

AGENDA
ARKANSAS STATE UNIVERSITY
BOARD OF TRUSTEES
September 20, 2013
1:00 p.m.
Jonesboro Campus

- I. Call to Order
Mr. Mike Gibson, Chair

- *II. Approval of the Minutes of Meeting
May 23, 2013
July 24, 2013
August 23, 2013

- III. President's Report
Reports of the Chancellors

- *IV. Agenda
 - Proposed ASU System Resolutions
 - Resolution approving ASU System to finance certain improvements on the ASU-Jonesboro campus through the issuance of bonds.
 - Resolution approving ASU System to amend the Bylaws of the Board of Trustees.

 - Proposed ASU-Jonesboro Resolutions
 - Resolution approving ASU-Jonesboro to amend the Faculty Handbook of Policies and Procedures.
 - Resolution approving ASU-Jonesboro to restructure and rename the College of Education.
 - Resolution approving ASU-Jonesboro to offer a new minor in Creative Media Productions.
 - Resolution approving ASU-Jonesboro to offer a new minor in Multimedia Journalism.
 - Resolution approving ASU-Jonesboro to offer a new minor in Strategic Communications.

 - Proposed ASU-Mountain Home Resolutions
 - Resolution approving ASU-Mountain Home Faculty Handbook revisions.
 - Resolution approving ASU-Mountain Home to assess a malpractice insurance fee for the Funeral Science program.
 - Resolution approving ASU-Mountain Home to name a facility.

V. Executive Session

*VI. Approval of Personnel Actions

VII. Other Business

*VIII. Adjournment

*Action Items

**Arkansas State University
Board of Trustees
September 20, 2013**

The Arkansas State University Board of Trustees met on September 20, 2013, in Centennial Hall of the Reng Student Union, on the ASU-Jonesboro campus. Mr. Mike Gibson, chair of the Board of Trustees, called the meeting to order at 1:01 p.m. Board members present were: Mike Gibson, Dan Pierce, Charles Luter, Howard Slinkard, and Ron Rhodes. Sarah Hamilton, vice president of the Student Government Association delivered the invocation.

Minutes:

Upon motion by Mr. Slinkard, second by Mr. Luter, the minutes of May 23, 2013, July 24, 2013, and August 23, 2013 were approved.

AYES: Gibson, Pierce, Luter, Slinkard, Rhodes

NAYS: None

ASU System – Charles Welch, President

- New system staff members, Glen Grayham and Drew Courtway, senior internal auditors, and Dr. Sandra Massey, chancellor at ASU-Newport were introduced.
- Enrollment figures indicate ASU-Mountain Home and ASU-Newport have increases while ASU-Jonesboro and ASU-Beebe have decreases. Since last year, enrollment is down 2% statewide. However, a number of factors should be considered:
 - ASU-Beebe awarded the second highest number of degrees and certificates in the state of the 22 two-year schools.
 - Increased standards may affect enrollment numbers for a few years but should be offset with greater numbers in retention and graduation. This fall, ASU-Jonesboro has the most talented freshman class, the largest band, the

largest number of honors students, and the most students living on campus in ASU history. The freshman class with an average GPA of 3.43 also has an average ACT score of 23.3, which exceeds both state and national averages. The first year retention rate is 73.2%, which is 4.5% above the state rate, and increases to 76% if students live on campus. The second year retention rate is 61.5%, which is 6% higher than the state average. While ASU-Jonesboro continues to award a record number of baccalaureate, specialist, and doctoral degrees, new strategies are being discussed to address the drop in the number of high school graduates.

ASU-Jonesboro – Tim Hudson, Chancellor

- D'Andre Anderson, president of the Student Government Association, addressed the board and thanked them for their continued support of students.
- Julie Isaacson, chair of the Faculty Senate, shared information regarding the upcoming Higher Learning Commission (HLC) re-accreditation visit. Copies of the completed HLC self-study report were presented to the board and can be viewed online. Ms. Isaacson cited several examples of responses from faculty and staff that were included in the report. Dr. Lynita Cooksey, vice chancellor and provost for Academic Affairs, and a number of other faculty and staff were recognized for their leadership and expertise in compiling the self-study.
- New staff members were introduced: Shawnie Carrier, executive assistant to the Chancellor; Faye Cocchiara, interim Chief Diversity Officer; and Jason Penry, vice chancellor for Advancement.
- Jason Penry, vice chancellor for Advancement, spoke briefly on the role of the advancement division. He stressed that fund-raising is a team effort and that

faculty, staff, alumni, and friends of the university must be a part of that effort. He said that a capital campaign is simply a method of creating awareness that the university is actively seeking gifts and that the advancement office continues to work on building relationships which will benefit faculty, staff, and students.

- A video with highlights of campus activities was shown. Bill Smith was introduced as the executive director of Marketing and Communication in the Advancement Division and was commended for his work on the video and the promotion of ASU on social media sites.

Dr. Welch stated that with the addition of five sorority houses to the ASUJ campus, membership for sororities has increased by 42% from last fall. He also noted that Governor Mike Beebe recently named Evan Lindquist as the first Artist Laureate in the state of Arkansas.

ASU-Beebe – Eugene McKay, Chancellor

- ASU-Beebe again received a 100% pass rate on the state nursing board examinations. During the past 29 years only 9 students have failed to pass the exam the first time, the director of nursing was credited for this accomplishment.
- ASU-Beebe has received a number of awards or recognitions:
 - Of the top 100 two- and four-year institutions surveyed in the nation, ASUB was listed 15th as a, "Top College for Grads Saving Lives" at www.firescience.org This recognition is for producing the most and best First Responders.
 - Selected twice by the ASPEN Institute in the top 10% of two-year institutions in the United States for retention and graduation rates.

- Listed in the in the top 15% of colleges in the United States as a Military Friendly institution.
- Designated the safest two-year institution in the nation.

ASU-Mountain Home – Robin Myers, Chancellor

- Introduced Ms. Rosalyn Blagg, who is being assigned to a new position as the vice chancellor for Student Affairs, and Dr. Martin Eggensperger as vice chancellor for Academic Affairs.
- Construction on the Vada Sheid Community Development Center is scheduled to be completed in December.
- During the summer, all parking lots were repaved, and Dryvit finish was replaced on Roller Hall.
- Two new technical programs in automotive service and HVAC are being developed.
- Space for the new technical programs as well as existing programs such as welding require additional teaching space. Various options are being considered to address this need.
- A College and Career Coach Program has been initiated with the Cotter and Flippin School Districts. A career coach has been hired to work with the districts to assist in preparing students for college and career opportunities.
- The Warren Haley Endowment for the Cultural Arts has been established. Over the past years, Mr. Haley has donated a number of pieces of artwork to ASUMH and through his endowment will perpetuate his support of the arts.

ASU-Newport – Sandra Massey, Chancellor

Dr. Massey thanked the board for her appointment as the second chancellor of ASU-Newport and stated that she is excited about working with the faculty and staff.

- Instructor Melinda Odom and student Rachel Clements were recognized.
Ms. Clements placed 3rd in the nation in the Skills USA cosmetology competition held in Kansas City in June. This is the third year that Ms. Odom's students have competed in the national competition.
- On September 19, ASUN held its annual Employee Appreciation Banquet. Twenty-three faculty and staff were recognized for a total of 285 years of service to the college.
- ASUN received a check for \$96,000 from Mr. Chris Masingill, director of the Delta Regional Authority. The money is to be used for investment in workforce development and support of the Hospitality Services program on the ASUN Jonesboro campus.
- An inaugural dinner was held in the Fowler Family Hospitality Services Building. The Fowler family was honored at a "taste of Jonesboro" event with various chefs preparing the meal.
- A retirement reception was held on August 29 for Dr. Larry Williams and Dr. Amy Blackburn. Laura King and Ike Wheeler were credited for this successful event.

Agenda

ASU System Resolutions:

- Resolution 13-29 approving ASU System to finance certain improvements on the ASU-Jonesboro campus through the issuance of bonds.

- Resolution 13-30 approving ASU System to amend the Bylaws of the Board of Trustees.

Dr. Welch explained that the bond issue is for completion of the Liberal Arts building and the construction of a Student Activities Center. He pointed out that both the dollar amount and the interest percentages listed are maximums. However, it is not anticipated that the maximum amount will be needed and it is estimated that the amounts would be closer to \$14.7 million and \$11.1 million with interest rates fluctuating around 4.9%. Work will continue with bond counsel and the underwriters to assure that the best rates possible are obtained.

The Bylaws are being revised to better reflect the role of the trustees and to stipulate appointments of liaisons to the Alumni Association and the Red Wolves Foundation.

Upon motion by Mr. Rhodes, second by Mr. Pierce, Resolutions 13-29 and 13-30 were approved.

AYES: Gibson, Pierce, Luter, Slinkard, Rhodes

NAYS: None

ASU-Jonesboro Resolutions:

- Resolution 13-31 approving ASU-Jonesboro to amend the Faculty Handbook of Policies and Procedures.
- Resolution 13-32 approving ASU-Jonesboro to restructure and rename the College of Education.
- Resolution 13-33 approving ASU-Jonesboro to offer a new minor in Creative Media Productions.

- Resolution 13-34 approving ASU-Jonesboro to offer a new minor in Multimedia Journalism.
- Resolution 13-35 approving ASU-Jonesboro to offer a new minor in Strategic Communications.

Dr. Welch stated that the Faculty Handbook amendments were recommended by legal counsel and the Faculty Senate. They have gone through the Shared Governance process.

The restructuring of the College of Education is an effort to become more efficient and renaming the college as the College of Education and Behavioral Sciences will be more representative of the different groups that make up the college.

Mr. Pierce asked if the policies and procedures manual was standard throughout the system. Lucinda McDaniel said faculty handbooks are specific to the campuses because each campus has a different mission and purpose for faculty. The System Staff Handbook is uniform across all campuses within the system.

Upon motion by Mr. Pierce, second by Mr. Luter, Resolutions 13-31 through 13-35 were approved.

AYES: Gibson, Pierce, Luter, Slinkard, Rhodes

NAYS: None

ASU-Mountain Home Resolutions:

- Resolution 13-36 approving ASU-Mountain Home Faculty Handbook revisions.
- Resolution 13-37 approving ASU-Mountain Home to assess a malpractice insurance fee for the Funeral Science Program.
- Resolution 13-38 approving ASU-Mountain Home to name a facility.

Dr. Welch said the final resolution is to name an academic suite of offices for Dr. Pat Bailey, who retired. Dr. Bailey was one of the founding administrators of ASUMH and played a key role in the growth and development of the campus.

Upon motion by Mr. Slinkard, second by Mr. Rhodes, Resolution 13-36 through 13-38 were approved.

AYES: Gibson, Pierce, Luter, Slinkard, Rhodes

NAYS: None

Upon motion by Mr. Rhodes, second by Mr. Luter, the board voted to retire into executive session at 1:50 p.m.

AYES: Gibson, Pierce, Luter, Slinkard, Rhodes

NAYS: None

Mr. Gibson 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 3:15 p.m.

Upon motion by Mr. Rhodes, second by Mr. Pierce, the non-academic appointments for the ASU System were approved.

AYES: Gibson, Pierce, Luter, Slinkard, Rhodes

NAYS: None

Upon motion by Mr. Pierce, second by Mr. Luter, the ASU-Jonesboro academic appointments, academic reassignments of duty, nonacademic appointments, and non-academic reassignments of duty were approved.

AYES: Gibson, Pierce, Luter, Slinkard, Rhodes

NAYS: None

Upon motion by Mr. Slinkard, second by Mr. Rhodes, the ASU-Beebe academic appointments, academic reassignment of duty, and non-academic appointments were approved.

AYES: Gibson, Pierce, Luter, Slinkard, Rhodes

NAYS: None

Upon motion by Mr. Luter, second by Mr. Pierce, the ASU-Mountain Home academic appointments, non-academic appointments, and non-academic reassignment of duty were approved.

AYES: Gibson, Pierce, Luter, Slinkard, Rhodes

NAYS: None

Upon motion by Mr. Rhodes, second by Mr. Slinkard, the ASU-Newport academic appointments and non-academic appointments were approved.

AYES: Gibson, Pierce, Luter, Slinkard, Rhodes

NAYS: None

Upon motion by Mr. Luter, second by Mr. Pierce, the meeting adjourned at 3:17 p.m.

AYES: Gibson, Pierce, Luter, Slinkard, Rhodes

NAYS: None


Charles Luter, Secretary


Mike Gibson, Chair

EXECUTIVE SUMMARY

Contact: Julie Bates (501) 660-1000

ACTION ITEM:

The Arkansas State University System ("ASU System") requests approval to finance certain improvements on the campus of Arkansas State University-Jonesboro ("ASU-Jonesboro") through the issuance of bonds in the maximum aggregate principal amount of \$27,700,000 and to execute an official statement, bond purchase agreements, a supplemental trust indenture and related documents.

ISSUE:

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

BACKGROUND:

- The ASU System has identified the need for financing improvements on the campus of ASU-Jonesboro, including particularly, without limitation, the completion of the Humanities and Social Sciences Building (the "2013B Project"). The ASU System and ASU-Jonesboro have recommended that the best method of financing all or a portion of the costs of the 2013B Project will be through the issuance of Board of Trustees of Arkansas State University Student Fee Revenue Bonds (Jonesboro Campus), Series 2013B (the "2013B Bonds") in a total principal amount not to exceed \$15,700,000.
- The ASU System has identified the need for financing improvements on the campus of ASU-Jonesboro, including particularly, without limitation, the acquisition, construction, furnishing, and equipping of a student activities center (the "2013A Project"). The ASU System and ASU-Jonesboro have recommended that the best method of financing all or a portion of the costs of the 2013A Project will be through the issuance of Board of Trustees of Arkansas State University Student Fee Revenue Bonds (Jonesboro Campus), Series 2013A (Federally Taxable) (the "2013A Bonds") in a total principal amount not to exceed \$12,000,000.
- The ASU System will obtain, pursuant to Arkansas Code Annotated Section 6-62-306, a resolution of the Arkansas Higher Education Coordinating Board giving its economic feasibility advice regarding the 2013A Project and the 2013B Project and the issuance of the 2013A Bonds and the 2013B Bonds (collectively, the "Jonesboro Bonds").

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Contact: Julie Bates (501) 660-1000

- The Jonesboro Bonds are to be secured pursuant to a Trust Indenture dated as of December 1, 2010 between the Board and The Bank of New York Mellon Trust Company, N.A., St. Louis, Missouri, as trustee (the "Trustee"), as supplemented.
- The Jonesboro Bonds are to be issued on the terms and in the form set forth in a Supplemental Trust Indenture (the "Supplemental Indenture") between the Board and the Trustee.
- In order to proceed with the financing, it is necessary for the Board (i) to authorize the issuance and marketing of the Jonesboro Bonds; (ii) to authorize the President of the University to deem final the Preliminary Official Statement and to authorize its use; (iii) to authorize the pricing of the Jonesboro Bonds and the execution of Bond Purchase Agreements in connection therewith; and (iv) to authorize the execution of the Supplemental Indenture and related documents, all relating to the security and issuance of the Jonesboro Bonds.
- The Board intends to work with Friday, Eldredge & Clark, LLP, Little Rock, Arkansas as bond counsel and Stephens Inc. and Crews & Associates, Inc. as underwriters (collectively, the "Underwriters") for the Jonesboro Bonds.

RECOMMENDATION/RESOLUTION:

Be it resolved that the Board hereby approves, authorizes and directs the issuance, execution and delivery of (a) the 2013A Bonds in an aggregate principal amount not to exceed \$12,000,000 and (b) the 2013B Bonds in an aggregate principal amount not to exceed \$15,700,000. The 2013A Bonds shall mature not later than December 1, 2043 and shall have a true interest cost (after taking into account original issue discount and premium and Underwriters' discount but excluding costs of issuing and insuring such 2013A Bonds) not greater than 6.50%. The 2013B Bonds shall mature not later than December 1, 2043 and shall have a true interest cost (after taking into account original issue discount and premium and Underwriters' discount but excluding costs of issuing and insuring such 2013B Bonds) not greater than 5.90%.

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

- (a) a Supplemental Indenture, to be dated as of the date of the Jonesboro Bonds, between the Board and the Trustee, setting forth the terms and conditions of the Jonesboro Bonds and providing for the issuance of the Jonesboro Bonds;

EXECUTIVE SUMMARY

Contact: Julie Bates (501) 660-1000

- (b) a Bond Purchase Agreement for each series of the Jonesboro Bonds, dated as of the date of execution, between the Board and the Underwriters, setting forth the purchase price (which shall include an Underwriters' discount not greater than 0.80%) and the other terms and conditions upon which each series of the Jonesboro Bonds will be sold to the Underwriters; and
- (c) a Continuing Disclosure Agreement, dated as of the date of the Jonesboro Bonds, between the Board and the Trustee, setting forth certain obligations of the Board to make continuing disclosure of financial information and listed events to the secondary municipal marketplace, as set forth in Rule 15c2-12 of the Securities and Exchange Commission.

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

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

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

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Contact: Julie Bates (501) 660-1000

Costs incurred in accomplishing the 2013B Project prior to the issuance of the 2013B Bonds will be paid from certain funds and accounts established and administered by ASU-Jonesboro ("ASU Accounts"). The Board intends to use certain proceeds from the issuance of the Jonesboro Bonds to reimburse the ASU Accounts. This Resolution shall constitute an "official intent" for the purpose of U.S. Treasury Regulation Section 1.150-2.

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



Charles Luter, Secretary



Mike Gibson, Chair

EXECUTIVE SUMMARY

Contact: Charles L. Welch (501) 660-1000

ACTION ITEM: The Arkansas State University System requests approval to amend the Bylaws of the Board of Trustees of Arkansas State University.

ISSUE: The Board of Trustees wishes to amend the Bylaws adopted on September 7, 2007.

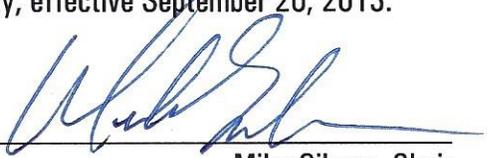
BACKGROUND:

- The Board of Trustees of Arkansas State University adopted bylaws on September 7, 2007, in order to effectively manage the University; to provide for a definitive, orderly form of governance; and to secure and continue a superior institution of higher education.
- The Board desires to amend these bylaws to set out the vested rights of the board and to provide for the appointment of Board member liaisons to the Arkansas State University Alumni Association, Inc. and the Arkansas State University Red Wolves Foundation, Inc.
- The Board is charged with the management and control of Arkansas State University.
- These amendments to the Bylaws will assist the Board of Trustees in fulfilling their responsibility and exercising their authority.

RECOMMENDATION/RESOLUTION:

Be it resolved that the Arkansas State University Board of Trustees approves and adopts the amendments to the Bylaws of the Board of Trustees of Arkansas State University, effective September 20, 2013.


Charles Luter, Secretary


Mike Gibson, Chair

BYLAWS
OF THE BOARD OF TRUSTEES
OF ARKANSAS STATE UNIVERSITY

ARTICLE I

Statement of Purpose

The Board of Trustees of Arkansas State University was established by Ark. Code Ann. Sec. 6-65-201 et. seq. and is included in the provisions of Amendment 33 of the Constitution of the State of Arkansas. The Board governs the Arkansas State University System, consisting of multiple campuses, sites, and centers located throughout the service area of the University.

The Board of Trustees is charged with the management and control of Arkansas State University. The Board shall exercise the power, authority, and duties conferred by law on the Board.

In order to effectively manage and control the University; in order to provide for a definitive, orderly form of governance; and in order to secure and continue a superior institution of higher education, the Board of Trustees hereby promulgates and adopts these Bylaws.

ARTICLE II

The Board of Trustees

The entire management and control of the activities, affairs, operations, business, and property of the Arkansas State University System (hereinafter referred to as the "University") shall be completely and absolutely vested in the Board of Trustees of Arkansas State University (hereinafter referred to as the "Board"); however, upon general or specific authorization or delegation made or provided for in these Bylaws, the Board may exercise its management and control by and through such officers, officials, committees, and agents as may seem fit and proper.

II.1. Composition and Appointment of the Board

The Board shall consist of five (5) members appointed from the state at large. The Governor, by and with the advice and consent of the Senate, shall appoint the members of the Board.

II.2. Term of Office

The term of office for each member shall commence on January 15 and shall end on January 14 of the fifth year following the year in which the regular term commenced, or until such time as a replacement is named. The terms of the members of the Board are arranged so that one term expires every year. Members may be reappointed by the Governor.

Any vacancies arising in the membership of the Board for any reason other than the expiration of the regular terms for which the members were appointed shall be filled by appointment by the Governor, subject to the approval by a majority of the remaining members of the Board and shall be thereafter effective until the expiration of the regular terms.

The Governor shall have the power to remove any member of the Board before the expiration of his or her term and for cause only, after notice and hearing. The removal shall become effective only when approved in writing by a majority of the total number of the Board, but the member removed or his or her successor shall have no right to vote on the question of removal.

II.3. Compensation of Trustees

No trustee shall receive pay or emolument other than his or her actual expenses incurred in the discharge of his or her duties; such expenses shall be paid or reimbursed from university funds upon the authorization of the President. Such authorization shall be subject to review and certification annually by the Chair of the Board.

II.4. Primary Functions of the Board

In the exercise of its management and control of the University, the Board recognizes that it must determine major policy; review existing policy; define the missions, role and scope of the University and each of its major divisions or component institutions (hereinafter referred to as "campus"); and provide ultimate accountability to the public and the political bodies of Arkansas. Any authority delegated by the Board shall be subject to the ultimate authority of the Board.

Within these fundamental responsibilities, the Board will perform, where appropriate, many essential functions vested in the Board by Amendment 33, including but not limited to the following:

- a. Establish substantive institutional policy for the operation of the University.
- b. Determine and periodically review the University's mission and purposes, consistent with state constitutional and/or statutory provisions.

- c. Appoint the President, who shall be the University's chief executive officer, and set appropriate terms of employment, including compensation.
- d. Support the President and annually assess his or her performance based on mutually agreed-upon goals and other criteria.
- e. Approve the appointment of all faculty members and employees, on the recommendation of the President and consistent with other policies and regulations adopted by the Board.
- f. Grant tenure on the recommendation of the President and consistent with other policies and regulations adopted by the Board
- g. Review and approve the University's academic programs, curriculum, course credits, admission standards, and other educational practices consistent with the University's mission, plans, and financial resources.
- h. Acquire, manage, transfer, and sell all real property of the University.
- i. Approve the annual budget and tuition and fees, regularly monitor the University's financial condition, and establish policy guidelines affecting all institutional assets, including investments and the physical plant.
- j. Approve the salaries of all employees.
- k. Evaluate and select employee benefits and determine which employees are eligible to receive those benefits.
- l. Contribute to the University's fund-raising goals, participate actively in strategies to secure sources of support, and authorize university officers to accept gifts or bequests subject to policy guidelines, and invest and dispense non-public funds.
- m. Adopt Bylaws, rules, and regulations for the governance of its members, officers, agents, and employees and require adherence to such rules, including, but not limited to, those pertaining to governance, ethics, and conflict of interest.
- n. Determine the University's structure and major academic programs and services needed for the successful conduct of its mission and purposes.
- o. Grant diplomas and certificates and confer degrees based upon the recommendations of the campus Chancellor and faculty.
- p. Serve actively as advocates for the University in appropriate matters of public policy, in consultation with the President and other responsible parties, as the Board shall determine.

- q. Periodically assess its own performance in order to set an example for the university community and to seek ways to strengthen its effectiveness as a corporate body.
- r. Exercise such other authority as it deems appropriate to carry out the educational functions of the University within the applicable laws and regulations of the United States of America and applicable laws and regulations of the State of Arkansas.

From time to time, the University may receive and voluntarily agree to comply with requests from outside entities. These cooperative actions in no way constitute a waiver of the vested rights of the Board.

II.5. Trustee Emeritus Status

The title "Trustee Emeritus" shall be conferred at the sole discretion of the Board of Trustees upon any former Trustee who has retired from the Board after having provided exemplary service and who wishes to accept such a designation.

The conferring of this status shall ordinarily be in public ceremony so that appropriate approbation shall attend the marking of the recipient's distinguished public service.

ARTICLE III

Meetings of the Board of Trustees

III.1. Regular Meetings

The Board shall schedule annually, in advance, regular meetings of the Board to be held during the ensuing year. A scheduled meeting may be cancelled or the date, place, and time of holding the same may be altered by the Board Chair upon written notice. The Board shall meet at least once in each year.

III.2. Special Meetings

The Board Chair may call special meetings upon written notice as necessary to address issues or needs of the University. The Board Chair shall call a special meeting when requested in writing by at least three members of the Board.

III.3. Attendance

Members of the Board must be physically present at any Board meeting in order to be considered present and attending or to vote at that meeting; provided however, that the Board may have a meeting by telephone, video conference, or similar means to the extent permitted by law. The Board Chair may authorize participation of a member by electronic means in extenuating circumstances.

II.4. Quorum

Three members of the Board of Trustees shall constitute a quorum and a majority of those present shall govern. Every member present shall be required to vote, except that no Trustee shall be required to vote if there exists a possible conflict of interest.

III.5. Place of Meetings

Regular meetings of the Board will be rotated to locations in the state where the University maintains a campus or office.

III.6. Minutes

Minutes of all meetings of the Board shall be promptly prepared and distributed to all members of the Board by the Executive Secretary to the Board, and upon approval by the Board, such minutes shall be posted electronically and retained by the Executive Secretary to the Board.

III.7. Executive Session

All meetings of the Board of Trustees shall be open to the public except that the Board may go into executive session when necessary and when authorized by law.

III.8. Agenda

The Board shall provide for the preparation and advance distribution to Board members of the agenda for all meetings. The Board Chair shall approve, in advance of distribution, the agendas for all Board meetings as defined in V.2. No business other than that on the agenda shall be transacted except by unanimous consent of the members present.

III.9. Rules of Order

Rules of order shall be the most recently published *Robert's Rules of Order*, and unless overruled by a majority of Trustees attending, the Chair of the meeting will determine all questions concerning such rules.

ARTICLE IV

Officers

IV.1. Election of Officers

Officers of the Board shall be Chair, Vice Chair, and Secretary.

At the last regular meeting of the calendar year, there shall be an election of a Chair, Vice Chair, and Secretary. Each of these officers shall hold office until a successor is duly elected. Vacancies may be filled by the Board at any regular or special meeting and the person or persons elected shall serve for the remaining portion of the unexpired term.

IV.2. Chair of the Board

The Chair of the Board shall preside at all meetings of the Board, and in the Chair's absence the Vice Chair shall preside. In the absence of the Vice Chair, the Chair may appoint or designate a member of the Board to preside. The Chair, or the presiding member in the absence of the Chair, shall conduct all business according to parliamentary rules. The Chair shall have the right to vote upon all questions, motions, or recommendations submitted to the Board.

The Chair shall sign all contracts and other instruments requiring execution on behalf of the Board and shall discharge any other duties usually required of a presiding officer, unless it is otherwise ordered.

The Chair shall be the designated spokesperson for the Board. Other Trustees will direct inquiries and requests for comment to the Chair, who may respond on behalf of the Board. The Chair shall sign all resolutions duly adopted by the Board.

The Chair shall appoint one member of the Board to serve as liaison to the Arkansas State University Foundation, Inc. as an ex-officio non-voting member of the Board of Directors and the Executive Committee.

The Chair shall appoint one member of the Board to serve as liaison to the Arkansas State University Alumni Association, Inc. as an ex-officio non-voting member of the Board of Directors and the Executive Committee.

The Chair shall appoint one member of the Board to serve as liaison to the Arkansas State University Red Wolves Foundation, Inc. as an ex-officio non-voting member of the Board of Directors and the Executive Committee.

The Chair shall appoint one member of the Board to serve as liaison to the ASU System Department of Internal Audit.

The Chair, in consultation with the President, shall determine annually an interim succession plan in the event the President or any Chancellor is unable to perform his or her duties.

IV.3. Vice Chair of the Board

The Vice Chair shall perform all duties and have all the prerogatives set forth for the Chair in the Chair's absence, incapacity, or retirement from the Board until the Chair resumes office or a successor has been duly elected as provided in IV.1. above.

IV.4. Secretary of the Board

The Secretary of the Board shall sign minutes of the meetings of the Board, resolutions of the Board, proclamations of the Board, and legal and financial documents approved by the Board which require the signature of the Secretary of the Board of Trustees.

ARTICLE V

Personnel

The President of the System and the Executive Secretary to the Board shall report directly to the Board.

V.1. President of the System

The President of the Arkansas State University System shall be the Chief Executive Officer of the System. The President of the System shall be appointed by the Board of Trustees.

V.2. The Executive Secretary to the Board

The Executive Secretary to the Board shall be appointed by the President with the concurrence of the Board. The Executive Secretary to the Board shall:

- a. Regularly publish all policies adopted by the Board and maintain an updated copy of the Policies of the Arkansas State University System.
- b. Attend and keep accurate records of all meetings of the Board.
- c. Be custodian of all records of the Board and all documentary files thereof and of all bonds made to the Board.
- d. Arrange for the schedule of annual meetings of the Board in consultation with the Chair of the Board and arrange for special meetings of the Board as defined in III.2.
- e. Issue notices and calls of all meetings of the Board when authorized by the Chair of the Board.
- f. Prepare a meeting agenda and schedule at the direction of the Chair of the Board.
- g. Handle Board liaison, Board communications, Board arrangements for travel and site visitations, and initiate reimbursement procedures for expenses of each Trustee incurred on official business.

In the absence of the Executive Secretary to the Board, the Assistant Executive Secretary to the Board shall perform the duties of the Executive Secretary to the Board.

V.3. Assistant Executive Secretary to the Board

The Assistant Executive Secretary to the Board shall be appointed by the President with the concurrence of the Board. The Assistant Executive Secretary to the Board shall, in the absence or on the delegation of the Executive Secretary to the Board, or at the direction of the Chair of the Board, perform the duties of the Executive Secretary to the Board as set forth in V.2.

ARTICLE VI

The Arkansas State University System

VI.1. Organization

The University shall be charged with the responsibility of providing to the State of Arkansas comprehensive certificate, associate, baccalaureate, masters, doctoral, and professional programs and other instructional, research, and service programs, all of the highest quality, through the operation of major components or campuses with varying missions at such locations as may be approved by the Board from time to time.

The Arkansas State University System, with offices in Jonesboro and Little Rock, includes Arkansas State University-Beebe; Arkansas State University-Jonesboro; Arkansas State University-Mountain Home; and Arkansas State University-Newport, each with a role and scope to be prescribed by the Board, and each administered by a Chancellor who reports directly to the President. System coordination shall be effected by the President.

The Arkansas State University System, with approval and oversight of the Board, may organize, maintain, and operate campuses, programs, offices, and activities at locations other than the principal campuses, to be directed by an individual person identified by and responsible to a Chancellor.

VI.2. Authority and Duties of the President

The President shall be the chief executive officer of the University System and shall exercise such executive powers as are necessary for its appropriate governance. In the exercise of such powers, the President is delegated full authority to formulate and issue directives not inconsistent with Board policy. The President shall be the principal link between the Board's responsibility for policy and each Chancellor's responsibility for operations. The President shall report directly to the Board the current affairs of all components of the University, and shall discuss with the Board the basic issues, new or alternative directions, and recommendations on new policies. The President shall direct,

coordinate, and implement the planning, development, and appraisal of all activities of the System.

Within the general authority granted by the Board, the President shall perform duties and responsibilities including but not limited to the following:

- a. Implement Board policies, continuously review the administration and the effect of these policies, and recommend to the Board, for consideration, modifications of policies and new policies at both campus and system levels.
- b. Assume primary responsibility, with the assistance of the Chancellors, for external relationships with the Governor's office, the Legislature, the Arkansas Department of Higher Education, Congress, federal and state agencies, and other institutions.
- c. Recommend to the Board the mission, role and scope of the University and of its respective campuses.
- d. Establish the guidelines and formats, coordinate the development and review, and submit to the Board recommended campus master plans, facilities development programs, capital development programs, and campus strategic plans.
- e. Participate in the implementation of capital projects requiring Board approval.
- f. Direct and approve the preparation of coordinated legislative requests for both operating and capital appropriations, and direct the presentation of and justification for the request.
- g. Review and recommend to the Board the budgets of each campus.
- h. Coordinate all functions of the University to assure an integrated institution of related and cooperating campuses, with coordinated educational programs so that quality and comprehensiveness are emphasized, cooperation is insured, and unnecessary duplication is avoided.
- i. Establish financial, budgetary, audit, and business procedures for the efficient and effective management of the University.
- j. Recommend to the Board, after an appropriate search process, the appointment and compensation of Chancellors.
- k. Receive and review recommendations from the Chancellors for appointment and compensation of campus vice chancellors and other principal campus academic and administrative staff, and transmit such recommendations to the Board.
- l. Review and recommend action on all legal commitments and all other matters within the province of the Board, including contractual arrangements.

- m. Coordinate the development and recommend for adoption by the Board objectives, policies, and practices which will provide for effective and prudent management, control, and preservation of the physical and investment assets of the University.
- n. Provide staff assistance for ensuring the proper control and safekeeping of the physical and investment assets of the University.
- o. Recruit, appoint, and review employees reporting directly to the President necessary for the duties and responsibilities of the office of the President.
- p. Establish and maintain effective and timely means of communication with the Chancellors, other university constituencies, and Board members.

VI.3. Authority and Duties of the Chancellors

There shall be a Chancellor of each component institution who shall be chief executive officer thereof and who shall have full authority to administer campus affairs and to formulate and issue directives not inconsistent with the Bylaws, rules, policies and procedures of the Board and the President. The Chancellor shall be responsible for the participation of his or her campus in overall planning, resource allocation, and program evaluation of the University. The Chancellor shall report directly to the President and through the President to the Board of Trustees. The President shall provide an opportunity for the Chancellor to present his or her views on any matter which affects the University. Within the general authority granted by the Board and the President, the Chancellor shall perform duties and responsibilities including but not limited to the following:

- a. Primary responsibility for all of the factors that contribute to the quality of academic (teaching, research, and service) and support programs of the campus. Such factors include the general supervision of all campus faculties, the allocation and utilization of available resources within the campus, and any and all matters related to the welfare of the campus.
- b. General supervision of all relationships between students and the various levels of campus administration. Such supervision includes but is not limited to admissions, registration and records, academic progress and advising, counseling, housing, scholarships and financial aids, student activities and services, placement, international students, and the evaluation and certification of academic credit from other institutions.
- c. Financial management of the campus and its component parts in conformity with federal, state, and university management policies and practices. This function shall include but is not limited to the preparation of budgets and legislative requests, assistance in legislative presentations, maintenance of financial records and accounts for activities of the campus, the receipt and expenditure of all campus funds, and preparation of required financial reports.

- d. Personnel administration including employment and termination, wage determination consistent with law, and conditions of employment for faculty and other employees of the campus.
- e. Operation and maintenance of the physical plant, purchase of supplies and equipment, and the maintenance of appropriate inventories and records of real and personal property under the jurisdiction of the campus.
- f. Fund raising, auxiliary enterprises, and alumni activities.
- g. Participation in the development of objectives, policies, and practices which will provide for effective and prudent management, control, and preservation of the physical and investment assets of the University.
- h. Implement assigned plant and investment responsibilities and ensure compliance with restrictions established by external donors, as well as limitations placed by the Board or other policies on funds functioning as endowment.
- i. Develop and submit to the President campus master plans, facilities development programs, capital development programs, and campus strategic plans.
- j. Establish and maintain effective and timely means of communication with President and other university constituencies.

ARTICLE VII

Indemnification

The University shall provide its current and former trustees, officers, and employees with legal defense in connection with any threatened or pending lawsuit or claim based on actions alleged to have been taken within the course and scope of employment or official capacity. University legal counsel shall defend all such proceedings unless and until it is determined that the trustee, officer, or employee acted outside the course and scope of employment or official capacity.

The University shall pay all judgments, damages, settlements, and costs reasonably incurred in such proceedings. Trustees, officers, and employees may hire personal counsel at their own expense.

ARTICLE VIII

Policies of the Board of Trustees

The Board will adopt policies to state official positions of the the University, to establish substantive educational functions of the University, to guide operations of the University, or to define practices to be followed by the University. Policies shall be approved, modified, or withdrawn by majority vote of the Board.

Approved policies will be compiled and displayed electronically and kept in archival form by the Executive Secretary to the Board who will make a record of the dates of approval and subsequent modification of each policy.

ARTICLE IX

Amendment or Repeal of Bylaws

New Bylaws may be adopted and existing Bylaws may be amended or repealed at any meeting of the Board, but no such action shall be taken unless notice of the substance of such proposed adoption, amendment, or repeal shall have been given to each member of the Board at least thirty (30) days in advance of the vote upon such change, provided, however, that by unanimous consent of the entire membership of the Board, the requirements for such notice may be waived.

EXECUTIVE SUMMARY

Contact: Lynita Cooksey (870) 972-2030

ACTION ITEM: Arkansas State University-Jonesboro requests approval to amend the Faculty Handbook of Policies and Procedures.

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

BACKGROUND:

- The Arkansas State University-Jonesboro Faculty Handbook Committee proposes several revisions to the Faculty Handbook of Policies and Procedures.
- Sections 1.c.3 and 1.c.4 are revised to make the descriptions of the Academic Shared Governance Committees and Institutional Shared Governance Committees parallel.
- Sections 1.c.3 and 1.c.5 are revised to include the Academic Calendar Committee and the Library Committee.
- Section 1.c.5 is revised to show that the Undergraduate Admission Appeals Committee reports to the Provost and Vice Chancellor for Academic Affairs rather than the Vice Chancellor for Student Affairs.
- Section 11.v.1 is revised to omit the reference to professional liability insurance.
- Bylaw II of the Bylaws of the Faculty Association is revised to retain balances in the treasury rather than transmitting those funds to the General Scholarship Fund.
- The definition of the Committee on Committees contained in the Bylaws of the Faculty Association is revised.
- The Fringe Benefits Committee and Handbook Committees of the Faculty Association are deleted as they exist within the shared governance process.
- The role of the Historical Committee of the Faculty Association is expanded.
- A number of typographical and grammatical errors are corrected.
- All changes are attached and shown in red.

EXECUTIVE SUMMARY

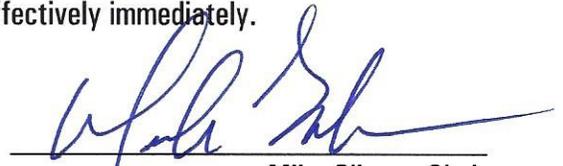
Contact: Lynita Cooksey (870) 972-2030

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University-Jonesboro is approved to amend the Faculty Handbook of Policies and Procedures as reflected on the attached revisions effectively immediately.



Charles Luter, Secretary



Mike Gibson, Chair

September 20, 2013, Proposed Changes to Arkansas State University- Jonesboro Faculty Handbook of Policies and Procedures:

I.c.3. Academic Shared Governance:

Definition: Academic shared governance committees are the vehicle by which the faculty influences decisions and courses of action in areas of faculty responsibility by being informed of, expressing views on, and making recommendations about academic issues affecting the institution. Academic shared governance committees address those areas of activity central to the interests of the faculty and academic programs of the university. Academic shared governance committees must meet at least two times during the fall and spring semesters and be available during the summer to meet as needed.

Academic Shared Governance Committees:

The Academic Shared Governance Committees elect a chair, vice-chair, and a secretary at the beginning of each academic year. In the event that any officer is unable to serve in that position, a new election for that position will be held. The chair and vice-chair of the committee may not serve more than two consecutive years in their respective positions without rotating out of the position for at least a year. Unless otherwise noted, all members will serve a staggered **three year term with a two-term limit**. **Members of Academic Shared Governance Committees may not serve more than six consecutive years without rotating off the committee for at least one year. Student member will serve one year terms.** Academic Shared Governance Committees are as follows:

- Academic Budget Committee
- **Academic Calendar Committee**
- Academic Hearing Committee
- Education and Technology Committee
- Faculty Achievement Awards Committee
- Faculty Handbook Committee
- Faculty Research Awards Committee
- General Education Committee
- Graduate Council
- Honors Council
- **Library Committee**
- Sponsored Programs Committee
- Undergraduate Admission Appeals Committee
- Undergraduate Curriculum Committee
- Undergraduate Enrollment and Academic Policy Committee
- Undergraduate Graduation and Academic Appeals Committee
- University Promotion, Retention, and Tenure Committee

1.c.4 Institutional Shared Governance:

The Institutional Shared Governance Committees elect a chair, vice-chair, and a secretary at the beginning of each academic year. In the event that any officer is unable to serve in that position, a new election for that position will be held. The chair and vice-chair of the committee may not serve more than two consecutive years in their respective positions without rotating out of the position for at least a year. Unless otherwise noted, all members will serve a staggered three year term with a two term limit. Members of the Institutional Shared Governance committees may not serve more than six consecutive years without rotating off the committee for at least one year. Student members will serve one year terms. Institutional Shared Governance Committees are as follows:

1.c.5 Academic Governance Committee Purposes and Membership

INSERT: Academic Calendar Committee (after Academic Budget Committee) as follows:

Academic Calendar Committee

The Academic Calendar Committee is responsible for studying and making recommendations regarding the university academic calendar. The committee provides information on calendars of other universities such as length of semester, start/end of classes. The committee reports to the Provost and Vice Chancellor for Academic Affairs and Research. Membership consists of three undergraduate students appointed by the SGA and one graduate student appointed by the GSC to serve for one year; four faculty members from different colleges appointed by the Faculty Senate; two staff members appointed by the Staff Senate; one dean appointed by the Academic Deans Council; one chair appointed by the Chairs Council; Dean of Continuing Education and Community Outreach; and one representative from each of the following offices: Information and Technology Services, Admissions, Registrar, Vice Chancellor for Academic Affairs and Research, and Vice Chancellor for Student Affairs all of whom will serve staggered three-year terms beginning with the start of the academic year. The committee elects a chair at the beginning of each academic year.

INSERT: Library Committee (after Honors Council) as follows:

Library Committee

The Library Committee advises the library staff on needs of library users, and provides a forum for expression for library users' views in areas of acquisitions and operating policy. The committee reports to the Provost and Vice Chancellor for Academic Affairs and Research. Membership consists of three undergraduate students appointed by the Student Government Association and two graduate students appointed by the Graduate Student Council to serve for one-year; five faculty members appointed by the Faculty Senate (one must be a library faculty member); two staff members appointed by the Staff Senate; one representative from

Information and Technology Services; one representative from the Arkansas Bioscience Institute; and one representative from the Chairs Council, all of whom will serve staggered three-year terms, beginning with the start of the academic year. The Dean of the Library and Information Resources will serve as an ex-officio, nonvoting member. The committee elects a chair at the beginning of each academic year.

REVISE: Undergraduate Admission Appeals Committee to read as follows:

Undergraduate Admission Appeals Committee

The Undergraduate Admission Appeals Committee will serve as an appeals committee for students contesting decisions of college admissions. Committee decisions will be forwarded to the office of the Provost and Vice Chancellor for Academic Affairs and Research for final action.

Membership will consist of a faculty representative from each college and three students (one-year term) appointed by the SGA. The Chancellor's designee, Director of Admissions, and a representative from the Office of Financial Aid and Scholarships will serve as ex-officio, non-voting members. The committee will elect a chair at the beginning of each academic year.

Recommendations concerning university requirements for admission will be forwarded to the office of the Provost and Vice Chancellor for Academic Affairs and Research with a copy to the Vice Chancellor Student Affairs.

II.v.1. DELETE: Professional Liability: The university carries professional liability insurance on faculty in the College of Nursing and Health Professions.

BYLAWS OF THE FACULTY ASSOCIATION

- I. In accordance with the Constitution, Article I, Section II, complete current records of membership, indicating voting rights in the Faculty Association, shall be kept by the secretary-treasurer of the Faculty Association.
- II. An annual stipend is to be provided by Arkansas State University to finance the activities of the Faculty Association. No monies shall be disbursed by the secretary-treasurer without authorization by the Executive Committee (elected officers) of the Faculty Association for either the Association or the Faculty Senate. **DELETE: ; and all monies above the sum of \$200.00 remaining in the treasury at the end of each academic year shall be turned over to the Chancellor for inclusion in the General Scholarship Fund of the University for the purpose of encouraging undergraduate students through scholarship grants.** Further financing for the activities of the Faculty Association shall be provided by dues assessed annually to the members of the Faculty Association. The amount of annual dues shall be determined by the membership of the association. **DELETE: Regulations for disbursement of money collected through**

dues shall be the same as listed above except that excess monies need not be turned over to the scholarship fund but may be carried over from one year to the next.

III. The president shall call the meetings specified in the Constitution, Article 1, Section III, notice being given to members of the Faculty Association. The president shall schedule regular meetings as deemed best suited to the University program.

IV. Nomination and Election Procedures

A. Nomination of Officers

1. In accordance with the Constitution, every second year or as necessitated by vacancy in office, the president of the Faculty Association shall appoint a committee to present nominations for the office of president-elect at a meeting of the Association called during spring of each year. The Association members shall be notified of the nominees at least two weeks before the election date. Additional nominations may be made by a petition, signed by twenty (20) members of the Association, and filed with the president at least one week before the election date. The position of secretary-treasurer will also be included every second year, or as necessitated by vacancy in office, in presenting nominations.
2. Secret ballots must be used for the election, with the names of all certified candidates appearing on the ballot.
3. A majority of the members voting shall be necessary to elect an officer of the Association. In the event that no candidate for a particular office receives a majority of the votes cast, a run-off election shall be held during the Association meeting. If a quorum is not present, the run-off shall be held by ballot in two weeks.
4. Newly elected officers of the Association shall assume their duties at the first meeting of the Faculty Senate or the Faculty Association following their election.

B. Election of the Members of the Faculty Senate

1. Members of the Faculty Senate shall be elected by members of the faculty in their respective groups (colleges, departments within a college if the faculty of the college so decides, independent departments, or professional librarians) during the spring of each year to fill vacancies caused by the expiration of the term of a senator, or by any other reason as defined below.

2. New senators shall assume their duties in the first **INSERT: fall** meeting of the **Faculty (capitalize first letter)** Senate following their election.

C. Filling Vacancies

Officer and Senate vacancies shall be filled as they occur.

1. Officer Vacancies

Definition of vacancy. Office of president, president-elect, or secretary-treasurer shall be adjudged vacant when the incumbent (1) dies, (2) retires, (3) resigns from his/her office or from the university, or (4) goes on leave for a semester or more.

Procedures for filling vacancies:

President.

If the office of president becomes vacant while no president-elect is in office, the Senate, at the next Senate meeting following the vacancy, shall select an interim president to serve until the meeting of the Association called during the spring of each year. At this meeting, the Association, notwithstanding other provisions of these bylaws, will elect a president to serve a two-year term. At the next meeting of the Association called during the spring of each year, the Association, **notwithstanding (remove space between not and withstanding)** other provisions of these bylaws, will elect a president-elect to serve a one-year term.

If the office of president becomes vacant while a president-elect is in office, the president-elect will become interim president until such time as he or she would have become president had no vacancy occurred, at which time he or she will assume the office of president. At the Association meeting called during the spring of the year following this assumption of the office as president, the Faculty Association shall elect a president-elect to a one-year term.

STANDING COMMITTEES OF THE FACULTY SENATE

During the spring semester, the Senate Committee on Committees circulates to each member of the Faculty Association a list of Senate standing committees and of those University committees to which the Senate has the privilege of appointing some of the members. A brief statement as to the role of the committee and the number of vacancies is included. **INSERT: Faculty members are (DELETE "The faculty is")** requested to return such a list, marking their preferences as to committee(s) on which they would like to serve.

Upon return of such expressions of preferences by the faculty the Senate Committee on Committees prepares a roster of committees and of faculty members willing to serve on them. The roster is used to select and name faculty for committee service.

Faculty named to serve on the University committees are elected by the membership of the Faculty Senate during, normally, its first meeting in April. (The nominees upon whom the Senate votes are faculty who express preference to the Committee on Committees [see above] to serve on the various university committees.)

Faculty named to serve on the Senate standing committees are appointed, prior to commencement of the fall semester, by the newly elected president of the Faculty Association (and Chair of the Faculty Senate). Appointments are made with preference given to faculty volunteering their services to the Committee on Committees (see above). The chairs of Senate standing committees are, normally, senators. Some preference is given also to reappointment of several previous members of a given committee so as to ensure continuity.

Committee on Committees

The **DELETE: role of the** Faculty Senate Committee on Committees is **INSERT: composed of members of the executive committee of the Faculty Senate. The role of this committee is** to: (1) solicit the faculty to develop a pool for prospective Faculty Senate committee appointments and Faculty Senate appointments to University committees each spring; (2) aid the incoming chair of the Faculty Senate in selecting committee members for the coming year's Faculty Senate committee appointments, and (3) monitor equitable faculty member appointments to Faculty Senate and University committees.

Finance Committee

The role of the Faculty Senate Finance Committee is to monitor faculty financial status both within the university and relative to other universities in the state, region and nation.

DELETE COMMITTEE: Fringe Benefits Committee

The purpose of the Faculty Senate Fringe Benefits Committee is to: (1) serve as liaison between the Faculty Senate and the Vice Chancellor for Finance and Administration on fringe benefit matters, (2) monitor the progress of the fringe benefits program, and (3) upon instructions from the Faculty Senate, convey recommendations to the administration.

DELETE COMMITTEE: Handbook Committee

The purpose of the Faculty Senate Handbook Committee is to: (1) review the Faculty Handbook (including the Faculty Association Constitution and Bylaws) and make recommendations to the Faculty Senate for change; (2) upon instructions

from the Faculty Senate, submit the proposed change to the Provost and Vice Chancellor for Academic Affairs and Research for review pursuant to the AGOC or IGOC process, and (3) initiate and monitor the spring senator reapportioning process.

Status of the Profession Committee

The role of the Faculty Senate Status of the Profession Committee is to: (1) annually survey the faculty; (2) analyze annual and longitudinal results; (3) summarize at least three major findings from survey results, and (4) prepare a report of the results for distribution to the faculty and the public.

Historical Committee

DELETE: The role of the Historical Committee is to oversee the nomination and approval process for permanently honoring future distinguished faculty who have since retired and it is also charged with maintaining the archives/historical records of the faculty and the association.

INSERT:

The committee is charged with overseeing the nomination and approval process for permanently honoring future distinguished faculty who have since retired and also charged with maintaining the archives/historical records of the faculty and the association. Membership on the committee will consist of one representative who is a tenured faculty member from each of the academic colleges. Members will be selected by the Executive Committee of the ASU Faculty Association and will serve staggered five year terms. Members selected to serve on the committee should have a long history of employment as ASU faculty. The committee will elect a chair. Every five years beginning in the fall of 2014 the committee will put forward a call for nominations. The committee will follow the *Criteria for Inclusion* and the *Procedure for the Nomination Process* listed below. The committee and the ASU Faculty Association Executive Committee will be responsible for having the names of the distinguished faculty honorees, highest degree, title, and years of service engraved on the prefabricated name plate and permanently attached on the display outside of Centennial Hall. The names will be unveiled every 5 years during the spring meeting of the ASU Faculty Association and Faculty Honors Convocation. Distinguished faculty honorees and their families will be invited to these events.

Criteria for Inclusion of Nominee:

- (1) Nominees must be former ASU faculty members.**
- (2) Other than in exceptional cases nominees must have a minimum of 10 years of service to ASU.**
- (3) They must have made long-term significant contributions to ASU.**

Procedure for the Nomination Process:

- (1) The Historical Committee will notify all ASU Academic Deans of their plans to honor select former faculty and the criteria that nominees must meet and the procedures for submitting nominations.**
- (2) Academic Deans will be asked to form a faculty nominating committee consisting of current faculty representatives from every department and program within their respective college. Deans will be asked to include as many “seasoned” faculty as possible on these college nominating committees. Nominating committee members need to have a long history of employment as ASU faculty.**
- (3) Each college nominating committee will submit the names of faculty members who meet the criteria for inclusion and who should be considered as nominees. Each college nominating committee will rank order these names. These names will be provided to the Chair of the Historical Committee and copied to the college dean by mid-October.**
- (4) Each nomination must include the following in order to be considered:**
 - a. Nominee’s full name and highest degree (e.g., Ph.D., Ed.D., MFA, MSN, etc.)**
 - b. Nominee’s rank and title (e.g., Professor of Chemistry)**
 - c. Year of first contract and year of last contract (e.g., 1991-2014)**
 - d. Key contributions to ASU (i.e., why the former faculty member is being nominated)**
 - e. Rank order (see # 3 above)**
- (5) The Historical Committee has the right to select nominations for presentation to the ASU Faculty Association Executive Committee. The committee should consider approximately 10 nominations every five years.**
- (6) The Historical Committee will vote on a final list of nominees and forward the list to the ASU Faculty Association Executive Committee for final approval.**

EXECUTIVE SUMMARY

Contact: Lynita Cooksey (870) 972-2030

ACTION ITEM: Arkansas State University-Jonesboro requests approval to restructure and rename the College of Education.

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

BACKGROUND:

- The College of Education requests approval to reorganize and rename the college to better meet the needs of students, curriculum, and faculty and to be more representative of the mission of each department. In an effort to create a more inclusive environment for all departments and faculty within the College of Education, the chairs and faculty voted to rename the college.
- The new college structure and name is proposed to address the following issue: The new name will be representative of all the different departments in the college. The departments include the School of Teacher Education and Leadership; Psychology and Counseling; Health, Physical Education & Sports Science (HPESS) and the Center for Excellence in Education.
- Faculty and area school administrators who employ many of our graduates often questioned the existence of two separate departments, the Department of Teacher Education and the Department of Educational Leadership, Curriculum and Special Education, functioning independently. Forming a new School of Teacher Education and Leadership that combines these two departments will address the concerns of educational leaders in the schools and faculty in the departments. The creation of the School of Teacher Education and Leadership will allow a more efficient use of resources and collaborative working relationship in the teacher education and leadership field. In addition, by combining the two departments three new assistant professor lines can be created for the college. Faculty members voted on the name of the new department.
- The Office of Professional Education Programs (PEP) will work primarily with the new School of Teacher Education and Leadership. Therefore, the faculty felt that rather than being a stand-alone unit, it is appropriately housed in the School of Teacher Education and Leadership. The director of the PEP office will report to the chair of the School of Teacher Education and Leadership.

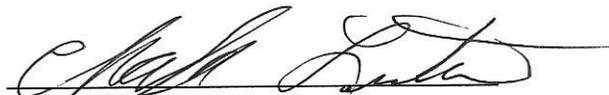
EXECUTIVE SUMMARY

Contact: Dr. Lynita Cooksey (870) 972-2030

- The proposed changes are:
 - Change the name of the College of Education to the College of Education and Behavioral Science.
 - Form the new School of Teacher Education and Leadership by combining the Departments of Educational Leadership, Curriculum and Special Education (ELCSE) and Teacher Education.
 - House the Office of Professional Education Programs (PEP) under the School of Teacher Education and Leadership and have the Director of the PEP report directly to the Chair of the School of Teacher Education and Leadership.
- The proposed restructuring of the college can be done with current resources. No additional funding is required.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University-Jonesboro is approved to restructure and rename the College of Education, effective January 1, 2014.


Charles Luter, Secretary


Mike Gibson, Chair

EXECUTIVE SUMMARY

Contact: Lynita M. Cooksey (870) 972-2030

ACTION ITEM: Arkansas State University-Jonesboro requests approval to offer a new minor in Creative Media Production.

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

BACKGROUND:

- The creation of this minor is in accordance with the larger restructuring that is taking place in the College of Media and Communication.
- This minor will provide students with a broad overview of theoretical principles and practical applications associated with the field of media production.
- The goal of the Creative Media Production Program is to inspire and empower students with an in-depth understanding of the knowledge and skills it takes to be a successfully functioning member of the professional journalistic media in the specific context of multimedia production.
- The minor will require the completion of 19 hours of required courses.
- No new funds are required for this minor.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University-Jonesboro is approved to offer a new minor in Creative Media Production effective spring semester 2014.


Charles Luter, Secretary


Mike Gibson, Chair

EXECUTIVE SUMMARY

Contact: Lynita M. Cooksey (870) 972-2030

ACTION ITEM: Arkansas State University-Jonesboro requests approval to offer a new minor in Multimedia Journalism.

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

BACKGROUND:

- This minor is being created as part of the larger restructuring taking place in the College of Media and Communication.
- This minor will provide students with a broad overview of the knowledge and skills used in a wide range of multimedia journalism contexts.
- The goal of the multimedia journalism production program is to inspire and empower students with the necessary knowledge and skills it takes to be a successfully functioning member of the professional journalistic media in a democratic society.
- The minor will require the completion of 19 hours of required courses.
- No new funds are required for this minor.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University-Jonesboro is approved to offer a new minor in Multimedia Journalism effective spring semester 2014.


Charles Luter, Secretary


Mike Gibson, Chair

EXECUTIVE SUMMARY

Contact: Lynita M. Cooksey (870) 972-2030

ACTION ITEM: Arkansas State University-Jonesboro requests approval to offer a new minor in Strategic Communications.

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

BACKGROUND:

- This minor will serve the newly created program in Strategic Communications. In content, this minor will include courses from advertising, public relations, and relevant communication studies courses and will provide students with an in-depth overview of the field of strategic communications.
- The goal of the Strategic Communications program is to prepare students for a broad range of careers in the context of strategic communications.
- The minor will require the completion of 19 hours of required courses.
- No new funds are required for this minor.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University-Jonesboro is approved to offer a new minor in Strategic Communications effective spring semester 2014.


Charles Luter, Secretary


Mike Gibson, Chair

EXECUTIVE SUMMARY

Contact: Robin Myers (870) 508-6101

ACTION ITEM: Arkansas State University-Mountain Home (ASUMH) requests approval of their revised Faculty Handbook.

ISSUE: The Board of Trustees must approve all handbooks.

BACKGROUND:

- The ASUMH Faculty Handbook has been updated to reflect current practices and policies.
- The faculty participated in the revision of this document during the 2012-13 academic year.
- The revisions have been reviewed by cabinet and legal counsel and are recommended for adoption.

RECOMMENDATION/RESOLUTION:

Be it resolved that the Arkansas State University-Mountain Home Faculty Handbook is approved as revised effective September 20, 2013.



Charles Luter, Secretary



Mike Gibson, Chair

EXECUTIVE SUMMARY

Contact: Robin Myers (870) 508-6101

ACTION ITEM: Arkansas State University-Mountain Home requests approval to assess a \$16 course fee for malpractice insurance for the Funeral Science program.

ISSUE: The Board of Trustees must approve all student fees.

BACKGROUND:

- Funeral Science students will be required to complete an internship course each spring semester. Each student will complete two internship courses in order to complete the AAS Funeral Science degree program.
- It is recommended that each student be covered by malpractice insurance while enrolled in the internship course.
- The cost of the malpractice insurance for each student is \$16. This is a per course charge which should be attached to the spring semester courses FUS1001 and FUS2001.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University-Mountain Home is approved to assess a \$16 course fee for malpractice insurance in the Funeral Science program effective January 1, 2014.


Charles Luter, Secretary


Mike Gibson, Chair

**ARKANSAS STATE UNIVERSITY
BOARD OF TRUSTEES**

RESOLUTION

A resolution for the recognition of significant contributions to
Arkansas State University-Mountain Home
in honor of
Dr. Patricia Bailey

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

WHEREAS, Dr. Patricia Bailey served with distinction in the position of Provost and Vice Chancellor for Academic and Student Affairs for the past eighteen years at Arkansas State University-Mountain Home; and

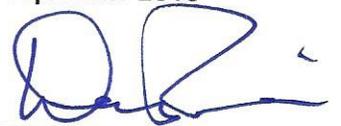
WHEREAS, Dr. Patricia Bailey has led the academic mission of ASUMH and contributed to the creation of the beautiful campus we enjoy today.

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of Arkansas State University, that the Academic Vice Chancellor office suite on the ASU-Mountain Home campus shall be named and henceforth known as the:

DR. PATRICIA BAILEY ACADEMIC SUITE

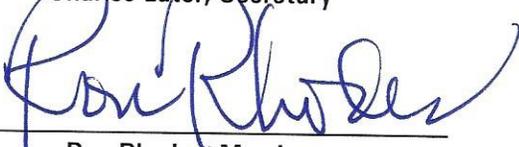
DULY ADOPTED AND APPROVED this 20th day of September 2013


Mike Gibson, Chair


Dan Pierce, Vice Chair


Charles Luter, Secretary


Howard L. Slinkard, Member


Ron Rhodes, Member


Charles L. Welch, President

**ARKANSAS STATE UNIVERSITY SYSTEM
NON-ACADEMIC APPOINTMENT
SEPTEMBER 20, 2013**

COURTWAY, ANDREW

Senior Internal Auditor

Salary: \$50,000
Effective Date: October 1, 2013
Source of Funds: E & G, Page 5, Line 2
Justification: Replacement for Franziska Lincoln who resigned (Salary \$37,730)

Education:
2007 B.S. Business Administration/Finance, University of Central Arkansas

Certification:
2013 Certified Financial Services Auditor

Employment:
2009-2013 Internal Auditor II, Centennial Bank
Conway

GRAYHAM, GLEN

Senior Internal Auditor

Salary: \$70,000
Effective Date: October 1, 2013
Source of Funds: E & G, Page 5, Line 3
Justification: Replacement for Jackie Holloway who resigned (Salary 57,222)

Education:
1996 B.S. Accounting, Arkansas State University

Certification:
2008 Certified Public Accountant

Employment:
2001-2013 Accountant/Audit Supervisor, Freeman and Company, CPAS
Jonesboro, AR

MASSEY, SANDRA

Chancellor, Arkansas State University-Newport

Salary: \$177,826

Effective: September 17, 2013 – June 30, 2016

Source of Funds: E&G, Page 40, Line 1

Justification: Replaces Larry Williams who retired (salary \$182,131)

Education:

2001 Ed.D. Oklahoma State University, Stillwater, OK

1979 M.S. Rehabilitation Counseling, Arkansas State University

1978 B.S. Psychology, Arkansas State University

Employment:

2011 – Present Vice Chancellor for Academic Affairs, Arkansas State University-Newport

2005 – 2010 Provost, Tulsa Community College, Northeast Campus, Tulsa, OK

2003 – 2005 Dean of Student Services, Tulsa Community College, Northeast Campus, Tulsa, OK

ARKANSAS STATE UNIVERSITY-JONESBORO
ACADEMIC APPOINTMENTS
September 20, 2013

AKHTER, MOHAMMAD

Temporary Assistant Professor of Nursing and Nurse Anesthesia Clinical Coordinator

Salary: \$80,000 (12-month rate)

Effective: July 1, 2013

Source of Funds: Education and General, page 162, line 1 (self-supporting program)

Justification: Teaching required nursing courses for 2013-2014 due to enrollment growth and accreditation standards.

Education:

1991 M.B.B.S. Medicine and Surgery, Quaid-e-Azam Medical College, Bahawalpur, Pakistan

Employment:

2006-2013 Assistant Professor, Arkansas State University-Mountain Home

2005-2013 Assistant Professor, Arkansas State University-Jonesboro

BARRETT-FOX, JASON

Assistant Professor of English

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

Effective: August 16, 2013

Source of Funds: Education and General, page 102, line 10

Justification: Replacement for Janelle Collins who was promoted to Department Chair (salary-\$54,411)

Education:

2013 Ph.D. English, University of Kansas, Lawrence, KS

2008 M.A. American Studies, University of Kansas, Lawrence, KS

2004 M.A. English, University of Kansas, Lawrence, KS

2001 B.A. English, Bethel College, North Newton, KS

Employment:

2011-2013 Instructor, Hesston College, Hesston, KS

2011 Instructor, Bethel College, North Newton, KS

2008-2011 Lecturer, University of Kansas, Lawrence, KS

2009-2010 Visiting Lecturer, Women, Gender, and Sexuality Studies Program, University of Kansas, Lawrence, KS

2009-2011 Online Instructor, University of Kansas, Lawrence, KS

2003-2008 Graduate Instructor, University of Kansas, Lawrence, KS

BARRETT-FOX, REBECCA

Temporary Assistant Professor of Sociology

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

Effective: August 16, 2013
Source of Funds: Education and General, page 107, line 16 (off-budget, temporary line)
Justification: Replacement for Monika Myers who is taking leave of absence (salary-\$57,076)

Education:

2010 Ph.D. American Studies, University of Kansas, Lawrence, KS
2002 M.A. American Studies, University of Kansas, Lawrence, KS
2000 B.A. English, Juniata College, Huntingdon, PA

Employment:

2011-2013 Professor, Hesston College, Hesston, KS
2011-2012 Assistant Professor, Bethel College, North Newton, KS
2000-2011 Instructor, University of Kansas, Lawrence, KS

BELL, JARMEL

Temporary Instructor in Mid-Level Education (ADTEC)

Salary: \$40,000 (9-month rate)
Effective: August 16, 2013
Source of Funds: Education and General (ADTEC appropriation), page 141, line 2
Justification: Replacement for Robert Hanson who resigned (salary-\$41,200)

Education:

2009 M.S. Educational Leadership, Arkansas State University
2006 B.S. Education, Arkansas State University

Employment:

2012-2013 Math Specialist, JBHM Education Group, Jackson, MS
2011-2013 Scholastic Audit Team, Arkansas Department of Education, Little Rock, AR
2009-2013 Math Coach/Instructional Facilitator, Earle School District, Earle, AR
2008-2009 Math Coach/Instructional Facilitator, Turrell School District, Turrell, AR
2006-2008 Math Teacher, Marked Tree Junior High School, Marked Tree, AR

BLACK, CHRISTIE

Assistant Professor of Nurse Anesthesia

Salary: \$135,000 (12-month rate)
Effective: July 15, 2013
Source of Funds: Education and General, page 162, line 6 (self-supporting program)
Justification: Teaching required nursing courses for 2013-2014 due to enrollment growth and accreditation standards.

Education:

2006 M.S. Nurse Anesthesia, Arkansas State University
2002 B.S. Nursing, University of Central Arkansas, Conway, AR

Employment:

2008-2013 Staff Faculty and Certified Registered Nurse Anesthetist, University of Arkansas Medical Science Anesthesia, Little Rock, AR
2006-2008 Certified Registered Nurse Anesthetist, AR Health Group Anesthesia, Little Rock, AR
2006 Certified Registered Nurse Anesthetist, Ouachita Anesthesia Group, Hot Springs, AR
2004-2006 Certified Registered Nurse Anesthetist Student
2002-2003 ICU Registered Nurse, Central Arkansas Veterans Healthcare System, Little Rock, AR

BOVES, THAN

Assistant Professor of Avian Ecology

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

Effective: August 16, 2013

Source of Funds: Education and General, page 94, line 7

Justification: Replacement for James Bednarz who retired (salary-\$81,115)

Education:

2011 Ph.D. Wildlife Ecology, University of Tennessee, Knoxville, TN
2007 M.S. Raptor Biology, Boise State University, Boise, ID
1998 B.S. University of Illinois, Urbana-Champaign, IL

Employment:

2011-2013 Post-doctoral Teaching Assistant, University of Illinois, Urbana-Champaign, IL
2008-2011 Graduate Teaching Assistant, University of Tennessee, Knoxville, TN
2006-2007 Instructor, Foothills School of Arts and Sciences, Boise, ID
2004-2007 Head Teaching Assistant, Boise State University, Boise, ID
2002-2004 Biology Teacher, Proviso East High School, Maywood, IL

BURCHAM, DONNA 'JOAN'

Temporary Instructor in Mechanical Engineering

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

Effective: August 16, 2013

Source of Funds: Education and General, page 144, line 18

Justification: A new position to develop and teach Engineering Management courses and software development.

Education:

1985 M.S. Industrial Engineering, Mississippi State University, Starkville, MS
1983 B.S. Industrial Engineering, Mississippi State University, Starkville, MS

Employment:

2013 Coordinator Business Affairs, University of Tennessee at Martin, Martin, TN
2007-2013 Assistant Manager Computer Store, University of Tennessee at Martin, Martin, TN
2006 Instructor, University of Tennessee at Martin, Martin, TN

BURCHAM, TIMOTHY

Dean of Agriculture and Technology, Tenured Professor of Agricultural Engineering

Salary: \$142,000 (12-month rate)

Effective: July 1, 2013

Source of Funds: Education and General, page 82, line 1

Justification: Replacement for Greg Phillips who returned to full-time faculty (salary-\$165,532)

Education:

1989 Ph.D. Agricultural Engineering, Clemson University, Clemson, SC

1985 M.S. Agricultural Engineering, Mississippi State University, Starkville, MS

1983 B.S. Agricultural Engineering, Mississippi State University, Starkville, MS

Employment:

2011-2013 Interim Department Chair and Professor, University of Tennessee at Martin, Martin, TN

2002-2011 Professor, Gilbert Parker Chair of Excellence, University of Tennessee at Martin, Martin, TN

BUTLER, PETER

Assistant Professor of Counseling

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

Effective: August 16, 2013

Source of Funds: Education and General, page 129, line 13

Justification: Replacement for Yun-Jeong Shin who resigned (salary-\$50,000)

Education:

2012 Ph.D. Rehabilitation, University of Arkansas, Fayetteville, AR

2006 M.S. Rehabilitation (Specialization in Deafness), University of Arkansas (Little Rock Research and Training Center), Fayetteville, AR

2004 B.S. Deaf Education, Stephen F. Austin State University, Nacogdoches, TX

Employment:

2010-2013 Freelance/Consultant, Self-employed

2006-2010 Graduate Assistant/Accommodations Counselor, Center for Educational Access, University of Arkansas, Fayetteville, AR

2006 Intern, Texas Department of Assistive and Rehabilitative Services, Houston, TX

2004-2006 Graduate/Technical/Research Assistant, University of Arkansas (Little Rock RTC on Deafness), Little Rock, AR

CASTRO, JUSTIN

Assistant Professor of Latin American History

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

Effective: August 16, 2013

Source of Funds: Education and General, page 105, line 4

Justification: Replacement for Ignacio Martinez who resigned (salary-\$53,000)

Education:

2013 Ph.D. History-Latin America, University of Oklahoma, Norman, OK
2008 M.A. American History-Museum Studies, University of Central Oklahoma, Edmond, OK
2005 B.A. History, Northeastern State University, Tahlequah, OK

Employment:

2012-2013 Instructor, University of Oklahoma, Norman, OK
2011-2012 Teaching Assistant/Discussion Leader, University of Oklahoma, Norman, OK
2009-2010 Research Assistant, University of Oklahoma, Norman, OK
2008-2009 Teaching Assistant/Discussion Leader, University of Oklahoma, Norman, OK
2007-2008 Graduate Assistant/Teaching Assistant, University of Central Oklahoma, Edmond, OK

COLEMAN, HEATHER

Temporary Instructor in Music

Salary: \$15,000 (4 ½-month rate)
Effective: August 16, 2013
Source of Funds: Off budget, funded by salary savings pool
Justification: Temporary instructor needed due to enrollment growth.

Education:

1999 D.M.A. Concentration in Flute Performance, University of Memphis, Memphis, TN
1995 M.M. Flute Performance, University of Memphis, TN
1993 B.A. Music, Arkansas State University

Employment:

2011-2013 Adjunct Faculty, Arkansas State University
2006-2011 Music Teacher, Fox Meadow Elementary School, Jonesboro, AR
2006-2007 Music Teacher, Raider Open Door Academy, Jonesboro AR
2004-2006 Music Teacher, Choir and Band Director, Weiner Public School District, Weiner, AR
2004 Long-term substitute band director, Westside School District, Jonesboro, AR
2003-2004 Kindergarten Music Teacher, Nettleton School District, Jonesboro, AR

CRUMRINE, LACY

Assistant Professor of Counseling

Salary: \$50,000 (9-month rate)
Effective: August 16, 2013
Source of Funds: Education and General, page 129, line 7
Justification: Replacement for Nola Christenberry who retired (salary-\$65,496)

Education:

2013 Ph.D. Counselor Education, University of Mississippi, Oxford, MS
2009 M.E. Leadership and Counselor Education, University of Mississippi, Oxford, MS
2007 B.S. Elementary Education, Mississippi State University, Starkville, MS

Employment:

2011-2013 Graduate Assistant/Mental Health Counselor, The University of Mississippi Child Advocacy and Play Therapy Institute, Oxford, MS
2010-2013 Co-Instructor, University of Mississippi, Oxford, MS
2008-2011 Graduate Assistant/Mental Health Counselor, The University of Mississippi Center for Excellence in Teaching and Learning, Oxford, MS
2008-2010 Counseling Intern, Lafayette Lower Elementary, Lafayette Upper Elementary, Lafayette Middle School, Oxford, MS
2007 Graduate Assistant/Teacher Assistant, University of Mississippi, Oxford, MS
2006 Blocking Teacher Candidate, Southside Elementary, West Point, MS

DAVIS, KIMBERLEY

Assistant Professor of Special Education

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

Effective: August 16, 2013

Source of Funds: Education and General, page 131, line 14

Justification: Changes in program. K-12 licensure in special education coming in fall 2014 and new autism requirement for special education degree.

Education:

2013 M.Ed. Educational Leadership, Southern Arkansas University, Magnolia, AR
2009 Ph.D. Special Education, Southern University and A&M College, Baton Rouge, LA
2001 M.Ed. Special Education, Southern University and A&M College, Baton Rouge, LA
2000 B.S. Secondary Education, Southern University and A&M College, Baton Rouge, LA

Employment:

2012-2013 Special Education Supervisor, Nevada School District, Rosston, AR
2010-2013 Assistant Professor, Southern Arkansas University, Magnolia, AR
2009-2010 Special Education Coordinator, Kenilworth Science and Technology Charter School, East Baton Rouge LA
2009 Team Leader, East Baton Rouge Parish School System, East Baton Rouge, LA
2007-2013 Professional Consultant, Louisiana Department of Education, Baton Rouge, LA
2005-2009 Instructor, Southeastern Louisiana University, Hammond, LA
2001-2005 Special Education Teacher, East Baton Rouge Parish School System, East Baton Rouge, LA

DeGARMO, MATTHEW

Instructor in Criminology

Salary: \$46,000 (9-month rate)

Effective: August 16, 2013

Source of Funds: Education and General, page 107, line 7

Justification: Replacement for Amanda Coleman who was non-renewed (salary-\$48,960)

Education:

2013 Ph.D. (ABD) Criminal Justice & Criminology, Washington State University, Pullman, WA (exp. Dec. 2013)
2008 M.A. Criminology and Criminal Justice, University of Missouri-St. Louis, St. Louis, MO
2005 B.S. Criminal Justice Administration, Missouri Southern State University, Joplin, MO

Employment:

2013 Adjunct Instructor, Washington State University, Pullman, WA
2012 Unemployed
2008-2011 Graduate Student Instructor, Washington State University, Pullman, WA
2008-2009 Undergraduate Academic Advisor, Washington State University, Pullman, WA
2004-2008 Military Officer, U.S. Army and Army Reserves, St. Louis, MO

DURAN, MARILYN

Chair, Department of Nursing

Salary: \$125,000 (12-month rate)

Effective: August 1, 2013

Source of Funds: Education and General, page 153, line 1; page 151, line 6

Justification: Replacement for Sue McLarry due to retirement (salary-\$113,189)

Education:

2005 Ph.D. Health Studies, Texas Women's University, Denton, TX
1998 M.S. Nursing, Arkansas State University
1992 B.S. Nursing, University of Arkansas College of Nursing, Little Rock, AR

Employment:

2005-2013 Associate Professor, Tarleton State University, Stephenville, TX
2001-2005 Lecturer, Texas Christian University, Ft. Worth, TX
2000-2001 Assistant Professor, Arkansas State University

FISHER, TERESA

Temporary Assistant Professor of Nursing

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

Effective: August 16, 2013

Source of Funds: Education and General, page 153, line 30

Justification: Teaching required nursing courses for 2013-2014 due to enrollment growth and accreditation standards.

Education:

2013 M.S. Adult Health Nursing, Arkansas State University
2008 B.S.N. Nursing, Arkansas State University

Employment:

2009-2013 Instructor, Cossatot Community College, Nashville, AR
2008-2013 Instructor, Black River Technical College, Pocahontas, AR

2008-2009 Registered Nurse, Arkansas Children's Hospital, Little Rock, AR
2007-2008 Nurse Extern, Methodist Medical Center (The Med), Memphis, TN

FLANNIGAN, KATHRYN

Assistant Professor of Nursing

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

Effective: August 16, 2013

Source of Funds: Education and General, page 166, line 3 (self-supporting program)

Justification: Replacement for Heather McPike who resigned (salary-\$50,696).

Education:

2013 M.S.N., Nursing Education, University of Southern Indiana, Evansville, IN
2008 B.S.N., Nursing, Baptist College of Health Services, Memphis, TN

Employment:

2012-2013 Instructor, Arkansas State University
2010-2013 Clinical Instructor, Arkansas State University
2009-2013 Registered Nurse and Charge Nurse, NEA Baptist, Jonesboro, AR
2008 Intern, Baptist Memorial Hospital, Collierville, TN

HENDRIX, RUSSELL

Temporary Instructor in Exercise Science

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

Effective: August 16, 2013

Source of Funds: Education and General, page 130, line 18

Justification: New position to meet the demand for increased enrollment in BS/MS Exercise Science program.

Education:

2013 Ph.D. Candidate, Nutrition and Health Sciences, University of Nebraska-Lincoln, Lincoln, NE (exp. Dec 2013)
2002 M.S. Health & Physical Education, Northwest Missouri State University, Maryville, MO
1992 B.S. Biology, Emporia State University, Emporia, KS

Employment:

2010-2013 Instructor/Assistant Professor, University of Wisconsin-La Crosse, La Crosse, WI
2006-2010 Graduate Teaching Assistant/Laboratory Instructor, University of Nebraska-Lincoln, Lincoln, NE
2004-2005 Instructor, Iowa Western Community College, Clarinda, IA

JAMES, MEMORY

Temporary Instructor in Spanish

Salary: \$15,000 (4 ½-month rate)

Effective: August 16, 2013

Source of Funds: Off budget, funded by salary savings pool

Justification: Temporary instructor needed due to enrollment growth.

Education:

2006 M.A. Spanish Linguistics, University of Texas at Austin, Austin, TX
2005 M.Ed. Postsecondary Administration and Student Affairs, University of Southern California, Los Angeles, CA
2001 B.A. Psychology and Spanish, University of Saint Thomas, Houston, TX

Employment:

2012-2013 Online Spanish Teacher, Rider Classroom Spanish, LLC, Norman, OK
2011 Assistant Instructor, University of Texas at Austin, Austin, TX
2010-2011 Online Spanish Teacher, Rider Classroom Spanish, LLC, Norman, OK
2004-2010 Assistant Instructor, University of Texas at Austin, Austin, TX

KIM, HYUNG TAE

Assistant Professor of Accounting

Salary: \$105,000 (9-month rate)

Effective: August 16, 2013

Source of Funds: Education and General, page 113, line 7; page 111, line 42

Justification: Replacement for Randall Bunker who resigned (salary-\$105,000)

Education:

2013 Ph.D. Accounting, Korea Advanced Institute of Science and Technology, Seoul, Korea
2004 B.S. Applied Mathematics, Korea Advanced Institute of Science and Technology, Seoul, Korea

Employment:

2012 Teaching Assistant, Korea Advanced Institute of Science and Technology, Seoul, Korea
2010-2011 Lecturer, Kookmin University, Seoul, Korea
2009-2010 Teaching Assistant, Korea Advanced Institute of Science and Technology, Seoul, Korea
2008-2009 Unemployed (was a full-time student)
2004-2007 Korean Navy Intelligence (Language) Officer, Chinhae, Korea

KOEKEMOER, MANDY

Temporary Assistant Professor of Nursing

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

Effective: August 16, 2013

Source of Funds: Education and General, page 153, line 31

Justification: Teaching required nursing courses for 2013-2014 due to enrollment growth and accreditation standards.

Education:

2013 M.S. Nursing Education, Grand Canyon University, Phoenix, AZ
2003 B.S.N. Nursing, Arkansas State University

Employment:

2011-2013 Instructor, Arkansas Northeastern College, Blytheville, AR
2010-2011 Registered Nurse, Health/Nutrition Manager, CDI Head Start, Jonesboro, AR
2003-2010 Registered Nurse, Baptist Memorial Hospital, Jonesboro, AR

LEE, SU-MI

Temporary Instructor in Political Science

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

Effective: August 16, 2013

Source of Funds: Education and General, page 106, line 4

Justification: Replacement for Daniel Milton who resigned (salary-\$53,300)

Education:

2013 Ph.D. Candidate, International Relations, Comparative Politics, University of Kentucky, Lexington, KY
(exp. Fall 2013)

2001 M.A. Political Science, University of Missouri-Columbia, Columbia, MO

1998 B.A. Political Science, San Jose State University, San Jose, CA

Employment:

2008-2012 Teaching Assistant, University of Kentucky, Lexington, KY

2007-2008 Teaching Assistant, University of Oklahoma, Norman, OK

2005-2006 Teaching Assistant, Binghamton University, Binghamton, NY

2004 Unemployed

2002-2003 Office Manager/Instructor, The Ivy Review, Campbell, CA

MANNING, VERONICA

Temporary Assistant Professor of Radiologic Technology

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

Effective: August 16, 2013

Source of Funds: Education and General, page 158, line 11

Justification: Due to enrollment growth and to meet accreditation standards

Education:

2011 M.S. Radiologic Sciences, Midwestern State University, Wichita Falls, TX

2006 B.S. Radiologic Sciences Imaging Specialist, Arkansas State University

Employment:

2007-2013 Radiologic Technologist, Community Healthcare Center, Walnut Ridge, AR

2004-2007 Radiologic Technologist, St. Bernard's Medical Center, Jonesboro, AR

OLUSHOLA, JOYCE

Instructor in Sports Management

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

Effective: August 16, 2013

Source of Funds: Education and General, page 130, line 24 (new line through re-allocation)
Justification: New position to meet demand for BS and MS degrees in the Department of Health, Physical Education and Sport Sciences

Education:

2013 Ph.D. Candidate, Kinesiology-Sport Management, University of Texas at Austin, Austin, TX (exp. Dec 2013)
2008 M.Ed. Sport and Recreation Administration, Temple University, Philadelphia, PA
2006 B.S. Sport Management, University of Florida, Gainesville, FL

Employment:

2009-2013 Mentor/Tutor, University of Texas at Austin, Austin, TX
2010 Program Facilitator, Austin Healer Women, University of Texas at Austin, Austin, TX
2008-2009 Graduate Student Reader, Office of Admissions, University of Texas at Austin, Austin, TX
2008 After-school Program Facilitator, Black Women in Sport Foundation, Philadelphia, PA
2008 Administrative Intern, Black Women in Sport Foundation, Philadelphia, PA
2007 Tiny Tots Facilitator, Monument Village, Philadelphia, PA
2006-2007 Mentor/Coach, New Media Technology High School, Philadelphia, PA

PAE, SANGSHIN

Assistant Professor of Accounting
Salary: \$110,000 (9-month rate)
Effective: August 16, 2013
Source of Funds: Education and General, page 113, line 2; Tuition Differential, page 110, line 26
Justification: Replacement for Louella Moore who retired (salary-\$100,731)

Education:

2008 Ph.D. Accounting, Purdue University, West LaFayette, IN
2004 M.B.A. Business Administration, Purdue University, West LaFayette, IN
1999 B.A. Business Administration, Kyung-Hee University, Republic of Korea

Employment:

2008-2012 Assistant Professor, Arkansas State University-Jonesboro
2006-2007 Research Assistant, Purdue University, West Lafayette, IN
2006-2007 Teaching Assistant, Purdue University, West Lafayette, IN
2005 Recitation Instructor, Purdue University, West Lafayette, IN

PETERS, CHRISTOPHER

Assistant Professor of Psychology
Salary: \$50,000 (9-month rate)
Effective: August 16, 2013
Source of Funds: Education and General, page 129, line 19
Justification: New position for the Department of Psychology and Counseling.

Education:

2013 Ph.D. Experimental Psychology, University of Arkansas, Fayetteville, AR
2007 M.A. Clinical Psychology, Western Carolina University, Cullowhee, NC
2004 B.A. Psychology, University of North Texas, Denton, TX

Employment:

2009-2012 Instructor, University of Arkansas, Fayetteville, AR
2008-2009 Graduate Assistant, University of Arkansas, Fayetteville, AR
2007-2008 Visiting Instructor, Western Carolina University, Cullowhee, NC
2006 Instructor of Record, Western Carolina University, Cullowhee, NC
2005 Graduate Teaching Assistant, Western Carolina University, Cullowhee, NC

POLK, ANDREW

Instructor in History

Salary: \$48,000 (9-month rate)
Effective: August 16, 2013
Source of Funds: Education and General, page 105, line 8
Justification: Replacement for Pam Hronek who was promoted (salary-\$71,370)

Education:

2013 Ph.D. Candidate, U.S. Religion and Politics, Florida State University, Tallahassee, FL (exp. Aug 2013)
2009 M.A. Religion, Yale Divinity School, New Haven, CT
2007 M.A. Biblical Studies, Hazlip School of Theology, Nashville, TN
2003 B.A. History, Lipscomb University, Nashville, TN

Employment:

2012-2013 History Teacher, Lipscomb Academy High School, Nashville, TN
2012 Instructor, Volunteer State Community College, Gallatin, TN
2012-2013 Instructor, Lipscomb University, Nashville, TN
2010-2011 Instructor, Florida State University, Tallahassee, FL
2007-2009 Student Research Assistant, Yale University, New Haven, CT

REN, YIFENG

Instructor in Technology

Salary: \$45,000 (9-month rate)
Effective: August 16, 2013
Source of Funds: Education and General, page 83, line 13
Justification: Replacement for Soohyoun Ahn who resigned (salary-\$51,789)

Education:

2006 M.S. Southeast Missouri State University, Cape Girardeau, MO
1982 B.S. Huazhong University of Science & Technology, Wuhan, P.R. China

Employment:

2013 Unemployed
2008-2012 Lecturer, Texas A & M University, College Station, TX
2007-2008 Mechanical Engineer, Sabreliner Co., Perryville, MO
2003-2006 Graduate Teaching and Research Assistant, Southeast Missouri State University, Cape Girardeau, MO

SAAL, LEAH

Assistant Professor of Reading

Salary: \$50,000 (9-month rate)
Effective: August 16, 2013
Source of Funds: Education and General, page 126, line 17
Justification: Replacement for Deb Owens who resigned (salary-\$52,291).

Education:

2013 Ph.D. Curriculum and Instruction, Louisiana State University, Baton Rouge, LA
2013 M.A. Education, Louisiana State University, Baton Rouge, LA
2010 Ed.S. Education, Louisiana State University, Baton Rouge, LA
2007 M.S. Human Resources and Adult Education, Louisiana State University, Baton Rouge, LA
2005 B.A. English, Louisiana State University, Baton Rouge, LA

Employment:

2013 Reading Consultant, West Baton Rouge Parish School District, Baton Rouge, LA
2012-2013 Graduate Teaching Instructor, Louisiana State University, Baton Rouge, LA
2012-2013 Student Assessment Specialist, Boys Hope Girls Hope, Baton Rouge, LA
2012-2013 Assistant Program Facilitator/Teaching Supervisor, LSU School of Education Teaching Experience in Chile Program, Louisiana State University, Baton Rouge, LA
2011-2012 Graduate Research Assistant, Louisiana State University, Baton Rouge, LA
2011-2013 Reading Specialist, Cox Communications Academic Center for Student-Athletes, Louisiana State University, Baton Rouge, LA
2010-2013 Adult Literacy Instructor, Dale Brown Foundation, Baton Rouge, LA
2005-2011 Manager of Student Learning/Learning Specialist, Louisiana State University, Baton Rouge, LA

SIROTA, KRYSTAL

Instructor in Business Communication

Salary: \$50,000 (9-month rate)
Effective: August 16, 2013
Source of Funds: Education and General, page 115, line 10
Justification: Replacement for Terry Roach who retired (salary-\$88,297)

Education:

2003 M.B.A. International Business, Arkansas State University
2001 B.S. Marketing, Arkansas State University

Employment:

2011-2013 Lecturer, Helsinki Metropolia University of Applied Sciences, Helsinki, Finland
2012 Guest Lecturer/Conference Presenter, Arkansas State University
2003-2010 Lecturer/International Coordinator, Rovaniemi University of Applied Sciences, Rovaniemi, Finland
2007 Guest Lecturer/Conference Presenter, Arkansas State University

SKAGGS, AUDREY

Temporary Assistant Professor of Clinical Lab Science

Salary: \$35,000 (9-month rate)
Effective: August 16, 2013
Source of Funds: Education and General, page 157, line 6
Justification: New off-budget position due to enrollment growth and to meet accreditation standards.

Education:

1997 B.S. Clinical Laboratory Sciences, Arkansas State University

Employment:

1999-2013 Medical Technologist, NEA Baptist Memorial Hospital, Jonesboro, AR

SMITH, MICHAEL

Assistant Professor of Nursing

Salary: \$52,000 (9-month rate)
Effective: August 16, 2013
Source of Funds: Education and General, page 165, line 1
Justification: Replacement for Robin Tarpley who resigned (salary-\$50,000)

Education:

2012 M.S.N. Nursing Education, Walden University, Minneapolis, MN
1994 B.S.N. Nursing, Eastern Kentucky University, Richmond, KY

Employment:

2008-2013 Faculty/Instructor, Baptist Health Schools Little Rock-School of Nursing, Little Rock, AR
1998-2008 Staff Nurse, Baptist Health Center, North Little Rock, AR

SONG, KWANGOK

Assistant Professor of Reading

Salary: \$52,000 (9-month rate)
Effective: August 16, 2013
Source of Funds: Education and General, page 126, line 15
Justification: Replacement for Jane Marie Dewailly who was not reappointed and was transferred to ADTEC for one year (salary-\$47,277).

Education:

2012 Ph.D. Curriculum and Instruction, University of Texas at Austin, Austin, TX

2006 M.A. Curriculum and Instruction, University of Texas at Austin, Austin, TX
2001 M.A. English Literature, Inha University, Incheon, Korea
1999 B.A. English Language and Literature, Inha University, Incheon, Korea

Employment:

2012 Facilitator, University of Texas at Austin, Austin, TX
2012-2013 Assistant Professor, Bemidji State University, Bemidji, MN
2007-2013 Teaching Assistant, University of Texas at Austin, Austin, TX

STEGALL, ERIN

Assistant Professor of Nursing

Salary: \$65,330 (12-month rate)

Effective: August 16, 2013

Source of Funds: Education and General, page 154, line 1

Justification: Replacement for Brinda McKinney who was promoted to a tenure track line (salary-\$66,950)

Education:

2011 M.S.N. Nursing, Walden University, Minneapolis, MN
2006 B.S.N. Nursing, Arkansas State University

Employment:

2012-2013 Adjunct Clinical Faculty/Instructor, Arkansas State University
2011-2012 Registered Nurse, NEA Baptist Women's Center, Jonesboro, AR
2008-2012 CNA/Phlebotomy Adjunct Instructor, American College of Health Sciences, Little Rock, AR
2008 Registered Nurse, OB Case Manager, UAHC Health Plan of Tennessee, Memphis, TN
2007-2008 Registered Nurse, NEA Baptist Women's Center, Jonesboro, AR
2006-2007 Registered Nurse, University Hospital, Little Rock, AR

TACKE, DANIEL

Assistant Professor of Music

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

Effective: August 16, 2013

Source of Funds: Education and General, page 148, line 9

Justification: Replacement for Thomas O'Connor who retired (salary-\$64,347)

Education:

2012 Ph.D. Music, University of California at San Diego, San Diego, CA
2008 M.A. Music, University of California at San Diego, San Diego, CA
2006 B.M. Composition, Oberlin Conservatory of Music, Oberlin, OH

Employment:

2011-2013 Visiting Assistant Professor, Oberlin Conservatory of Music, Oberlin, OH
2009-2011 Instructor, University of California at San Diego, San Diego, CA
2006-2011 Teaching Assistant, University of California at San Diego, San Diego, CA

WEATHERFORD, DAWN

Assistant Professor of Psychology

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

Effective: August 16, 2013

Source of Funds: Education and General, page 129, line 21

Justification: New position for Department of Psychology and Counseling.

Education:

2013 Ph.D. Educational Psychology, Texas A & M University-Commerce, Commerce, TX
2011 M.S. Experimental Psychology, Texas A & M University-Commerce, Commerce, TX
2005 B.S. Psychology, Oklahoma State University, Stillwater, OK

Employment:

2009-2012 Instructor, Texas A & M University-Commerce, Commerce, TX
2008-2009 Graduate Research Assistant, Texas A & M University-Commerce, Commerce, TX

WILKINSON, WAYNE

Assistant Professor of Psychology

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

Effective: August 16, 2013

Source of Funds: Education and General, page 129, line 2

Justification: Replacement for Robert Johnson who retired (salary-\$73,996)

Education:

2008 Ph.D. Social and Industrial/Organizational Psychology, Northern Illinois University, DeKalb, IL
2005 M.A. Social and Industrial/Organizational Psychology, Northern Illinois University, DeKalb, IL
2002 M.A. Cognitive and Social Processes, Ball State University, Muncie, IN
1999 B.A. Psychology and History, Mount Vernon Nazarene College, Mount Vernon, OH

Employment:

2011-2013 Unemployed
2008-2011 Faculty Associate, Northern Illinois University, DeKalb, IL
2007-2011 Research Associate, Northern Illinois University, DeKalb, IL
2006-2007 Instructor, Northern Illinois University, DeKalb, IL
2003-2006 Graduate Assistant, Northern Illinois University, DeKalb, IL
2002-2003 Instructor, Northern Illinois University, DeKalb, IL

WILSON, KAYLEIGH

Temporary Assistant Professor of Disaster Preparedness Emergency Management

Salary: \$63,000 (12-month rate)

Effective: July 1, 2013

Source of Funds: Education and General, page 169, line 4

Justification: New position to support the growth in the Disaster Preparedness and Emergency Management program.

Education:

2013 M.S. Disaster Preparedness and Emergency Management
2012 B.S. Radiologic Sciences, Arkansas State University

Employment:

2013 Adjunct Faculty, Arkansas State University
2012-2013 Graduate Assistant, Arkansas State University
2012 Radiology Secretary, Arkansas Methodist Medical Center, Paragould, AR
2009-2011 Pathology Transcriptionist and Secretary, Arkansas Methodist Medical Center, Paragould, AR

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BRANTLEY, SHANON

From: Temporary Assistant Professor of Communication Disorders
To: Assistant Professor of Communication Disorders
Effective: August 16, 2013
Salary: \$45,000 (9-month rate)
Source of Funds: Education and General, page 159, line 3
Justification: Replacement for William Hinkle due to resignation (salary-\$49,980)

COX, BRENT

From: Temporary Assistant Professor of Nursing
To: Assistant Professor of Disaster Preparedness and Emergency Management
Effective: August 16, 2013
Salary: \$57,499 (9-month rate)
Source of Funds: Education and General, page 169, line 3
Justification: Permanently funded and moved into tenure track line

FORD, MICHAEL JOE

From: Temporary Assistant Professor of Graphic Design
To: Assistant Professor of Graphic Design
Effective: August 16, 2013
Salary: \$45,000 (9-month rate)
Source of Funds: Education and General, page 147, line 6
Justification: Replacement for Mitchell Casey McGarr due to resignation (salary-\$46,350)

HARRISON, GUY

From: Temporary Assistant Professor of Music
To: Assistant Professor of Music
Effective: August 16, 2013
Salary: \$43,000 (9-month rate)
Source of Funds: Education and General, page 147, line 22
Justification: Permanently funded and moved into tenure track line

HOLLOWAY, BRAD

From: Temporary Assistant Professor of Disaster Preparedness and Emergency Management
To: Assistant Professor Disaster Preparedness and Emergency Management
Effective: August 16, 2013
Salary: \$65,865 (9-month rate)
Source of Funds: Education and General, page 169, line 2
Justification: Permanently funded and moved into tenure track line

HUX, ANNETTE

From: Assistant Professor of Educational Leadership
To: Interim Chair, Department of Educational Leadership, Curriculum and Special Education/Teacher Education
Effective: July 1, 2013
Salary: \$102,000 (12-month rate)
Source of Funds: Education and General, page 126, line 1
Justification: Two departments merged into one. Drs. Holified and Owens returned to full-time teaching.

SALINGER, LAWRENCE

From: Interim Chair, Department of Criminology, Sociology & Geography
To: Chair, Department of Criminology, Sociology & Geography
Effective: July 1, 2013
Salary: \$86,663 (12-month rate)
Source of Funds: Education and General, page 107, line 1
Justification: Replacing Troy Adams due to resignation (salary-\$101,381)

SHOLLENBARGER, AMY

From: Temporary Assistant Professor of Communication Disorders
To: Assistant Professor of Communication Disorders
Effective: August 16, 2013
Salary: \$49,000 (9-month rate)
Source of Funds: Education and General, page 152, line 72; page 159, line 7
Justification: Replacement for Sherri Brooks due to resignation (salary-\$58,198)

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BAUER, ALYSSA

Assistant Coach, Sports Medicine

Salary: \$17,117

Effective: July 15, 2013

Source of Funds: Auxiliary, Page 214, Line 4

Justification: Replaces Rachel Floor who resigned (\$16,302)

Education:

2013 M.S. Athletic Training, Montana State University Billings, Billings, MT

2011 B.S. Health and Human Performance, Montana State University, Bozeman, MT

Employment:

2011 – 2013 Clinical experience during graduate school at various high schools and clinics

2007 – 2010 Student Manager, Montana State University Men's Basketball, Bozeman, MT

BECK, JAMIE

Assistant Director, Honors College

Salary: \$35,000

Effective: August 5, 2013

Source of Funds: E&G, Page 81, Line 3

Justification: Replaces Amanda Nguyen who terminated (\$37,500)

Education:

2012 M.E. Higher Education Administration Leadership, University of Arkansas, Fayetteville, AR

2010 B.A. Communication Studies, Arkansas State University

Employment:

2011 – Present Student Development Specialist, Arkansas Tech University, Russellville, AR

Mar-Aug 2011 Intern, Office of Recruitment & Orientation Services, University of Memphis, Memphis, TN

Jan-May 2011 Intern, Associated Student Government, University of Arkansas, Fayetteville, AR

2010 – 2011 Graduate Assistant, Office of Greek Life, University of Arkansas, Fayetteville, AR

2008 – 2009 Special Events Director, Office of Student Activities, ASU-Jonesboro

Jan-May 2008 Admissions Ambassador, Office of Admissions, ASU-Jonesboro

2007 – 2008 Orientation Leader, New Student Orientation Program, ASU-Jonesboro

BLAINE, CASSIDY

Student Athlete Academic Advisor, University College

Salary: \$31,212

Effective: May 28, 2013

Source of Funds: E&G, Page 51, Line 4

Justification: Replaces Kyle Stevenson who retired (\$31,212)

Education:

2009 M.Ed. Athletic Administration, Idaho State University, Pocatello, ID
2005 B.S. Social Science, Boise State University, Boise, ID

Employment:

2011 – Present House Director, Alpha Omicron Pi Fraternity – Pi Delta Chapter,
University of Maryland, College Park, MD
2010 – Present Director, Academic Enrichment Program/Learning Specialist,
University of Maryland Athletic Department, College Park, MD
2009 – 2010 Interim Athletic-Academic Advisor, University of Maryland, College Park, MD
2009 – 2010 Learning Special Intern, University of Maryland, College Park, MD
2007 & 2009 Special Education Teacher, ASCENT Program, Boise, ID

CARRIER, SHAWNIE

Executive Assistant to Chancellor

Salary: \$96,500

Effective: September 1, 2013

Source of Funds: E&G, Page 1, Line 3

Justification: Replaces Jason Penry who transferred (\$132,504)

Education:

2000 B.S. Journalism/Public Relations, Arkansas State University

Employment:

2009 – Present President CEO, Arkadelphia Regional Economic Development Alliance and
Area Chamber of Commerce, Arkadelphia, AR
2008 – 2009 Director of Economic Development and Existing Industry Programs,
Arkadelphia Regional Economic Development Alliance and Area Chamber of Commerce,
Arkadelphia, AR
2000 – 2008 Director of External Affairs, Cross County Chamber of Commerce and Economic Development,
Wynne, AR

CHEN, JING

Research Assistant, Arkansas Biosciences Institute

Salary: \$40,000

Effective: July 8, 2013

Source of Funds: Funded in this 1 year temporary position with ABI funds

Justification: Replaces Luis Nopo-Olazabal who was promoted (\$46,330)

Education:

2013 Ph.D. Pathobiology Area, University of Missouri, Columbia, MO
2006 M.S. Biomedical Sciences, University of Missouri, Columbia, MO
1987 B.S. Chemistry, Shandong Normal University, P.R. of China

Employment:

- 2009 – 2013 Graduate Research Assistant, Department of Molecular Microbiology & Immunology, School of Medicine, University of Missouri, Columbia, MO
- 2008 – 2009 Graduate Research Assistant, Department of Otolaryngology-Head and Neck Surgery, Department of Molecular Microbiology and Immunology, School of Medicine, University of Missouri, Columbia, MO
- 2006 – 2007 Research Specialist, Department of Internal Medicine, School of Medicine, University of Missouri, Columbia, MO
- 2004 – 2006 Graduate Research Assistant, Department of Veterinary Pathobiology, University of Missouri, Columbia, MO
- 2004 – 2005 Technician, Department of Molecular Microbiology and Immunology, School of Medicine, University of Missouri, Columbia, MO

HOLT, AMY

Associate Director of Athletics

Salary: \$80,000

Effective: July 1, 2013

Source of Funds: E&G, Page 211, Line 2

Justification: Replaces Doug Abel who retired (\$102,000)

Education:

- 1996 M.S. Athletic Administration, Eastern Kentucky University, Richmond, KY
- 1995 B.S. Health Education and Physical Education, Murray State University, Murray, KY

Employment:

- 2003 – 2013 Head Women's Tennis Coach, University of Kansas, Lawrence, KS
- 1997 – 2003 Assistant Women's Tennis Coach, University of Kansas, Lawrence, KS

JOHNSON, BRODRICK

Project/Program Specialist, Athletics

Salary: \$17,500

Effective: July 1, 2013

Source of Funds: Auxiliary, Page 217, Line 6

Justification: New Position (individual transitioned from part-time to full-time)

Education:

- 2012 M.S. Sport Administration, Arkansas State University
- 2011 B.S. Sport Management, Arkansas State University

Employment:

- Sum 2012 Basketball Camp Director, ASU-Jonesboro
- 2012 – Present Director of Basketball Operation, ASU-Jonesboro
- 2011 – Present Graduate Assistant, Men's Basketball, ASU-Jonesboro
- 2009 – 2011 Men's Basketball Head Manager, ASU-Jonesboro
- Sum 2009 Men's Basketball Camp Counselor, ASU-Jonesboro

2007 – 2009 Men's Basketball Manager, ASU-Jonesboro
2004 – 2007 Men's Basketball Camp Counselor, ASU-Jonesboro

MARKS, KIMBERLY

Assistant Director of Human Resources

Salary: \$53,000

Effective: June 17, 2013

Source of Funds: E&G, Page 13, Line 9 plus Finance & Admin. permanent salary savings

Justification: Vacant position reallocated to create new Assistant Director of Human Resources (\$40,800)

Education:

2007 MBA Human Resource Management, La Sierra University, Riverside, CA

2006 B.S. Business Management, La Sierra University, Riverside, CA

Employment:

2013 – Present Training & Development Specialist, YourHR, Jonesboro, AR

2011 – 2013 Human Resources Analyst, City of Riverside Human Resources Department,
Riverside, CA

2008 – 2011 Human Resources Specialist, City of Riverside Human Resources Department,
Riverside, CA

MCCARGO, RENETTE

Academic Advisor, College of Communications

Salary: \$30,000

Effective: August 12, 2013

Source of Funds: Off Budget

Justification: New Position

Education:

2012 M.S. Mass Communications, Arkansas State University

2009 MBA Marketing, University of Phoenix

1991 B.S. Radio/TV, Arkansas State University

Employment:

2012 - Present Intern, Health, Wellness, and Environmental Studies Magnet School,
Jonesboro, AR

2011 – 2012 Producer, KASU, Arkansas State University Radio Station, Jonesboro, AR

2008 – 2010 Customer Service Representative, Langston Companies, Inc., West Memphis, AR

2006 – 2007 Marketing Manager, Southland Park Gaming and Racing, West Memphis, AR

1999 – 2006 Staff Writer/Photographer, *The Evening Times*, West Memphis, AR

MURRAY, ANTWON

Football Operations, Football

Salary: \$15,000

Effective: July 1, 2013

Source of Funds: Auxiliary, 215, Line 15

Justification: New Position

Education:

2011 B.A. Communications, Boise State University, Boise, ID

Employment:

2012 – Present Gang Prevention Director, Boys & Girls Club of Lakeland and Mulberry, Lakeland, FL

2012 – Present History Teacher, School Board of Polk County, Lakeland, FL

2012 – Present High School Sports Correspondent (Football & Basketball), Bright House Sports Network, Tampa, FL

PAULEY, PAIGE

Project/Program Specialist, Club Sports Cheerleading

Salary: \$35,000

Effective: August 19, 2013

Source of Funds: E&G, Page 27, Line 2

Justification: New Position created to address equity issues

Education:

2012 B.A. Communications, University of Missouri, Columbia, MO

Employment:

2013 – Present Core Staff, Universal Cheerleading Association (UCA), Memphis, TN

2012 – Present Account Executive, Wilks Broadcasting Company, Kansas City, MO

2008 – Present Head Instructor/International Staff/College Staff, UCA, Memphis, TN

PROFFITT, HOLLY

Student Development Specialist, Recruitment

Salary: \$30,000

Effective: July 22, 2013

Source of Funds: Funding from money set aside for new initiatives

Justification: New Position

Education:

2012 M.A. Journalism-Public Relations and Communication, University of Arkansas, Fayetteville, AR

2009 B.A. Business Administration-Marketing Concentration, Westminster College, Fulton, MO

Employment:

2012 – Present Business Development Officer, Focus Bank, Jonesboro, AR

2011 – 2012 Public Relations Intern (Sports), Fayetteville Visitors Bureau, Fayetteville, AR

2009 – 2012 Assistant Manager/Part-time Sales, COACH Leatherware, Rogers, AR

RELIQUE, SHAQUITA

Assistant Coach, Women's Basketball

Salary: \$35,132

Effective: July 1, 2013

Source of Funds: E&G, Page 224, Line 4

Justification: Replaces Leslie Larsen who resigned (\$31,650)

Education:

2011 M.S. Sport Administration, Arkansas State University

2010 B.S. Exercise Science, Arkansas State University

Employment:

2011 – Present Video Coordinator, Athletics, ASU-Jonesboro

2010 – 2011 Graduate Assistant, Department of Education-HPSS, ASU-Jonesboro

2009 – 2010 Student Assistant Manager, Women's Basketball, ASU-Jonesboro

RYAN, STEPHEN MICHAEL

Associate Director of Athletics

Salary: \$75,000

Effective: June 1, 2013

Source of Funds: Auxiliary, Page 211, Line 4

Justification: Replaces Doug Doggett whose contract was not renewed (\$71,400)

Education:

1992 B.S. Communications, Arkansas State University

Employment:

2012 – Present Radio Host/Sideline Reporter/Ad Sales, 95.3 The Ticket Radio, Jonesboro, AR

2010 – 2012 Radio Host/Sales Director/Play by Play, 103.9 The Game Radio, Jonesboro, AR

1997 – 2010 Broker/Sales/Recruiting Director/AHS Representative, Crye-Leike Realtors, Brentwood, TN

2008 – 2010 Sports Talk Radio Host, 104.5 The Zone Radio, Nashville, TN

2004 – 2007 Sports Talk Radio Host, WLAC Radio, Nashville, TN

SANDERS, ALANNA

Student Development Specialist, Recruitment

Salary: \$30,000

Effective: July 15, 2013

Source of Funds: Funding from money set aside for new initiatives

Justification: New position

Education:

2013 B.A. English, Arkansas State University

Employment:

Sum 2011 Camp Counselor, Lake of the Woods Family of Camps, Decatur, MI
Sum 2012 Camp Counselor, Lake of the Woods Family of Camps, Decatur, MI
2010 Front Desk Receptionist, La Dolce Vita Salon, Mountain Home, AR
2009 – 2010 Student Ambassador, ASU-Mountain Home, Mountain Home, AR
2008 – 2010 Staff, Twin Lakes Baseball Fields, Mountain Home, AR

SMITH, WILLIAM, JR.

Development Advancement Specialist

Salary: \$92,000

Effective: July 16, 2013

Source of Funds: E&G, Page 43, Line 1 plus University Advancement permanent salary savings

Justification: Replaces Christy Valentine who transferred to Provost Office as Special Assistant to Provost (\$90,780)

Education:

1999 Ph.D. American History, University of Arkansas, Fayetteville, AR
1989 M.A. History, University of Louisiana-Monroe, LA
1984 B.A. Journalism, University of Louisiana-Monroe, LA

Employment:

2011 – Present Director of Marketing and Branding, Northwestern State University, Natchitoches, LA
2008 – 2011 Assistant Athletic Director for News Media, University of Arkansas Fayetteville, AR
1999 – 2008 Associate Athletic Director for Communications, University of Arkansas, Fayetteville, AR

UNNOLD-COFRE, LUNA

Research Assistant, Provost's Office

Salary: \$28,000

Effective: August 16, 2013

Source of Funds: Off Budget

Justification: New position

Education:

2013 B.A. Political Science, Arkansas State University
2013 B.S. International Business, Arkansas State University

Employment:

2012 – Present Part-time Research Assistant, Provost, ASU-J
2008 – 2013 Part-time Coordinator of Multi-Media Lab and Tutoring Center ASU-Jonesboro
Sum 2012 Intern for Spanish for Business, American Greetings, Osceola, AR

WATTS, MURRAY

Development Coordinator

Salary: \$30,000

Effective: August 8, 2013

Source of Funds: Auxiliary, Page 211, Line 12 (63%)

E&G, Page 37, Line 5 (37%) plus the university has determined to use a portion of the funds donated by outside sources

Justification: Replaces Justin Morrison who was promoted (\$22,324)

Education:

2010 B.A. Marketing, Arkansas State University

Employment:

2010 – Present Independent Distributor, AdvoCare International, Plano, TX

2010 – 2013 Professional Athlete, Kansas City Royals, Kansas City, MO

2012 – 2013 Factory Assistant, Ashley Lighting, Inc., Trumann, AR

2008 – 2010 Seasonal Restaurant Associate, Honey Baked Ham, Jonesboro, AR

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BREWER, MARILYN

From: Research Associate, Chancellor's Office
To: Administrative Assistant, Campus Life
Effective: August 19, 2013
Salary: \$55,645
Source of Funds: E&G, Page 21, Line 8
Justification: Reassignment

COCCHIARA, FAYE

From: Associate Professor, College of Business
To: Interim Chief Diversity Officer
Effective: August 16, 2013
Salary: \$133,728
Source of Funds: E&G, Page 115, Line 7 plus Vice Chancellor for Finance & Administration salary savings
Justification: Reallocation of position previously held by JW Mason

CURETON, TIMOTHY

From: Institutional Information Technology Coordinator, ITS
To: Computer Network Coordinator, ITS
Effective: July 1, 2013
Salary: \$56,751
Source of Funds: E&G, Page 206, Line 38 plus Vice Chancellor for Finance & Administration salary savings
Justification: Replaces Phillip Ladd who transferred to Facilities Management (\$53,157)

DRERUP, CLAIRE

From: Student Development Specialist, Recruitment
To: Director of Marketing, Red Wolves Foundation
Effective: July 22, 2013
Salary: \$30,000
Source of Funds: Auxiliary, Page 211, Line 7 plus the university has determined to use a portion of the funds donated by outside sources
Justification: Replaces Tim Padgett who resigned (\$25,500)

EVERETT, ADRIAN

From: Administrative Specialist I, Student Development & Leadership
To: Student Development Specialist, Recruitment
Effective: July 1, 2013
Salary: \$30,000
Source of Funds: E&G, Page 33, Line 18
Justification: Replaces Beyonka Adams who moved to part-time (\$30,000)

LESLIE, STEVE

From: Research Assistant, Interactive Teaching & Technology Center
To: Interim Director of Interactive Teaching & Technology Center
Effective: May 16, 2013
Salary: \$73,142
Source of Funds: E&G, Page 50, Line 1
Justification: Replaces Henry Torres who was promoted (\$113,267)

LINCOLN, FRANZISKA

From: Senior Internal Auditor, ASU System Office
To: Project/Program Manager, Treasurer's Office
Effective: July 1, 2013
Salary: \$42,250
Source of Funds: E&G, Page 5, Line 8
Justification: Replaces Jiadi Wang who resigned (\$41,838)

LONG, JARROD

From: HE Public Safety Commander I, University Police
To: Project/Program Specialist, University Police
Effective: July 1, 2013
Salary: \$40,603
Source of Funds: E&G, Page 35, Line 2
Justification: Position Declassified

MORRISON, JUSTIN

From: Development Coordinator, Athletics
To: Director of Annual Fund, Athletics
Effective: July 1, 2013
Salary: \$30,000
Source of Funds: Auxiliary, Page 211, Line 19 plus the university has determined to use a portion of the funds donated by outside sources
Justification: New Position

MUNOS, SARAH

From: Marketing Coordinator, Athletics
To: Assistant Director of Athletics
Effective: August 10, 2013
Salary: \$45,908
Source of Funds: Auxiliary, Page 211, Line 6 at 49.89%
E&G, Page 37, Line 4 at 50.11%
Justification: Replaces Gleen Hart who resigned (\$48,306)

PENRY, JASON

From: Executive Assistant to Chancellor
To: Vice Chancellor for University Advancement
Effective: July 1, 2013
Salary: \$179,000
Source of Funds: E&G, Page 36, Line 1
Justification: Replaces Cristian Murdock who resigned (\$210,185)

PONCE, CAROLYN ANN

From: Network Support Analyst, Interactive Teaching & Technology Center
To: Interim Research Assistant, Interactive Teaching & Technology Center
Effective: July 1, 2013
Salary: \$40,000
Source of Funds: E&G, Page 50, Line 3
Justification: Replaces Steve Leslie who is serving as Interim Director of ITTC (\$54,060)

SMITH, MARCUS

From: Academic Advisor, Athletics
To: Student Development Specialist, Recruitment
Effective: August 1, 2013
Salary: \$30,000
Source of Funds: E&G, Page 33, Line 5
Justification: Replaces Claire Drerup who transferred (\$30,000)

TORRES, HENRY

From: Director of Interactive Teaching & Technology Center
To: Assistant Vice Chancellor for Information & Technology Services
Effective: August 16, 2013
Salary: \$125,000
Source of Funds: E&G, Page 205, Line 1
Justification: Replaces Mark Hoeting who resigned (\$132,600)

VALENTINE, CHRISTY

From: Director of University Communications
To: Special Assistant to the Provost, Provost's Office
Effective: June 17, 2013
Salary: \$90,000
Source of Funds: E&G, Page 69, Line 1
Justification: Reassignment

WILLIAMS, CLEOTIS

From: Project/Program Specialist, Facilities Management
To: Project/Program Specialist
Effective: July 1, 2013
Salary: \$42,054
Source of Funds: E&G, Page 14, Line 1
Justification: Reallocated position from Facilities Management to Human Resources

WINN, LORI

From: Director of Human Resources
To: Assistant Vice Chancellor for Human Resources
Effective: July 1, 2013
Salary: \$93,073
Source of Funds: E&G, Page 12, Line 1
Justification: Promoted

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GATTI-CLARK, LINDA

Temporary Instructor of Science at ASU-Heber Springs Campus

Salary: \$47,375 (9-month rate)

Effective Date: August 16, 2013

Source of Funds: Education and General, Page 113

Justification: Replacing Jennifer Shapiro who resigned (\$36,350)

Education:

1997 Ph.D. Systematic Botany, Oklahoma State University, Stillwater, OK

1989 B.S. Biology, University of Central Arkansas, Conway, AR

Employment:

2011 - 2013 Paraprofessional/Instructional Aid, Vilonia Middle School, Vilonia, AR

2010 - 2011 Visiting Professor, Department of Physics, University of Central Arkansas, Conway, AR

2009 - 2010 Substitute School Teacher, K-12, Vilonia Public Schools, Vilonia, AR

2003 - 2009 Visiting Professor, Department of Biology, Hendrix College, Conway, AR

HAUSTEIN, JOANN

Temporary Instructor of Mathematics

Salary: \$18,838 (4.5-month rate)

Effective Date: August 16, 2013

Source of Funds: Education and General, New position not listed

Justification: This is a new position to address the need for additional developmental math sections.

Education:

1997 M.S.E. Mathematics, University of Central Arkansas, Conway, AR

1988 B.S.E. Mathematics, University of Central Arkansas, Conway, AR

Employment:

2012 - 2013 Mathematics Instructor, Searcy High School, Searcy, AR

2008 - 2012 Mathematics Instructor, Maumelle High School, North Little Rock, AR

2001 - 2008 Department Chair/Dean of Mathematics, Central Arkansas Christian, North Little Rock, AR

HAYES, CAROLYN

Temporary Instructor of Nursing at ASU-Heber Springs Campus

Salary: \$44,428 (11-month rate)

Effective Date: August 16, 2013

Source of Funds: Education and General, Page 116

Justification: Replacing Amanda Nosler who resigned (\$49,269)

Education:

2002 M.B.A. Health Care Administration, Lynn University, Boca Raton, FL
1998 B.S. Nursing, Lynn University, Boca Raton, FL

Employment:

2012 - 2013 Weekend Supervisor, Seven Springs Health and Rehabilitation, Heber Springs, AR
2011 - 2012 Office Nurse and Manager, Hayes Medical Associates, Killorglin, Co. Kerry Ireland
2011 - 2011 Weekend Supervisor, Seven Springs Health and Rehabilitation, Heber Springs, AR
2010 - 2011 Office Nurse and Manager, Hayes Medical Associates, Killorglin, Co. Kerry Ireland
2009 - 2010 Registered Nurse of Medical/Surgical/Cardiac Units, White County Medical Center, Searcy, AR
2009 - 2009 Staff Nurse, St. Josephs Community Hospital, Castletownbere, Co. Cork Ireland
2008 - 2009 Studied and obtained Irish Nursing License, Castletownbere, Co. Cork Ireland
2007 - 2008 Program Manager of Healthy Start Program, Lawnwood Regional Medical Center, Fort Pierce, FL
2003 - 2007 Nurse Manager, Island Medical Office, Hutchinson Island, Jensen Beach, FL

HIATT, SYLVIA

Instructor of Education at ASU-Heber Springs Campus

Salary: \$37,675 (9-month rate)

Effective Date: August 16, 2013

Source of Funds: Education and General, Page 111

Justification: Replacing Michelle Cusick who resigned (\$37,050)

Education:

2011 M.E. Early Childhood Special Education, Harding University, Searcy, AR
2000 B.A. Elementary Education and Special Education, Harding University, Searcy, AR

Employment:

2010 - 2013 Special Education Teacher, Cabot Middle School, Cabot, AR
2009 - 2010 Due Process Designee and Resource Teacher, Cabot Middle School, Cabot, AR
2005 - 2009 Team Strategist, Cabot Middle School, Cabot, AR
2005 - 2005 Long-Term Substitute Teacher, Bradford Elementary School, Bradford, AR
2001 - 2005 Pharmacy Technician, USA Drug (now Walgreens), Searcy, AR

JOHNSON, KEVIN

Assistant Professor of History and Comparative Religion

Salary: \$46,050 (9-month rate)

Effective Date: August 16, 2013

Source of Funds: Education and General, Page 32

Justification: Replacing Mike Hammond who retired (\$69,085)

Education:

2012 Ph.D. History, The University of Memphis, Memphis, TN
2010 M.A. Biblical Studies, Harding University Graduate School of Religion, Memphis, AR
2005 M.A. Near Eastern Languages and Civilizations, The University of Chicago, Chicago, IL
2002 M.A. Art History, The University of Memphis, Memphis, TN
2000 B.A. History, Erskine College, Due West, SC

Employment:

2012 - 2013 Adjunct Faculty, U.S. History, The University of Memphis, Memphis, TN
2006 - 2011 Graduate Assistant/Instructor, World Civilization, The University of Memphis, Memphis, TN
2005 - 2005 Project Assistant, The University of Chicago, Chicago, IL
2004 - 2004 Project Assistant, Middle Egyptian Text Editions for Online Research
Oriental Institute of the University of Chicago, Chicago, IL

MILLER, JR., RUSSELL

Instructor of Hospitality Administration at ASU-Heber Springs Campus

Salary: \$37,675 (9-month rate)

Effective Date: August 16, 2013

Source of Funds: Education and General, Page 114

Justification: New position needed to meet the need of students due to increase of student enrollment.

Education:

1986 M.B.A. Business Administration, Memphis State University, Memphis, TN

1969 B.S. Accounting, Arkansas Tech University, Russellville, AR

Employment:

2008 - 2013 Adjunct Professor of Hospitality and Business, ASU-Heber Springs, AR

2006 - 2013 Consultant, Corporate Development, Finance & Accounting, Miller Hospitality, LLC, Dallas, TX

2002 - 2006 Dave & Buster's, Inc., Assistant Vice-President of Finance, Dallas, TX

MOORE, SUSAN

Instructor of Mathematics

Salary: \$36,350 (9-month rate)

Effective Date: August 16, 2013

Source of Funds: Education and General, Page 43

Justification: Replacing Charles Moore who retired (\$47,233)

Education:

2013 M.A. Mathematics Education, Business Administration, The University of Memphis, Memphis, TN

1986 B.S. Education Curriculum and Instruction, Texas A&M University, College Station, TX

Employment:

2012 - 2013 Graduate Teaching Assistant, Math Department, University of Central Arkansas, Conway, AR

Fall 2011 Math Instructor, University of Arkansas Community College at Morrilton, Morrilton, AR

2001 - 2011 Adjunct Developmental Math Instructor, McHenry County College, Crystal Lake, IL

MORTON, JENNIFER

Instructor of Pharmacy Technology

Salary: \$37,675 (9-month rate)

Effective Date: August 16, 2013

Source of Funds: Education and General, Page 52

Justification: Replacing Janet Liles who was reassigned to a non-classified position.

Education:

2010 A.S. Pharmacy Technician, Arkansas State University-Beebe, Searcy, AR
2010 T.C. Pharmacy Technician, Arkansas State University-Beebe, Searcy, AR

Employment:

2012 - 2013 Nursery Worker, Cabot United Methodist Church, Cabot, AR
2011 - 2013 Certified Pharmacy Technician, White County Medical Center, Searcy, AR
2010 - 2011 Certified Pharmacy Technician II, University of Arkansas for Medical Sciences, Little Rock, AR

STRACENER, CATHERINE

Instructor of Nursing at ASU-Searcy Campus

Salary: \$37,675 (9-month rate)

Effective Date: August 16, 2013

Source of Funds: Education and General, Page 51

Justification: Replacing Patty Wilson who resigned (\$43,211)

Education:

2004 B.S.N. Nursing, University of Arkansas for Medical Sciences, College of Nursing, Little Rock, AR
1998 B.S. Biological Sciences, State University of New York College, Brockport, NY

Employment:

2011 - 2013 Homemaker
2003 - 2011 Nurse, Arkansas Children Hospital, Little Rock, AR

**ARKANSAS STATE UNIVERSITY-BEEBE
ACADEMIC REASSIGNMENT OF DUTY
September 20, 2013**

EMERSON, MIKE

From:	Temporary Assistant Professor of Business
To:	Fulltime Assistant Professor of Business
Effective Date:	August 16, 2013
Salary:	\$40,000
Source of Funds:	Education and General, page 26
Justification:	Moved to fulltime position

ARKANSAS STATE UNIVERSITY-BEEBE
NON-ACADEMIC APPOINTMENTS
September 20, 2013

DYCUS, COURTNEY

Coordinator of Testing/Counselor

Salary: \$40,000 (12-month rate)

Source of Funds: Education and General, page 77

Effective Date: July 1, 2013

Justification: Replaces Sheriece Robinson who resigned (\$40,800)

Education:

2012 M.A. Applied Communications Studies, University of Arkansas, Little Rock, AR
2006 BA. Speech Communications, University of Arkansas, Little Rock, AR

Employment:

2008 - 2013 Part-time Academic Advisor, Pulaski Technical College, North Little Rock, AR
2012 - 2013 Adjunct Instructor, Technical Communication, Pulaski Technical College, North Little Rock, AR
2012 - 2013 Adjunct Instructor, Basic Oral Communication, University of Central Arkansas, Conway, AR
2009 - 2011 Counselor, Career Pathways, Pulaski Technical College, North Little Rock, AR
2001 - 2008 Clerk/Student Aide, US Army Corps of Engineers, Little Rock, AR

GRAY, CHADLEY

Director of Student Life

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

Effective Date: July 1, 2013

Source of Funds: Education and General, Page 80

Justification: Replacing Angie Totty who resigned (\$56,302)

Education:

2011 M.S. Human Development & College Student Personnel, Murray State University, Murray, KY
1999 B.A. Behavioral Psychology, University of Tennessee, Chattanooga, TN

Employment:

2010 - 2013 Coordinator of Alumni Support Services, Murray State University, Murray, KY
2005 - 2010 Assistant Director of Student Activities, Carroll College, Helena, MT
2002 - 2005 Residence Life Coordinator, Maryville College, Maryville, TN

TUCKER, TONYA

Assistant Registrar

Salary: \$32,000 (12-month rate)

Effective Date: April 16, 2013

Source of Funds: Education and General, Page 76

Justification: Promoted from a classified position to a non-classified position based on student needs.

Education:

2010 B.S. Business Management, Arkansas State University, Jonesboro, AR
2005 A.A. General Education, Arkansas State University-Beebe, AR
1988 A.S. Business Administration, Southern Arkansas University-Tech, Camden, AR

Employment:

2002 - 2013 Records Management Analyst, Admissions Analyst, and Registrar Assistant, Arkansas State University-Beebe, AR

WHEELER, CINDY

Temporary Workforce Training Coordinator

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

Effective Date: July 1, 2013

Source of Funds: Education and General, Page 73

Justification: Replacing Todd Hunter who resigned (\$48,217)

Education:

2005 M.S. Organizational Management, University of Arkansas, Little Rock, AR
2002 B.S. Operations Management, John Brown University Site Campus, North Little Rock, AR

Employment:

2010 - 2013 Career Pathways Case Manager, Arkansas State University-Beebe, Searcy, AR
1997 - 2010 Human Resources Assistant, Arkansas State University-Beebe, AR

ARKANSAS STATE UNIVERSITY-MOUNTAIN HOME
ACADEMIC APPOINTMENTS
September 20, 2013

CRISEL, CYNTHIA

Instructor of Psychology

Salary: \$40,500
Effective: August 12, 2013
Source of Funds: E&G, page 38
Justification: Replacement for Milton Hatcher who retired (\$49,798)

Education:

Current Ph.D. Candidate, California Institute of Integral Studies
2006 Master's Degree, Goddard College, Plainfield, VT
2004 Bachelor of Science, Arkansas State University
2003 A.A.S. Arkansas State University-Mountain Home

Employment

2006-current Title III Administrative Student Support Specialist, ASU-Mountain Home
2006-current Adjunct Social Sciences Instructor, ASU-Mountain Home
2004-2005 Rape Prevention Coordinator, Serenity, Inc., Mountain Home
2002-2003 Resource Room Coordinator, ASU-Mountain Home

FULCHER, MINDY

Instructor of Graphic Design

Salary: \$35,000
Effective: August 12, 2013
Source of Funds: E&G, page 42
Justification: Additional position needed for new Graphic Design degree

Education

2013 Master of Fine Arts in Graphic Design, University of Memphis, Memphis, TN
2003 Bachelor of Fine Arts in Graphic Design, Arkansas State University
2003 Lorenzo de Medici Art Institute (ASU Study Abroad), Florence, Italy

Employment

2010-2012 Instructor of Graphic Design, University of Memphis, Memphis, TN
2008-2010 Graphic Designer, First Community Bank, Memphis, TN
2007-2009 Senior Art Director, Splash Creative, Memphis, TN
2003-2007 Art Director, Conaway Brown, Memphis, TN

ROACH, KIMBERLY JILL

Instructor of Biological Sciences

Salary: \$46,100

Effective: August 12, 2013

Source of Funds: E&G, page 40

Justification: Replacement for Dr. Mohammad Akhter who resigned (salary \$45,659)

Education

2006 Master of Science in Education, Arkansas State University

2001 Alternative Teaching Certification Program, Arkansas Department of Education, Little Rock, AR

1996 Doctorate of Veterinary Medicine, Oklahoma State University

1992 Bachelor of Science in Chemistry, University of Central Arkansas, Conway, AR

Employment

2003-Present Science Teacher, Mountain Home High School, Mountain Home, AR

2002-2003 Veterinarian, Boone County Veterinary Clinic, Harrison, AR

1998-2002 Science Teacher, Norfolk High School, Norfolk, AR

VANDERGRIFF, CARROLL DEAN

Instructor of Industrial Technology

Salary: \$36,800

Effective: August 12, 2013

Source of Funds: E&G, page 43

Justification: Replacement for Rickie Gunn who resigned (salary \$46,150)

Education

1999 Bachelor of Science in Agricultural Education, Arkansas State University

Employment

2009-Present Vocational Agriculture Teacher, Maynard Public Schools, Maynard, AR

2007-2009 Vocational Agriculture Teacher, Pocahontas Public Schools, Pocahontas, AR

2005-2007 Vocational Agriculture Teacher, Twin Rivers School District, Twin Rivers, AR

2000-2005 Vocational Agriculture Teacher, Thayer School District, Thayer, MO

ARKANSAS STATE UNIVERSITY-MOUNTAIN HOME
NON-ACADEMIC APPOINTMENTS
September 20, 2013

BROZYNSKI, SARAH

Director of Workforce Education

Salary: \$40,400

Effective: July 1, 2013

Source of Funds: E&G, page 49

Justification: Replacement for John Kenney who resigned (salary \$54,106)

Education

2013 Master of Public Administration, Arkansas State University

2006 Bachelor of Arts, Dominican University, River Forest, Illinois

Employment

2011-present Career Support Services Facilitator, Career Pathways, ASU-Mountain Home

2010-present Re-Employment Specialist, Arkansas Dept. of Workforce Services, Mountain Home, AR

1997-2010 Director of Education, ESI Real Estate University, Chicago, Illinois

EGGENSPERGER, MARTIN

Vice Chancellor for Academic Affairs

Salary: \$106,000

Effective: August 16, 2013

Source of Funds: E&G, page 7

Justification: Replacement for Pat Bailey who retired (salary \$116,652)

Education

2008 Doctorate of Philosophy, University of Arkansas, Little Rock

2005 Master's degree in Science, University of Arkansas, Little Rock

1990 Bachelor of Science in Mathematics, University of Central Arkansas, Conway

Employment

2009-Present Vice President for Instruction, College of the Ouachitas, Malvern, AR

2005-2009 Assoc. Vice President for Institutional Effectiveness, Southeast Arkansas College, Pine Bluff, AR

2003-2009 Division Co-Chair of General Studies, Southeast Arkansas College, Pine Bluff, AR

2001-2003 Instructor of Mathematics, Southeast Arkansas College, Pine Bluff, AR

ARKANSAS STATE UNIVERSITY-MOUNTAIN HOME
NON-ACADEMIC REASSIGNMENT OF DUTY
September 20, 2013

BLAGG, ROSALYN

From: Associate Vice Chancellor for Enrollment
To: Vice Chancellor for Student Affairs
Effective: July 1, 2013
Salary: \$80,000
Source of Funds: E&G, pages 7 and 19
Justification: Replacement of Provost and Vice Chancellor of Academic and Student Affairs (\$117,652) with a Vice Chancellor for Academic Affairs (\$106,000) and a Vice Chancellor for Student Affairs (\$80,000). Eliminated Associate Vice Chancellor for Student Affairs position (\$67,200).

ARKANSAS STATE UNIVERSITY-NEWPORT
ACADEMIC APPOINTMENTS
September 20, 2013

BURGESS, ROBERT

Instructor of Computer Networking Technology (Marked Tree campus)

Salary: \$50,000 (10.5 month)

Effective: August 14, 2013

Source of Funds: E&G, Page 104, Line 2

Justification: Replacement for Allison King who resigned (Salary \$40,000)

Education:

2010 B.S., Technology, Arkansas State University-Jonesboro
2009 A.S., Arkansas State University-Jonesboro
2001 A.A.S., Digital Electronics Technology, Arkansas State University-Jonesboro

Experience:

2012 – present Instructor of Electronics, NEA Career & Technical Center, Jonesboro, AR
1999 – 2012 Instructor of Computer Networking Technology, Arkansas State University-Newport, Marked Tree, AR
1993 – 2001 Assistant Manager, Bruce's Market, Marked Tree, AR

HEEB, KIMBERLY

Instructor of Practical Nursing (Jonesboro campus)

Salary: \$50,000 (10.5 month)

Effective: August 12, 2013

Source of Funds: E&G, Page 86, Line 5

Justification: Replacement for Kathy Proctor who was dismissed (\$37,944)

Education:

2009 B.S., Nursing, University of Wisconsin, Green Bay, WI
2001 A.S., Nursing, Arkansas State University-Jonesboro
1997 Technical Certificate, Practical Nursing, Delta Technical Institute, Jonesboro, AR

Experience:

2010 – present Public Health Nurse/RN, Arkansas Health Department, Harrisburg, AR
2009 – 2010 Practical Nursing Instructor, Arkansas State University-Newport, Marked Tree, AR
2006 – 2009 Registered Nurse, St. Bernards Medical Center, Jonesboro, AR
2005 Registered Nurse, NEA Baptist, Jonesboro, AR
2002 – 2004 Patient Care Manager, St. Bernards Medical Center, Jonesboro, AR

MILAM, DAVID

Instructor of Collision Repair Technology (Marked Tree campus)

Salary: \$40,000 (10.5 month)

Effective: August 14, 2013

Source of Funds: E&G, Page 103, Line 1

Justification: Replacement for Jeff Smith who resigned (Salary \$45,900)

Education:

2001 Technical Certificate, Auto Collision Repair, Delta Technical Institute, Marked Tree, AR

Experience:

2013 – present Auto Color Specialist, O'Reilly Auto Parts, Trumann, AR
2011 – 2013 Auto Body Technician, Steve's Auto Body, Jonesboro, AR
2001 – 2011 Auto Body Technician, Cavanaugh Ford, Jonesboro, AR

SLAYTON, GREGORY

Assistant Professor of Mathematics (Jonesboro campus)

Salary: \$40,000 (9 month)

Effective: August 14, 2013

Source of Funds: E&G, Page 85, Line 2

Justification: Replacement for Nancy Draganjac who was dismissed (Salary \$37,000)

Education:

1998 M.Ed., Education Administration, Penn State University, State College, PA

1990 B.S., Physics, Arkansas State University-Jonesboro

Experience:

2011 – present Math/Physics Teacher, Piggott High School, Piggott, AR
2008 – 2011 Math/Physics Teacher, Arkansas Early College High School, Monticello, AR
2006 – 2008 Science/Physics Teacher, Marked Tree High School, Marked Tree, AR
2005 – 2006 Substitute Teacher, SubTeach USA, Paragould, AR
2004 Math Teacher, Kodiak Middle School, Kodiak, AK
2003 – 2004 Mathematics Adjunct Instructor, Arkansas State University, Jonesboro & Paragould, AR

TAYLOR-SHAW, KRISTINA

Instructor of Information Technology (Jonesboro Campus)

Salary: \$40,000 (9 month)

Effective: August 14, 2013

Source of Funds: E&G and Grant

Justification: Demand for courses was such that additional faculty was needed

Education:

2011 M.S.E., Business Technology, Arkansas State University-Jonesboro

2011 B.S.E., Business Technology, Arkansas State University-Jonesboro

2009 B.S., Business Administration, Arkansas State University-Jonesboro

Experience:

2011 – present Adjunct Instructor of MIS, Arkansas State University-Newport, Newport & Jonesboro, AR
2011 Adult Education Instructor, Three Rivers Community College, Kennett, MO
2010 Volunteer Adult Education Instructor, Arkansas Northeastern College, Leachville, AR
2010 Volunteer Literacy Teacher, Adult Literacy League, Jonesboro, AR

2010 – 2011 Substitute Teacher, Caruthersville School District, Caruthersville, MO
2006 – 2010 Student
2005 – 2006 Secretary, Bill E. Bracey, Attorney at Law, Blytheville, AR
2002 – 2005 Preschool Teacher, Under the Rainbow Preschool, Newport, AR

TRACY, JERRY

Instructor of Diesel Technology (Newport campus)

Salary: \$49,000 (12 month)

Effective: June 10, 2013

Source of Funds: E&G, Page 22, Line 1

Justification: Replacement for Eric Ellis who was dismissed (\$49,428)

Education:

2010 Technical Certificate, Diesel Technology, Arkansas State University-Newport

Experience:

2012 – present Diesel Mechanic/Shop Foreman, S.T.I., Guion, AR

2012 Owner/Operator, Jerry's Auto Repair, Evening Shade, AR

2000 – 2009 U.V. Line Superintendent, Columbia Flooring, Melbourne, AR

WEAVER, NANCY

Director of Nursing (Newport campus)

Salary: \$60,000 (12 month)

Effective: July 22, 2013

Source of Funds: E&G, Page 17, Line 1

Justification: Replacement for Scott Cowell who was dismissed (\$57,783)

Education:

2011 M.S., Nursing, University of Phoenix, Phoenix, AZ

2009 B.S., Nursing, University of Phoenix, Phoenix, AZ

1975 A.S., Nursing, Arkansas State University-Jonesboro

Experience:

2011 – present Clinical Informatics Specialty, White River Medical Center, Batesville, AR

2004 – 2011 Instructor of Practical Nursing, Arkansas State University-Newport, Newport, AR

2003 – 2004 Nurse Manager, Harris Hospital, Newport, AR

ARKANSAS STATE UNIVERSITY-NEWPORT
NON-ACADEMIC APPOINTMENT
September 20, 2013

FURST, STEVEN

Director for Institutional Research and Effectiveness

Salary: \$60,000 (12 month)

Effective: September 3, 2013

Source of Funds: E&G, Page 58, Line 1

Justification: This position is needed for the collection and analysis of institutional data related to accreditation, state, and federal reporting.

Education:

2001 B.S., MIS Data/Telecommunication, Arkansas State University, Jonesboro, AR

1998 A.A., Arkansas State University-Newport, Newport, AR

Experience:

2005 – present ETL Architect/Lead Analyst & System Programmer, Arkansas Blue Cross, Little Rock, AR

2001 – 2005 Technical Lead/System Analyst Programmer, Dillard's Information System, Little Rock, AR