courses abroad are now required to pay for expenses associated with these academic or research trips to other countries, including the payment of tuition and fees to their ASU campus.
- The imposition of full tuition and fees serves as a deterrent for some of the university's most promising students who simply cannot afford financially to take advantage of this unique and enriching educational experience.
- Waiving fees for services which cannot be utilized by this narrowly defined group of students will increase the likelihood that talented students will be able to participate in courses offered outside of the United States.
- The Technology Fee, the Library Fee, the Arkansas Assessment Fee or other fees established by the Arkansas Department of Higher Education will not be waived.

**RECOMMENDATION/RESOLUTION**

Be it resolved that the Arkansas State University System campus chancellors are authorized to waive certain fees for services which cannot be utilized by students who leave a system campus to participate in academic credit bearing courses offered outside of the United States, effective spring semester 2011.

  
Ron Rhodes, Secretary

  
Florine Tousant Milligan, Chair

**EXECUTIVE SUMMARY**

Contact: Ed Kremers (870) 972-3303

**ACTION ITEM:** Arkansas State University-Jonesboro (ASUJ) requests approval of a fall 2010 private athletic camp agreement.

**ISSUE:** ASUJ wishes to contract with certain athletic personnel to conduct private athletic camps on the ASUJ campus. Camps are designed to bring future students to ASUJ due to their exposure to its facilities and personnel while engaged in program activities. Additionally, funds are generated and paid to ASUJ to cover the use of its facilities and auxiliary services.

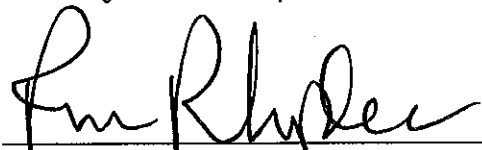
**BACKGROUND:**

- Act 707 of 1981 entitled "AN ACT TO SAFEGUARD THE STATE'S INTEREST IN INSTITUTION-OWNED FACILITIES; AND FOR OTHER PURPOSES," empowers the Boards of Trustees of the state institutions of higher learning to grant permission to employees of such institutions to conduct, on and in campus facilities, certain outside work for private compensation (as described in the Act) which are to be engaged in only after they have discharged fully, their employment responsibilities to such institutions. Employees are required to take vacation during these camp periods.
- The Act grants the Board the non-delegable duty to make express findings of fact as follows:
  - the activity in question involves no conflict of interest with the mission and purpose of the institution itself;
  - the activity proposed would bring to the campus a significant number of persons who are potentially future students who might tend to enroll on that campus as a result of their exposure to its facilities and its personnel while engaged in this activity; and
  - the contemplated activity will, as a part thereof, generate funds to be paid to the state institution for the use of institutional resources which will produce significant revenues in support of the auxiliary functions of the particular campus serving its enrolled students.
- The proposed contract complies with Act 707 of 1981.
- The 2010 fall contract is as follows:

Tommy Raffo (Head Baseball Coach) for:  
Tommy Raffo Baseball Camps

**RECOMMENDATION/RESOLUTION:**

Be it resolved that Arkansas State University-Jonesboro is approved to enter into the agreements submitted for the purpose of allowing certain athletic personnel to conduct private athletic camps on and in ASUJ campus facilities.

  
Ron Rhodes, Secretary

  
Florine Tousant Milligan, Chair

**EXECUTIVE SUMMARY**

Contact: Glen Jones (870) 972-2030

**ACTION ITEM:**

Arkansas State University-Jonesboro (ASUJ) requests approval to assess tuition for a non-credit Graduate Record Examination Review (GRE) course of \$549 for residents of Arkansas and/or students who are or have been enrolled in academic credit bearing courses in affiliation with Academic Partnerships (AP) and \$649 for non-resident students who are not and have not been enrolled in academic credit bearing courses in affiliation with AP.

**ISSUE:**

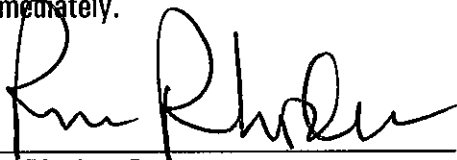
The Board of Trustees must approve tuition and fees.

**BACKGROUND:**

- Arkansas State University-Jonesboro has developed a non-credit review course to prepare students for the GRE required for admission to graduate programs at numerous institutions of higher education.
- The course is offered in conjunction with the partnership agreement between AP and ASUJ.
- Students who are residents of Arkansas and students who are or have been enrolled in academic credit bearing courses with AP will pay \$549 in tuition.
- Students who are non-residents of Arkansas and who are not and have not been enrolled in academic credit bearing courses with AP will pay \$649 in tuition.

**RECOMMENDATION/RESOLUTION:**

Be it resolved that Arkansas State University-Jonesboro is approved to assess tuition for a non-credit Graduate Record Examination Review course of \$549 for residents of Arkansas and/or students who are or have been enrolled in academic credit bearing courses in affiliation with AP and \$649 for non-resident students who are not and have not been enrolled in academic credit bearing courses with AP, effective immediately.



Ron Rhodes, Secretary

  
Florine Tousant Milligan, Chair

**EXECUTIVE SUMMARY**

Contact: Glen Jones (870) 972-2030

**ACTION ITEM:** Arkansas State University-Jonesboro (ASUJ) requests approval to assess a \$120 course materials fee for a non-credit Graduate Record Examination (GRE) course.

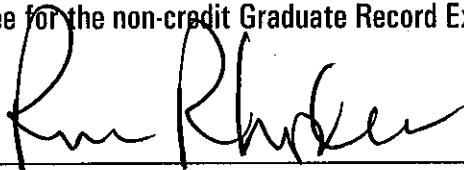
**ISSUE:** The Board of Trustees must approve tuition and fees.

**BACKGROUND:**

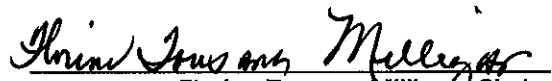
- Arkansas State University-Jonesboro has developed a non-credit review course to prepare students for the GRE required for admission to graduate programs at numerous institutions of higher education.
- The course is offered in conjunction with the partnership agreement between Academic Partnerships (AP) and ASUJ.
- Associated custom course materials, which provide skill building in writing, mathematics, reading, critical thinking and related examination areas, are required for purchase by ASUJ for each student.
- Direct purchase of the custom internet course materials will allow for the materials to be directly included in the course delivery platform for seamless access of the materials via a single logon by the student using the AP course delivery platform.

**RECOMMENDATION/RESOLUTION:**

Be it resolved that Arkansas State University-Jonesboro is approved to assess a \$120 course materials fee for the non-credit Graduate Record Examination course, effective immediately.



Ron Rhodes, Secretary

  
Florine Tousant Milligan, Chair



**EXECUTIVE SUMMARY**

Contact: Dr. Daniel Howard (870) 972-3030

**ACTION ITEM:** Arkansas State University-Jonesboro (ASUJ) requests approval to increase the international student health screening fee from \$75 to \$125.

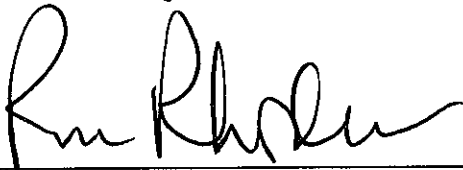
**ISSUE:** The Board of Trustees must approve all tuition and fee changes.

**BACKGROUND:**

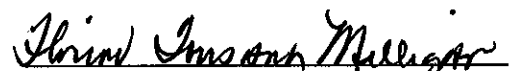
- The Arkansas Department of Health (ADH) has identified colleges and universities within the state of Arkansas as a population at risk for tuberculosis (TB) infection.
- Pursuant to Act 96 of 1913, targeted testing and treatment of students with latent TB infection or TB disease at institutions of higher education are effective methods to prevent, control, and eliminate TB among college and university students, faculty, and staff.
- International students at ASUJ are required to go through the TB screening process during their orientation process, which is conducted prior to enrollment.
- Due to the enrollment growth at ASUJ and lack of funds and personnel at the ADH, the Student Health Center at ASUJ has been advised by the ADH to employ a part-time TB nurse to handle international students' TB screening process.
- The cost for the part-time TB nurse and all the logistical costs associated with the process including extra nurses from the ADH, translators, mobile X-Ray unit, vehicles, drivers, gas, and supplies for the screening will be covered by the revenue generated by the international student health screening fee.
- The health screening fee also will provide funds to aid in completing missing immunization for measles, mumps, and rubella, which is required by law by the State of Arkansas.

**RECOMMENDATION/RESOLUTION:**

Be it resolved that Arkansas State University-Jonesboro is approved to increase the international student health screening fee from \$75 to \$125, effective spring semester 2011.



Ron Rhodes, Secretary



Florine Tousant Milligan, Chair

**EXECUTIVE SUMMARY**

Contact: Dr. Daniel Howard (870) 972-3030)

**ACTION ITEM:** Arkansas State University-Jonesboro (ASUJ) requests approval to increase the international student health insurance monthly premium from \$88 to \$93.

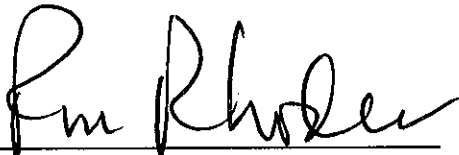
**ISSUE:** The Board of Trustees must approve all tuition and fee changes.

**BACKGROUND:**

- By federal law, international students on F-1 and J-1 student visas must maintain health insurance coverage for the duration of their studies in the United States.
- The Office of International Programs enrolls all international students in ASU-approved health insurance upon registration at ASUJ unless they are part of a government-sponsored program or cohort in which health insurance is provided that is equal to or better than that required by ASUJ and a claims support center is available in the United States.
- The health insurance premium for international students will be increased by the insurance carrier from \$88 to \$93, effective January 1, 2011, and the associated costs should be borne by the students being covered by the policy.

**RECOMMENDATION/RESOLUTION:**

Be it resolved that Arkansas State University-Jonesboro is approved to increase the international student health insurance monthly premium from \$88 to \$93, effective spring semester 2011.



Ron Rhodes, Secretary

  
Florine Tousant Milligan, Chair

**EXECUTIVE SUMMARY**

Contact: Daniel Howard (870) 972-3030

**ACTION ITEM:** Arkansas State University-Jonesboro (ASUJ) requests approval to increase the English as a Second Language (ESL) laboratory course fee from \$100 to \$200.

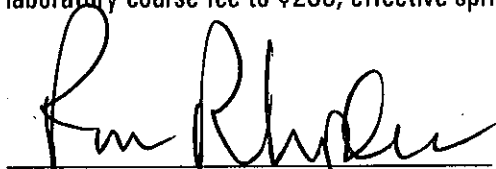
**ISSUE:** The Board of Trustees must approve all tuition and fee changes.

**BACKGROUND:**

- Dedicated computerized ESL labs play a key role in the curriculum of the ESL program.
- Computer labs provide students with additional language support and development, practice in pronunciation, development of four skills (listening, reading, writing, speaking), and overall represent another forum in which students are engaged actively in learning.
- The costs associated with the labs for providing the services are increasing as the program's enrollment increases.
- Enrollment growth results in an increase in attendant costs: a language software license must be purchased for each student; additional hardware (headphone and microphone sets) must be purchased for each student; and replacement and/or repair of broken or worn equipment increases proportionately with usage and enrollment growth. Other cost areas affected by increased growth include lease and support of the university network system, and human resources costs (including lab attendants, instructors, and computer technicians).
- Unlike traditional academic programs, ESL is self-funded by the tuition and fee revenues that it generates from students enrolled in the ESL program. Increasing the computer lab fee will help the ESL program to maintain and improve the learning environment for international students, which should help international students gain mastery of English and move into academic programs offered by ASU in the shortest practicable time.

**RECOMMENDATION/RESOLUTION:**

Be it resolved that Arkansas State University-Jonesboro is approved to increase the English as a Second Language laboratory course fee to \$200, effective spring semester 2011.

  
Ron Rhodes, Secretary

  
Florine Tousant Milligan, Chair

**EXECUTIVE SUMMARY**

Contact: Daniel Howard (870) 972-3030

**ACTION ITEM:** Arkansas State University-Jonesboro (ASUJ) requests approval to increase the international student fee.

**ISSUE:** The Board of Trustees must approve all tuition and fee changes.

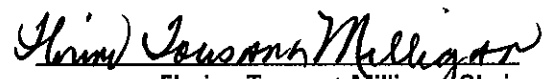
**BACKGROUND:**

- ASUJ enrolled 127 international students in the fall of 2007. Through well-considered and implemented initiatives this number is expected to climb to more than 1,000 by fall 2010.
- A portion of the proposed international student fee increase will be used to fund actions that will contribute to international student retention and graduation rates.
- To continue the above positive trends, ASUJ needs to increase the international student fee, which is charged only to international students and used only for their benefit.
- The \$350 per semester and \$175 for summer sessions international student fee will allow more intensive international recruiting, assist in providing the infrastructure needed on campus to support more international students, cover the increased costs of transporting international students, and mailing international student documents between ASUJ and the home countries of these students.
- The \$350 international student fee for the student's final semester will be collected when the student initially enrolls.

**RECOMMENDATION/RESOLUTION:**

Be it resolved that Arkansas State University-Jonesboro is approved to increase the international student fee from \$300 to \$350 for regular semesters and from \$150 to \$175 for the summer sessions, effective spring semester 2011.

  
Ron Rhodes, Secretary

  
Florine Tousant Milligan, Chair

**EXECUTIVE SUMMARY**

Contact: Glen Jones (870) 972-2030

**ACTION ITEM:** Arkansas State University-Jonesboro (ASUJ) requests approval to offer a Bachelor of Science in Nutritional Science with a major in Dietetics.

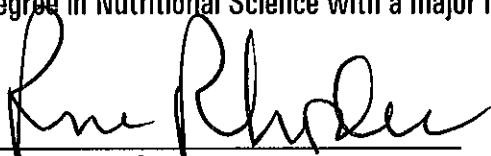
**ISSUE:** The Board of Trustees must approve the offering of any new degree, minor or option of an existing degree.

**BACKGROUND:**

- The proposed coordinated program in dietetics, housed in the College of Nursing and Health Professions, consists of 74 hours of sequenced and integrated professional didactic and clinical courses, including 1,200 supervised practice hours as part of a 135 credit hour curriculum.
- Upon completion of the required courses, the program graduate is eligible to take the national registry examination for dietitians and then be prepared to seek employment as an entry level dietitian in a variety of healthcare and food service facilities.
- The program will seek accreditation from the Commission on Accreditation for Dietetics Education which is recognized by the U.S. Department of Education and the Council for Higher Education Accreditation.
- All professional courses are new courses. Existing classrooms and some labs will be used to provide space for student cohorts. Jonesboro Public Schools will provide the "kitchen" laboratory.
- There is a growing need for nutrition intervention and education in the Delta area. The program development costs for this initiative were funded by Ritterwood Farms over a two-year period.

**RECOMMENDATION/RESOLUTION:**

Be it resolved that Arkansas State University-Jonesboro is approved to offer a Bachelor of Science Degree in Nutritional Science with a major in Dietetics, effective fall semester 2011.

  
Ron Rhodes, Secretary

  
Florine Tousant Milligan, Chair

**EXECUTIVE SUMMARY**

Contact: Glen Jones (870) 972-2030

**ACTION ITEM:** Arkansas State University-Jonesboro (ASUJ) requests approval to offer an existing program, the Associate of Applied Science in Nursing (AASN), at the Kennett, Missouri campus of Southeast Missouri State University.


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

**BACKGROUND:**

- The College of Nursing and Health Professions currently delivers AASN degrees to Mountain Home, Beebe and West Memphis. At the request of President Dobbins, Southeast Missouri State University (SEMO), ASUJ would like to deliver this degree program to the Kennett branch of the SEMO campus. The traditional AASN is a 73 credit hour program which contains 19 general education hours, 43 hours of professional courses and 11 credits in required support courses. The LPN to AASN transition track is a 67 credit hour program which contains 19 general education hours, 37 hours of professional courses and 11 credits in required support courses. Most of the courses would be delivered to Kennett by compressed video from Jonesboro or another of our distance learning campuses. Two full-time faculty would be employed at the Kennett site for laboratory and clinical work.
- The purpose of the traditional AASN is to prepare graduates to function in acute and community-based settings. For the traditional track, only certification as a nursing assistant is required. For the transition track, a licensed practical nursing degree is required. Students who graduate from this program are eligible to take the RN examination.
- This program will provide a new pool of RNs for the Kennett market. We anticipate taking 16-24 students in the first year. Hospitals and health care agencies have been working with SEMO to bring RN education to their region.

**RECOMMENDATION/RESOLUTION:**

Be it resolved that Arkansas State University-Jonesboro is approved to offer an existing program, Associate of Applied Science in Nursing, at the Kennett campus of Southeast Missouri State University, effective fall semester 2011.

  
Ron Rhodes, Secretary

  
Florine Tousant Milligan, Chair

**EXECUTIVE SUMMARY**

Contact: Ted Kalthoff (501) 882-8830

**ACTION ITEM:** Arkansas State University-Beebe (ASUB) requests approval of the revised Faculty Handbook.

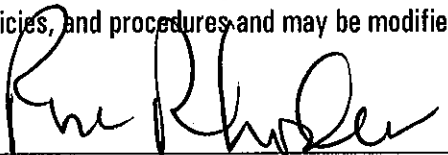
**ISSUE:** The Board of Trustees must approve Faculty handbooks.

**BACKGROUND:**


- ASUB wishes to provide all of its faculty with a handbook which provides guidance as to the university mission and goals; organization and governance; personnel policies; academic policies, procedures, and services; promotion, retention and tenure policies and procedures; faculty grievance procedure; administrative support services and policies; steps associated with formal and informal grievances and compliance with sexual harassment policies; constitution of the Faculty Association; and other policies and procedures.
- The current Arkansas State University-Beebe Faculty Handbook was approved in 2002. Many policies and procedures have been added or changed since the last handbook was approved and a complete update was needed to reflect the institution's policies and procedures.
- The ASUB Chancellor appointed a committee consisting of the Vice Chancellor for Academic Affairs, division chairs, faculty members, and faculty senate representatives which has worked the last three years to update the handbook.
- The entire revised handbook has been reviewed by the Faculty Senate with their suggested changes being included in the final copy.
- ASU System legal counsel has reviewed the revised handbook.

**RECOMMENDATION/RESOLUTION:**

Be it resolved that Arkansas State University-Beebe is approved to adopt the revised Faculty Handbook. The Board of Trustees recognizes that the Faculty Handbook is not a contract. It is, instead, a guide to operations, policies, and procedures and may be modified at any time by the Board of Trustees.



Ron Rhodes, Secretary

  
Florine Tousant Milligan, Chair

**EXECUTIVE SUMMARY**

Contact: Larry Williams (870) 512-7851

**ACTION ITEM:** Arkansas State University-Newport (ASUN) requests approval to delete the Associate of Applied Science degree and the Technical Certificate in the Paramedic program.

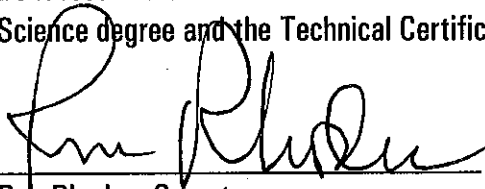
**ISSUE:** The Board of Trustees must approve the addition and deletion of academic programs of study.

**BACKGROUND:**

- ASU-Newport periodically deletes programs no longer necessary to serve the student population.
- Due to the lack of enrollment, ASUN is requesting deletion of this program. Currently there are no students enrolled in or progressing through the paramedic program.

**RECOMMENDATION/RESOLUTION:**

Be it resolved that Arkansas State University-Newport is approved to delete the Associate of Applied Science degree and the Technical Certificate in the Paramedic program effective immediately.



Ron Rhodes, Secretary



Florine Tousant Milligan, Chair



**ARKANSAS STATE UNIVERSITY-JONESBORO**  
**ACADEMIC APPOINTMENTS**  
**(Prepared for the Board of Trustees)**  
**September 10, 2010**

**ABDENOUR, JESSE**

Temporary Instructor in Broadcast Journalism

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

Effective: August 16, 2010

Source of Funds: Education and General, page 115, line 5

Justification: Replacing Dr. Mary Jackson Pitts who is currently serving as Interim Chair (Salary - \$65,316)

**Education:**

2010 M.A., University of Arkansas, Fayetteville, AR

1999 B.S., Ohio University, Athens, OH

**Employment:**

2008 – 2010 Graduate Assistant, University of Arkansas, Fayetteville, AR

2007 – 2008 Videographer/Producer, Network Video Productions, Fayetteville, AR

2006 – 2007 Weekend Sports Anchor, KNWA/KARK-TV, Fayetteville/ Little Rock, AR

2004 – 2006 Sports Director, WREX-TV, Rockford, IL

2003 – 2004 News Reporter, WCMH-TV, Columbus, OH

2001 – 2003 Weekend Sports Anchor, WQAD-TV, Moline, IL

1999 – 2001 Weekend Sports Anchor, KAAL-TV, Austin, MN

**ADAMS, JASON MICHAEL**

Visiting Instructor in Political Science

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

Effective: August 16, 2010

Source of Funds: Education and General, page 99, line 11

Justification: Replacing Dr. Fiona Miller who resigned (Salary - \$50,401)

**Education:**

2010 Ph.D., University of Hawaii, Manoa, HI

2003 M.A., Simon Fraser University, British Columbia, Canada

2002 B.A., Evergreen State College, Olympia, WA

**Employment:**

Aug 2009 – May 2010 Lecturer, Hawaii Pacific University, Honolulu, HI

Jan 2007 – Dec 2010 Teaching Assistant/Lecturer, University of Hawaii, Manoa, HI

Aug 2005 – Dec 2007 Teaching Assistant, European Graduate School, Saas-Fee, Switzerland

**ARNELL, NICOLE L.**

Assistant Professor of Graphic Design

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

Effective: August 16, 2010

Source of Funds: Education and General, page 139, line 9

Justification: Replacing Phyllis Rambin who was not reappointed (Salary - \$43,370)

**Education:**

2010 M.F.A., Colorado State University, Fort Collins, CO

1997 B.A., Indiana University, Bloomington, IN

**Employment:**

Jan 2007 – 2010	Art Director/Designer Freelance, Colorado State University, Fort Collins, CO
Aug 2007 – Dec 2009	Instructor in Graphic Design, Colorado State University, Fort Collins, CO
Jan 2005 – Dec 2007	Instructor in Graphic Design, Westwood College, Denver, CO
Aug 2004 – Oct 2006	Art Director, The Integer Group, Lakewood, CO
Mar 2004 – Aug 2004	Art Director/Freelance, Karsh & Hagan, Denver, CO
Dec 2002 – Mar 2004	Designer/Lead Production Artist, Sadler & Dorchester Marketing & Advertising, Denver, CO
Dec 2001 – Dec 2002	Designer/Freelance, San Diego County, CA
Dec 1998 – Nov 2001	Art Director, The Integer Group, Lakewood, CO

**FENTA, ADERAW**

Visiting Assistant Professor of Mathematics

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

Effective: August 16, 2010

Source of Funds: Salary savings due to grant buyout, page 92, line 11

Justification: Backfilling classes for William Paulsen who is conducting research—Shades Grant (Salary - \$67,380)

**Education:**

2008 Ph.D., Kent State University, Kent, OH

1987 M.A., Addis Ababa University, Addis Ababa, Ethiopia

1982 B.S., Addis Ababa University, Addis Ababa, Ethiopia

**Employment:**

Jan 2010 – May 2010	Adjunct Faculty, Cumberland County Community College, Vineland, NJ
Aug 2008 – May 2009	Visiting Assistant Professor, Arkansas State University, State University, AR
Sep 2007 – Jun 2008	Visiting Instructor, Otterbein College, Westerville, OH
Aug 2001 – Aug 2007	Graduate Teaching Fellow, Kent State University, Kent, OH

**FOERSTER, ANDREA**

Temporary Instructor and Coordinator of Learning Assistance

Salary: \$28,000 (10-month rate)

Effective: August 1, 2010

Source of Funds: Education and General, page 66, line 5

Justification: Replacing Julie Thatcher who transferred to Office of Research and Technology Transfer (Salary - \$40,000)

Education:

2011 M.S., Arkansas State University  
2004 B.S., College of the Ozarks, Point Lookout, MO

Employment:

Aug 2009 – 2010 Graduate Assistant/Program Coordinator, Arkansas State University-Jonesboro,  
May 2003 – May 2009 Assistant Director of Admissions, College of the Ozarks, Point Lookout, MO

**FOERSTER, BRIAN J.**

Temporary Instructor in Mathematics

Salary: \$31,590 (9-month rate)

Effective: August 16, 2010

Source of Funds: Education and General, page 92, line 13

Justification: Replacing Dana Bingham who resigned (Salary - \$30,971)

Education:

2010 M.S., Arkansas State University  
2004 B.S., College of the Ozarks, Point Lookout, MO

Employment:

Aug 2008 – May 2010 Graduate Assistant, Arkansas State University, State University, AR  
Jun 2004 – Jul 2008 Instructor, Van Buren High School, Van Buren, MO

**GARRARD, CLAIRE D.**

Temporary Instructor in Theatre

Salary: \$42,000 (9-month rate)

Effective: August 16, 2010

Source of Funds: Education and General, page 141, line 5

Justification: Replacing Brent Foland who was not reappointed (Salary - \$42,000)

Education:

2009 M.F.A., University of North Carolina at Greensboro, Greensboro, NC  
2004 B.A., Samford University, Birmingham, AL

Employment:

Aug 2009 – May 2010 Instructor/Costume Shop Manager/Designer, Old Dominion University, Norfolk, VA  
Aug 2006 – May 2009 Instructor/Teaching Assistant/Designer, University of North Carolina at Greensboro, Greensboro, NC

**GASTINEAU, JANA**

Temporary Instructor in Mathematics

Salary: \$31,162 (9-month rate)

Effective: August 16, 2010

Source of Funds: Education and General, page 92, line 20

Justification: Replacing Nathan Gastineau who resigned (Salary - \$30,550)

Education:

2010 M.S., Arkansas State University

2009 B.S., Arkansas State University

Employment:

2009 – 2010 Graduate/Teaching Assistant, Arkansas State University, State University, AR

2007 – 2009 Learning Support Specialist, Arkansas State University, State University, AR

2006 – 2009 Child Care Provider, The Dover Family, Jonesboro, AR

**KELLY, RYAN R.**

Instructor in Reading

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

Effective: August 16, 2010

Source of Funds: Education and General, page 120, line 7

Justification: Replacing Greg Meeks who was appointed Associate Dean, College of Education (Salary - \$54,267)

Education:

2010 Ph.D., Iowa State University, Ames, IA

2008 M.S.E., Iowa State University, Ames, IA

2001 B.A., University of Iowa, Iowa City, IA

Employment:

Aug 2009 – May 2010 Adjunct Instructor, Des Moines Area Community College, Ankeny, IA

Aug 2008 – Jul 2009 Lead Course Instructor, Iowa State University, Ames, IA

Jul 2006 – Jul 2010 Summer Program Instructor, Iowa State University, Ames, IA

Aug 2006 – May 2010 Graduate Assistant/Research Assistant, Iowa State University, Ames, IA

Aug 2005 – Jun 2006 Language Arts Teacher, Dowling Catholic High School, West Des Moines, IA

Aug 2004 – Jun 2005 Graduate Assistant/Teaching Assistant, Iowa State University, Ames, IA

Jul 2002 – Jun 2004 Language Arts Teacher, Oskaloosa Senior High School, Oskaloosa, IA

**LAMBERTUS, AMANDA J.**

Assistant Professor of Mathematics

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

Effective: August 16, 2010

Source of Funds: Education and General, page 92, line 3

Justification: Replacing Robert F. Rossa who retired (Salary - \$77,835)

Education:

2010 Ph.D., North Carolina State University, Raleigh, NC

2007 M.S., North Carolina State University, Raleigh, NC

1989 B.A., Indiana University, Bloomington, IN

Employment:

Aug 2004 – May 2010    Teaching and Research Assistant/Instructor, North Carolina State University, Raleigh, NC

**McGARR, MITCHELL CASEY**

Assistant Professor of Graphic Design

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

Effective: August 16, 2010

Source of Funds: Education and General, page 139, line 6

Justification: Replacing Neil Matthiessen who resigned (Salary - \$45,721)

Education:

2010    M.F.A., Texas A & M University Commerce, Commerce, TX

1989    B.A., Texas Tech University, Lubbock, TX

Employment:

Jan 2008 – May 2010    Instructor of Graphic Design, Texas A & M Commerce at UCD, Commerce, TX

Aug 2003 – Dec 2008    Instructor of Graphic Design, Collin County Community College, Plano, TX

**McPIKE, HEATHER DAWN**

Assistant Professor of Nursing

Salary: \$47,278 (9-month rate)

Effective: August 16, 2010

Source of Funds: Education and General, page 157, line 3 (Self-supporting program)

Justification: New position to teach required nursing courses in accelerated BSN program

Education:

2008    M.S.N., Arkansas State University, State University, AR

2002    B.S.N., Baptist College of Health Sciences, Memphis, TN

Employment:

Jul 2005 – May 2008    Registered Nurse, St. Bernard's Medical Center, Jonesboro, AR

Jan 2006 – Dec 2007    Clinical Practicum Instructor, Arkansas State University, State University, AR

Feb 2004 – May 2005    Line Nurse Educator, St. Jude Children's Research Hospital, Memphis, TN

Aug 2003 – Feb 2004    Registered Nurse, NEA Medical Center, Jonesboro, AR

May 2002 – Feb 2004    Registered Nurse, St. Jude Children's Research Hospital, Memphis, TN

**MUEHLER, MARILYN**

Temporary Instructor in Reading

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

Effective: August 16, 2010

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

Justification: Replacing Patricia K. McCoy who was not reappointed (Salary \$33,057)

Education:

2008 M.S.E., University of Central Arkansas, Conway, AR  
1975 B.S.E., National College of Education, Evanston, IL

Employment:

1992 – 2010 Instructor, Flippin Public School, Flippin, AR

**MURRY, WILLIAM DEAN**

Visiting Instructor in Physics

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

Effective: August 16, 2010

Source of Funds: Education and General, page 90, line 13

Justification: Replacing Magdalena Djordjevic who resigned (Salary \$48,000)

Education:

2010 M.S., Arkansas State University  
2006 B.S., Arkansas State University

Employment:

2006 – 2009 Graduate Assistant, Arkansas State University, State University, AR  
2002 – 2005 Undergraduate Student, Arkansas State University, State University, AR  
1999 – 2001 Night-time Processor, First National Bank of Eastern Arkansas, Forrest City, AR

**NORMAN, BILINDA LANE**

Assistant Professor of Nursing

Salary: \$51,003 (9-month rate)

Effective: August 16, 2010

Source of Funds: Education and General, page 145, line 25

Justification: Replacing Lori Clay who transferred to a different position (Salary \$47,278)

Education:

2007 M.S.N., Arkansas State University, State University, AR  
1990 B.S.N., Arkansas State University, State University, AR

Employment:

Apr 1998 – 2010 Diabetes Management, NEA Baptist Clinic, Jonesboro, AR

**PANKEY, TONYA A.**

Assistant Professor of Nursing

Salary: \$48,000 (9-month rate)

Effective: August 16, 2010

Source of Funds: Education and General, page 155, line 3 (Self-supporting program)

Justification: Replacing Sarah Davidson who went to part-time teaching (Salary \$46,500). Pankey assumed full-time teaching responsibilities at Mid-South Community College

**Education:**

2009 M.S.N., Walden University, Baltimore, MD  
1999 B.S.N., Arkansas State University

**Employment:**

Aug 2006 – 2010 Clinical Instructor/Advisor, East Arkansas Community College, Forrest City, AR  
Sep 2004 – 2010 Hospice Clinical Supervisor, Baptist Trinity Home Care and Hospice, Memphis, TN  
Mar 2004 – Sep 2004 Clinic Nurse, U.T. Cancer Institute, Memphis, TN  
Oct 1999 – Mar 2004 Clinic Nurse, Memphis Cancer Center, Memphis, TN

**SHIN, YUN-JEONG**

Instructor in Psychology and Counseling  
(Assistant Professor with doctorate)

Salary: \$48,000 (9-month rate)

Effective: August 16, 2010

Source of Funds: Education and General, page 123, line 13

Justification: Replacing Latoya Pierce who resigned (Salary - \$47,683)

**Education:**

2010 Ph.D., Purdue University, West Lafayette, IN (Expected September 2010)  
2004 M.A., Seoul National University, Seoul, Korea  
2002 B.A., Seoul National University, Seoul, Korea

**Employment:**

Jan 2009 – 2010 Co-Instructor, Purdue University, West Lafayette, IN  
Aug 2009 – 2010 Doctoral Intern, University of Illinois, Urbana-Champaign, IL  
Aug 2007 – Dec 2008 Instructor, Purdue University, West Lafayette, IN  
Aug 2004 – Jun 2008 Research Assistant, Purdue University, West Lafayette, IN  
Mar 2003 – Aug 2004 Research Assistant, Seoul National University, Seoul, Korea  
Mar 2002 – Jun 2003 Teaching Assistant, Seoul National University, Seoul, Korea

**WILKINSON, MELISSA**

Assistant Professor of Art

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

Effective: August 16, 2010

Source of Funds: Education and General, page 139, line 4

Justification: Replacing Mr. Thomas Chaffee who retired (Salary \$71,040)

**Education:**

2006 M.F.A., Southern Illinois University-Carbondale, Carbondale, IL  
2002 B.A., Western Illinois University, Macomb, IL

**Employment:**

2007 – 2010 Instructor of Art, McLennan Community College, Waco, TX  
2006 – 2007 Lecturer of Art, Iowa State University, Ames, IA  
2004 – 2006 Instructor of Art, Southern Illinois University-Carbondale, Carbondale, IL

2002 – 2004     Instructor of Art, University of Wisconsin-Milwaukee, Milwaukee, WI

**WILLIAMS, JOE**

Associate Professor of Nursing/Nurse Anesthesia

Salary: \$196,500 (12-month rate)

Effective: July 1, 2010

Source of Funds: Education and General, page 153, line 4 (Self-supporting program)

Justification: New position required to properly meet accreditation standards due to the number of current students (94)

**Education:**

2005     Ph.D., Union Institute University, Cincinnati, OH

1977     M.S., The University of North Carolina School of Medicine, Chapel Hill, NC

1969     B.S., Baylor University School of Nursing, Dallas, TX

**Employment:**

Jan 2009 – 2010     Associate Professor/Nurse Anesthesia, Texan Wesleyan University, Fort Worth, TX

Aug 2007 – Dec 2008     Associate Clinical Professor, Texas Christian University, Fort Worth, TX

Dec 1986 – Jul 2007     Associate Professor, Nurse Anesthesia Program, University of Alabama, Birmingham, AL

**WOOTEN, AMBER**

Temporary Instructor in Diagnostic Medical Sonography

Salary: \$51,000 (12-month rate)

Effective: July 1, 2010

Source of Funds: Education and General, page 149, line 6; page 143, line 3

Justification: Replacing Jennifer King who resigned (Salary \$60,135)

**Education:**

2004     B.S., Arkansas State University, State University, AR

(Professional Registry credentials and experience satisfy HLC instructional qualifications)

**Employment:**

Jan 2008 – 2010     Adjunct Faculty, Arkansas State University, State University, AR

Sep 2007 – 2010     Sonographer, NEA Baptist Memorial Hospital, Jonesboro, AR

Aug 2004 – Aug 2007     Sonographer, Aureus Medical Group, LLC, Omaha, NE

Feb 2002 – Aug 2004     Radiologic/CT Technologist, NEA Medical Center, Jonesboro, AR

Oct 2000 – Feb 2002     Student radiologic Technologist, St. Bernard's Medical Center, Jonesboro, AR

**ZHOU, GUO-LEI**

Assistant Professor of Molecular Biology

Salary: \$69,500 (9-month rate)

Effective: August 16, 2010

Source of Funds: Education and General, page 89, line 20 (\$52,000)

ABI funded two years (\$17,500)

(Commencing third year the PI is responsible for funding ¼ salary)

Justification: Replacing Alan Christian who resigned (Salary \$52,678)



**Education:**

2000 Ph.D., Tottori University, Tottori, Japan  
1995 M.S., Shimane University, Matsue, Japan  
1990 M.S., China Agricultural University, Beijing, China  
1987 B.S., China Agricultural University, Beijing, China

**Employment:**

Sep 2006 – 2010 Senior Research Investigator, University of Pennsylvania School of Medicine,  
Philadelphia, PA  
Sep 2003 – Aug 2006 Associate Research Scientist, University of Pennsylvania School of Medicine,  
Philadelphia, PA  
Jun 2000 – Aug 2003 NIH Postdoctoral Fellow, University of Pennsylvania School of Medicine,  
Philadelphia, PA

**ARKANSAS STATE UNIVERSITY-BEEBE**  
**ACADEMIC APPOINTMENTS**  
**(Prepared for Board of Trustees)**  
**September 10, 2010**

**ANDERSON, KEVIN**

Temporary Instructor of Biology/Microbiology

Arkansas State University-Beebe

Salary: \$40,000 for 9 months

Effective Date: August 16, 2010

Source of Funds: Educational & General Budget, page 44

Justification: Replaced Erica Stephens who resigned (salary \$44,378)

**Education:**

Jul 1987 Ph.D. in Microbiology, Kansas State University, Manhattan, Kansas

May 1982 Master of Science in Food Science, Kansas State University, Manhattan, Kansas

May 1980 Bachelors of Science in Microbiology and Food Science, Kansas State University-Manhattan

**Employment:**

Aug 2009 – Aug 2010 Independent Contractor, Manuscript Reviewer and Biotech Technical Presenter,  
Prescott, Arizona

Mar 2009 – Jul 2009 Laboratory Supervisor, Ciris Energy, Centennial, Colorado

Jan 2009 – Mar 2009 Relocated, Seeking Employment

Nov 2007 – Jan 2009 Senior Scientist, Coskata Energy, Warrenville, Illinois

Jan 2004 – Nov 2007 Microbiologist, Akro BioFuels, New River, Arizona

Oct 2003 – Jan 2004 Seeking Employment

Jun 2000 – Oct 2003 Research Microbiologist, USDA/ARS-National Swine Research Center, Ames, Iowa

Jun 1998 – May 2000 Adjunct Instructor of Biology, East Mississippi Community College at Scooba

**BROCK, DAVA**

Instructor of Psychology

Arkansas State University-Beebe

Salary: \$35,000 for 9 months

Effective Date: August 16, 2010

Source of Funds: Educational & General Budget, page 31

Justification: Replaced Billy Powell who is deceased (salary \$43,532)

**Education:**

Dec 2003 Master of Science in Community Counseling, University of Central Arkansas-Conway

Dec 2000 Bachelors of Science in Psychology, University of Central Arkansas-Conway

May 1999 Associate of Liberal Arts, Arkansas State University-Beebe

May 1993 License Practical Nurse Program, Arkansas State University-Newport

**Employment:**

Jan 2006 – May 2010 Adjunct Instructor of Psychology, Arkansas State University-Beebe  
Mar 2004 – Aug 2010 School-based Clinician Counseling, Health Resources of Arkansas, Batesville  
Aug 2003 – Feb 2004 Counseling Internship, Conway Public School District, Conway, Arkansas  
Jan 2003 – May 2003 Internship for Counseling Center, University of Central Arkansas-Conway  
Aug 2002 – May 2003 Graduate Assistant for Counseling Center, University of Central Arkansas-Conway  
Aug 2002 – Dec 2002 Internship for Individual and Crisis Counseling, Health Resources of Arkansas, Searcy  
Jun 2001 – Mar 2002 Office Nurse, Conway Children's Clinic, Conway, Arkansas  
Jan 1999 – Dec 2003 Pursued higher educational degrees

**FARRIS, BETH**

Instructor of Reading

Arkansas State University-Beebe

Salary: \$35,000 for 9 months

Effective Date: August 16, 2010

Source of Funds: Educational & General Budget, page 40

Justification: Replaced Gerre Wisdom who retired (salary \$49,520)

**Education:**

Dec 1990 Master of Science in Early Childhood Education, Arkansas State University-Jonesboro  
Aug 1975 Bachelor of Science in Elementary Education, Ouachita Baptist University, Arkadelphia

**Employment:**

Aug 1989 – May 2010 Fourth Grade Elementary Teacher, Beebe School District, Arkansas  
Aug 2002 – May 2008 Adjunct Instructor of Reading, Arkansas State University-Beebe

**JONES, DAVID**

Assistant Professor of English

Arkansas State University-Beebe

Salary: \$43,000 for 9 months

Effective Date: August 16, 2010

Source of Funds: Educational & General Budget, page 40

Justification: Replaced Judith McKay who retired (salary \$59,232)

**Education:**

May 2009 Ph.D. in Comparative Literature & Cultural Studies, University of Arkansas-Fayetteville  
May 2004 Master of Arts in Communication, University of Arkansas-Fayetteville  
Dec 1998 Bachelors of Arts in English (French minor), University of Central Arkansas-Conway

**Employment:**

Aug 2009 – May 2010 Assistant Professor of English, Universidad Autónoma del Carmen, Mexico  
Jan 2005 – Jun 2009 Graduate Teaching Assistant of English/Spanish, University of Arkansas-Fayetteville  
Aug 2004 – Dec 2004 English Language Instructor, Oxford Junior College, Managua, Nicaragua  
Aug 2002 – May 2004 Pursuing master's degree in Communication, University of Arkansas-Fayetteville

Aug 1999 – May 2002 Volunteer Instructor of English as a Second Language, Peace Corps of Bulgaria

**LEWIS, STACEY**

Instructor of Business

Arkansas State University-Beebe

Salary: \$35,000 for 9 months

Effective Date: August 16, 2010

Source of Funds: Educational & General Budget, page 26

Justification: Replaced Rhonda Durham (\$41,977), who was reassigned to Director of Distance Learning

**Education:**

Dec 2007 Master of Business Administration in Management/Business Ethics, Harding University-Searcy

May 1995 Bachelors of Arts in English, Harding University, Searcy, Arkansas

**Employment:**

Feb 2010 – Mar 2010 Online Adjunct Instructor of Accounting, Harding University, Searcy

Jan 2009 – Aug 2010 Director of Finance & Operations, Capstone Ministries d/b/a Capstone Treatment Center, Judsonia, AR

Jun 2004 – Present Dissertation Editor, Self-employed, Searcy, Arkansas

Jan 2001 – Mar 2001 Claims Processor, SMC Insurance Company, Searcy, Arkansas

Jan 2000 – Dec 2000 Administrative Assistant, Camp Wyldewood, Searcy, Arkansas

Aug 1999 – Dec 2008 Fall/Spring Semesters Adjunct Instructor of Business, Harding University at Searcy

**PARKER, MARY JO**

Instructor of Music/Accompanist

Arkansas State University-Beebe

Salary: \$35,000 for 9 months

Effective Date: August 16, 2010

Source of Funds: Educational & General Budget, page 37

Justification: New position: A full time piano instructor is vital to the continuation and growth of the music department. Students leaving ASU-Beebe with an Associate in Music are expected to have a proficiency in piano.

**Education:**

Dec 1984 Master of Music, Southwestern Baptist Theological Seminary, Fort Worth, Texas

May 1981 Bachelors of Music, Union University, Jackson, Tennessee

**Employment:**

Aug 2005 – May 2010 Adjunct Instructor of Music, Arkansas State University-Beebe

Apr 2004 – Aug 2005 Administrative Assistant, Ruston-Lincoln Chamber of Commerce and Convention and Visitors' Bureau, Ruston, Louisiana

Jan 2003 – Aug 2005 Organist, Presbyterian Church of Ruston, Louisiana

Aug 2001 – May 2003 Accompanist for Voice Students, Music Department, Louisiana Tech University at Ruston

Jan 1999 – Dec 2001     Substitute Organist, First Presbyterian Church, Monticello, Arkansas

**RAMANATHAN, ANANDA**

Temporary Instructor of Physical/Environmental Science

Arkansas State University-Beebe

Salary:                 \$40,000 for 9 months

Effective Date:     August 16, 2010

Source of Funds: Educational & General Budget, page 112

Justification:        Replaced Jason Self who resigned (salary \$40,000)

**Education:**

Dec 1994             Ph.D. in Environmental Science, Oklahoma State University at Stillwater

Aug 1991             Master of Science in Biology, University of Memphis, Tennessee

Jun 1989             Master of Science in Botany, University of Memphis, Tennessee

Jun 1966             Bachelor of Science in Botany, University of Madras, India

**Employment:**

Apr 2010 – Aug 2010     Online Adjunct Instructor of IT Project Management, University of Maryland University College at Adelphi

Jan 2008 – Aug 2010     Online Adjunct Instructor of Environmental Science and Law, American Military University of American Public University System, Charles Town, West Virginia

Jan 2007 – Dec 2007     Online Adjunct Instructor of Biology, Excelsior College, Albany, New York

Mar 2006 – Mar 2010     Scientist, Environmental Fate and Effect Division, National Older Worker Career Center, Arlington, Virginia

Jan 2000 – Mar 2006     Student, Volunteer Web Editor, and Board Member of the Chesapeake Region Environmental Chapter, Washington, DC

**RAY, S. DON**

Instructor of Business

Arkansas State University-Beebe

Salary:                 \$37,000 for 9 months

Effective Date:     August 16, 2010

Source of Funds: Educational & General Budget, page 26

Justification:        Replaced Kimberly Yingling who resigned (salary \$36,999)

**Education:**

May 1997             Master of Business Administration, Arkansas State University-Jonesboro

May 1991             Bachelors of Science in Accounting, Lyon College, Batesville, Arkansas

**Employment:**

Aug 2007 – Aug 2010     Instructor of Accounting/Economics, Arkansas State University-Jonesboro

Sep 2006 – Mar 2008     Chief Financial Officer/City Treasurer (concurrently), City of Jonesboro, Arkansas

Jan 2005 – May 2006     Online Adjunct Instructor of Business, University of Arkansas-Fayetteville

Jan 2001 – Jan 2006     Instructor of Accounting/Business, Arkansas Northeastern College, Blytheville

Jan 2001 – Jul 2002 Chief Financial Officer, City of Blytheville, Arkansas  
Jan 1992 – Jan 2001 Legislative Auditor II, Arkansas Division of Legislative Audit, Little Rock

**WALTERS, VIVIAN**

Instructor of Reading

Arkansas State University-Beebe

Salary: \$35,000 for 9 months

Effective Date: August 16, 2010

Source of Funds: Educational & General Budget, page 40

Justification: Replaced Nancy Hammes who retired (salary \$44,158)

**Education:**

Aug 2002 Master of Arts in English, University of Central Arkansas-Conway

Aug 1997 Bachelors of Fine Arts, University of Houston at Texas

**Employment:**

Jan 2006 – May 2010 Adjunct Instructor of English, Arkansas State University-Beebe

Jun 2003 – Dec 2005 Unemployed, sought part-time or full-time teaching employment

Jan 2003 – May 2003 Adjunct Instructor of English, University of Central Arkansas-Conway

Aug 2002 – Dec 2002 Adjunct Instructor of English, U of A Community College-Morrilton

Jun 2001 – Jul 2002 Unemployed, prepared for University of Central Arkansas-Conway, Comprehensive Exams for Master of Arts in English degree

Mar 2001 – May 2001 Adjunct Instructor of English, Arkansas State University-Beebe (LRAFB)

Jan 2001 – Feb 2001 Unemployed, prepared for University of Central Arkansas-Conway, Comprehensive Exams for Master of Arts in English degree

Jan 2000 – Dec 2000 Full-Time Graduate Student, University of Central Arkansas-Conway

**YAYA, MARY**

Instructor of Nursing

Arkansas State University-Searcy

Salary: \$35,000 for 9 months

Effective Date: August 16, 2010

Source of Funds: Educational & General Budget, page 51

Justification: Replaced Freda Sowell who resigned (\$36,050)

**Education:**

May 2002 Bachelor of Science, Nursing, Harding University, Searcy, Arkansas

May 1996 Licensed Practical Nurse (LPN), Petit Jean Technical College, Morrilton, Arkansas

Dec 1993 Bachelor of Science, Health Education, University of Central Arkansas at Conway

**Employment:**

Nov 2005 – Aug 2010 Registered Nurse (Perioperative Nurse), White County Medical Center, Searcy, Arkansas

May 2002 – Nov 2005 Registered Nurse (Emergency Room) Central Arkansas Hospital, Searcy, Arkansas

May 1998 – May 2002 Licensed Practical Nurse, White County Medical Center, Searcy, Arkansas

**ARKANSAS STATE UNIVERSITY-MOUNTAIN HOME**  
**ACADEMIC APPOINTMENTS**  
**(Prepared for the Board of Trustees)**  
**September 10, 2010**

**ANDERSON, TERRI D.**

Instructor of History

Salary: \$42,000

Effective: August 16, 2010

Justification: New position due to increased enrollment

Source of Funds: E&G, page 25

**Education**

1998 Master of Arts in History, Arkansas State University-Jonesboro  
1992 Bachelor of Arts in Liberal Arts, University of Arkansas, Little Rock  
1987 Associate of Arts in Liberal Arts, University of Arkansas, Little Rock

**Employment**

2003 - 2010 Assist. Professor of History, Bluegrass Community and Technical College, Lexington, Kentucky  
2001 - 2002 Director/Curator, Kentucky Music Hall of Fame and Museum, Mt. Vernon, Kentucky  
1996 - 1998 Graduate Assistant, History Department, Arkansas State University-Jonesboro

**CARTER, TOCCARA**

Instructor of English

Salary: \$34,000

Effective: August 16, 2010

Justification: New position due to increased enrollment

Source of Funds: E&G, page 24 (\$20,000); remainder page 34

**Education:**

2010 Educational Specialist in Community College Teaching, Arkansas State University-Jonesboro  
2008 Master of Arts in English, Arkansas State University-Jonesboro  
2006 Bachelor of Arts in English, University of Arkansas-Pine Bluff

**Employment**

2008 - 2010 Adjunct English Professor, Arkansas State University-Jonesboro  
2006 - 2008 Graduate Assistant, Arkansas State University-Jonesboro

**DAVIDSON, KRISTEN**

Instructor of Business/Computer Information Systems

Salary: \$31,500

Effective: August 16, 2010

Justification: New position due to increased enrollment

Source of Funds: E&G, page 19

### Education

- 2005 Master of Arts in Human Resource Management, Webster University, Little Rock, Arkansas  
2001 Bachelor of Science in Computer Information Systems, Louisiana Tech University, Ruston, Louisiana

### Employment

- 2009 - 2010 Adjunct Instructor of BUS/CIS, Arkansas State University-Mountain Home  
2006 - 2008 Family Medical Leave Coordinator and Compensation Specialist, Arkansas Children's Hospital, Little Rock, Arkansas  
2004 - 2006 Trust Operations Administrator, Bank of the Ozarks, Little Rock, Arkansas  
2002 - 2004 Financial Analyst, Alltel, Little Rock, Arkansas

### **HAUN, LUCY**

Instructor of LPN

Salary: \$40,000

Effective: August 16, 2010

Justification: Replacement for Beverly Crabb (resigned)

Source of Funds: E&G, page 31

### Education

- 1988 Associate in Applied Science in Nursing, North Arkansas Community College, Harrison, Arkansas  
1983 LPN Vocational Certificate, Daytona Beach Community College, Daytona Beach, Florida

### Employment

- 2006 - 2010 Director of Nursing, Hiram Shaddox Geriatric Center, Mountain Home, Arkansas  
2009 - 2010 Clinical Instructor, Arkansas State University-Mountain Home  
2001 - 2005 Director of Nursing, Auburn Hills Health and Rehab, Mountain Home, Arkansas  
2000 - 2001 Urologic Specialist, Staff Nurse for two Urologists, Tulsa, Oklahoma  
1994 - 2000 Staff Nurse, Burnett-Croom-Lincoln-Paden Clinic, Mountain Home, Arkansas

### **HOWARD, JOHNNY**

Instructor of Business/Computer Information Systems

Salary: \$34,000

Effective: August 16, 2010

Justification: Replacement for David Cullipher (transferred to another department)

Source of Funds: E&G, page 19 (\$17,252); remainder page 34

### Education

- 2005 Masters in Business Administration, Accounting and Finance Focus, American Intercontinental University, Hoffman Estates, Illinois  
2004 Bachelor in Business Administration, American Intercontinental University, Hoffman Estates, Illinois  
1997 Associate of Applied Science in Accounting, University of Arkansas Community College, Batesville  
1997 Associate of Applied Science in Computer Information Systems, University of Arkansas Community College, Batesville



**Employment**

2007 - 2010 Trust Operations, The Citizens Bank of Batesville, Arkansas  
2005 - 2010 Adjunct Faculty, University of Arkansas Community College, Batesville  
2002 - 2007 Support Staff, Arkansas Rehabilitation Services, Batesville, Arkansas  
2002 Insurance Agent, AFLAC, Batesville, Arkansas  
1999 - 2002 Loan Processor, Teller, Trust Assistant, The Citizens Bank of Batesville, Arkansas

**NOBLIN, EMILY**

Instructor of English

Salary: \$32,000

Effective: August 16, 2010

Justification: New position due to increased enrollment

Source of Funds: E&G, page 24 (\$20,000); remainder page 34

**Education**

2007 Master of Arts in English/Creative Writing, Missouri State University, Springfield, Missouri  
2005 Bachelor of Arts in English, Missouri State University, Springfield, Missouri

**Employment**

2010 Adjunct Faculty, Lewis and Clark Community College, Godfrey, Illinois  
2009 - 2010 Adjunct English Faculty, Jefferson College, Hillsboro, Missouri  
2008 - 2009 Phillips County Community College of the University of Arkansas, Helena-West Helena  
2008 - 2009 Adjunct English Faculty, University of Arkansas at Pine Bluff  
Spring 2008 Faculty American Literature I, Drury University, Thayer, Missouri  
2007 - 2008 English Faculty, Viola Schools, Arkansas  
2007 Writing Specialist, Missouri State University, West Plains  
2006 - 2007 Adjunct English Faculty, Missouri State University, West Plains and Mountain Grove

**SUTTON, TOBY**

Director/Instructor of Funeral Science

Salary: \$41,000

Effective: August 16, 2010

Justification: Replacement for Ron Schofield (retired)

Source of Funds: E&G, page 32

**Education**

2003 Associate of Applied Science, Arkansas State University-Mountain Home (second Associates)  
2002 Master of Arts, Arkansas State University-Jonesboro  
2000 Bachelor of Arts, University of Arkansas, Monticello

**Employment**

2007 - 2010 Embalmer/Funeral Director, Emerson Funeral Home, Jonesboro, Arkansas  
2006 - 2007 Assistant Manager, Gregg Funeral Home, Jonesboro, Arkansas

2004 - 2005     Embalmer/Funeral Director, Roller Coffman Crouch Funeral Home, Mountain View, Arkansas  
2004 - 2005     Adjunct Funeral Science Faculty, Arkansas State University-Mountain Home

**THIELEMIER, CARRIE**

Instructor of Mathematics

Salary: \$31,500

Effective: August 16, 2010

Justification: New position due to increased enrollment

Source of Funds: E&G, page 28

**Education**

2007     Master of Science in Mathematics, Arkansas State University-Jonesboro

2005     Bachelor of Science in Mathematics, Minor in Chemistry, Arkansas State University-Jonesboro

2003     Associate of Arts, Black River Technical College, Pocahontas, Arkansas

**Employment**

2009 - 2010     Adjunct Faculty, Black River Technical College/ASU-Paragould/ASU-Jonesboro

2006 - 2008     Graduate Assistant/Algebra Faculty, Arkansas State University-Jonesboro

1998 - 2008     Private Tutor, Jonesboro, Arkansas

**ARKANSAS STATE UNIVERSITY-NEWPORT**  
**ACADEMIC APPOINTMENTS**  
**(Prepared for the Board of Trustees)**  
**September 10, 2010**

**HOUSEHOLDER, TIM**

Automotive Service Technology Instructor – Marked Tree Technical Center campus

Salary: \$42,000 (10 ½ month rate)

Effective: August 16, 2010

Source of Funds: E&G, Page 18, Line 1

Justification: Replacement for David Ashlock who retired (Salary - \$55,866)

**Education:**

1980          Diploma, Bangor High School, Bangor, Michigan

**Previous Employment:**

Sep 2007 – Present          Ford Senior Master Technician, Cavanaugh Ford, Jonesboro, Arkansas

Jul 1995 – Sep 2007          Ford Senior Master Technician, Blackwell Baldwin Ford, Jonesboro, Arkansas

**NAVE, MICHAEL**

Instructor of Business and Mathematics – Marked Tree Technical Center campus

Salary: \$38,000 (9 month rate)

Effective: August 16, 2010

Source of Funds: E&G, Page 14, Line 2

Justification: Replacement for Carol Watkins who resigned (Salary - \$35,000)

**Education:**

1999          M.B.A., Finance, University of Memphis

1992          B.A., Journalism, Arkansas State University-Jonesboro

**Previous Employment**

Aug 2009 – Present          Secondary Math Instructor, Blytheville High School, Blytheville, Arkansas

Jan 2009 – Aug 2009          Unemployed due to company merger and layoffs

Oct 2005 – Jan 2009          Business Services Analyst, Electronic Data Systems, Memphis, Tennessee

Jun 1999 – Oct 2005          Financial Systems Analyst, International Paper, Memphis, Tennessee

**ARKANSAS STATE UNIVERSITY-MOUNTAIN HOME**  
**ACADEMIC REASSIGNMENT OF DUTIES**  
**(Prepared for the Board of Trustees)**  
**September 10, 2010**

**SMITH, LIBBY**

From: Director of Title III (grant funded program)  
To: Instructor of Developmental Studies  
Salary: \$40,000  
Effective: August 16, 2010  
Justification: New position due to increased enrollment  
Source of Funds: E&G, page 20

**THOMAS, KELLIE**

From: Division Chair of Arts and English  
To: Director of Instruction and Division Chair of Arts  
Salary: \$56,500  
Effective: July 1, 2010  
Justification: New position due to increased enrollment  
Source of Funds: E&G, page 24 (\$49,945), remainder faculty pool

**ARKANSAS STATE UNIVERSITY-JONESBORO**  
**NON-ACADEMIC APPOINTMENTS**  
(Prepared for the Board of Trustees)  
September 10, 2010

**ALVA, LAURA**

Intern Coach, Sports Medicine

Salary: \$15,669

Effective: May 16, 2010

Source of Funds: Auxiliary, Page 199, Line 4

Justification: Replaces Scott McGinn who resigned. (Salary: \$15,669)

**Education:**

2008 B.S. Athletic Training, Texas State University, San Marcos, TX

**Employment:**

2008 to Present Graduate Assistant Athletic Trainer, Arkansas State University

2005 – 2008 Athletic Training Student, Texas State University, San Marcos, TX

2001 – 2005 Full-time Key-holder, Charming Shoppes Inc., Houston, TX

1999 – 2000 Athletic Training Student, Houston Baptist University, Houston, TX

**BROWN, ISAAC**

Assistant Coach, Men's Basketball

Salary: \$80,000

Effective: June 16, 2010

Source of Funds: Auxiliary, Page 202, Line 4

Justification: Replaces Chad Dollar who resigned. (Salary: \$85,000)

**Education:**

1995 B.S. Health and Physical Education, University of Louisiana, Monroe, LA

1990 A.A. Mississippi Gulf Coast Community College, Perkinston, MS

**Employment:**

2007 – Present Assistant Coach, University of Arkansas, Fayetteville, AR

2002 – 2007 Assistant Coach, University of South Alabama, Mobile, AL

1999 – 2002 Assistant Coach, Okaloosa-Walton Community College, Niceville, FL

**CRAWFORD, ASHLEY**

Student Development Specialist, Admissions

Salary: \$30,000

Effective: June 7, 2010

Source of Funds: E&G, Page 31, Line 5

Justification: Replaces Kirby Massey who resigned. (Salary: \$28,000)

Education:

2010 B.A. Marketing, North Carolina Central University, Durham, NC

Employment:

Apr 2007 – May 2010 Student Coordinator and President, NCCU Office of Orientation and First Year Experience, Durham, NC

Jan 2007 – Present Key Holder, American Greetings, Durham, NC

Dec 2008 – Jun 2009 Early Arrivals Counselor, Town of Morrisville, Morrisville, NC

**DYE, MARIE-JOSEE**

Head Coach, Women's Golf

Salary: \$43,500

Effective: June 16, 2010

Source of Funds: Auxiliary, Page 211, Line 1

Justification: Replaces Ginger Brown Lemm who resigned. (Salary: \$42,000)

Education:

1995 BBA Management, University of Oklahoma, Norman, OK

Employment:

Jul 2007 – Present Head Women's Golf Coach, Oklahoma City University, Oklahoma City, OK

Aug 1995 – Present Associate Head Golf Coach, University of Oklahoma, Norman, OK

**FEDERLE, ADAM**

Assistant Football Coach

Salary: \$57,000

Effective: April 12, 2010

Source of Funds: Auxiliary, Page 200, Line 8

Justification: Replaces Kevin Peoples who resigned. (Salary: \$59,540)

Education:

2008 M.P.A. Public Administration, Arkansas State University, Jonesboro, AR

2006 BBA Political Science, Ouachita Baptist University, Arkadelphia, AR

Employment:

2009 – Present Assistant Coach-Defensive Tackles/Recruiting Coordinator, University of Central Arkansas, Conway, AR

2006 – 2008 Graduate Assistant, Arkansas State University, Jonesboro, AR

2002 – 2003 Assistant Athletic Supervisor, The Adams Course/The Performance Course, Rowlett/Allen, TX

**HAMED, SOAD**

Research Associate, ABI

Salary: \$39,000

Effective: April 12, 2010

Source of Funds: E&G, Page 44, Line 11

Justification: Lab support for Dr. Yu. Budget line vacated by Medrano. (Salary: \$45,374)

**Education:**

1995 B.S. Zoology, Cairo University, Egypt  
2000 M.S. Immunology, Zoology and Entomology, Helwan University, Egypt  
2005 Ph.D. Immunology, Zoology and Entomology, Helwan University, Egypt

**Employment:**

Aug 2008 – Present Lecturer, Helwan University, Egypt  
Nov 2007 – Jul 2008 Post-doctoral Fellow, Division of Digestive Diseases, University of Cincinnati, School of Medicine, Cincinnati, OH  
Jul 2005 – Oct 2007 Lecturer, Helwan University, Egypt  
Apr 2004 – Jun 2005 Assistant Lecturer, Helwan University, Egypt  
Feb 2001 – Dec 2004 Research Assistant, Egyptian Reference Diagnostic Center, VACSERA, Giza-Egypt  
Nov 1996 – Apr 2004 Researcher, Helwan University, Egypt

**LARSEN, LESLIE**

Assistant Coach, Women's Basketball

Salary: \$31,029

Effective: June 1, 2010

Source of Funds: Auxiliary, Page 209, Line 4

Justification: Replaces Rebecca Peoples who resigned. (Salary: \$38,388)

**Education:**

2010 M.S. Sport Psychology, Georgia Southern University, Statesboro, GA  
2008 B.S. Psychology, Arkansas State University, Jonesboro, AR  
2008 B.A. Spanish, Arkansas State University, Jonesboro, AR

**Employment:**

2008 – Present Peer Mentor Specialist and Leadership Graduate Assistant, Georgia Southern University, Statesboro, GA  
Aug 2009 – Mar 2010 Head Junior Varsity Girls' Basketball Coach, Bulloch Academy, Statesboro, GA  
May 2009 – Aug 2009 Sport Psychology/Speed Training Intern, Arkansas Sports Performance Center, Little Rock, AR  
Sep 2008 – Mar 2009 Assistant Junior Varsity Girls' Basketball Coach, Bulloch Academy, Statesboro, GA  
May 2007 – May 2008 Undergraduate Research Specialist, ABI, Arkansas State University, Jonesboro, AR  
Jun 2006 – May 2008 Student Assistant, Women's Basketball, Arkansas State University, Jonesboro, AR  
Jun 2005 – Aug 2006 Assistant Tournament Director/Head of NCAA Education, Southern Starzz Showcase, Springdale, AR

**SAFFELL, TIMI ACEBO**

Research Assistant, Academic Affairs

Salary: \$38,000

Effective: July 28, 2010

Source of Funds: E&G, Page 43, Line 6

Justification: Replaces Peggy Pietz, Assistant to the Provost, who moved to the Chancellor's Office. (Salary: \$35,000)

Education:

1981 Diploma Jonesboro High School, Jonesboro, AR

Employment:

Aug 2001 – May 2002 Administrative Assistant to Principal, Espy Elementary School, Nixa, MO

Aug 2003 – Mar 2007 Legal Assistant, Womack, Landis, Phelps, McNeil & McDaniel, Jonesboro, AR

Mar 2007 – Present Central Baptist Church, Jonesboro, AR

**SHEPHERD, JENNIFER**

Student Development Specialist, Admissions

Salary: \$30,000

Effective: June 7, 2010

Source of Funds: E&G, Page 31, Line 4

Justification: Replaces Jessica Sanders who resigned. (Salary: \$30,000)

Education:

2010 M.S.Ed. Workforce Development Education, Adult Education, University of Arkansas, Fayetteville, AR

2007 B.A. Art, Lyon College, Batesville, AR

Employment:

2009 – Present Admissions Counselor, Arkansas State University, Jonesboro, AR

2007 – 2009 Transfer and International Student Coordinator, Lyon College, Batesville, AR

2007 – 2009 Head Cheerleading Coordinator, Lyon College, Batesville, AR

**WELSH, JOSEPHINE**

Assistant Director of Assessment, Institutional Research and Planning

Salary: \$60,000

Effective: May 17, 2010

Source of Funds: E&G, Page 62, Line 5

Justification: New position approved during 2009 Executive Retreat and by Executive Council.

Education:

1995 Ph.D. Experimental Psychology-Social, Virginia Commonwealth University, Richmond, VA

1990 M.A. Experimental Psychology, The College of William and Mary in Virginia, Williamsburg, VA

1988 B.A. Psychology, Muhlenberg College, Allentown, PA

Employment:

2005 – Present Adjunct Assistant Professor, Arkansas State University, Jonesboro, AR

2000 – 2005 Home schooled children



**ARKANSAS STATE UNIVERSITY-BEEBE**  
**NON-ACADEMIC APPOINTMENTS**  
**(Prepared for Board of Trustees)**  
**September 10, 2010**

**BILLMAN, JESSICA**

Hall Director/Student Services Specialist

Arkansas State University-Beebe

Salary: \$22,500

Source of Funds: Auxiliary Funding, page 124

Effective Date: July 1, 2010

Justification: Replaced Shlynda Hudson who resigned (salary \$23,690)

**Education:**

May 2009 Bachelor of Science in Education, Arkansas State University-Jonesboro

May 2007 Associate of Liberal Arts, Arkansas State University-Beebe

**Employment:**

Aug 2009 – Jun 2010 Preschool Teacher, Meadowlake Christian Day School, Conway, Arkansas

Aug 2009 – Jun 2010 Restaurant Hostess, Shorty Smalls, Conway, Arkansas

Aug 2007 – Dec 2008 Resident Assistant, Princess Hall, Arkansas State University-Beebe

**BLAIR, AMANDA**

Counselor for ASU-Searcy

Arkansas State University-Beebe

Salary: \$40,000

Source of Funds: Education and General Funding, page 75

Effective Date: June 1, 2010

Justification: Replaced Kimberleigh Archer who resigned (salary \$40,000)

**Education:**

Aug 2003 Master of Applied Psychology, University of Arkansas at Little Rock

May 2001 Specialist in Education, Psychology and Counseling, Arkansas State University-Jonesboro

Aug 1999 Bachelor of Science in Psychology, Arkansas State University-Jonesboro

**Employment:**

Aug 2004 – May 2010 Adjunct Instructor of Psychology, Pulaski Technical College, North Little Rock

Aug 2002 – May 2004 Training and Organizational Development Consultant, Regions Bank, Little Rock

May 2002 – Aug 2002 Graduate Internship, Corter Consulting, Human Resource Consulting Service, Jonesboro

Jan 2002 – May 2002 Graduate Internship, Interagency Training and Development, State of Arkansas  
Department of Personnel Management

Aug 2001 – May 2003 Graduate Student, Department of Psychology, University of Arkansas at Little Rock

Aug 2002 – May 2003 Graduate Assistant, Fitness/Wellness Program, University of Arkansas at Little Rock

Aug 2001 – May 2002 Graduate Assistant, Health Services, University of Arkansas at Little Rock

Jan 2000 – Dec 2000      Research Assistant, Safe Schools/Healthy Students Grant Program, Arkansas State University-Jonesboro

**CREED, STEPHANIE**

Director of Administrative Support Services

Arkansas State University-Beebe

Salary:                      \$51,500

Source of Funds:      Education & General Funding, Page 91

Effective Date:      September 1, 2010

Justification:      Replaced David Lochala who resigned (salary \$51,441)

**Education:**

April 2006              Certified Public Purchasing Officer Certification (CPPO), Universal Public Purchasing Certification Council

February 2003        Certified Professional Public Buyer (CPPB), University Public Purchasing Certification Council

**Employment:**

Aug 2005 – Sep 2010      Assistant Comptroller, Pulaski County, Little Rock, Arkansas

Feb 2000 – Aug 2005      Purchasing Agent, Pulaski County, Little Rock, Arkansas

Apr 1998 – Feb 2000      Purchasing Agent, Inacom, Little Rock, Arkansas

**DRIVER, ONETA "LOUISE"**

Director of Student Financial Aid

Arkansas State University-Beebe

Salary:                      \$60,000

Source of Funds:      Education & General Funding, page 78

Effective Date:      June 1, 2010

Justification:      Replaced Linda Yelder (salary \$53,045) who was reassigned to Assistant Director of Student Financial Aid

**Education:**

May 1996              Bachelor of Business Administration in Management, Henderson State University, Arkadelphia, Arkansas

July 1983              Secretarial/Accounting Certification, Red River Technical Institute, Hope, Arkansas

**Employment:**

Sep 2008 – Jun 2010      Student Services Manager, University of Alaska-Southeast at Sitka

Mar 2007 – Sep 2008      Student Financial Services Director, Alaska Pacific University at Anchorage

Dec 2004 – Mar 2007      Director of Financial Aid, Sheldon Jackson College, Sitka, Alaska

July 2004 – Dec 2004      Director of Financial Aid, Dana College, Blair, NE

Sep 2001 – Jun 2004      Director of Financial Aid, Sheldon Jackson College, Sitka, Alaska

Jul 2001 – Sep 2001      Associate Director of Financial Aid, Henderson State University, Arkadelphia, Arkansas

Jul 1997 – Jun 2001      Assistant Director of Financial Aid, Henderson State University, Arkadelphia, Arkansas

**HENRY, JASON**

Counselor/Academic Advising Coordinator

Arkansas State University–Beebe

Salary: \$41,200

Source of Funds: Education and General Funding, page 77

Effective Date: June 16, 2010

Justification: Replaced Lisa Thomas who resigned (salary \$42,436)

**Education:**

May 2001 Master of Science in Higher Education, Southern Illinois University, Carbondale, Illinois

August 1999 Bachelor of General Studies, Arkansas State University-Jonesboro

**Employment:**

Jan 2007 - Jun 2010 Student Services Specialist/Enrollment Services, Pulaski Technical College, North Little Rock, Arkansas

Oct 2004 - Dec 2006 Retention Specialist/Counselor, Ouachita Technical College, Malvern, Arkansas

Oct 2003 - Oct 2004 Mortgage Broker, Centex Home Equity, Little Rock, Arkansas

Jun 2001 - Oct 2003 Server, J. Buck's Restaurant, St. Louis, Missouri

**KENNEMER, DEAIRA**

Coordinator of Student Success (previous title Job Placement Coordinator)

Arkansas State University–Beebe

Salary: \$40,000

Source of Funds: Educational and General Funding, page 77

Effective Date: June 16, 2010

Justification: Replaced Carol Harvey who retired (salary \$45,225)

**Education:**

May 2007 Master of Science in College Student Personnel Services and Administration, University of Central Arkansas at Conway

May 2005 Bachelor of Arts in Criminal Justice, University of Wisconsin-Parkside at Kenosha

**Employment:**

Jun 2007 – Jun 2010 Freshman Advising Coordinator, Philander Smith College, Little Rock, Arkansas

Jun 2005 – Jun 2007 (Various positions)\_ Career Services Program Coordinator, Apartment Program/Publishing Coordinator, and Residence Coordinator, University of Central Arkansas at Conway

May 2003 – May 2005 Resident Advisor/Always Reaching Upward Mentorship Program Communication Coordinator, University of Wisconsin-Parkside at Kenosha

**PENIX, KRISTINE**

College and Career Links Manager

Arkansas State University-Beebe

Salary: \$32,000

Source of Funds: Educational and General Funding, page 85

**Effective Date:** August 2, 2010  
**Justification:** Replaced Denise Miller who resigned (salary \$32,782)

**Education:**

May 1980 Bachelor of Science in Business Administration and Economics, Culver-Stockton College, Canton, Missouri

**Employment:**

Nov 2000 – Jul 2010 (Various positions) Federal Grant Coordinator, College/Academic Career Advisor, and High School Registrar, Newport Special School District, Newport, Arkansas  
Jul 1986 – Nov 2000 (Various positions) Director of Transfer Admissions, Director of Admissions, Associate Director of Admissions/Financial Aid, and Assistant Director of Admissions, Lyon College, Batesville, Arkansas

**ROBINSON, SHERIECE**

Counselor/Coordinator of Testing  
Arkansas State University–Beebe

**Salary:** \$40,000

**Source of Funds:** Education and General Funding, page 77

**Effective Date:** August 1, 2010

**Justification:** Replaced Courtney Swiney, who resigned (salary \$40,000)

**Education:**

May 2006 Master of Science in Counselor Education, Mississippi State University at Starkville  
Aug 2001 Bachelor of Science in Human Development and Family Studies, Mississippi State University at Starkville

**Employment:**

Apr 2009 - Present Adjunct Instructor of Sociology, University of Phoenix, Little Rock, Arkansas  
Jan 2008 – Jul 2010 Academic Advisor, University of Arkansas at Little Rock  
Sep 2006 – Dec 2007 Admissions Counselor, Mississippi University for Women at Columbus  
Jun 2006 – Aug 2006 Relocated  
Jun 2004 – May 2006 Student/Graduate Assistant/Internship, Division of Student Affairs, Mississippi State University at Starkville  
Feb 2004 – May 2004 Assistant Teacher, Greenville Public School District, Greenville, Mississippi  
Jul 2003 – Jan 2004 Relocated  
Jul 2002 – Jun 2003 Resident Advisor, Mississippi School for Math and Science at Columbus  
Jan 2002 – June 2002 Assistant Teacher, Aiken Village Preschool, Starkville, Mississippi  
Aug 2001 – Jan 2002 Seeking Employment

**ARKANSAS STATE UNIVERSITY-JONESBORO  
NON-ACADEMIC REASSIGNMENTS OF DUTY**

(Prepared for the Board of Trustees)

September 10, 2010

**LARRY, SHIRELLE**

FROM: Administrative Specialist III, Chancellor's Office  
TO: Research Assistant, Chancellor's Office  
EFFECTIVE: May 16, 2010  
SALARY: \$35,000  
SOURCE OF FUNDS: E&G, Page 1, Line 5  
JUSTIFICATION: Reclassified due to broader responsibilities including supervision of part-time employees, participation in the meetings of the Executive Council, and assuming the responsibilities of the Chancellor's assistants when they are absent.

**MARTIN, RANDY**

FROM: HE Public Safety Commander I  
TO: Interim Director of University Police Department  
EFFECTIVE: July 1, 2010  
SALARY: \$66,100  
SOURCE OF FUNDS: E&G, Page 35, Line 1  
JUSTIFICATION: Replaces James Chapman who resigned. (Salary: \$64,804)

**PIETZ, PEGGY**

FROM: Research Assistant, Provost's Office  
TO: Research Assistant, Chancellor's Office  
EFFECTIVE: July 1, 2010  
SALARY: \$35,000  
SOURCE OF FUNDS: E&G, Page 1, Line 6  
JUSTIFICATION: Assisting with special assignments

**ARKANSAS STATE UNIVERSITY-NEWPORT  
NON-ACADEMIC REASSIGNMENT OF DUTY  
(Prepared for the Board of Trustees)  
September 10, 2010**

**SUMMERS, ROBERT**

From: Student Development Specialist

To: Registrar/Director of Admissions

Effective: August 1, 2010

Salary: \$52,123

Source of Funds: E&G, Page 47, Line 1

Justification: Replacement for Tara Byrd who retired (Salary - \$52,123)

**ARKANSAS STATE UNIVERSITY-JONESBORO**  
**CONTRACT EXTENSIONS**  
**(Prepared for the Board of Trustees)**  
**September 10, 2010**

**KREMERS, ED**

Vice Chancellor for Finance and Administration

Effective: September 10, 2010 to August 31, 2013 (3-Year Contract)

**MURDOCK, CRISTIAN A.**

Vice Chancellor for University Advancement

Effective: September 10, 2010 to August 31, 2013 (3-Year Contract)

**STRIPLING, RICK**

Vice Chancellor for Student Affairs

Effective: September 10, 2010 to August 31, 2013 (3-Year Contract)