

AGENDA
ARKANSAS STATE UNIVERSITY
BOARD OF TRUSTEES
May 16, 2014
1:00 p.m.
ASU-Newport

- I. Call to Order
Mr. Dan Pierce, Chair
- *II. Approval of the Minutes of Meeting
February 28, 2014
- III. President's Report
Reports of the Chancellors
- *IV. Agenda
 - Proposed ASU System Resolutions
 - Resolution approving ASU System to establish provisional positions.
 - Resolution approving 2014-2015 tuition and fee rates for system campuses.
 - Resolution approving Arkansas State University fiscal year 2014-2015 operating budgets and authority to execute the budgets.
 - Resolution approving ASU System to sell residential property.
 - Resolution approving ASU System to reaffirm the Weapons Policy.
 - Resolution approving changes to the System Staff Handbook.
 - Proposed ASU-Jonesboro Resolutions
 - Resolution approving ASU-Jonesboro to enter into agreements for private camps.
 - Resolution approving ASU-Jonesboro to restructure and rename the departments of Psychology and Counseling and Health, Physical Education, and Sports Sciences to form the School of Behavior and Human Performance.
 - Resolution approving ASU-Jonesboro to offer the Doctor of Occupational Therapy.
 - Resolution approving ASU-Jonesboro to offer the Associate of Applied Science Occupational Therapy Assistant.
 - Resolution approving ASU-Jonesboro to offer the Master of Science in Molecular Biosciences.
 - Resolution approving ASU-Jonesboro to offer a new minor in Writing Studies.
 - Resolution approving ASU-Jonesboro to offer a new emphasis, Interpersonal Communication, in the Bachelor of Arts in Communication Studies.

- Resolution approving ASU-Jonesboro to offer a new emphasis, Organizational Communication, in the Bachelor of Arts in Communication Studies.
- Resolution approving ASU-Jonesboro to offer a new emphasis, Public Communication, in the Bachelor of Arts in Communication Studies.

- Proposed ASU-Beebe Resolution
 - Resolution approving ASU-Beebe to offer a Technical Certificate and Certificate of Proficiency in Multi-Skills Technology.

- Proposed ASU-Mountain Home Resolutions
 - Resolution approving ASU-Mountain Home to offer the Associate of Applied Science in Management degree with an emphasis in Accounting and Finance, a Technical Certificate and a Certificate of Proficiency in Accounting and Finance.
 - Resolution approving ASU-Mountain Home to offer the Associate of Applied Science in Management degree with an emphasis in Hospitality Management, a Technical Certificate and a Certificate of Proficiency in Hospitality Management.
 - Resolution approving ASU-Mountain Home to offer the Associate of Applied Science in Workforce Technology degree with an emphasis in Mechatronics, a Technical Certificate and a Certificate of Proficiency in Mechatronics.

- Proposed ASU-Newport Resolution
 - Resolution approving ASU-Newport to offer the Associate of General Studies.

V. Executive Session

*VI. Approval of Personnel Actions

VII. Other Business

*VIII. Adjournment

*Action Items

**Arkansas State University
Board of Trustees
May 16, 2014**

The Arkansas State University Board of Trustees met on Friday, May 16, 2014, in the Larry N. Williams Student/Community Center on the ASU-Newport campus. Mr. Dan Pierce, chair of the Board of Trustees, called the meeting to order at 1:00 p.m. Board members present were: Dan Pierce, Charles Luter, Howard Slinkard, Ron Rhodes, and Tim Langford. Reverend Brooks Cato with St. Paul's Episcopal Church in Newport delivered the invocation.

Mr. Pierce recognized Mr. Charles Luter, Dr. Tim Langford, and Mr. Ron Rhodes who spoke about the passing Coach Bill Templeton and the impact he had on their lives and many others. Coach Templeton was a longtime employee, supporter, fundraiser, and friend. Following their remarks, a moment of silence in honor of Coach Templeton was observed.

Minutes:

Upon motion by Mr. Slinkard, second by Mr. Rhodes, the minutes of February 28, 2014, were approved.

AYES: Pierce, Luter, Slinkard, Rhodes, Langford

NAYS: None

Reports of the Chancellors:

ASU-Newport - Dr. Sandra Massey, chancellor, welcomed everyone to the ASU-Newport campus. A short video entitled "Finding your Future Today" was shown. Kaitlyn Riggan, Student Government Association President, addressed the board and talked about her time at ASU-Newport and how much the school has meant to her.

ASU-Jonesboro – Dr. Tim Hudson, chancellor, reported on behalf of ASU-Jonesboro and showed a video highlighting many new and ongoing projects including Doctor of Osteopathic Medicine, Johnny Cash Boyhood Home, and the A-State Choir trip to Spain.

ASU-Beebe – Dr. Eugene McKay, chancellor, reported on behalf of ASU-Beebe. He recognized retiring ASU-Searcy Vice Chancellor Don Harland and introduced the new Vice Chancellor Barry Farris.

ASU-Mountain Home – Dr. Robin Myers, chancellor, reported on behalf of ASU-Mountain Home.

Agenda

ASU System Resolutions

- Resolution 14-15 approving ASU System to establish provisional positions.

Dr. Welch reminded the board that these are temporary positions often grant funded.

The State allows up to 500 System wide that must be approved by the board before they can be filled and fiscally funded.

- Resolution 14-16 approving 2014-2015 tuition and fee rates for system campuses.
- Resolution 14-17 approving Arkansas State University fiscal year 2014-2015 operating budgets and authority to execute budgets.

Dr. Welch said: “During the budget planning process, we impressed upon our campuses that we want them to be as cost effective as possible in everything that they are doing. First and foremost, we asked the campuses to look internally to see if there are places they can produce savings and if there are places that they can reallocate funds in order to fund their budgets without putting the costs on the backs of our students. We asked our campuses to see if there were opportunities where they could

maximize efficiency and be more collaborative. We asked our campuses to contain costs; to see if there is a simple way to do things that add up over time. Finally, we asked our campuses: Are you fulfilling your mission, are you focusing on your students, and are you responding to your multiple constituencies? When you look at the tuition and fee proposals today and when you look at the budget proposals today, you will see that each one of our campuses is doing exactly each one of these things. It is not an easy situation.

ASU-Beebe has not had any new state funding in five years. For an institution not to receive any new money from the state in a five-year period, it is very difficult, especially when you are trying not to place that burden on the students. So they have had to make tough decisions, but they have done it by always looking at how we can continue to have a high level of instruction and how this is going to continue to benefit our students.

When we were in the process of hiring Chancellor Myers at ASU-Mountain Home, he and I talked about the fact that we didn't have enough technical and workforce training programs at the ASUMH campus. You are going to be asked today to approve several new programs. In the early years, the net revenues for these programs will not meet expenses and they will likely lose money. But it is the right thing to do to support the business and industry in the community. It is the right thing to do from a workforce training perspective. It is not easy because ASUMH is not getting new money from the state to support these programs and at a time when their tuition increase is very minimal.

At ASU-Newport, Dr. Massey and her staff actually went through a zero-based budgeting process. They brought in every department on the campus and asked that they justify the money in their budget to make sure that we are using every dollar we have strategically and to ensure that we are being

as efficient as possible. I think you will see some significant results and I am appreciative of the time it took and the importance of this process.

ASU-Jonesboro was able to reallocate several million dollars within their budget. The tuition increase they are asking for today is the second lowest increase in two years at ASUJ. I think they are to be commended at a time when we are coming out of one the worst economic periods that we have had in a number of years. ASUJ's proposed tuition increase also includes the dedicated fee to help fund faculty salaries; a fee that the board was bold enough to step up and approve several years ago. I think it speaks volumes to the work that is being done when this dedicated fee is part of the tuition increase request and it is the lowest increase in two years. You may have read that there has been some encouragement from the faculty at the Jonesboro campus to get salaries up to the SREB average. I just want it to be publicly stated that you have done that. Unfortunately, some of the data used in a faculty senate report was not accurate. ASUJ faculty salaries now exceed the benchmark of the State of Arkansas in every category. On behalf of the faculty, I thank the Board for the work you have done to implement the academic excellence fee. It is working. Our faculty salaries are competitive. We are also seeing that it is working at the two-year college level.

Our campuses have asked for slight increases to reward their hard-working employees. Unfortunately, we are at the mercy of the State in regard to our classified employees and we are not able to give them an increase at this time, but we hope that the State will allow us to give those increases at a later date.

Finally, I want to point out that the collective budget for the ASU System represents a 1.5% increase over last year. That is 1.3% lower than the higher education price index. It is also just lower

than the basic United States inflationary rate. Our campuses are increasing their expenditures less than basic inflation at the same time that we getting no money for salary raises, no money for capital, no money for health insurance, and no money for utility increases. At the same time, our funding formulas are inadequate to the point that our two-year colleges would need almost \$7 million collectively just to get where the State says they need to be. ASUJ would need \$34 million to get to where the State formula determines they should be, and \$9 million to get to the 75th percentile. So I am not complaining, well I am complaining, but I am also pointing out that our campuses have been able to graduate more students than ever before, they continue to have healthy enrollments, they continue to have cutting edge programs that respond to our business and industry needs and the needs of our communities, they have raised faculty salaries above the Arkansas averages and are at the SREB averages, and they still have kept costs below the basic inflation rate. I am very proud of them for doing that and I thank them for that as I ask that you approve these tuition and budget resolutions.”

- Resolution 14-18 approving ASU System to sell residential property.

Dr. Welch stated the System owns multiple pieces of residential property, asking for authority to sell those, in the event the System wishes to do so.

- Resolution 14-19 approving ASU System to reaffirm the Weapons Policy.

Dr. Welch explained that this is reaffirming the Weapons Policy already in place, State law requires we actively opt out of weapons on campus on an annual basis.

- Resolution 14-20 approving changes to the System Staff Handbook.

Dr. Welch stated that the System legal staff has worked closely with the shared governance group on each campus to complete this handbook, which will apply to the entire System.

Upon motion by Mr. Slinkard, second by Mr. Luter, Resolutions 14-15 through 14-20 were approved.

AYES: Pierce, Luter, Slinkard, Rhodes, Langford

NAYS: None

ASU Jonesboro Resolutions:

- Resolution 14-21 approving ASU-Jonesboro to enter into agreements for private camps.
- Resolution 14-22 approving ASU-Jonesboro to restructure and rename the departments of Psychology and Counseling and Health, Physical Education and Sports Sciences to form the School of Behavior and Human Performance.
- Resolution 14-23 approving ASU-Jonesboro to offer the Doctor of Occupational Therapy.
- Resolution 14-24 approving ASU-Jonesboro to offer the Associate of Applied Science Occupational Therapy Assistant.
- Resolution 14-25 approving ASU-Jonesboro to offer the Master of Science in Molecular Biosciences.
- Resolution 14-26 approving ASU-Jonesboro to offer a new minor in Writing Studies.
- Resolution 14-27 approving ASU-Jonesboro to offer a new emphasis, Interpersonal Communication, in the Bachelor of Arts in Communication Studies.
- Resolution 14-28 approving ASU-Jonesboro to offer a new emphasis, Organizational Communication, in the Bachelor of Arts in Communication Studies.
- Resolution 14-29 approving ASU-Jonesboro to offer a new emphasis, Public Communication, in the Bachelor of Arts in Communication Studies.

Upon motion by Dr. Langford, second by Mr. Rhodes, Resolutions 14-21 through 14-29 were approved.

AYES: Pierce, Luter, Slinkard, Rhodes, Langford

NAYS: None

ASU- Beebe Resolution:

- Resolution 14-30 approving ASU-Beebe to offer a Technical Certificate and Certificate of Proficiency in Multi-Skills Technology.

Upon motion by Mr. Rhodes, second by Dr. Langford, Resolution 14-30 was approved.

AYES: Pierce, Luter, Slinkard, Rhodes, Langford

NAYS: None

ASU-Mountain Home Resolutions:

- Resolution 14-31 approving ASU-Mountain Home to offer the Associate of Applied Science in Management degree with an emphasis in Accounting and Finance, a Technical Certificate and a Certificate of Proficiency in Accounting and Finance.
- Resolution 14-32 approving ASU-Mountain Home to offer the Associate of Applied Science in Management degree with an emphasis in Hospitality Management, a Technical Certificate and a Certificate of Proficiency in Hospitality Management.
- Resolution 14-33 approving ASU-Mountain Home to offer the Associated of Applied Science in Workforce Technology degree with an emphasis in Mechatronics, a Technical Certificate and a Certificate of Proficiency in Mechatronics.

Upon motion by Mr. Luter, second by Dr. Langford, Resolutions 14-31 through 14-33 were approved.

AYES: Pierce, Luter, Slinkard, Rhodes, Langford

NAYS: None

ASU-Newport Resolution:

- Resolution 14-34 approving ASU-Newport to offer the Associate of General Studies.

Upon motion by Mr. Rhodes, second by Mr. Slinkard, Resolution 14-34 was approved.

AYES: Pierce, Luter, Slinkard, Rhodes, Langford

NAYS: None

Upon motion by Mr. Luter, second by Mr. Rhodes, the board voted to retire into executive session at 1:56 p.m.

AYES: Pierce, Luter, Slinkard, Rhodes, Langford

NAYS: None

Mr. Pierce 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 2:33 p.m.

Upon motion by Mr. Slinkard, second by Dr. Langford, the contract extensions for ASU System were approved.

AYES: Pierce, Luter, Slinkard, Rhodes, Langford

NAYS: None

Upon motion by Mr. Luter, second by Dr. Langford, the ASU-Jonesboro tenure recommendations, promotion recommendations, academic appointments, academic reassignments of duty, non-academic appointments, and non-academic reassignment of duty were approved.

AYES: Pierce, Luter, Slinkard, Rhodes, Langford

NAYS: None

Upon motion by Mr. Rhodes, second by Mr. Slinkard, the ASU-Beebe tenure recommendations, promotion recommendations, and non-academic reassignment, were approved

AYES: Pierce, Luter, Slinkard, Rhodes, Langford

NAYS: None

Upon motion by Dr. Langford, second by Mr. Luter, the ASU-Mountain Home non-academic appointment, was approved.

AYES: Pierce, Luter, Slinkard, Rhodes, Langford

NAYS: None

Upon motion by Mr. Slinkard, second by Dr. Langford, the ASU-Newport academic appointment and non-academic appointment, were approved.

AYES: Pierce, Luter, Slinkard, Rhodes, Langford

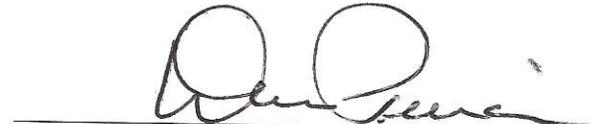
NAYS: None

Upon motion by Mr. Rhodes, second by Mr. Luter, the meeting adjourned at 2:35 p.m.

AYES: Pierce, Luter, Slinkard, Rhodes, Langford

NAYS: None


Howard L. Slinkard, Secretary


Dan Pierce, Chair

EXECUTIVE SUMMARY

Contact: Charles Welch (501) 660-1000

ACTION ITEM: Arkansas State University System requests approval to establish the maximum number of legislatively authorized provisional positions for all campuses for the 2014-2015 fiscal year.

ISSUE: The Board of Trustees must approve the establishment of provisional positions.

BACKGROUND:

- As the university continues to receive monies from grants, contracts, and other non-appropriated sources, the campuses have found it necessary to expedite the process of approval for provisional positions. Since board approval is necessary to establish provisional positions and since the board only meets regularly four times a year, the university received approval from the Office of Personnel Management, who sought advice from the Legislative Council, to allow the ASU Board of Trustees to approve the establishment of all provisional positions on all campuses of Arkansas State University.
- The board approved this request during the last biennium. This approval has allowed the ASU Departments of Human Resources on all of the campuses to respond immediately to the university's provisional position requests.

RECOMMENDATION/RESOLUTION:

Be it resolved that the Arkansas State University System is approved to establish 300 provisional positions for ASU-Jonesboro, 100 provisional positions for ASU-Beebe, 40 provisional positions for ASU-Mountain Home, and 60 provisional positions for ASU-Newport as authorized for the 2014-2015 fiscal year.



Howard L. Slinkard, Secretary



Dan Pierce, Chair

EXECUTIVE SUMMARY

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

ACTION ITEM: Arkansas State University-Jonesboro, Arkansas State University-Beebe, Arkansas State University-Mountain Home, and Arkansas State University-Newport request approval to set tuition and fee rates.

ISSUE: The Board of Trustees must approve tuition and fee rates.

BACKGROUND:

In order to meet the additional costs needed to provide a quality education and economic development activities for the State, Arkansas State University System campuses request to adjust tuition and fees.

ARKANSAS STATE UNIVERSITY-JONESBORO

Tuition (Effective Fall 2014)

	<u>Current</u>		<u>Proposed</u>	
	Semester (15 ssch)	per ssch	Semester (15 ssch)	per ssch
In-State Undergraduate	2,805.00	187.00	2,880.00	192.00
In-State Graduate	3,570.00	238.00	3,660.00	244.00
Out-of-State Undergraduate (enrolled prior to Fall 2011)	7,320.00	488.00	7,515.00	501.00
Out-of-State Undergraduate	5,610.00	374.00	5,760.00	384.00
Out-of-State Graduate (enrolled prior to Fall 2011)	9,075.00	605.00	9,315.00	621.00
Out-of-State Graduate	7,140.00	476.00	7,335.00	489.00
International Undergraduate	5,610.00	374.00	5,760.00	384.00
International Graduate	7,140.00	476.00	7,335.00	489.00
			<u>Current</u>	<u>Proposed</u>
On-Line MBA (per ssch):			467.00	480.00
Ed.D. in Educational Leadership (per ssch)			238.00	400.00

EXECUTIVE SUMMARY

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

Off-Campus Courses per ssch (including Distance Learning Classes)

	<u>Current</u>	<u>Proposed</u>
In-State Undergraduate	238.00	244.00
In-State Graduate	273.00	280.00
Out-of-State Undergraduate (enrolled prior to Fall 2011)	536.00	550.00
Out-of-State Undergraduate	475.00	488.00
Out-of-State Graduate (enrolled prior to Fall 2011)	639.00	656.00
Out-of-State Graduate	546.00	561.00
Academic Partnerships Courses	238.00	244.00
Academic Partnerships Courses (International)	476.00	489.00
Paragould - Greene County Resident (freshman and sophomore classes only)	60.00	120.00
Paragould - In-State Non-Greene County Resident	187.00	192.00
Paragould - Out-of-State Undergraduate (enrolled prior to Fall 2011)	488.00	501.00
Paragould - Out-of-State Undergraduate	374.00	384.00

Mandatory Fee(s) Revisions (Effective Fall 2014)

	<u>Current</u>	<u>Proposed</u>
Academic Excellence Fee (per ssch)	4.00	6.00
College of Sciences & Mathematics Tuition Differential - UG	19.00	21.00
College of Sciences & Mathematics Tuition Differential - GR	44.00	50.00

Miscellaneous Fee(s) Revisions (Effective Fall 2014 unless noted)

	<u>Current</u>	<u>Proposed</u>
Introduction to Neuroscience PSY3214 (per course)	-	28.00
Core Disaster Life Support CDLS and Basic Disaster Life Support BDLS (amount not to exceed per course effective July 1, 2014)	-	50.00
Laboratory in Bio Techniques I BIO4152 and Laboratory in Bio Techniques II BIO4154 (per course)	-	100.00

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ARKANSAS STATE UNIVERSITY-BEEBE:

Tuition (Effective Fall 2014)

Beebe, Heber Springs, Searcy, and the Little Rock Air Force Base:

	<u>Current</u>		<u>Proposed</u>	
	Semester <u>15 ssch</u>	per <u>ssch</u>	Semester <u>15 ssch</u>	per <u>ssch</u>
Resident Undergraduate	1,320.00	88.00	1,395.00	93.00
Non-Resident Undergraduate	2,280.00	152.00	2,415.00	161.00
ASU-Heber Springs In-County Tuition	1,170.00	78.00	1,245.00	83.00
International Tuition	3,030.00	202.00	3,210.00	214.00

Off-Campus Courses per ssch

	<u>Current</u>	<u>Proposed</u>
ASU-Beebe	93.00	98.00
Little Rock Air Force Base	88.00	93.00

ARKANSAS STATE UNIVERSITY-MOUNTAIN HOME:

Tuition (Effective July 1, 2014)

	<u>Current</u>		<u>Proposed</u>	
	Semester <u>15 ssch</u>	per <u>ssch</u>	Semester <u>15 ssch</u>	per <u>ssch</u>
Resident Undergraduate	1,305.00	87.00	1,335.00	89.00
Non-Resident Undergraduate	2,235.00	149.00	2,295.00	153.00

Mandatory Fee(s) Revisions (Effective July 1, 2014)

	<u>Current</u>	<u>Proposed</u>
Academic Excellence Fee (per ssch)	4.00	5.00

Miscellaneous Fee(s) Revisions (Effective July 1, 2014)

	<u>Current</u>	<u>Proposed</u>
Nursing Certification Exam Fee (one-time)	45.00	50.00
Funeral Science Certification & Testing Fee (per ssch)	-	20.00
Respiratory Care Certification & Testing Fee (per ssch)	-	20.00
Certified Nursing Assistant Certification & Testing Fee (one-time)	-	90.00
Occupational Technical Programs Lab Fee (per ssch)	-	25.00
Prior Learning Assessment Application Fee (per appl.)	-	10.00
Prior Learning Assessment Fee (per credit hour)	-	30.00

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ARKANSAS STATE UNIVERSITY-NEWPORT:

Tuition (Effective Fall 2014)

	Current		Proposed	
	Semester	per	Semester	per
	<u>15 ssch</u>	<u>ssch</u>	<u>15 ssch</u>	<u>ssch</u>
Resident Undergraduate	1,320.00	88.00	1,350.00	90.00
Non-Resident Undergraduate	2,160.00	144.00	2,205.00	147.00

	<u>Current</u>	<u>Proposed</u>
Off-Campus	97.00	99.00

Mandatory Fee(s) Revisions (Effective Fall 2014)

	<u>Current</u>	<u>Proposed</u>
Academic Excellence Fee (per ssch)	4.00	6.00
Student Activity Fee (per ssch)	1.00	2.00

Miscellaneous Fee(s) Revisions (Effective Fall 2014)

	<u>Current</u>	<u>Proposed</u>
Online Course Fee (per credit hour)	15.00	20.00
Surgical Technology Fee (per semester)	100.00	150.00
Nursing Fee (per semester)	100.00	120.00

RECOMMENDATION/RESOLUTION:

Be it resolved that tuition and fee rates for Arkansas State University-Jonesboro, Arkansas State University-Beebe, Arkansas State University-Mountain Home, and Arkansas State University-Newport are approved as stated herein.


 Howard L. Slinkard, Secretary


 Dan Pierce, Chair

EXECUTIVE SUMMARY

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

ACTION ITEM: Arkansas State University System (ASU) requests approval of the fiscal year 2014-2015 operating budgets and authority to execute the budgets during the fiscal year.

ISSUE: The Board of Trustees must approve each fiscal year the operating budgets of the ASU System.

BACKGROUND:

The operating budget establishes expenditure levels for certain categories of expense, including salaries, supplies and services, and capital expenditures. Moreover, the budget establishes sound fiscal policy by which the university manages its annual fiscal affairs.

ARKANSAS STATE UNIVERSITY-JONESBORO:

The Arkansas State University-Jonesboro (ASUJ) 2014-2015 operating budget was developed through the efforts of the university's Executive Council, and shared with the University Planning Council (UPC) and the campus community. The UPC-adopted budget planning principles were utilized in the development of the final operating budget. ASUJ will receive additional state appropriation resources in an attempt to bring ASUJ closer to the 75% level of funding within the state formula calculations. State appropriation increases, additional tuition revenues and reallocated resources from currently budgeted expenditure categories were allocated to cover fixed cost increases, employee health care cost increases, additional faculty positions for academic program growth, 1% merit increase for non-classified staff, 2% merit increase for faculty, 1% COLA for classified employees (held until Governor's approval) and other improvements to provide quality instruction and an enhanced overall educational experience for students.

FY2015 state general revenue funding is forecast to increase by \$481,104 and Educational Excellence Trust Fund resources are anticipated to be flat. To continue to provide the educational experience expected by today's student population, a 2.67% tuition increase is requested, as well as a \$2 per credit hour designated fee for faculty salaries.

Funds were allocated to the following categories:

- Faculty promotions;
- 1% COLA increase for classified employees (held until Governor's release);
- 1% merit salary increase for non-classified employees;
- 2% merit salary increase for faculty;
- Continued support of institutional and performance scholarships;
- Inflationary cost increases related to utilities, property insurance, and software maintenance;
- Four additional faculty positions due to program growth and accreditation requirements from reallocated resources;

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- One additional faculty position from new revenue sources;
- Employee health care increases; and
- Faculty equity.

The Arkansas State University-Jonesboro budget for fiscal year 2014-2015 is \$145,188,291 for Educational and General operations and \$35,438,627 for Auxiliary operations.

ARKANSAS STATE UNIVERSITY-BEEBE:

Arkansas State University-Beebe (ASUB) proposed 2014-2015 operating budget was prepared by the ASUB Planning Committee. The Planning Committee includes faculty, staff, and administration representatives. The budget was submitted to the chancellor for his review and approval. Operating funds are provided for the campuses in Beebe, Searcy, Heber Springs, and the Little Rock Air Force Base.

A 5.7% tuition increase provided revenue to offset a revenue loss from a downfall in enrollment. Additionally, funds were reduced in the Full-Time Salaries, Part-Time Labor Salaries, Part-Time Faculty Salaries, Supplies & Services, and Fringe Benefits categories. State revenues are anticipated to be flat in all three funding categories for ASU-Beebe.

Funds were allocated to the following categories:

- Faculty promotions;
- Additional funding for internet network bandwidth and information technology support;
- Additional funding for Disability Services to support ADA accommodation needs;
- Continued and additional support for institutional scholarships; and
- An additional faculty member for the John Deere Agricultural Equipment Technology program.

The Arkansas State University-Beebe budget for fiscal year 2014-2015 is \$26,982,879 for Educational and General operations and \$3,237,472 for Auxiliary operations.

ARKANSAS STATE UNIVERSITY-MOUNTAIN HOME:

The Arkansas State University-Mountain Home (ASUMH) Chancellor's Cabinet, in conjunction with the ASUMH Budget Committee, developed the proposed Educational and General operating budget for fiscal year 2014-2015 with an effort to meet the needs of the ASUMH student population. ASUMH is committed to improvements in learning by providing quality instruction, relevant academic programs, and service toward the needs of business and industry in our community.

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A 2.8% increase in tuition and fees, along with reallocations from existing budgets, allowed for the necessary additions to the budget and inflationary increases of fixed costs.

Funds were allocated to the following categories for ASUMH:

- Salary increases for all staff and faculty, including:
 - Faculty raise of \$960 per employee;
 - Non-classified, non-faculty raise of \$600 per employee;
 - Classified staff raise of 1% held in contingency;
- Salary equity adjustments for faculty and non-classified staff;
- Costs associated with additional occupational/technical programs and new facilities to house those programs;
- Technology and equipment replacement/upgrades; and
- Inflationary increases necessary to operate the campus.

The Arkansas State University-Mountain Home fiscal year 2014-2015 budget is \$10,855,107 for Educational and General operations and \$160,000 for auxiliary operations.

ARKANSAS STATE UNIVERSITY-NEWPORT:

ASU-Newport (ASUN) conducted a collaborative budgeting process that allowed broad-based inclusion and communication for 2014-2015. ASUN moved from a system of incremental or “historical” budgeting to a zero-based budgeting model. This allowed a level of critical evaluation to refine needs and encourage efficiency. With no growth in state funding and increasing needs of our growing student population, the institution was able to allocate resources to fund initiatives built around five fiscal goals:

1. Containing costs.
2. Expanding academic programs.
3. Increasing academic support.
4. Funding institutional planning.
5. Gaining efficiencies through technology investments.

A strategic budgeting framework was developed to allow budget managers to formulate requests to meet the needs of the related service areas. The framework allowed for the collection and organization of common information to prioritize needs and fund initiatives based on strategic priorities. This process included the participation of administrators with input from faculty and departmental staff, while guidance was provided by the Office of Fiscal Affairs. Noting the institution has an obligation to keep education affordable, this process

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provided a diligent basis of evaluation to maximize institutional resources and minimize the need for tuition and fee increases. As the institution moves to continually increase accountability, the result of this year's budget planning process has allowed the college to better provide for the diverse needs of each of its service areas. The chancellor was actively involved throughout the process and has given approval for these requests.

A 2.3% tuition increase, a \$2 per credit hour increase in the academic excellence fee, and a \$1 increase in student activity fees provided new revenue sources in the budget. Funds from tuition and fees revenue were allocated to the following categories for ASUN:

- Provide funds for regular campus operations in fiscal year 2014-2015 at the estimated level of \$13,402,407 for locations at Newport, Jonesboro, and Marked Tree;
- Provide funds for growth of academic programs, including a new Hospitality Services instructor at Jonesboro; an added events and food services position to support growth in the Hospitality Services program, to support community events and outreach, and to oversee the food services auxiliary operations; and, due to the replication of a successful program in Newport, a new instructor for Surgical Technology in Marked Tree;
- Provide additional student success and retention funding to increase completion rates, primarily in tutoring and academic support services;
- Provide funding for information technology needs related to the implementation of a virtual desktop infrastructure;
- Provide funds for anticipated campus maintenance needs and increased fixed costs, such as employee health care costs, and additional needs related to academic accreditation and institutional memberships;
- Provide funding for capital and related needs, including strategic master facilities and program planning, equipment for technical programs, and replacing and adding other instructional equipment and technology;
- Provide funds for a 2% salary increase for non-classified and faculty personnel; (a COLA of 1% was set aside in contingency funds pending approval of a classified salary increase by DF&A); and
- Provide funds needed for additional increases in faculty salary levels to become more competitive with the SREB average for comparable institutions.

The Arkansas State University-Newport fiscal year 2014-2015 budget is \$13,402,407 for Educational and General operations and \$120,000 for auxiliary operations.

ARKANSAS STATE UNIVERSITY SYSTEM:

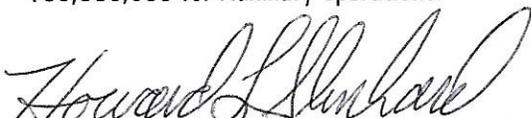
The Arkansas State University System is funded as a non-formula entity with a fiscal year 2014-15 operating budget of \$3,115,402 which \$2,362,680 is categorized as a state appropriation allocation and \$752,722 from other sources, including campus and foundation support.

EXECUTIVE SUMMARY

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

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University fiscal year 2014-2015 operating budgets are approved and authority is granted to execute the budgets in the amount of \$199,544,086 for Educational and General operations and \$38,956,099 for Auxiliary operations.


Howard L. Slinkard, Secretary


Dan Pierce, Chair

EXECUTIVE SUMMARY

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

ACTION ITEM: Arkansas State University System (ASU System) requests approval to sell residential property.

ISSUE: The Board of Trustees must approve all sales of university property.

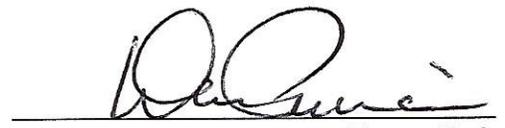
BACKGROUND:

- ASU System owns multiple pieces of residential property. These properties may become non-essential to the operations of the institution and the land may not be needed in the future to carry out the educational mission of the institution. The parcels would become surplus appropriate for sale.
- ASU System will utilize public sale procedures which ensure that any interested member of the public will have an opportunity to purchase the residential property.

RECOMMENDATION/RESOLUTION:

Be it resolved that the Arkansas State University System is approved to sell by public sale the residential properties owned by the System and that the president of the System or the president's designee is authorized to sign all documents necessary to close the transactions.


Howard L. Slinkard, Secretary


Dan Pierce, Chair

EXECUTIVE SUMMARY

Contact: Charles Welch, 501-660-1000

ACTION ITEM: Arkansas State University System requests approval to reaffirm its Weapons Policy.

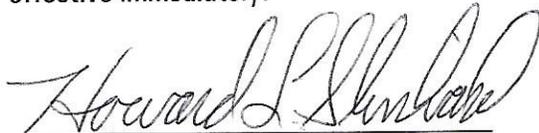
ISSUE: The legislature has indicated that policies disallowing the carrying of a concealed handgun on university property should be readopted each year.

BACKGROUND:

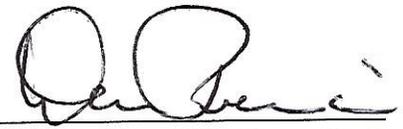
- Arkansas State University System revised its Weapons Policy on May 10, 2013, to specifically disallow the carrying of a concealed handgun.
- The legislature has indicated in A.C.A. § 5-73-322(b)(2)(C) that a policy disallowing the carrying of a concealed handgun on university property should be readopted each year.

RECOMMENDATION/RESOLUTION:

Be it resolved that the Arkansas State University System is approved to reaffirm the Weapons Policy effective immediately.



Howard L. Slinkard, Secretary



Dan Pierce, Chair

EXECUTIVE SUMMARY

Contact: Charles Welch (501) 660-1000

ACTION ITEM: Arkansas State University System requests approval to amend the System Staff Handbook.

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

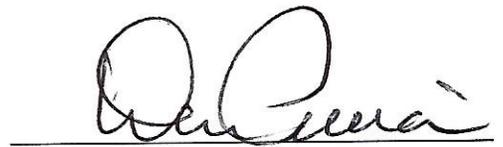
BACKGROUND:

- The Violence Against Women Reauthorization Act requires, in part, that university campuses take action to address newly designated acts of violence.
- The areas of Stalking, Domestic Violence, and Dating Violence are now required to be investigated utilizing the same process as that used for Sexual Discrimination investigations.
- The System Staff Handbook contains the Sexual Discrimination Grievance Procedure utilized by all employees, students, and visitors to any ASU System Campus.
- The System Staff Handbook and the Sexual Discrimination Grievance Procedure contained therein must, by law, be amended to include Stalking, Domestic Violence, and Dating Violence.
- All campuses have reviewed the proposed changes through their shared governance procedures and agree with the revisions.
- Copies of the pages of the System Staff Handbook revised to comply with the Violence Against Women Reauthorization Act are attached.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University System is approved to amend the System Staff Handbook as reflected on the attached revisions effectively immediately.


Howard L. Slinkard, Secretary


Dan Pierce, Chair

SECTION 504 OF THE REHABILITATION ACT AND TITLE II OF THE AMERICANS WITH DISABILITIES ACT

ASU is committed to complying with all applicable provisions of the Rehabilitation Act and the Americans with Disabilities Act which prohibit discrimination against qualified individuals with disabilities on the basis of disability in all programs, activities, and services of public entities. ASU will not discriminate against any qualified employee or applicant with regard to any terms or conditions of employment because of such individual's disability or perceived disability so long as the employee can perform the essential functions of the job. Consistent with this policy of non-discrimination, ASU will provide reasonable accommodations to a qualified individual with a disability, who has made ASU aware of his or her disability, provided that such accommodation does not constitute an undue hardship on ASU. Employees with a disability who believe they need a reasonable accommodation to perform the essential functions of their job should contact their supervisor or their Human Resources Department. ASU encourages individuals with disabilities to come forward and request reasonable accommodation.

TITLE IX OF EDUCATION AMENDMENTS

Title IX is a comprehensive federal law that prohibits discrimination on the basis of sex in any federally funded education program or activity.

Title IX benefits both males and females, and is at the heart of efforts to create gender equitable schools. The law requires educational institutions to maintain policies, practices and programs that do not discriminate against anyone based on sex. Under this law, males and females are expected to receive fair and equitable treatment in all areas of public schooling including recruitment, admissions, educational programs, and activities, course offerings and access, counseling, financial aid, employment assistance, facilities and housing, health and insurance benefits, marital and parental status, scholarships, sexual, discrimination and athletics. Arkansas State University has designated a Title IX coordinator for each campus. Any incidence of sexual discrimination including sexual harassment or sexual violence should be reported to the Title IX coordinator who will take prompt action to secure a full and equitable review. In the event the sexual discrimination allegation is against the Title IX coordinator, the report should be made to the Office of University Counsel.

AGE DISCRIMINATION IN EMPLOYMENT ACT

The Age Discrimination in Employment Act (ADEA) protects individuals who are 40 years of age and older from employment discrimination based on age. The ADEA's protections apply to both employees and applicants. Under the ADEA, it is unlawful to discriminate against a person because of age with respect to any term, condition, or privilege of employment including, but not being limited to, hiring, firing, promotion, layoff, compensation, benefits, job assignments, and training.

SEXUAL DISCRIMINATION

Arkansas State University is committed to providing an educational and work environment for its students, faculty, and staff that is free from sexual discrimination including sexual harassment, sexual assault, and sexual violence, [stalking](#), [domestic violence](#), and [dating violence](#). No form of sexual discrimination will be tolerated.

Sexual Harassment is defined as unwelcome gender-based verbal or physical conduct that is severe, persistent or pervasive and occurs when:

1. Submission to, or toleration of, such conduct is made a term or condition of instruction, employment, or participation in other university activities;
2. Submission to, or rejection of, such conduct is used as a basis for employment or education decisions affecting the individual; or
3. Such conduct has the effect of unreasonably interfering with an individual's education or employment performance or creating an intimidating, hostile, or offensive university environment.

Sexual assault occurs when a person is subjected to an unwanted sexual act by force or threat without consent. Sexual acts occur without consent when they are perpetrated against a person's will or where a person is incapable of giving consent due to minority, intellectual impairment, or use of mind altering substances such as drugs or alcohol.

Sexual violence includes sexual assault but may also consist of an attempt to obtain a sexual act or sexual advances using coercion which do not result in a completed sexual act.

Stalking is defined as engaging in a course of conduct directed at a specific person that would cause a reasonable person to (A) fear for his or her safety or the safety of others; or (b) suffer substantial emotional distress.

Domestic Violence is defined as felony or misdemeanor crimes of violence committed by a current or former spouse of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victims as a spouse, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the State of Arkansas, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic of family violence laws of the State of Arkansas.

Dating Violence is defined as violence committed by a person (A) who is or has been in a social relationship of a romantic or intimate nature with the victim; and (B) where the existence of such a relationship shall be determined based on a consideration of the following factors: (i) the length of the relationship, (ii) the type of relationship, and (iii) the frequency of interaction between the persons involved in the relationship.

~~Sexual acts occur without consent when they are perpetrated against a person's will or where a person is incapable of giving consent due to minority, intellectual impairment, or use of mind altering substances such as drugs or alcohol.~~

It is important to preserve all evidence of sexual discrimination, especially if the discrimination is also a criminal offense, such as sexual assault, sexual violence, stalking, domestic violence, or dating violence.

Supervisors and staff members must recognize that their positions necessarily embody unequal power relationships with their subordinates and students. Because of the inherent power differences in these relationships, the potential exists for the less powerful to perceive a coercive element in suggestions relative to activities outside those appropriate to the professional relationship. It is the responsibility of supervisors and staff members to behave in such a manner that their words or actions cannot reasonably be perceived as coercive.

Each campus has a Title IX Coordinator who is charged with investigating allegations of sexual discrimination including sexual harassment, sexual assault, ~~and~~ sexual violence, stalking, domestic violence and dating violence. Employees with supervisory responsibilities and university police personnel must report incidents of sexual discrimination either observed by them or reported to them to the Title IX Coordinator who

will conduct an immediate, thorough, and objective investigation of all claims. If sexual discrimination or harassment has occurred, appropriate remedial action commensurate with the severity of the offense will be taken up to and including termination. All reports, complaints, and investigations are treated with discretion and confidentiality is maintained to the extent allowed by law.

The Title IX Coordinator will notify the appropriate law enforcement agency of all reports of sexual assault, sexual violence, stalking, domestic violence or dating violence. The person who has allegedly been subject to sexual discrimination may also contact law enforcement and may seek an order of protection, no contact order, or similar order. The Title IX Coordinator will assist the person alleging to having been subjected to sexual discrimination with locating resources for counseling, medical treatment, legal advice, victim advocacy, or other services.

Each campus within the Arkansas State University System provides educational materials and programs on sexual discrimination. Contact the Human Resources Department or Title IX Coordinator for information on awareness and prevention of sexual discrimination.

The University reserves the right to take whatever measures it deems necessary in response to an allegation of sexual discrimination in order to protect individuals' rights and personal safety. Such measures include, but are not limited to, modification of campus living or employment arrangements, interim suspensions from campus, no contact or communications requirements, leave with or without pay, and reporting the matter to law enforcement. Persons reporting allegations of sexual discrimination must follow the Sexual Discrimination Grievance Procedure.

RETALIATORY ACTION PROHIBITED

Retaliation against a person who files a charge of discrimination, participates in an investigation, or opposes an unlawful employment practice is prohibited by law and Arkansas State University. Any employee/person who needs further explanation or who believes he or she has been retaliated against should contact the his or her Human Resources Department.

NURSING MOTHERS

Arkansas State University complies with the Nursing Mother Amendment to the Fair Labor Standards Act which provides for unpaid breaks to express breast milk. Please see your Human Resources Department for further information.

EMPLOYMENT OF RELATIVES (Nepotism)

Relatives may be employed in the same or different departments within the university, and employment opportunities are offered to spouses or other relatives on a competitive basis unless prohibited by law or regulation. To avoid potential or perceived conflicts of interest that may arise when an employee participates formally or informally in decisions to hire, retain, promote, or determine the salary of a related person, the university has adopted the following System Policy:

No employee will have any direct or indirect supervision or direction over any employee to whom they are related by marriage or blood.

be filed with the Human Resources Department as a part of the complaint record and sent to the grievant and the department head. Within ten (10) working days of receipt of the Committee recommendation, the Chancellor will accept or reject the Committee recommendation in writing after review of all file materials. The Chancellor's decision is final.

DOCUMENT COLLECTION

When a grievance proceeding has been closed, all material relating to that case shall be retained on file in the Human Resources Department for five years. Care will be taken to ensure that no incomplete or inaccurate information pertaining to the grievance is retained in the file. Grievance proceedings are considered confidential and no person involved with the grievance may make the documents public except as required by law.

SEXUAL DISCRIMINATION GRIEVANCE PROCEDURE

GRIEVANCE ISSUES

The Sexual Discrimination Grievance Procedure applies to all allegations of sexual discrimination including sexual harassment, sexual assault, sexual violence, stalking, domestic violence, and dating violence. ~~Sexual discrimination includes Sexual Harassment, Sexual Assault, and Sexual Violence.~~

~~Sexual Harassment is defined as unwelcome gender-based verbal or physical conduct that is severe, persistent or pervasive and occurs when:~~

~~Submission to, or toleration of, such conduct is made a term or condition of instruction, employment, or participation in other university activities;~~

~~Submission to, or rejection of, such conduct is used as a basis for employment or education decisions affecting the individual; or~~

~~Such conduct has the effect of unreasonably interfering with an individual's education or employment performance or creating an intimidating, hostile, or offensive university environment.~~

~~Sexual assault occurs when a person is subjected to an unwanted sexual act by force or threat without consent. Sexual assault includes rape, sexual contact such as touching or fondling, and the forced performance of sexual acts involving bodily contact between the parties.~~

~~Sexual violence includes sexual assault but may also consist of an attempt to obtain a sexual act or sexual advances which do not result in a completed sexual act. Sexual violence includes all acts constituting sexual assault plus other acts such as exposure of sexual organs, gender-based stalking, and gender-based bullying. Gender-based stalking or bullying may be carried out in person or through communications systems including telephones, e-mails, and texting.~~

~~Sexual acts occur without consent when they are perpetrated against a person's will or where a person is incapable of giving consent due to minority in age, intellectual impairment, or use of mind-altering substances such as drugs or alcohol.~~

REPORT OF SEXUAL DISCRIMINATION

Any employee, student, or visitor who believes he or she has been subjected to sexual discrimination should report the incident to the Title IX Coordinator utilizing the grievance form available on the Human Resources or Student Conduct web sites. Employees with supervisory responsibilities and university police

personnel must report incidents of sexual discrimination either observed by them or reported to them to the Title IX Coordinator. In the event the sexual discrimination allegation is against the Title IX Coordinator, the report form should be submitted to the Office of University Counsel. In order to ensure timely investigation and remedy, a sexual discrimination grievance should be activated within sixty (60) days from the time the events leading to the complaint occurred. All complaints are investigated; however, delay in reporting impedes the ability to achieve prompt resolution. All efforts will be made to honor a request for confidentiality but confidentiality cannot be ensured. Reports of sexual assault, ~~or~~ sexual violence, stalking, domestic violence and dating violence will be reported to law enforcement authorities.

Criminal investigations by any law enforcement agencies or investigations conducted under the Faculty, Staff, or Student Handbooks may occur simultaneously with a sexual discrimination grievance and do not affect the grievance process.

TITLE IX COORDINATOR'S RESPONSE

Within twenty (20) working days after receipt of a written grievance form, the Title IX Coordinator, or designee, will conduct a full and impartial investigation including interviewing the complainant, the accused, and any witnesses identified as well as reviewing any documentary evidence submitted by either party. As early as possible in the investigation, the Title IX Coordinator should determine whether temporary remedial measures are warranted such as suspension from employment with or without pay, suspension from classes, issuance of a no contact directive, reassignment of job duties, or changing class or classroom assignments. If immediate action is required to protect the complainant, the Title IX Coordinator shall work with the appropriate administrator to implement temporary remedial measures.

The past sexual history or sexual character of a party will not be admissible by the other party in the investigation or any subsequent hearing unless the party was found to be responsible, the previous incident was substantially similar to the present allegation, and the past actions indicate a pattern of behavior consistent with the current allegations.

After studying all the pertinent facts and documents, carefully examining any policies involved, and discussing the issue with the parties and witnesses, the Title IX Coordinator shall either (1) propose an informal resolution to the parties which, if accepted, shall be documented in writing and shall conclude the investigation or (2) prepare a formal written report making a finding, based on the preponderance of the evidence, as to whether sexual discrimination occurred, and if so, recommending a remedy which will end the discrimination, prevent its recurrence, and remove its effects on the complainant and the university community. The report shall be transmitted simultaneously to the complainant and the accused and implemented immediately. If both parties agree with the report, the grievance shall be closed and the remedies continued. If either party does not agree with the finding of the Title IX Coordinator and desires to appeal, that party must submit, within five (5) working days of the date of the report, a written request to the Department of Human Resources for a hearing before the Sexual Discrimination Hearing Committee. The written request will detail the alleged error of the Title IX Coordinator and the requested remedy. The Department of Human Resources will provide the party not appealing with a copy of the request. Within five (5) working days of the date of the letter from the Human Resources Department, the party not appealing may submit a written response to the request for hearing countering any allegations in that document. Copies will be provided to the Title IX Coordinator for placement in the case file. Timelines may be extended by the Title IX Coordinator in extenuating circumstances.

SEXUAL DISCRIMINATION HEARING COMMITTEE COMPOSITION

The Sexual Discrimination Hearing Committee is composed of members selected by the Chancellor from the Academic Hearing Committee, the Student Conduct Hearing Committee, and the Staff Hearing Committee for that campus. The Sexual Discrimination Hearing Committee is composed of seven (7) members. When a student is the complainant, three (3) members of the committee shall be students, two (2) members faculty, and two (2) members staff; when the complainant is a staff member the committee shall be composed of three (3) staff members, two (2) faculty members, and two (2) students; when the complainant is a faculty member the committee shall be composed of three (3) faculty members, two (2) students, and two (2) staff. The committee elects a chair once convened. The Sexual Discrimination Hearing Committee shall have specific training on sexual discrimination

A member of Human Resources sits as an ex-officio, non-voting member of the Sexual Discrimination Hearing Committee, offering technical assistance on procedural and policy matters.

SEXUAL DISCRIMINATION HEARING COMMITTEE FUNCTIONS

The Sexual Discrimination Hearing Committee reviews the findings of the Title IX Coordinator to determine, based on the preponderance of the evidence, whether institutional error has occurred and, if so, to recommend an appropriate corrective action. Institutional error occurs when no legitimate reason exists for the action taken. Decisions which require the exercise of judgment or discretion cannot constitute institutional error. The committee has twenty (20) working days to prepare a written response after it has received a complaint. All proceedings shall be in closed session. Because the committee will have received the entire file from the Title IX Coordinator including all witness statements, the hearing will not include the grievant, the party complained against, or other witnesses unless either (1) the Committee requests their oral testimony or (2) either party requests to testify and/or present witnesses. In the event that oral testimony is requested, the grievant and the party complained against may be present and question the witnesses. If the grievance is one alleging sexual assault, ~~or~~ sexual violence, stalking, domestic violence, or dating violence the parties will not question the other. Instead, the party testifying before the committee shall be screened so that they may be heard by the other party but not seen. The non-testifying party shall have the opportunity to provide written questions to the committee to be asked of the testifying witness based on his or her testimony. The committee may also question any person testifying. Each party may have an advisor present during the testimony who may provide personal consultation but may not actively participate in the hearing. The parties must disclose to the Chair of the Sexual Discrimination Hearing Committee the identity of any testifying witness or any advisor at least two (2) working days before any hearing. The Chair shall provide the list of witnesses to each party upon receipt. No audio or video recording is permitted.

In reviewing a case two options are open to the Committee:

1. It may find no institutional error has occurred and recommend that no further action be taken.
2. It may find that institutional error has occurred and recommend a remedy different than that proposed by the Title IX Coordinator.

SEXUAL DISCRIMINATION HEARING COMMITTEE FINDINGS

In all instances the committee shall make a record of its findings, a statement of its conclusion, including the reason or policy criteria used in reaching a decision, and its recommendations for resolution of the grievance. The Committee decision shall be forwarded to the Chancellor of the campus for action. Copies will

EXECUTIVE SUMMARY

Contact: Len Frey (870) 972-3303

ACTION ITEM: Arkansas State University-Jonesboro (ASUJ) requests approval to enter into agreements submitted for the purpose of allowing certain employees to conduct private camps on and in ASUJ facilities.

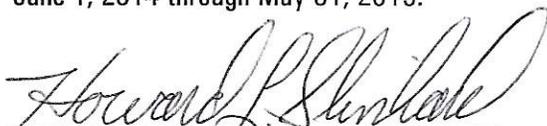
ISSUE: ASUJ wishes to contract with certain employees to conduct private camps on the ASUJ campus. Camps are designed to bring future students to the campus due to their exposure to its facilities and personnel while engaged in program activities. Additionally, funds are generated and paid to ASUJ to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

BACKGROUND:

- A.C.A. § 6-62-401 authorizes the Boards of Trustees of the state institutions of higher learning to grant permission to employees of such institutions to conduct, on and in campus facilities, certain outside work for private compensation (as described in the Act) which are to be engaged in only after they have discharged fully their employment responsibilities to such institutions. Employees are required to take vacation during these camp periods.
- The Act grants the board the non-delegable duty to make express findings of fact as follows:
 - the activity in question involves no conflict of interest with the mission and purpose of the institution itself;
 - the activity proposed would bring to the campus a significant number of persons who are potentially future students who might tend to enroll on that campus as a result of their exposure to its facilities and its personnel while engaged in this activity; and
 - the contemplated activity will, as a part thereof, generate funds to be paid to the state institution for housing, meals, and the use of institutional resources which will produce significant revenues in support of the auxiliary functions of the particular campus serving its enrolled students.
- All agreements will comply with A.C.A. § 6-62-401.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University-Jonesboro is approved to enter into agreements submitted for the purpose of allowing certain employees to conduct private camps on and in ASUJ campus facilities effective June 1, 2014 through May 31, 2015.


Howard L. Slinkard, Secretary


Dan Pierce, Chair

EXECUTIVE SUMMARY

Contact: Lynita Cooksey (870) 972-2030

ACTION ITEM: Arkansas State University-Jonesboro (ASUJ) requests approval to restructure and rename the departments of Psychology and Counseling and Health, Physical Education, and Sports Sciences to form the School of Behavior and Human Performance.

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 and Behavioral Science requests approval to create the School of Behavior and Human Performance by bringing together the department of Psychology and Counseling with the department of Health, Physical Education, and Sports Sciences under one leadership.
- With increasing enrollment and the creation of new graduate degree programs, there is a need for new faculty. This reorganization allows us to hire two new faculty members (from the salary savings of the elimination of one chair position) and reduces our upper administration within the college by one.
- The new organizational structure, while still giving each department its autonomy, encourages collaboration on interdisciplinary research on human behavior and performance.
- The creation of the School of Behavior and Human Performance will allow a more efficient use of resources and collaborative working relationship in the behavior and human performance field. Faculty members had input on the name of the new school.
- Within the school there will be three departments: Psychology, Counseling, and Health and Kinesiology.
- 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 the Departments of Psychology and Counseling and Health, Physical Education, and Sports Sciences to form the School of Behavior and Human Performance effective August 1, 2014.



Howard L. Slinkard, Secretary



Dan Pierce, Chair

EXECUTIVE SUMMARY

Contact: Lynita Cooksey (870) 972-2030

ACTION ITEM: Arkansas State University-Jonesboro (ASUJ) requests approval to offer a new program, Doctor of Occupational Therapy (OTD).

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

BACKGROUND:

- Occupational therapy is one of the most in-demand professions in the U.S. and internationally. The number of programs in the field has, like many health professions, exploded. Arkansas has only one program in the state to meet the regional workforce societal and health care needs. The Delta Region has a unique configuration of needs (medically underserved) and strengths (growing and more educated health care workforce) which the program has been designed to meet or build upon. Preliminary needs assessment has identified a regional and state need.
- Employment of occupational therapists and occupational therapy assistants (OTA) is expected to increase faster than the national average from 2010-2020. The U.S. Bureau of Labor Statistics places it near the top of the list for the fastest growing occupations that require a masters' degree. This report notes that Arkansas is expected to have a 20% increased need for OTD and OTA from 2010-2020 and jobs are expected to increase by 12% in ten years.
- The field of occupational therapy has had two important dynamics over the past decade. One is the development of the science underpinning occupational therapy, called occupational science, and the other is the emergence of a clinical doctorate for entry level into the profession. Both of these important steps (inclusion of occupational science and entry at the doctoral level) have been incorporated into development of this program proposal for an Occupational Therapy Doctorate at Arkansas State University. Special attention has been provided to match the institutional and college needs as well as regional needs regarding the occupational therapy doctoral educational program.
- This proposal is a three-year, nine semester program that meets or exceeds all accreditation requirements from the Accreditation Council for Occupational Therapy Education (ACOTE) and is consistent with college, university, and state requirements. The total number of semester credit hours required for the program are 108 semester hour professional core plus 12 credit hour cognate area.

EXECUTIVE SUMMARY

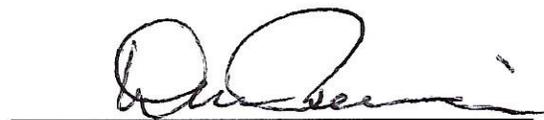
Contact: Lynita Cooksey (870) 972-2030

- The program is similar in length and number of students to the existing entry level doctoral program in physical therapy. Some shared lab spaces already exist, and classrooms are in place as are clinical contracts. Resources are required for a few new labs, specialized equipment, and the cadre of new faculty.
- The need for OT has existed in our larger region for decades. Dr. Charlotte Royeen of St. Louis University, a consultant and expert, was hired to develop the curriculum. In addition, 300 Occupational Therapist and Occupational Therapy Assistants were invited to campus in October 2013 for an informational meeting to discuss program development. Area health care administrators were surveyed on employer need and clinical placement support. A fieldwork educators program (to certify clinical instructors) is already in the planning. As a result of all this work, the program in OTD is submitted for approval.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University-Jonesboro is approved to offer the Doctor in Occupational Therapy effective June 1, 2015.


Howard L. Slinkard, Secretary


Dan Pierce, Chair

EXECUTIVE SUMMARY

Contact: Lynita Cooksey (870) 972-2030

ACTION ITEM: Arkansas State University-Jonesboro (ASUJ) requests approval to offer a new program, Associate of Applied Science Occupational Therapy Assistant (OTA).

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

BACKGROUND:

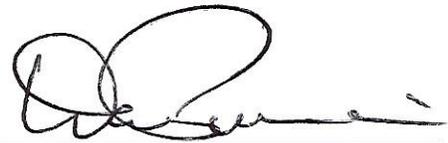
- The Occupational Therapy Assistant program is an associate level program that results in the awarding of the Associate of Applied Science (AAS) degree. The program is designed to prepare a generalist OTA and foster lifelong learning and professional development. The program includes one year of prerequisite coursework; one year of professional coursework that meets or exceeds all accreditation requirements from the Accreditation Council for Occupational Therapy Education (ACOTE); and is consistent with college, university, and state requirements.
- The program is similar in length and number of students to the existing AAS program for physical therapist assistants. The OTA program will be reviewed concurrent with the Occupational Therapy Doctorate program. The program will share labs, classrooms, and clinical contracts, most of which already exist.
- Two new labs and specialized equipment for OT education will be necessary. This program will require two FTE faculty.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University-Jonesboro is approved to offer the Associate of Applied Science Occupational Therapy Assistant effective July 1, 2015.



Howard L. Slinkard, Secretary



Dan Pierce, Chair

EXECUTIVE SUMMARY

Contact: Lynita Cooksey (870) 972-2030

ACTION ITEM: Arkansas State University-Jonesboro (ASUJ) requests approval to offer a new program, Master of Science in Molecular Biosciences.

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

BACKGROUND:

- The College of Sciences and Mathematics proposes to introduce an interdisciplinary Master of Science degree in Molecular Biosciences. It is anticipated that the program will have the same high demand as the current Ph.D. program in Molecular Biosciences. This degree is highly appropriate in light of the current demand for well-trained scientists and research staff in this field to make breakthrough research contributions that will grow the economy, improve agriculture, and address disease conditions thus contributing to societal welfare at state, national, and global levels. Molecular biology training is fundamental to many careers in today's knowledge-based economy and focuses on the interfaces among applied biology, bioinformatics, biochemistry, agriculture, and medicine. There is an increasing need for professionals to be trained in necessary laboratory skills required for employment by molecular biology and biotechnology intensive companies. ASUJ is uniquely located and positioned to promote economic development through research-intensive molecular biosciences and biotechnology-based industries in northeast Arkansas and the lower Mississippi Delta.
- The inter-disciplinary Master of Science in Molecular Biosciences program prepares students to pursue scientific research or technology driven careers in multiples fields ranging from agriculture to medicine, from forensics to environmental sciences, and from food sciences to renewable energy. The program provides training and research opportunities integrating molecular, genomic, cellular and developmental concepts, with a strong emphasis on interdisciplinary approaches and state-of-the-art technologies to address real world problems.
- The goals of the program are to ensure students master the theoretical concepts and technical skills needed by the linked disciplines of molecular biosciences, biology, agriculture, chemistry, and business; involve students in all aspects of research; foster an understanding of responsible conduct in research; and ensure students compete successfully for admission to Ph.D. programs or for quality technical and/or research positions in academia, industry, and government.

EXECUTIVE SUMMARY

Contact: Lynita Cooksey (870) 972-2030

- The degree program will consist of not less than 30 hours of credit including 6 hours of thesis credit and a minimum of 18 hours of graded course work.
- No new funds are required for this program.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University-Jonesboro is approved to offer the Master of Science in Molecular Biosciences effective fall semester 2014.


Howard L. Slinkard, Secretary


Dan Pierce, Chair

EXECUTIVE SUMMARY

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

ACTION ITEM: Arkansas State University-Jonesboro (ASUJ) requests approval to offer a new minor in Writing Studies.

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

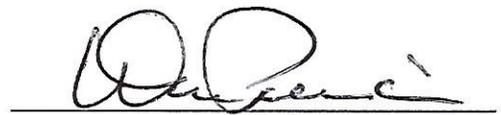
BACKGROUND:

- The creation of this minor is to promote increased professionalism and marketability of students from a variety of fields through enhanced writing skills and applications.
- The minor will familiarize students with the guiding research, theories, genres, and practices in the field of writing studies and provide students with relevant professional experiences.
- The minor will require the completion of 18 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 Writing Studies effective fall semester 2014.


Howard L. Slinkard, Secretary


Dan Pierce, Chair

EXECUTIVE SUMMARY

Contact: Lynita Cooksey (870) 972-2030

ACTION ITEM: Arkansas State University-Jonesboro (ASUJ) requests approval to offer a new emphasis, Interpersonal Communication, in the Bachelor of Arts in Communication Studies degree.

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

BACKGROUND:

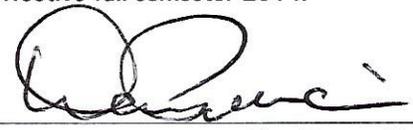
- An internal self-study conducted by the communication studies program found that students wish to have the option of a concentrated area of study within the communication studies program. The Department of Communication decided to establish areas of emphasis based on a review of professional opportunities, feedback from current students and alumni, and a comparison of similar departments at other institutions. Results show a strong interest in the area of interpersonal communication, which focuses on how relationships are developed and maintained through communication. Within this emphasis, students will develop skills and abilities in listening, using supportive communication, and conflict resolution. A concentrated study of interpersonal communication will prepare students for careers in areas such as customer service, mediation, human resources, and other professions that involve frequent interpersonal engagement. This emphasis area will also prepare students for graduate studies in communication and counseling.
- The interpersonal communication emphasis area will provide students with an advanced understanding of the field of interpersonal communication and an advanced skill level in interpersonal communication. The emphasis may provide a foundation for graduate work in interpersonal communication and counseling, prepare students for careers in which they will interact in interpersonal contexts, and help students create and maintain healthy personal relationships. The goals and objectives of this emphasis are to provide rigorous study in human communication theory, research, and practices for the purposes of advancing the study of communication and developing ethical and competent communicators.
- 12 hours are required for this emphasis.
- No new funds are required.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University-Jonesboro is approved to offer a new emphasis, Interpersonal Communication, in the Bachelor of Arts in Communication Studies degree effective fall semester 2014.



Howard L. Slinkard, Secretary



Dan Pierce, Chair

EXECUTIVE SUMMARY

Contact: Lynita Cooksey (870) 972-2030

ACTION ITEM: Arkansas State University-Jonesboro (ASUJ) requests approval to offer a new emphasis, Organizational Communication, in the Bachelor of Arts in Communication Studies degree.

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

BACKGROUND:

- The Department of Communication conducted an internal review of the communication studies program which included suggestions from program graduates, a review of similar communication studies programs, an analysis of career opportunities for communication students, and a survey of current students. As a result of this review, the department has decided to create emphasis areas. The emphasis in organizational communication will provide students the necessary communication knowledge and skills for successful integration in a variety of professional settings.
- The goals and objectives of this emphasis are to provide rigorous study in human communication theory, research, and practices for the purposes of advancing the study of communication and developing ethical and competent communicators.
- 12 hours are required for this emphasis.
- No new funds are required.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University-Jonesboro is approved to offer a new emphasis, Organizational Communication, in the Bachelor of Arts in Communication Studies degree effective fall semester 2014.



Howard L. Slinkard, Secretary



Dan Pierce, Chair

EXECUTIVE SUMMARY

Contact: Lynita Cooksey (870) 972-2030

ACTION ITEM: Arkansas State University-Jonesboro (ASUJ) requests approval to offer a new emphasis, Public Communication, in the Bachelor of Arts in Communication Studies degree effective Fall Semester 2014.

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

BACKGROUND:

- The Department of Communication decided to create emphasis areas in the communication studies program based on assessments of student perceptions of the program, suggestions from program graduates, a review of similar communication studies programs, an analysis of career opportunities for communication students, and internal program assessment. This emphasis area will appropriately prepare students for careers that require advanced skills in argumentation, persuasion, and public speaking and prepare students for graduate study in communication studies and law.
- The public communication emphasis area will consider the constitutive role of communication in persuading audiences. This emphasis area will provide students with advanced critical thinking skills, a practical understanding of rhetorical and critical cultural theories, methods for analyzing communication artifacts, and developing and delivering persuasive appeals.
- The goals and objectives of this emphasis are to provide rigorous study in human communication theory, research, and practices for the purposes of advancing the study of communication and developing ethical and competent communicators.
- 12 hours are required for this emphasis.
- No new funds are required.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University-Jonesboro is approved to offer a new emphasis, Public Communication, in the Bachelor of Arts in Communication Studies degree effective fall semester 2014.


Howard L. Slinkard, Secretary


Dan Pierce, Chair

EXECUTIVE SUMMARY

Contact: Ted Kalthoff (501) 882-8830

ACTION ITEM: Arkansas State University- Beebe (ASUB) requests approval to offer a Technical Certificate and a Certificate of Proficiency in Multi-Skills Technology.

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

BACKGROUND:

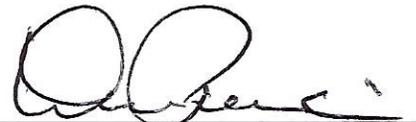
- This program will be offered through the Searcy Campus of ASUB and is designed for high school students wanting to take a one-year program and enter the work force.
- The program has been developed jointly with Remington Arms and the Lonoke Public School System. Students involved in the program will come from surrounding public schools. The goal of the program is to provide current high school students with the skills necessary to enter the manufacturing workforce and to provide manufacturers with potential employees ready to enter the workforce. The program will also be available for those in the general public.
- A full-time faculty member will be employed through the ASUB Regional Career Center. The cost of this instructor will be covered through the Regional Career Center budget.
- The facilities for the program will be provided by the Lonoke Public School System. ASUB will provide the equipment needed for the program.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University-Beebe is approved to offer a Technical Certificate and a Certificate of Proficiency in Multi-Skills Technology effective fall semester 2014.



Howard L. Slinkard, Secretary



Dan Pierce, Chair

EXECUTIVE SUMMARY

Contact: Martin Eggensperger (870) 508-6102

ACTION ITEM: Arkansas State University-Mountain Home (ASUMH) requests approval to offer the Associate of Applied Science in Management degree with an emphasis in Accounting and Finance, a Technical Certificate and a Certificate of Proficiency in Accounting and Finance.

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

BACKGROUND:

- This program was developed in response to surveys of employers.
- Banking and finance are major employment categories for the Mountain Home region.
- The existing AAS in Management will have this option added along with the Certificate of Proficiency and Technical Certificate to support the needs of our region.
- This is an additional option offered under an existing degree.
- No additional employees or costs will be associated with this program offering.

RECOMMENDATION/ RESOLUTION:

Be it resolved that Arkansas State University-Mountain Home is approved to offer the Associate of Applied Science in Management degree with an emphasis in Accounting and Finance, a Technical Certificate and a Certificate of Proficiency in Accounting and Finance effective fall semester 2014.



Howard L. Slinkard, Secretary



Dan Pierce, Chair

EXECUTIVE SUMMARY

Contact: Martin Eggersperger (870) 508-6102

ACTION ITEM: Arkansas State University-Mountain Home (ASUMH) requests approval to offer the Associate of Applied Science in Management degree with an emphasis in Hospitality Management, a Technical Certificate and a Certificate of Proficiency in Hospitality Management.

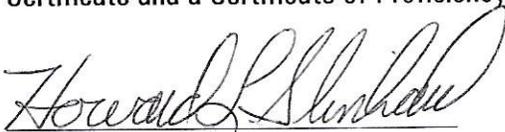
ISSUE: The ASU Board of Trustees must approve the offering of new degrees.

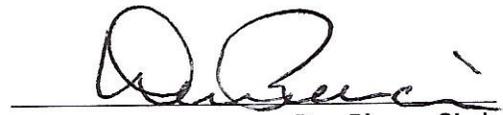
BACKGROUND:

- This program was developed in response to surveys of employers.
- The Mountain Home area is one of Arkansas' primary destinations for tourism.
- There are numerous lodging, restaurant, and recreational employers in the area in need of employees with hospitality services training.
- ASU-Jonesboro recently initiated a BS in Hospitality Management which the ASUMH program will support.
- This is an additional option offered under an existing degree.
- No additional employees or costs will be associated with this program offering.

RECOMMENDATION/ RESOLUTION:

Be it resolved that Arkansas State University-Mountain Home is approved to offer the Associate of Applied Science in Management degree with an emphasis in Hospitality Management, a Technical Certificate and a Certificate of Proficiency in Hospitality Management effective fall semester 2014.


Howard L. Slinkard, Secretary


Dan Pierce, Chair

EXECUTIVE SUMMARY

Contact: Martin Eggenesperger (870) 508-6102

ACTION ITEM: Arkansas State University-Mountain Home (ASUMH) requests approval to offer the Associate of Applied Science in Workforce Technology degree with an emphasis in Mechatronics, a Technical Certificate and a Certificate of Proficiency in Mechatronics.

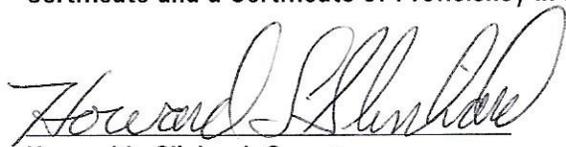
ISSUE: The ASU Board of Trustees must approve the offering of new degrees.

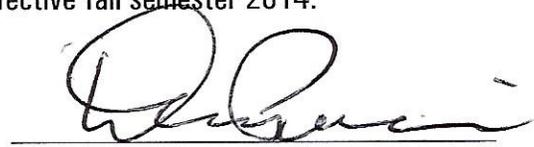
BACKGROUND:

- These degrees were developed in response to surveys of employers in the Mountain Home area.
- These programs will provide technically skilled workers for area employers.
- The Mechatronics program will be offered to area high school students in the secondary center format.
- The secondary center students will be able to complete up to 16 hours of credit in either the certificate or degree program.
- This program will be taught by adjunct faculty.
- The 2014-15 budget includes \$8,000 for operational expenses.

RECOMMENDATION/ RESOLUTION:

Be it resolved that Arkansas State University-Mountain Home is approved to offer the Associate of Applied Science in Workforce Technology degree with an emphasis in Mechatronics, a Technical Certificate and a Certificate of Proficiency in Mechatronics effective fall semester 2014.


Howard L. Slinkard, Secretary


Dan Pierce, Chair

EXECUTIVE SUMMARY

Contact: Sandra Massey (870) 512-7851

ACTION ITEM: Arkansas State University-Newport requests approval to offer a previously deleted program of study: Associate of General Studies.

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

BACKGROUND:

- This degree will provide a program pathway for students to take higher level S.T.E.M. courses that are not otherwise supported by the Associate of Arts, Liberal Arts.
- The Associate of General Studies will provide prison students with the options necessary for a broad, generalized degree.
- This program supports current Path to Accelerated Completion and Employment Grant initiatives by providing a course of study for those students who change degrees.
- This program will prepare students to move directly to the Bachelor of Science, Interdisciplinary Studies.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University-Newport is approved to offer an Associate of General Studies Degree effective fall semester 2014.



Howard L. Slinkard, Secretary



Dan Pierce, Chair

**ARKANSAS STATE UNIVERSITY SYSTEM
CONTRACT EXTENSIONS
May 16, 2014**

WELCH, CHARLES

President, Arkansas State University System

Effective: July 1, 2014 – June 30, 2019 (5-Year Contract)

HUDSON, TIM

Chancellor, ASU-Jonesboro

Effective: July 1, 2014 – June 30, 2017 (3-Year Contract)

MASSEY, SANDRA

Chancellor, ASU-Newport

Effective: July 1, 2014 – June 30, 2017 (3-Year Contract)

MYERS, ROBERT

Chancellor, ASU-Mountain Home

Effective: July 1, 2014 – June 30, 2017 (3-Year Contract)

ARKANSAS STATE UNIVERSITY-JONESBORO
May 16, 2014

Promotion Recommendations for Associate Professor
Effective AY 2014-2015

College of Engineering

Brandon Kemp	Associate Professor	Engineering
Shubha Kher	Associate Professor	Engineering

College of Fine Arts

Timothy P. Bohn	Associate Professor	Theatre
John Harlan Norris	Associate Professor	Art
Christopher Wilson	Associate Professor	Music

College of Humanities and Social Sciences

Veena S. Kulkarni	Associate Professor	Criminology, Sociology and Geography
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College of Media and Communications

Holly Kathleen Hall	Associate Professor	Communication
Po-Lin Pan	Associate Professor	Communication

College of Nursing and Health Professions

Elizabeth Nix	Associate Professor	Nursing
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College of Sciences and Mathematics

Travis D. Marsico	Associate Professor	Biological Sciences
Paul Sikkell	Associate Professor	Biological Sciences
Hong Zhou	Associate Professor	Math and Statistics

ARKANSAS STATE UNIVERSITY-JONESBORO
May 16, 2014

Promotion Recommendations for Professor
Effective AY 2014-2015

College of Education

Amy R. Pearce	Professor	Psychology and Counseling
Karen L. Yanowitz	Professor	Psychology and Counseling

College of Fine Arts

Lauren Schack Clark	Professor	Music
Marika Kyriakos	Professor	Music
John Edward Owen, Jr.	Professor	Music

College of Nursing and Health Professions

J. Stephen Guffey	Professor	Physical Therapy
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ARKANSAS STATE UNIVERSITY-JONESBORO
ACADEMIC APPOINTMENTS
May 16, 2014

AUSDERAN, JACOB

Assistant Professor of Political Science

Salary: \$53,300 (9-month rate)

Effective: August 16, 2014

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

Justification: Replacement for Daniel Milton who resigned (Salary \$53,300 9-month rate)

Education:

2013 Ph.D. Political Science, Florida State University, Tallahassee, FL

2010 M.S. Political Science, Florida State University, Tallahassee, FL

2008 B.A. Political Science, Ohio State University, Columbus, OH

Employment:

2013-2014 Instructor/Visiting Assistant Professor, Tulane University, New Orleans, LA

2012-2013 Instructor, Florida State University, Tallahassee, FL

2010-2012 Teaching Assistant, Florida State University, Tallahassee, FL

FLUKER, BROOK L.

Assistant Professor of Aquatic Ecology

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

Effective: August 16, 2014

Source of Funds: Education and General, page 96, line 12

Justification: Replacement for Anne Grippo who was promoted to Associate Dean (Salary \$67,501 9-month rate, includes tuition differential)

Education:

2011 Ph.D. Biology, University of Alabama, Tuscaloosa, AL

2006 M.S. Biology, University of Louisiana, Monroe, LA

1993 B.S. Biology, Henderson State University, Arkadelphia, AR

Employment:

2013-present Assistant Professor of Biology, University of Alabama, Tuscaloosa, AL

2012-2013 Instructor in Biology, University of Alabama, Tuscaloosa, AL

2012 (spring) Instructor in Biology, University of Alabama, Tuscaloosa, AL

2011 Graduate Teaching Assistant, University of Alabama, Tuscaloosa, AL

2008-2010 Graduate Research Assistant, University of Alabama, Tuscaloosa, AL

RUKUS, JOSEPH

Instructor in Criminology

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

Effective: August 16, 2014

Source of Funds: Education and General, page 107, line 5

Justification: Replacement for Lawrence Salinger, deceased (Salary \$65,479 9-month rate)

Education:

2014 Ph.D. Criminology, Law and Society, University of Florida, Gainesville, FL (**Expected 2014**)

2009 M.R.P. City and Regional Planning, Cornell University, Ithaca, NY

2007 B.A. Urban Studies, San Francisco State University, San Francisco, CA

Employment:

2009-Present Graduate Fellow, University of Florida, Gainesville, FL

SALO, EDWARD G.

Assistant Professor of History

Salary: \$85,000 (12-month rate)

Effective: July 1, 2014

Source of Funds: Education and General, page 101, line 1 (\$42,500) and page 105, line 3 (\$42,500)

Justification: Replacement for Clyde Milner who retired (Salary \$119,841 12-month rate)

Education:

2009 Ph.D. Cultural History of Transportation, Middle Tennessee State University, Murfreesboro, TN

1998 M.A. History, Middle Tennessee State University, Murfreesboro, TN

1993 B.S. History and Political Science, East Tennessee State University, Johnson City, TN

Employment:

2010-present History Division Leader, Southeastern Archaeological Research, Newberry, FL

2004-2010 Senior Historian/Senior Project Manager, Brockington and Associates, Inc., Mt. Pleasant, SC

ARKANSAS STATE UNIVERSITY-JONESBORO
ACADEMIC REASSIGNMENTS OF DUTY
May 16, 2014

GILBERT, BEVERLY

From: Dean, Continuing Education and Community Outreach
To: Professor of Teacher Education, College of Education and Behavioral Science
Effective: July 1, 2014
Salary: \$83,719.
Source of Funds: Education and General, page 126, line 31
Justification: Eliminated Continuing Education and Community Outreach unit and moved activities to other departments of the campus. Don Maness has announced his retirement in December, 2014 (Salary \$108,095). That position will be returned to AAR pool to accommodate the return of Beverly Gilbert to faculty.

HUNT, SHANE

From: Associate Professor of Marketing
To: Dean, College of Business and Associate Professor of Marketing
Effective: June 16, 2014
Salary: \$160,000
Source of Funds: Education and General, page 109, line 1
Justification: Replaced Len Frey who was promoted to Vice Chancellor for Finance and Administration (Salary \$165,540).

HUX, ANNETTE

From: Interim Chair, Department of Educational Leadership, Curriculum and Special Education and Department of Teacher Education
To: Chair, The School of Teacher Education and Leadership
Effective: July 1, 2014
Salary: \$102,000
Source of Funds: Education and General, page 126, line 1
Justification: Merged two departments (Educational Leadership, Curriculum and Special Education and Teacher Education) into one school within the College of Education and Behavioral Science. Eliminated need for two department chairs, Mitchell Holifield and Lina Owens who both returned to full-time teaching. (Mitchell Holifield Salary \$113,384; Lina Owens Salary \$94,653).

ARKANSAS STATE UNIVERSITY-JONESBORO
NON-ACADEMIC APPOINTMENTS
May 16, 2014

CORNWELL, TYLER

Development Coordinator, Athletics Administration

Salary: \$30,000

Effective: March 10, 2014

Source of Funds: E&G, Page 37, Line 5 and Auxiliary, Page 211, Line 13, and funds from outside sources

Justification: Replaces Murray Watts who resigned (\$30,000)

Education:

2013 B.S. Marketing Management, Arkansas State University

Employment:

2013 – Present Executive Assistant to CEO, The McLarty Companies, Little Rock, AR

2012 – 2013 Development Intern, Red Wolves Foundation, Arkansas State University

DODD, DAN

Assistant Coach, Football

Salary: \$70,000

Effective: February 16, 2014

Source of Funds: Auxiliary, Page 215, Line 8

Justification: Replaces Keith Heckendorf who resigned (\$70,000)

Education:

1978 B.S. Education, Drake University, Des Moines, IA

Employment:

2011 – Present Head Football Coach/Athletic Director, Capistrano Valley Christian Schools,
San Juan Capistrano, CA

2007 – 2010 Assistant Head Coach/Offensive Coordinator, Tulane University, New Orleans, LA

2006 – 2007 Special Teams Coordinator, University of New Mexico, Albuquerque, NM

2000 – 2005 Offensive Coordinator, University of New Mexico, Albuquerque, NM

HAUKAP, ADAM

Executive Director of the Red Wolves Foundation, Athletics Administration

Salary: \$85,000

Effective: March 17, 2014

Source of Funds: Auxiliary, Page 211, Line 13, and funds from outside sources

Justification: Replaces Patrick (Carter) Ford who resigned (\$80,000)

Education:

2005 M.Ed. Sport Administration, Xavier University, Cincinnati, OH

2003 B.A. History Education, Southern Illinois University, Edwardsville, IL

Employment:

2007 – Present Senior Associate Athletic Director, Oklahoma State University, Stillwater, OK
2005 – 2007 Account Executive, Pacers Sports & Entertainment, Indianapolis, IN
Sum 2005 Sports Marketing Intern, Miami University, Oxford, OH
2004 – 2005 Program Coordinator, Cincinnati Reds Hall of Fame and Museum, Cincinnati, OH
2004 Teacher, Alton Success Academy, Alton, IL

MCDANIEL, AMANDA

Director of Affinity Relations, Alumni Relations

Salary: \$25,000

Effective: March 1, 2014

Source of Funds: E&G, Page 42, new line, Vice Chancellor for University Advancement temporary salary savings

Justification: New position

Education:

1993 B.S. Marketing Management, Arkansas State University

Employment:

2010 – Present Office Manager/Catering Manager, Godsey's Grill/Godsey's Gourmet, Jonesboro, AR
2008 – 2009 Administrative Assistant, Downtown Jonesboro Association, Jonesboro, AR
2003 – 2004 Campaign Director, United Way of Greater Jonesboro, Jonesboro, AR
2002 – 2008 Vice President & Bookkeeper, McDaniel Management Company, LLC, Jonesboro, AR

TITSWORTH, MARY

Interim Project/Program Specialist, Intramurals

Salary: \$29,000

Effective: March 31, 2014

Source of Funds: E&G, Page 26, Line 2, reallocation of Student Affairs salary savings

Justification: New position

Education:

2009 B.S. General Studies, University of Arkansas at Monticello, Monticello, AR

Employment:

2013 – Present Graduate Assistant, Intramural Sports, Arkansas State University-Jonesboro
2012 – Present Assistant Swim Teach Coach, Jets Aquatic Club, Jonesboro, AR
2011 – 2012 Swim Team Coach, Monticello Swim Team, Monticello, AR
Personal Trainer, Kate's Personal Training LLC, Monticello, AR
2007 – 2009 Swim Coach/Head Lifeguard, YMCA, Warren, AR
2006 – 2009 Lifeguard/Student Worker for Intramural Department, University of Arkansas at Monticello, Monticello, AR

ARKANSAS STATE UNIVERSITY-JONESBORO
NON-ACADEMIC REASSIGNMENT OF DUTY
May 16, 2014

KHADKA, CHANDNI

From: Director, Office of International Programs (OIP)
To: Project/Program Manager, OIP
Effective: April 1, 2014
Salary: \$60,000
Source of Funds: E&G, Page 76, Line 1
Justification: Replaces Tugrul Polat who resigned (\$83,232)

ARKANSAS STATE UNIVERSITY-BEEBE
May 16, 2014

Recommendations for Tenure
Effective AY 2014-2015

Division of Business and Agriculture

Margo Humphrey Tenure Business

Division of Mathematics and Science

Clay McCastlain Tenure Biology

Division of Fine Arts and English

Brent Bristow Tenure Music

ARKANSAS STATE UNIVERSITY-BEEBE
May 16, 2014

Promotion Recommendations for Associate Professor
Effective AY 2014-2015

Division of Fine Arts and English

Tim Bartlett Associate Professor Music

Promotion Recommendations for Assistant Professor
Effective AY 2014-2015

Division of Education and Social Sciences

Dava Brock Assistant Professor Psychology

Division of Mathematics and Science

Beverly Haines Assistant Professor Chemistry

Promotion Recommendations for Advanced Instructor
Effective AY 2014-2015

Division of Advanced Technology and Allied Health

Patricia Cope Advanced Instructor Emergency Medical Technician/Paramedic

Promotion Recommendations for Senior Instructor
Effective AY 2014-2015

Division of Computer Systems and Networking Technology

Michael Goodman Senior Instructor Computer Systems and Networking Technology

**ARKANSAS STATE UNIVERSITY-BEEBE
NON-ACADEMIC REASSIGNMENT OF DUTY
May 16, 2014**

FARRIS, BARRY

From: Vice Chancellor for External & Advanced Programs
To: Vice Chancellor for ASU-Searcy, a Technical Campus of ASU-Beebe
Effective Date: July 1, 2014
Salary: \$102,000
Source of Funds: Education and General, page 84 (2013-2014)
Justification: Organizational Restructuring – Replaces Don Harlan who retired (Salary \$103,223)

ARKANSAS STATE UNIVERSITY-MOUNTAIN HOME
NON-ACADEMIC APPOINTMENT
May 16, 2014

BOOTH, KIMBERLY

IT Project/Program Specialist

Salary: \$33,600

Effective: February 17, 2014

Justification: Replacement for Kristina Hickman who resigned (salary \$52,479)

Source of Funds: E&G, page 16

Education

2009 Associate of Applied Science in Information Systems Technology, ASU-Mountain Home

2011 Associate of Arts, ASU-Mountain Home

In Progress Bachelor's in Information Technology with Database Management Emphasis, South University, Savannah Georgia

Employment

2011-Present Computer Programmer, ASU-Mountain Home

1997-2011 Webpage Design and Customer Service, Wapsi Fly, Mountain Home, AR

ARKANSAS STATE UNIVERSITY-NEWPORT
ACADEMIC APPOINTMENT
May 16, 2014

CAUDEL, LANA

Instructor of Hospitality Services

Salary: \$38,000

Effective: March 1, 2014

Source of Funds: E&G, Page 103, Line 2

Justification: Demand for courses is such that additional faculty is needed.

Education:

1988 B.S., Dental Hygiene, University of Arkansas for Medical Sciences, Little Rock, Arkansas

Experience:

2012 – 2013 Food Orders/Accounts Receivable, Kallsnick, Inc., Batesville, Arkansas

2011 – 2012 Kitchen Manager, Western Sizzlin, Batesville, Arkansas

2002 – 2010 Corporate Advisor for Clinical and Continuing Education, Zila/ProDentec, Batesville, Arkansas

ARKANSAS STATE UNIVERSITY-NEWPORT
NON-ACADEMIC APPOINTMENT
May 16, 2014

COX, BRENDA

Director of Events and Food Services (Newport and Jonesboro campuses)

Salary: \$55,000

Effective: July 1, 2014

Source of Funds: E&G, Page 60, Line 1

Justification: This position was created with a dual purpose. First, this employee is to oversee events and operate food service in-house. Second, she is to support and advise the hospitality services academic program.

Education:

1995 Certificate, Dietetic Internship, University of Arkansas for Medical Sciences, Little Rock, Arkansas
1994 M.S., Dietetics and Nutrition, University of Central Arkansas, Conway, Arkansas
1992 B.S.E., Home Economics, University of Central Arkansas, Conway, Arkansas

Experience:

2009 – 2014 Director of Food Service, Jonesboro Public Schools, Jonesboro, Arkansas
2008 – 2009 Nutritionist, Arkansas Department of Health, Jonesboro, Arkansas
2007 – 2008 Medical Nutrition Specialist, United Medical Home Infusion, Jonesboro, Arkansas
2006 – 2007 Nutrition Specialist, Crowley's Ridge Development Council Head Start, Jonesboro, Arkansas
2004 – 2006 Food and Nutrition Services Director, HealthSouth Rehabilitation Hospital, Jonesboro, Arkansas