

**AGENDA**  
**ARKANSAS STATE UNIVERSITY**  
**BOARD OF TRUSTEES**  
**December 8, 2017**  
**10:00 a.m.**  
**ASU System Office**

- I. Call to Order
  - Ron Rhodes, Chair
  
- \*II. Approval of the Minutes of Past Meetings
  - September 15, 2017
  - October 19, 2017
  - November 20, 2017
  
- III. President's Report
  - Reports of the Chancellors
  
- \*IV. Agenda
  - Proposed ASU System Resolutions
    - Resolution approving the Arkansas State University System to proceed with the Roofing Replacement Capital Project and its related financing at ASU-Jonesboro
    - Resolution approving the Arkansas State University System to proceed with the Guaranteed Energy Cost Savings Capital Project and its related financing at ASU Mid-South
  
  - Proposed ASU-Jonesboro Resolution
    - Resolution approving ASU-Jonesboro to offer an optional voluntary early retirement program
  
  - Proposed ASU Mid-South Resolutions
    - Resolution approving the ASU Mid-South institutional statements: Mission, Vision, and Values
    - Resolution approving ASU Mid-South to offer the Certificate of Proficiency in Quality Technology
  
- V. Executive Session
  
- \*VI. Approval of Personnel Actions
  
- VII. Other Business
  
- \*VIII. Election of Officers
  
- \*IX. Adjournment
  
  
- \*Action Items

**EXECUTIVE SUMMARY**

Contact: Jeff Hankins (501) 660-1004

**ACTION ITEM:** The Arkansas State University System requests approval to proceed with the Roofing Replacement Capital Project and its related financing at Arkansas State University-Jonesboro.

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

**BACKGROUND:**

- The Arkansas State University System is requesting to complete roofing replacements for the Fowler Center, College of Education and Communications, and the Military Science Armory at Arkansas State University-Jonesboro. Replacements will increase energy efficiency through increased insulation and solar reflectance. For all buildings, the new roofing systems will increase the thermal energy performance more than 10%. The cost for the project is estimated to be \$1.3 million.
- The System requests to finance the project from a loan of up to \$1 million from the Sustainable Building Revolving Loan Fund for an interest rate of 0% for a term not to exceed 10 years. The projected debt service is approximately \$100,000 per annum to be repaid from the utility and operational savings generated by the energy improvements and funds earmarked for deferred maintenance.

**RECOMMENDATION/RESOLUTION:**

Be it resolved that the Arkansas State University System is approved to proceed with the Roofing Replacement Capital Project at Arkansas State University-Jonesboro and to execute loan agreements to finance the project at an estimated interest rate of 0% for a term not to exceed 10 years.

  
\_\_\_\_\_  
Niel Crowson, Secretary

  
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Ron Rhodes, Chair

# ASU System Capital Project Proposal Form

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

<b>Institution:</b>	Arkansas State University-Jonesboro	<b>Date:</b>	9/14/17
<b>Project Name:</b>	Roofing Replacements for Fowler Center, Ed-Com, and Amory Buildings		

**Project Description: (in detail)**

Complete roofing replacements for the buildings of Fowler Center, College of Education & Communications, and Military Science Armory. Replacements will increase energy efficiency through increased insulation and solar reflectance. For all buildings, the new roofing systems will increase the thermal energy performance more than 10%. The roofing replacements were aggregated to apply for the Arkansas Revolving Loan Fund for energy enhancements.

<b>Estimated Date of Commencement:</b>	02/15/18
<b>Estimated Date of Completion:</b>	08/15/18
<b>Total Project Cost Estimate:</b>	1,259,000

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

	Estimated Project Cost		
Construction: <i>(Include cost of built-in equipment)</i>	1,100,000		
Architect/Engineer Fees:	85,000		7.7%
Contingencies: <i>[Not to exceed 10% of Construction and A&amp;E]</i>	74,000		6.2%
Land Purchases:			
Movable Equipment and Furniture:			
<b>Total Cost of Project:</b>	<b>1,259,000</b>		

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

	Amount	Percentage
General Improvement:		0.0%
Institutional Reserves:	259,000	20.6%
Institutional Operating Funds:		0.0%
Federal Grant Funds:		0.0%
Special Revenue Funds:		0.0%
Foundation or Other Private Monies: NYIT Contribution		0.0%
Loan Proceeds (If approved):	1,000,000	79.4%
<b>Total Proposed Funding:</b>	<b>1,259,000</b>	100.0%

**Notes:**

Armory Roof - \$425,000; Ed-Com Roof - \$250,000, Fowler Roof Phase 1 - \$274,000, Fowler Roof Phase 2 - \$310,000

**EXECUTIVE SUMMARY**

Contact: Jeff Hankins (501) 660-1004

**ACTION ITEM:** The Arkansas State University System requests approval to proceed with the Guaranteed Energy Cost Savings Capital Project and its related financing at Arkansas State University Mid-South.

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

**BACKGROUND:**

- After an external investment grade energy audit of existing facilities at Arkansas State University Mid-South, the System requests approval to execute an energy performance contract to provide needed campus-wide energy improvements that include lighting retrofits, water and waste management strategies, chiller upgrades, as well as installation of other energy control mechanisms. The cost of the project is estimated to be \$1.5 million.
- The System requests to seek financing for a student fee tax-exempt note at an estimated maximum interest rate of 3.30% for a term not to exceed 20 years, with debt service of approximately \$105,133 per annum.
- The project will generate an annual average over the term of \$116,260 in guaranteed utility and operational savings generated by the energy improvements.

**RECOMMENDATION/RESOLUTION:**

Be it resolved that the Arkansas State University System is approved to proceed with the Guaranteed Energy Cost Savings Capital Project at Arkansas State University Mid-South and to execute documents necessary to issue the note and to finance the \$1.5 million project at an estimated interest rate of 3.30% for a term not to exceed 20 years.

  
Niel Crowson, Secretary

  
Ron Rhodes, Chair

# ASU System Capital Project Proposal Form

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<b>Institution:</b>	Arkansas State University Mid-South	<b>Date:</b>	11/8/17
<b>Project Name:</b>	Guaranteed Energy Cost Savings Project		

**Project Description: (in detail)**

Energy performance cost savings contract per A.C.A. 19-11-1201. Project will provide resources to fund energy improvements and will result in increased energy and operational efficiencies and utility cost savings.

<b>Estimated Date of Commencement:</b>	01/01/18
<b>Estimated Date of Completion:</b>	06/30/18
<b>Total Project Cost Estimate:</b>	1,537,658

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

	Estimated Project Cost	
Construction: <i>(Include cost of built-in equipment)</i>	1,537,658	
Architect/Engineer Fees:	0	0.0%
Contingencies: <i>[Not to exceed 10% of Construction and A&amp;E]</i>	0	0.0%
Land Purchases:		
Movable Equipment and Furniture:	0	
<b>Total Cost of Project:</b>	<b>1,537,658</b>	

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

	Amount	Percentage
General Improvement:		0.0%
Institutional Reserves:		0.0%
Institutional Operating Funds: Capital Lease/Utility and Operational Savings	1,537,658	100.0%
Federal Grant Funds:		0.0%
Special Revenue Funds:		0.0%
Foundation or Other Private Monies:		0.0%
Bond Proceeds (If approved):		0.0%
<b>Total Proposed Funding:</b>	<b>1,537,658</b>	100.0%

**EXECUTIVE SUMMARY**

Contact: Len Frey (870) 972-3303

**ACTION ITEM:** Arkansas State University-Jonesboro (ASUJ) requests approval to offer an optional voluntary retirement program.

**ISSUE:** The Board of Trustees must approve terms and conditions of retirement programs.

**BACKGROUND:**

- Arkansas law allows an institution of higher education to offer voluntary retirement incentive programs when such programs result in financial savings to the institution.
- ASUJ wishes to offer an optional voluntary retirement program in fiscal year 2018 to those employees who have provided lengthy service to the institution, as well as to achieve certain financial savings.
- The program will be limited to employees at least 60 years of age and who have 10 years of continuous full-time employment as of June 30, 2018.
- Eligible employees will be required to execute all documents necessary to effectuate the voluntary retirement.

**RECOMMENDATION/RESOLUTION:**

Be it resolved that Arkansas State University-Jonesboro is approved to offer an optional voluntary retirement program for employees eligible as of June 30, 2018.

  
\_\_\_\_\_  
Niel Crowson, Secretary

  
\_\_\_\_\_  
Ron Rhodes, Chair

**EXECUTIVE SUMMARY**

Contact: Michelle McMillen (870) 733-6782

**ACTION ITEM:** Arkansas State University Mid-South requests approval to revise its institutional statements: Mission, Vision, and Values.

**ISSUE:** The Arkansas State University Board of Trustees must approve the institutional statements for all institutions in the Arkansas State University System.

**BACKGROUND:**

Arkansas State University Mid-South is preparing its 2018-2023 Strategic Plan. The following are the proposed new mission, vision, and values statements, which were developed through a coordinated effort of faculty and staff, refined by the Institutional Planning Committee, and endorsed by the campus community and the ASU Mid-South Board of Visitors.

***Mission:*** *The mission of Arkansas State University Mid-South is to enrich lives through high-quality educational programming that fosters student success, workforce development, and lifelong learning.*

***Vision:*** *Arkansas State University Mid-South distinguishes itself by Leading, Empowering, Nurturing, and Serving (LENS).*

***Leading:*** *To be recognized as innovative and collaborative in developing and utilizing promising practices that ensure a quality learning environment, strategic organizational efficiency, and regional economic development.*

***Empowering:*** *To be known for our commitment to celebrating the strength and diversity of our people and our determination to help our students obtain knowledge, self-understanding, and autonomy.*

***Nurturing:*** *To be recognized for consistently displaying compassion and concern for individuals and providing the learning resources and support services necessary to meet their educational goals.*

***Serving:*** *To be viewed by our constituents as their educational provider of choice, meeting the diverse educational and cultural needs of our communities; supporting student interests through a range of organizations and activities; meeting the region's employment demands; and broadening access to higher-education opportunities.*

**EXECUTIVE SUMMARY**

Contact: Michelle McMillen (870) 733-6782

**Values:** *Arkansas State University Mid-South is committed to Innovation, Diversity, Excellence, Accountability, and Sustainability (IDEAS)*

*Innovation represents transformative and creative thinking that leads to continuous growth, improvement, and relevancy. We value ingenuity to solve problems and improve efficiencies.*

*Diversity embraces acceptance, inclusion, and respect. We value understanding each other and ourselves, and moving beyond simple tolerance to embracing and celebrating the richness each individual contributes to our organizational culture.*

*Excellence represents the standard to which we hold ourselves, individually and collectively, in everything we do. We value exceeding commonly held expectations of quality and professionalism and believe excellence is evident when open communication, ethical decision-making, and humility are encouraged, expected, and demonstrated consistently.*

*Accountability entails an organizational commitment to moral and ethical principles that demand integrity, respect, and compassion. We value transparency and pledge honesty, courtesy, and responsibility in interactions with customers and associates.*

*Sustainability is being consistently mindful of the environmental, social, and economic consequences of our organizational practices. We value meeting present needs without compromising the needs of the future.*

**RECOMMENDATION/RESOLUTION:**

Be it resolved that the revised institutional statements: Mission, Vision, and Values for Arkansas State University Mid-South are approved.



Niel Crowson, Secretary



Ron Rhodes, Chair

**EXECUTIVE SUMMARY**

Contact: Cliff Jones (870) 733-6731

**ACTION ITEM:** Arkansas State University Mid-South requests approval to offer the Certificate of Proficiency in Quality Technology.

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

**BACKGROUND:**

- One of the initiatives of the America's Promise MOVE-HIRE grant, in which ASU Mid-South is participating, is the creation of a track for students interested in pursuing a career in quality technology.
- This 18-credit hour Certificate of Proficiency will consist of classes that are pre-existing in our Machining Technology Program and that will be combined to create a curriculum focused specifically on quality control. In addition, it will incorporate the opportunity for students to earn the Measurement, Materials, & Safety credential from the National Institute for Metalworking Skills (NIMS) and make them eligible to take the Certified Quality Inspector (CQI) Exam offered by the American Society of Quality (ASQ) as part of the CQI Apprenticeship Training Program. ASU Mid-South is one of only four institutions in the country currently participating in the apprenticeship program with ASQ.
- ASU Mid-South has a coordinate measuring machine (CMM) and already offers the classes focused on quality as part of the existing Machining Technology program; however, they are not currently combined as a formal Certificate of Proficiency offering.
- ASU Mid-South can offer the certificate without the addition of any new courses, instructors, equipment, or institutional funds.

**RECOMMENDATION/RESOLUTION:**

Be it resolved that Arkansas State University Mid-South is approved to offer the Certificate of Proficiency in Quality Technology, effective spring semester of 2018.

  
\_\_\_\_\_  
Niel Crowson, Secretary

  
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Ron Rhodes, Chair

Arkansas State University  
Board of Trustees  
December 8, 2017

The Arkansas State University Board of Trustees met on Friday, December 8, 2017, at the ASU System Office. Ron Rhodes, Chair of the Board, called the meeting to order at 10:02 a.m. Board members present were the following: Ron Rhodes, Tim Langford, Niel Crowson, Stacy Crawford, and Price Gardner.

Reverend Jacob Lynn, pastor of White Hall United Methodist Church, gave the invocation.

**Minutes:**

Upon a motion by Mr. Crowson, seconded by Dr. Langford, the minutes of the Board Meetings held on September 15, 2017; October 19, 2017; and November 20, 2017, were approved.

Ayes: Rhodes, Langford, Crowson, Crawford, Gardner

Nays: None

**ASU System - Dr. Charles Welch, President**

As you know, we have been engaged in an efficiency review for the entire System and all of the campuses. In lieu of my report, I am going to ask the Huron Consulting Group for a short presentation to tell us exactly what they are doing and what the expectations are. Two of our partners from Huron are Andrew Laws and Nick Koslov. Nick has been here for seven weeks now, and Andrew just came in from Oxford, Mississippi, so welcome. I'm going to pass the discussion over to Andrew.

Andrew Laws: Huron is pleased to be partnering with Arkansas State University. Nick and I are part of a seven-person core team. We're bringing in some experts for specific parts of the business, but Huron is a general management consulting firm that has about 550 people who focus on higher education. I've been with Huron for 12 years and I have worked with 60 universities. In the way of an overview of the project, essentially our understanding of needs is that the System and the leadership team want to identify opportunities to more effectively increase revenues, to reduce costs, to reallocate items from low priority to high priority areas for better efficiency and effectiveness. So that's number one. We've been asked to identify those opportunities, to quantify those opportunities, and think about the financial impact

they would have on service levels, the difficulty and the time frame they would need to be implemented, and to score and scale all of those opportunities. We have a 10-person steering committee that we are working with to help guide the operations throughout. The steering committee has representatives from the System office as well as from all of the campuses. The trends that are driving this type of opportunity are things that we see nationwide. For example, Moody's came out with a report yesterday that forecast the higher education industry as negative for 2018. So many of your peers in other institutions are facing these same kinds of challenges with enrollment declines, net tuition revenue that's not growing as fast as it historically has, demographics challenges, student retention, return of investment, and all those things that are driving the need to look at things differently, the need to be more data-driven. I think it's important to note that ASU is not alone in the desire to do better and find resources to invest in strategic priorities.

To date, we've been to all five campuses. We've interviewed 60 to 70 stakeholders. We have conducted data-driven benchmarks against many elements and operations of the University. We have conducted a survey in which we had about 900 respondents, 40% of whom were academic stakeholders and faculty members. We feel that we are getting the right kind of feedback. What we anticipate finding from this administrative review is a list of probably 40 to 50 opportunities that we think will be worthwhile for the University to pursue. Generally speaking, about 30% of those opportunities are revenue enhancements, and about 70% reflect cost-reduction opportunities. Given the size and scale of operations here, we think that may be flipped, so we anticipate finding more revenue enhancements here than cost-reductions, but we want to work through that with the steering committee and that's the process we are in today. Of that list of 50 ideas or recommendations, we usually find that institutions implement about 70% of them. On the academic piece, we want to use the data to quantify the decisions you are making and to evaluate those decisions. We are really going to go into data-crunching mode for a couple of weeks over the holidays and come back at the first of January in a position to start sharing ideas with the steering committee and vetting those opportunities driving us. Beginning the middle of February, we will conclude this phase and be able to share more of the findings and opportunities.

Dr. Langford: The Board has goals and objectives for the next five years, and this covers at least three of them: shared services; the campuses' inventory of the campus programs; and having complete staffing studies, so we all make decisions. This is very exciting.

Mr. Gardner: I'm very impressed and I would like to say that we deeply appreciate the cooperation of the staff and faculty. Our visits to the System and the campuses have been rewarding, and it's been gratifying to hear that everybody seems to believe in this. We understand the challenges with limited revenues, and everybody seems to be pulling together to help generate savings that help serve our core mission, which is a good quality education product.

Mr. Rhodes: Our commitment is to make ASU better and to make it more efficient and to make the best use of the people's money and provide the best atmosphere and opportunity for our students. Additionally, I want to comment on how interesting it is that the administration and the System, the chancellors, vice chancellors, the people who are boots on the ground have embraced this idea.

#### **ASU-Jonesboro – Dr. Kelly Damphousse, Chancellor**

##### **VIDEO**

I want to highlight the fact that we have been focusing very hard on this concept of Every Red Wolf Counts. We believe that every student who comes to ASU-Jonesboro deserves a chance to have every opportunity to graduate in a timely manner, as long as it takes to graduate, and to be successful when they leave. Every Red Wolf Counts also includes all of our faculty and staff, and our alumni and members of the community as well. To encapsulate that, I use the word "growth." I'll tell you of three different ways we've been trying to grow our University. The first is trying to grow community on our campus; to create a stronger relationship to the administration, faculty, staff, and students; and to work very hard to rebuild bridges between those constituencies but also within the community as well. I believe that one of the best charities is United Way, because it provides resources to non-profits that help people who can't stand for themselves. We initiated a campaign with our faculty, staff, and students to raise money for the United Way of Northeast Arkansas and basically the Jonesboro area. The most we had ever raised before was \$20,000. We set an aggressive goal of \$30,000 and raised \$32,000.

Students, faculty, and staff came together raising money for special projects. This is symbolic of growth in the community on our campus within and with the community as well.

I will also add growth and retention. Last year, we brought in the smallest class that we've had in the past few years. We identified that as a problem, not just for our bottom line, but also for our mission: to educate the young people of Northeast Arkansas and the entire state of Arkansas. When our numbers are down, we are not meeting our mission or fulfilling our duties. We are now redoubling our efforts. I meet regularly with our recruiting team and I am happy to report that application numbers are at a record high. We've worked to create a much closer collaboration between the Admissions office and Recruiting office. Typically, in the fall semester, 78% of the students are offered scholarships at ASUJ. Last year, because we were so late in the process, only 67% of our freshmen class was offered scholarships. We feel very confident about fall semester of 2018 because we are so far ahead of schedule on admissions and scholarship offers than we have been in the past. We've also begun super scoring the ACT, which adds a lot of enthusiasm among our recruiting office and our high school seniors. We also extended the ACT acceptance date to include the December score. We are focusing on recruitment in a number of ways. For example, on Monday, vice chancellors, deans, and faculty members will be calling every student who has been admitted and welcome them to Jonesboro. We are also having an enhanced effort this summer of potential students to see where they are in the enrollment process, the timing that they have for reserving a room in one of our residence halls, their commitment to A-State, etc. So in that way, we will be getting students onto our campus and admitting them earlier during the summertime as well. We are working really hard on yield. We have 400 more students this year than last year who have been offered a scholarship. If we yield at 78% of that, I think our numbers will be significantly higher next year. Our retention numbers are also important. We are looking at this year's current freshmen, and if they haven't enrolled in the spring, we are calling all of them to find out why. We are at a record high of retention numbers from fall to spring for freshmen right now.

We are working hard on growth in the community, growth in the student body, and growth in construction. Thanks to the Board of Trustees and brilliant efforts of our Development staff, we have two big projects, which represent about \$80 million in construction and furnishing costs for the hotel convention center and also the north end zone project with the football stadium.

Finally, we are trying to build a welcoming environment for everyone on our campus. There are three spring initiatives that we have lined up. The first is an awareness campaign that we are putting together, a white ribbon campaign to highlight the importance of keeping people safe. There is an awareness campaign to start dialogues about sexual assault and other problems, so that we are proactive and not reactive to these issues. The completion commission has spent the fall semester gathering information. This spring, they will start proposing policy changes that will run through the Shared Governance Committee, the appropriate avenue for making changes. We will also conduct a climate survey to better understand the ways our students are experiencing Arkansas State in Jonesboro and ask them to evaluate their feelings as members of our University environment.

#### **ASU-Beebe – Roger Moore, Interim Chancellor**

I previously talked about going on a listening tour to hear the concerns and thoughts about the future of ASU-Beebe. We have been working on reestablishing connections, building new bridges, and repairing existing ones. We celebrated our 90<sup>th</sup> anniversary this year. ASU-Beebe is the oldest two-year college in the state of Arkansas and we are extremely proud of that. We have been trying to leverage some of the partnerships that we have with our community constituents. On the topic of efficiency, we are looking at doing serious cost accounting and looking more into what Huron is doing at the System level. We launched a new website on October 24. It navigates in a much more friendly way and we are continuing to improve it. ASU-Beebe, for the fourth time in the last five years, has been recognized among the top colleges by ASPEN Institute, and we are quite proud of that fact. We also were allowed the opportunity at the Arkansas Community College conference this year to recognize our outstanding students, as well as our outstanding faculty, staff, and alumni.

#### **ASU-Mountain Home – Dr. Robin Myers, Chancellor**

We have concluded our second, five-year, long-range planning cycle. We engaged about 400 of our community, staff, and students in a number of workshops, and we now have those long-range goals identified. We've also reviewed our Mission Statement. We will incorporate any of the recommendations from our consultants as they come forward in the late spring. Our eyes are on retention, obviously a very

important matter for all institutions. We had a day-long workshop and each department met and discussed how best to engage and enhance retention, and that became our retention plan for the 2018 year. The Higher Learning Commission is coming to see us April 16. Our HLC staff liaison traveled to our campus last week and spent a day with many of our staff, and we think we are ready. There are only three institutions named to the ASPEN Award in Arkansas, and we joined Beebe as one of those institutions. We've submitted data that will put us into consideration for the top-10 community colleges in the nation, but being one of the top 150 is a significant accomplishment. Our Veterans Day event on November 9 was a great occasion. We had about 2,000 people come to our campus.

### **ASU-Newport – Dr. Sandra Massey, Chancellor**

One of our students, Aaron Gatewood, president of our Phi Theta Kappa chapter on campus, was recently one of the 207 PTK members from nearly 1,000 applicants to be honored as a 2017 Coca Cola Leader of Promise Scholar. It's a very distinguished recognition, and we are quite proud of him.

Dr. Ashley Buchman is leading some new practices on campus that focus on recruitment and retention. She and the enrollment management team on campus have partnered with ACT to get a list of high school seniors who have taken the ACT and who are characterized as underserved students. These students are often overlooked in the recruitment process. The first list had 15,000 students on it, and we were able to

identify those students by career choice and send individual letters to attract them to college. Only 12 students matriculated this first go round, but we truly believe these are 12 students who would not have enrolled otherwise. We will continue to get names, send letters, and do even more targeted recruitment.

The second is called ACT Engage Assessment. This assessment will look at personal characteristics, barriers, behaviors, etc. We have a pilot project with the financial aid students who are on probation.

They are pairing these individuals with a student success specialist, and they will meet weekly with these students. The students are assigned a program based on their needs and their coordinator will interact with them and make sure they are on track. We are very optimistic that this approach will have a big impact on retention and transfer as well. We, too, had a celebration of 50 years of providing education from our Marked Tree campus. It actually started as Delta Vo-Tech, and I want to note that Geraldine Overbey, one of our employees, actually started working there the day those doors opened. We are at the

point with our concurrent high schools that we need to notify HLC that we need approval for a new location. We have eight schools that we are requesting that for right now.

### **ASU Mid-South – Dr. Debra West, Chancellor**

At Mid-South, we have been focused on the productivity funding formula, and looking at our processes and our curriculum. We have also been focused on our HLC visit, which will be held in March. Part of our preparation has involved looking at our mission statement and our strategic priorities, reexamining the things that we are doing, and trying to determine how best to move the institution forward. Also, we are celebrating our 25<sup>th</sup> anniversary this year. We launched that on October 23 with a campus-wide reception. That date coincides with the date that Mid-South Technical Institute received permission to transform itself to Mid-South Community College, and so, we are trying to align what we are doing this year with those historic dates. The next big event for us will occur in February, which will coincide with the date that Crittenden County passed the millage to support Mid-South Community College. Dr. Glen Fenter will join us that day and present a “lunch and learn” program for all our faculty and staff to reflect upon the work that went into the passage of that millage. Our 25<sup>th</sup> anniversary will conclude this time next year with a 25<sup>th</sup> anniversary gala and Mid-South Hall of Fame induction. We are looking for innovative ways to partner with other programs to bring workforce training to our community. The Wild Game Dinner on March 10, 2018, is our big fundraising event for our Goldsby Concurrent Student Scholarships. Last year, we raised \$267,000 in that one night event.

### **ASU System Resolutions:**

- Resolution 17-46 approving the ASU System to proceed with the Roofing Replacement Capital Project and its related financing at ASU-Jonesboro
- Resolution 17-47 approving the ASU System to proceed with the Guaranteed Energy Cost Savings Project and its related financing at ASU Mid-South

Dr. Welch: Jonesboro would like to replace roofs on the Fowler Center, the College of Education and Communications, and the Armory Complex. We have been able to secure 10-year financing at zero percent interest. The other System resolution seeks approval for the System to proceed with a

guaranteed energy cost-savings capital project and its related financing at ASU Mid-South. This is very similar to the energy savings performance plans that have been put into place on our other campuses.

Upon a motion by Mr. Gardner, seconded by Mr. Crowson, ASU System Resolutions 17-46 and 17-47 were approved.

Ayes: Rhodes, Langford, Crowson, Crawford, Gardner

Nays: None

**ASU-Jonesboro Resolution:**

- Resolution 17-48 approving ASU-Jonesboro to offer an optional voluntary early retirement program

Dr. Welch: We have offered these programs on most of our campuses, as well as at the System office, over the past few years. It is optional and voluntary. No one is required to do this. When Jonesboro did this several years ago, it was successful. They would like to do it again, believing that there is now a pool that would meet the qualifications and that might like to look at this opportunity.

Upon a motion by Mr. Crowson, seconded by Ms. Crawford, ASU-Jonesboro Resolution 17-48 was approved.

Ayes: Rhodes, Langford, Crowson, Crawford, Gardner

Nays: None

**ASU Mid-South Resolutions:**

- Resolution 17-49 approving the ASU Mid-South institutional statements: Mission, Vision, and Values
- Resolution 17-50 approving ASU Mid-South to offer the Certificate of Proficiency in Quality Technology

Dr. Welch: In the process of writing its 2018-2023 strategic plan, ASU Mid-South has updated and revised its mission, vision, and values statements. The certificate of proficiency would not require any additional faculty or course offerings, but it would be part of an existing program at the institution.

Upon a motion by Ms. Crawford, seconded by Dr. Langford, ASU Mid-South Resolutions 17-49 and 17-50 were approved.

Ayes: Rhodes, Langford, Crowson, Crawford, Gardner

Nays: None

**Executive Session:**

Upon a motion by Dr. Langford, seconded by Mr. Gardner, the Board voted to retire into executive session at 11:12 a.m.

Ayes: Rhodes, Langford, Crowson, Crawford, Gardner

Nays: None

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

The board reconvened at 12:12 p.m.

**Personnel Actions:**

Upon a motion by Mr. Crowson, seconded by Ms. Crawford, the non-academic appointment for the ASU System was approved.

Ayes: Rhodes, Langford, Crowson, Crawford, Gardner

Nays: None

Upon a motion by Dr. Langford, seconded by Mr. Gardner, the academic appointments, academic reassignment of duty, non-academic appointments, and non-academic reassignments of duty for ASU-Jonesboro were approved.

Ayes: Rhodes, Langford, Crowson, Crawford, Gardner

Nays: None

Upon a motion by Ms. Crawford, seconded by Mr. Gardner, the academic appointments, academic reassignment of duty, and non-academic appointments for ASU-Beebe were approved.

Ayes: Rhodes, Langford, Crowson, Crawford, Gardner

Nays: None

Upon a motion by Mr. Crowson, seconded by Dr. Langford, the non-academic appointment for ASU-Mountain Home was approved.

Ayes: Rhodes, Langford, Crowson, Crawford, Gardner

Nays: None

Upon a motion by Mr. Gardner, seconded by Ms. Crawford, the academic appointment, academic reassignment of duty, and non-academic reassignment of duty for ASU-Newport were approved.

Ayes: Rhodes, Langford, Crowson, Crawford, Gardner

Nays: None

Upon a motion by Ms. Crawford, seconded by Mr. Crowson, the non-academic appointment for ASU Mid-South was approved.

Ayes: Rhodes, Langford, Crowson, Crawford, Gardner

Nays: None

Mr. Rhodes: We've added an action item to the agenda. The action item is compensation for Dr. Welch. We, as a Board, have been refining the evaluation process, and it is an ongoing process. I will entertain a motion now to increase Dr. Welch's salary by 2% of his total compensation, retroactive to July 1, 2017.

Upon a motion by Dr. Langford, seconded by Mr. Gardner, Dr. Welch's salary was increased by 2% of his total compensation, retroactive to July 1, 2017.

Ayes: Rhodes, Langford, Crowson, Crawford, Gardner

Nays: None

**Election of Officers:**

Mr. Rhodes: The next item of business is the election of officers effective January 1, 2018.

Upon a motion by Mr. Gardner, seconded by Mr. Rhodes, the following officers for 2018 were elected: Tim Langford, Chair; Niel Crowson, Vice Chair; and Stacy Crawford, Secretary.

Ayes: Rhodes, Langford, Crowson, Crawford, Gardner

Nays: None

**Other Business:**

Mr. Crowson: Mr. Chairman, this could very likely be your last meeting as a Trustee and I want to thank you for the service that you've given the University over the last 10 years. That's quite a commitment of time, energy, and effort. I also want to thank you for your leadership and mentorship. I just want to say thank you and wish you the best.

Rhodes: I would like to thank publicly Governor Beebe for giving me this opportunity twice. It's been a wonderful 10 years.

**Adjournment:**

Upon a motion by Dr. Langford, seconded by Mr. Crowson, the meeting adjourned at 12:20 p.m.

Ayes: Rhodes, Langford, Crowson, Crawford, Gardner

Nays: None

  
Niel Crowson, Secretary

  
Ron Rhodes, Chair

**ARKANSAS STATE UNIVERSITY SYSTEM  
NON-ACADEMIC APPOINTMENT  
DECEMBER 8, 2017**

**HURST, DELENA C.**

Associate General Counsel

Salary: \$90,000

Effective Date: November 13, 2017

Source of Funds: Education and General, page 8, line 3

Justification: Replacement for Laura Shue, who resigned (\$93,522)

**Education:**

2004 JD Southern Methodist University Dedman School of Law, Dallas, TX

2000 BS Advertising, University of Texas, Austin, TX

**Employment:**

2015-Present Assistant Attorney General, Office of the Attorney General, Little Rock, AR

2013-2015 Member Attorney, Sanford Law Firm, Little Rock, AR

2007-2013 Senior Associate Attorney; Mitchell, Williams, Selig, Gates & Woodyard; Little Rock, AR

**ARKANSAS STATE UNIVERSITY-JONESBORO**  
**ACADEMIC APPOINTMENTS**  
**December 8, 2017**

**ALLEN, PATRICIA**

Temporary Instructor, A-State Online Nursing

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

Effective: August 16, 2017

Source of Funds: A-State Online Operations carryforward

Justification: Temporary position added due to increased enrollment in the RN to BSN program

**Education:**

2009 Ed.D. Educational Leadership, Arkansas State University-Jonesboro

1992 M.S.N. Nursing, Arkansas State University-Jonesboro

1991 B.S.N. Nursing, Memphis State University, Memphis, TN

1980 A.D.N. Nursing, East Arkansas Community College, Forrest City, AR

**Employment:**

2017-Present Part-time Faculty, RN to BSN Program, ASU-Jonesboro

2013-Present Contributing Faculty, MSN Core Program, Walden University, Minneapolis, MN

2011-2016 Part-time Faculty, AASN Program, ASU-Jonesboro

2010-2011 Medical Reviewer, Sharecare, Inc., Atlanta, GA

**ARTIM, JOHN**

Temporary Instructor, Biological Sciences

Salary: \$34,000 (4.5-month rate)

Effective: August 16, 2017

Source of Funds: Off-budget position funded from Science and Math tuition differential and grant buy-out funds

Justification: Position is needed to cover fall classes for a faculty member who is on sabbatical and to backfill for two faculty members on grant reassignments

**Education:**

1988 M.A. Experimental Psychology, University of California, Santa Cruz, CA

1981 B.A. Psychobiology, University of California, Santa Cruz, CA

**Employment:**

2010-Present Environmental Science Ph.D. Student, ASU-Jonesboro

2008-2010 Senior User Experience Program Manager, Microsoft Corporation, Redman, WA

**BLUMBERG, CLIFFORD**

Assistant Professor, Public Administration

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

Effective: August 16, 2017

Source of Funds: A-State Online Operations carryforward, page 118, line 3

Justification: New budgeted position in FY18, added due to the past growth of the online MPA program

Education:

2016 Ph.D. Public and Urban Administration, University of Texas at Arlington, Arlington, TX

2013 M.P.A. Public Administration, University of Texas at Arlington, Arlington, TX

2013 M.A. Urban Affairs, University of Texas at Arlington, Arlington, TX

2010 B.A. Interdisciplinary Studies, University of Texas at Arlington, Arlington, TX

Employment:

2014-Present Graduate Teaching Assistant, College of Agriculture, Planning and Public Affairs, University of Texas at Arlington, Arlington, TX

2014-2016 Adjunct Professor, Interdisciplinary Studies, University of Texas at Arlington, Arlington, Texas

**BOND, SHERRIS**

Temporary Instructor, Early Childhood Education

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

Effective: August 16, 2017

Source of Funds: A-State Online Operations carryforward, page 166, line 2

Justification: This position is necessary to support Masters in Reading program, new Ed.S. in Reading, and a certificate in Dyslexia Education, which is in high demand

Education:

1982 M.S.E. Reading, Arkansas State University-Jonesboro

1975 B.S.E. Early Childhood Education, Arkansas State University-Jonesboro

Employment:

2009-2016 Instructor, Teacher Education, ASU-Jonesboro

**BUTTERWORTH, EDWIN**

Temporary Instructor, Early Childhood Education

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

Effective: August 16, 2017

Source of Funds: Education and General, page 157, line 46

Justification: Vacant budgeted position for FY18, necessary to teach Elementary Education courses required for students to graduate in a timely fashion

Education:

2010 M.Ed. University of Arkansas at Little Rock, Little Rock, AR  
2006 B.S. Health Science, University of Arkansas at Little Rock, Little Rock, AR

Employment:

2016-Present High School Principal, Midland Public Schools, Pleasant Plains, AR  
2015-2016 Assistant Principal, William Jefferson Clinton Primary School, Hope, AR  
2008-2015 Educator, Pine Haven Elementary/Bauxite Middle School, Bauxite, AR  
2007-2008 Director of Programs, Arkansas State Prostate Cancer Foundation, Little Rock, AR

**DRAGANJAC, NANCY**

Temporary Instructor, Computer Science

Salary: \$36,000 (4.5-month rate)

Effective: August 16, 2017

Source of Funds: Off-budget position funded from Science and Math tuition differential and grant buy-out funds

Justification: New position needed for part-time teaching and part-time advising in the SMART Center advising service in an effort to retain female STEM students

Education:

1998 M.S. Computer Science, Arkansas State University-Jonesboro  
1989 M.S. Mathematics, Arkansas State University-Jonesboro  
1988 B.S. Mathematics, Arkansas State University-Jonesboro

Employment:

2016-Present Adjunct Instructor, Allen Community College, Iola, KS  
2008-Present Adjunct Instructor, University of Phoenix, Phoenix, AZ  
2016-2016 Tax Preparer, Jackson Hewitt, Jonesboro, AR  
2011-2013 Assistant Professor of Mathematics, ASU-Newport, Jonesboro, AR  
2010-2011 Call Center Agent, Sitel, Starkville, MS  
2009-2012 Adjunct Instructor, ITT, Little Rock, AR  
2008-2009 Instructional Technology Specialist, Pulaski County Special School District  
2005-2009 Adjunct Instructor, ITT, Little Rock, AR

**HAILEY, SAVANNA**

Temporary Instructor, Nursing

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

Effective: August 16, 2017

Source of Funds: Education and General, page 176, line 11

Justification: Temporary replacement for Teresa Fisher, who resigned (\$57,784)

Education:

2019 M.S.N. Nursing-Adult Health with emphasis in Nursing Education, Arkansas State University-Jonesboro  
2013 B.S.N. Nursing, Arkansas State University-Jonesboro

Employment:

2013-Present Registered Nurse, ICU, NEA Baptist, Jonesboro, AR  
2010-2013 Patient Care Assistant, Monitor Tech, Unit Secretary, Arkansas Methodist Medical Center, Paragould, AR

**KEY, LUCINDA**

Assistant Professor, Nursing

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

Effective: August 15, 2017

Source of Funds: Education and General, page 178, line 2 (\$50,625) with remainder from VCAAR salary pool

Justification: Replacement for Debra Brewer, who resigned (\$52,625)/this position, at Beebe, is necessary to maintain current nursing class size

Education:

2015 M.S.N. Nursing Education, Western Governor's University, Salt Lake City, UT  
2012 B.S.N. Nursing, Western Governor's University, Salt Lake City, UT  
2011 A.S.N. Nursing, University of Arkansas at Little Rock, Little Rock, AR  
2010 A.S. General Studies, Arkansas State University-Beebe

Employment:

2014-Present Registered Nurse, Baptist Health, North Little Rock, Arkansas  
2016 Assistant Professor of Nursing, University of Arkansas at Little Rock, Little Rock, AR  
2015-2016 Faculty, Baptist Health College, Little Rock AR

**KRISHNAN, PREETHI**

Temporary Instructor, Electrical Engineering

Salary: \$51,637 (9-month rate)

Effective: August 16, 2017

Source of Funds: Education and General, page 172, line 19

Justification: Vacant new position for FY18, essential to the new Computer Engineering Program

Education:

2007 M.S. Electrical Engineering, Texas A&M University, Kingsville, TX  
2005 B.T. Electrical and Electronics Engineering, Jawaharial Nehru Technological University, Hyderabad, India

**Employment:**

2015-2017      Lead Software Engineer, Software Manager, Carling Technologies INC., Plainville, CT  
2011-2015      Senior Electrical Engineer, Interim Manager, TULA TECHNOLOGY, INC., San Jose, CA  
2008-2010      Electrical Engineer, Caterpillar, Advanced CadCam Services, Peoria, IL

**MCGUIRE, WILLIAM**

Instructor, Animal Science

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

Effective:        September 20, 2017

Source of Funds: Educational and General, page 89, line 15

Justification:    Replacement for Nathan Wells, who resigned as Equine Center Director (\$72,567) and backfilled as instructor to solely teach Animal Science

**Education:**

1993    Ph.D.      Reproductive Physiology, Colorado State University, Fort Collins, CO

1989    M.S.      Reproductive Physiology, Kansas State University, Manhattan, KS

1983    B.S.      Animal Science, Kansas State University, Manhattan, KS

**Employment:**

2013-Present    Area Program Director and Agent, Cooperative Extension Services, New Mexico State University, Las Cruces, NM

1999-2013      Department Head and Instructor, Cloud County Community College, Concordia, KS

**MILAD, MOHAMED**

Temporary Visiting Assistant Professor, Mathematics and Statistics

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

Effective:        August 16, 2017

Source of Funds: Educational and General, page 106, line 3

Justification:    Temporary replacement for Amanda Lambertus, who was promoted (\$58,357)

**Education:**

2017    Ph.D.      Mathematics and Statistics, Missouri University of Science and Technology, Rolla, MO

2013    M.S.      Applied Mathematics, Missouri University of Science and Technology, Rolla, MO

2004    M.S.      Mathematics and Econometrics, University of Science Malaysia, Penang, Malaysia

2000    B.S.      Statistics and Economics, Garyounis University, Benghazi, Libya

**Employment:**

2016-Present    Adjunct Faculty, Department of Mathematics, Ozark Technical Community College, Springfield, MO

2016-Present    Intern, Research and Development Department, Reynolds American INC., Winston-Salem, NC

2013-Present Instructor and Teaching Assistant, Department of Mathematics and Statistics, Missouri University of Science and Technology, Rolla, MO  
2005-2009 Lecturer Assistant, Department of Data Analysis, Al-Jabal Al-Gharbi University, Nalut, Libya

**NASH, JAMI**

Temporary Instructor, Agriculture

Salary: \$51,637 (4.5-month rate)

Effective: August 21, 2017

Source of Funds: Education and General, page 89, line 3

Justification: Replacement for Dennis Morris, who resigned (\$65,777)

Education:

2011 M.S. Agriculture, Arkansas State University-Jonesboro

2003 B.S. Biological Sciences, Arkansas State University-Jonesboro

Employment:

2012-Present Program Technician, Agriculture Experiment Station at ASU-Jonesboro, University of Arkansas, Fayetteville, AR

2016-2017 Adjunct Instructor, ASU-Jonesboro

**YOUNG, DAVID**

Rural STEM Director and Instructor, Teacher Education

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

Effective: September 25, 2017

Source of Funds: Education and General, page 157, line 44

Justification: Replacement for Julie Grady, who retired (\$61,530)

Education:

2005 M.S.E. Educational Leadership, Building Level Administration (P-12) – Standard, Arkansas State University-Jonesboro

2002 B.S.E. Mathematics, Secondary Mathematics (7-12) – Standard, Arkansas State University-Jonesboro

Employment:

2016-2017 Principal, Woodrow Wilson Elementary, Paragould School District, Paragould, AR

2015-2016 Assistant Principal, Paragould Primary School, Paragould School District, Paragould, AR

2012-2015 Teacher, Westside High School, Westside Consolidated School District, Jonesboro, AR

2009-2012 Teacher, MacArthur Junior High School, Jonesboro Public Schools, Jonesboro, AR

**ARKANSAS STATE UNIVERSITY-JONESBORO**  
**ACADEMIC REASSIGNMENT OF DUTY**  
**December 8, 2017**

**PRATTE, JOHN**

**From:** Dean of Schools, Sciences and Math

**To:** Professor, Chemistry and Physics

**Effective:** August 16, 2017

**Salary:** \$85,000

**Source of Funds:** Education and General, page 103, line 10, plus additional funding from faculty salary pool

**Justification:** Dr. Pratte returned to a faculty position

**ARKANSAS STATE UNIVERSITY-JONESBORO**  
**NON-ACADEMIC APPOINTMENTS**  
**December 8, 2017**

**BROWN, JAMES**

Director of First National Bank Arena

Salary: \$115,000

Effective: October 23, 2017

Source of Funds: Education and General, page 207, line 1 (\$61,743) and Auxiliary, page 249, line 1 (\$20,582), with remainder from salary savings

Justification: Replacement for Tim Dean, who retired (\$82,325)

Education:

1989 B.S. Sports Management: Marketing, Promotions, and Information, Bowling Green State University, Bowling Green, OH

Employment:

2010-Present Executive Director, Ervin J. Nutter Center, Wright State University, Dayton, OH

2010 Acting Director, Ervin J. Nutter Center, Wright State University, Dayton, OH

1999-2010 Associate Director, Ervin J. Nutter Center, Wright State University, Dayton, OH

**EVANS, CANDACE**

Academic Advisor, Liberal Arts Advising & Career Center

Salary: \$30,000

Effective: October 16, 2017

Source of Funds: Education and General, page 127, line 2

Justification: New budgeted position for FY18 to support high quality academic advising practices for the college

Education:

2016 M.A. Communications Studies, Arkansas State University-Jonesboro

2013 B.S. Radio-Television, Arkansas State University-Jonesboro

Employment:

2016-Present Adjunct Instructor, Communications, ASU-Jonesboro

2015-2016 Graduate Assistant/Research Assistant, ASU-Jonesboro

2015 Research for Grant Writing, Kharis Grants and Services, Jonesboro, AR

2009-2013 Camera Operator, News Producer, ASU-TV, ASU-Jonesboro

2010-2012 Resident Assistant, ASU-Jonesboro

**FERGUSON, JOSEPH**

Academic Advisor-Temporary

Salary: \$35,000

Effective: October 30, 2017

Source of Funds: Education and General, page 84, line 3

Justification: Replacement for Erin Lynn, who transferred to another position within University College (\$36,550)

Education:

2010 M.A. Sociology, Arkansas State University-Jonesboro

2006 B.A. Spanish, Arkansas State University-Jonesboro

Employment:

2017 Project Engineer, Infinite Building Concepts & Designs, LLC, Paragould, AR

2017 Chief Talent Development Officer, J-Buddy, Jonesboro, AR

2015-2017 Freelancer/Author

2014 Educational Talent Search Advisor, Arkansas Northeastern College, Blytheville, AR

2013-2014 Project Manager, Higher Ways Media, Jonesboro, AR

2012 Chaperon/Tour Guide, Centro Panamericano de Idiomas, Costa Rica

2011-2012 Adjunct Spanish Instructor, ASU-Jonesboro

2009-2010 Graduate Assistant, College of Humanities & Social Sciences, ASU-Jonesboro

2008-2009 Cultural Ambassador, Ministry of Education, Seville, Spain

2007-2008 Graduate Assistant, College of Humanities & Social Sciences, ASU-Jonesboro

**HARRIS, REGINALD**

Director of Strength and Conditioning, Athletics

Salary: \$20,000

Effective: September 1, 2017

Source of Funds: Auxiliary, page 236, line 4, plus an additional \$2,000 from part-time funds

Justification: Replacement for Ethan Gold, who resigned (\$20,000)

Education:

2013 B.S. Exercise Science, Baker University, Baldwin City, KS

Employment:

2016-Present Package Handler, United Parcel Service, Olathe, KS

2015-2017 Strength and Conditioning Intern, Mid-America Nazarene University, Olathe, KS

2014-2017 Varsity Receivers Coach/Horizontal Jumps Coach, Olathe South High School, Olathe, KS

2013-2016 Crossfit Level 1 Coach, Crossfit on Track, Olathe, KS

2015 Player/Assistant Coach, Warsaw Dukes, Warsaw, Poland

**HICKMAN, REBEKAH**

Student Development Specialist, Recruitment

Salary: \$30,000

Effective: September 12, 2017

Source of Funds: Education and General, page 35, line 4

Justification: Replacement for Skylar Collings, who resigned (\$30,000)

Education:

2017 M.S. College Student Personnel, Arkansas Tech University, Russellville, AR

2015 B.S. Public Relations, Arkansas State University-Jonesboro

Employment:

2015-2017 Instructor, College Student Personnel Graduate Assistant, Arkansas Tech University, Russellville, AR

2016 Research Assistant, Living/Learning Community Programming Developer, Arkansas Tech University, Russellville, AR

2016 New Student Orientation Graduate Intern, Winthrop University, Rock Hill, SC

**KABAY, MATTHEW**

Athletic Trainer, Sports Medicine

Salary: \$30,600

Effective: September 5, 2017

Source of Funds: Auxiliary, page 234, line 3

Justification: Replacement for William Rath, who resigned (\$30,600)

Education:

2017 M.S. Advanced Clinical Athletic Training, East Stroudsburg University, East Stroudsburg, PA

2014 B.S. Athletic Training, Waynesburg University, Waynesburg, PA

Employment:

2017-Present Athletic Training Assistant, Football, Ohio State University, Columbus, OH

2016-2017 Intern Athletic Trainer, Ohio State University, Columbus, OH

2015-2016 Graduate Assistant, Athletics, East Stroudsburg University, East Stroudsburg, PA

2014-2015 Intern Athletic Trainer, United States Naval Academy, Annapolis, MD

2013 Athletic Training Intern, Minnesota Vikings, Eden Prairie, MN

2012 Assistant Intern, Louisiana State University, Baton Rouge, LA

**MILLER, JACOB**

Director of Strength and Conditioning, Athletics

Salary: \$40,000

Effective: August 14, 2017

Source of Funds: Auxiliary, page 236, line 1

Justification: Replacement for Rebekah Sittig, who resigned (\$40,000)

Education:

B.S. Exercise Science, Baker University, Baldwin City, KS

Employment:

2016-Present Associate Director of Athletic Performance, Baylor University, Waco, TX

2015-2016 Director of Football Strength and Conditioning, Missouri State University, Springfield, MO

2015 Strength and Conditioning Graduate Assistant, University of Louisiana, Lafayette, LA

2014 Strength and Conditioning Coach, Baylor University, Waco, TX

2012-2014 Assistant Football Strength and Conditioning Coach, Rice University, Houston, TX

2012 Strength and Conditioning Intern, Texas Tech University, Lubbock, TX

2011-2012 Strength and Conditioning Intern, MidAmerica Nazarene, Olathe, KS

**NICHOLS, CHERYL**

Assessments and Grants Coordinator, Professional Education Programs

Salary: \$40,000

Effective: September 23, 2017

Source of Funds: Funded 100% by IDC (indirect costs generated by charging administrative overhead costs to departmental grants)

Justification: New position focusing on college and unit assessment for accreditation and grant-related issues

Education:

2000 M.P.A. Arkansas State University-Jonesboro

1995 B.A. Sociology, Arkansas State University-Jonesboro

Employment:

2014-Present Founder and Lead Consultant, Nichols Development Group: Grant Writing and Training, Jonesboro, AR

2011-2014 Director of Research Development/Research Development Specialist, Office of Research and Technology Transfer, ASU-Jonesboro

2009-2011 Director of Programs and Grant Development, NEA Baptist Charitable Foundation, Jonesboro, AR

2006-2009 Adjunct Instructor, Public Administration and Sociology, ASU-Jonesboro

2005-2009 Grants Development Coordinator, Mid-South Health Systems and Counseling Services of Eastern Arkansas, Jonesboro, AR

**SALO, JENNIFER**

Academic Adviser, Liberal Arts Advising and Career Center

Salary: \$40,000

Effective: November 1, 2017

Source of Funds: Education and General, page 127, new line (\$25,000 from VCAAR salary pool/\$15,000 reallocated from Education and General, page 119, line 13)

Justification: New position for the college to meet current advising loads and new retention initiative processes

Education:

2017 M.S. Information Library Science, Florida State University, Tallahassee, FL

1992 M.A. History, Middle Tennessee State University, Murfreesboro, TN

1995 B.A. American Studies, Freed-Hardeman University, Henderson, TN

Employment:

2015-Present Special Project Coordinator, Competitive Fellowships and Scholarships, The Honors College, ASU-Jonesboro

2010-2014 Technical Editor, Search, Inc., Newberry, FL

**STROUD, BLANE**

Project Program Specialist, Institutional Effectiveness

Salary: \$45,000

Effective: September 29, 2017

Source of Funds: Education and General, page 61, line 5

Justification: New budgeted position for FY18 to further efforts to centralize data, data transparency, and data-driven strategies

Education:

2013 B.S. Mathematics, University of Louisiana at Monroe, Monroe, LA

Employment:

2016-Present Coordinator of Administrative Computing, Southeast Arkansas College, Pine Bluff, Arkansas

2014-2016 SSRS Developer/Report Creator, Southeast Arkansas College, Pine Bluff, AR

2010-2013 Assistant Manager, Mathematics Resource Center, University of Louisiana at Monroe, Monroe, LA

**WADE, ANTWANET**

Student Development Specialist, Recruitment

Salary: \$30,000

Effective: October 4, 2017

Source of Funds: Education and General, page 35, line 11

Justification: Replacement for Jeremy Sanford, who transferred to another position (\$31,210)

Education:

2017 B.S. Physical Education, Arkansas State University-Jonesboro

Employment:

2017-Present Package Handler, FedEx Ground, Jonesboro, AR

2014-2017 Resident Assistant, ASU-Jonesboro

2015 Receptionist, Comfort Suites, Jonesboro, AR

2014 Orientation Leader, ASU-Jonesboro

2013 Student Patrol, ASU-Jonesboro

**WHITE, BLAKE MATTHEW**

Interim Project Program Specialist, Rugby

Salary: \$30,000

Effective: August 14, 2017

Source of Funds: Education and General, page 28, line 1

Justification: Replacement for Shaun Potgieter, who resigned (\$36,093)

Education:

2017 B.S. Sports Management, Arkansas State University-Jonesboro (Expected December 2017)

Employment:

2013-Present Assistant Rugby Coach, ASU-Jonesboro

2012 Head Coach, Predator Rugby Club, St. Charles, IL

**ARKANSAS STATE UNIVERSITY-JONESBORO  
NON-ACADEMIC REASSIGNMENTS OF DUTY  
December 8, 2017**

**DOWNUM, KEVIN**

From: Technical Director, Compressed Video Network  
To: Research Assistant, Faculty Center  
Effective: August 16, 2017  
Salary: \$48,300  
Source of Funds: Education and General, page 52, line 2  
Justification: Replacement for Tiffany Mosely, who transferred to another position (\$48,300)

**HAMPTON, BRANDY**

From: Associate Controller, Finance and Administration  
To: Treasurer, Finance and Administration  
Effective: August 16, 2017  
Salary: \$83,576  
Source of Funds: Education and General, page 5, line 1 (\$75,978)/Education and General, page 10, line 2 (\$7,598)  
Justification: Replacement for Judy Reed, who transferred to a faculty position (\$64,560)

**LEWERT-TAYLOR, LELA**

From: Administrative Specialist II, Global Initiatives Student Services  
To: Academic Advisor, Global Initiatives Student Services  
Effective: August 1, 2017  
Salary: \$30,000  
Source of Funds: Education and General, page 73, Line 2  
Justification: Replacement for Gisela Greco, who is no longer employed (\$40,000)

**LYNN, ERIN**

From: Academic Advisor, Advising Services  
To: Temporary Student Outreach Coordinator, Academic Success  
Effective: August 16, 2017  
Salary: \$45,000  
Source of Funds: Funded 100% from academic retention fee  
Justification: New position to coordinate the data and outreach reports for the unit of Undergraduate Studies to ensure the success of A-State students by working from various reports to help make retention decisions and orchestrate outreach to students in need of assistance

**MOSLEY, TIFFANY**

From: Research Assistant, Faculty Center  
To: Project Program, Education  
Effective: August 16, 2017  
Salary: \$45,000  
Source of Funds: Education and General, page 155, line 3, plus \$5,000 from Diversity  
Justification: Vacant new position for FY2018 to maintain the central records of all Teacher Education programs that span the professional growth of a student while in our programs and after graduation, as well as to assist faculty, staff, students, and schools in a wide range of areas that include educator licensure, tech support, graduate examinations, and post-graduation reporting, in order to meet ADE Rules Governing Educator Licensure and the National Association of State Directors of Teacher Education and Certification Interstate Agreement for Educator Licensure Standards

**ROMINE, JERAMIE**

From: Fiscal Support Analyst, Finance and Administration  
To: Project Program Specialist, Finance and Administration  
Effective: October 1, 2017  
Salary: \$43,000  
Source of Funds: Education and General, page 2, line 6  
Justification: Replacement for Rhonda Clifton, who resigned (\$50,000)

**SIMONS, JILL**

From: Dean of Schools  
To: Associate Vice Chancellor for Academic Affairs and Research  
Effective: August 1, 2017  
Salary: \$120,300  
Source of Funds: Education and General, page 46, line 2  
Justification: Replacement for Gina Hogue, who transferred to another position (\$123,247)

**ARKANSAS STATE UNIVERSITY-BEEBE  
ACADEMIC APPOINTMENTS  
December 8, 2017**

**HOUSTON, ROBERT**

Temporary Instructor of Veterinary Technician

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

Effective Date: September 18, 2017

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

Justification: Replacement for Tara Hart, who resigned (41,562)

Education:

2011 A.A.S. Technology, Arkansas State University-Beebe

1993 L.P.N. Pulaski Technical College, North Little Rock, AR

Employment:

2017-Present Microbiologist, Veterinary Diagnostic Laboratory, Arkansas Livestock and Poultry Commission, Little Rock, AR

2014-2016 Program Director, Veterinary Technology Department, Heritage College, Little Rock, AR

2011-2014 Certified Veterinary Technologist, Interstate Animal Clinic/After Hours Animal Hospital, North Little Rock, AR

2010-2011 Student Worker, Veterinary Technology Program, ASU-Beebe

2009-2010 Veterinary Assistant, Pine Street Animal Hospital, Cabot, AR

2008-2009 Licensed Practical Nurse, 19<sup>th</sup> Medical Group, LRAFB, AR

2000-2007 Emergency Department Staff Nurse, St. Vincent Medical Center North, Sherwood, AR

**JIMERSON, KIMBERLY**

Instructor of Nursing

Salary: \$38,425 (9-month rate)

Effective Date: September 18, 2017

Source of Funds: Education and General, page 38, line 5

Justification: Replacement for Catherine Stracener, who resigned (\$39,190)

Education:

2016 R.N. Baptist Health School of Nursing, Little Rock, AR

Employment:

2007-2017 Registered Nurse III, Baptist Health Medical Center, North Little Rock, AR

**ARKANSAS STATE UNIVERSITY-BEEBE  
ACADEMIC REASSIGNMENT OF DUTY  
December 8, 2017**

**SIMONELLI, ERIC**

**From:** Instructor of Multi Skills Tech (Provisional, 9-month)

**To:** Instructor of Multi Skills Tech (E&G, 9-month)

**Salary:** \$38,809

**Effective:** September 1, 2017

**Source of Funds:** Education and General, page 30, line 1

**Justification:** Moved from a provisional grant-funded position to an E&G position (\$43,972 budgeted)

**ARKANSAS STATE UNIVERSITY-BEEBE  
NON-ACADEMIC APPOINTMENTS  
December 8, 2017**

**ANDREWS, JAMES**

Development Officer/Major Gifts

Salary: \$55,000

Effective Date: October 2, 2017

Source of Funds: Education and General, page 75, line 5

Justification: Replacement for Carol Johnson, who resigned (\$72,000)

Education:

1991 J.D. University of Arkansas, Fayetteville, AR

1989 B.A. Economics and Business, Hendrix College, Conway, AR

Employment:

2015-2017 Planned Giving Officer, Berea College, Berea, KY

2008-2015 Attorney, Andrews Law Firm, Little Rock, AR

2006-2008 Vice President, Heifer International Foundation, Little Rock, AR

**BURGOYNE, BONNIE**

Campus Director of Financial Aid

Salary: \$63,000

Effective Date: November 1, 2017

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

Justification: Replacement for Louise Driver, who resigned (\$63,678)

Education:

2001 M.A. Educational Administration, Saint Mary's University of MN, Minneapolis, MN

1991 B.S. Elementary Education, Belhaven College, Jackson, MS

Employment:

2015-2017 Director of Financial Aid, Arkansas State University-Newport

2013-2015 Director of Financial Aid, Clarendon College, Clarendon, TX

2012-2013 Nursing Assistant/Registered, Elim Care and Rehab Center, Milaca, MN

2006-2011 Director of Student Financial Services, Art Institutes International MN, Minneapolis, MN

**FEELER, TANNER**

Temporary Learning Center Coordinator

Salary: \$38,000

Effective Date: September 18, 2017

Source of Funds: Education and General, page 103, line 1

Justification: Replacement for Brian Halldorson, who resigned (\$38,809)

**Education:**

2015 B.S. Physics, University of Central Arkansas, Conway, AR

2011 A.A. Liberal Arts, Arkansas State University-Beebe, Heber Springs, AR

**Employment:**

2016-2017 Science Tutor, Learning Center, ASU-Beebe, Heber Springs, AR

2014-2016 Bartender, Thunderbird Country Club, Heber Springs, AR

2010-2011 Tutor, Student Support Services, ASU-Beebe, Heber Springs, AR

2009-2013 Cook, Michael's Restaurant, Heber Springs, AR

**MESA, LEONARD**

Director of Workforce and Community Development

Salary: \$65,000

Effective Date: September 18, 2017

Source of Funds: Education and General, page 60, line 2

Justification: Replacement for Keith Slaten, who resigned (\$61,000/\$70,000 budgeted)

**Education:**

2009 M.B.A. Arkansas State University-Jonesboro

1999 B.S. Food Science & Technology, Texas A&M University, College Station, TX

**Employment:**

2014-2017 Food Safety Manager, Land O'Frost, Searcy, AR

2013-2014 Corporate Food Safety Manager, Riceland Foods, Inc., Stuttgart, AR

2010-2013 Quality Control Manager, Newly Weds Foods, Inc., Mount Pleasant, TX

2000-2010 Quality Control Manager, Riviana Foods, Inc., Carlisle, AR

**TUCKER, ZACKERY**

Assistant Director of Student Life

Salary: \$35,000

Effective Date: October 2, 2017

Source of Funds: Education and General, page 112, line 1

Justification: Replacement for Shelby Gilmore, who resigned (\$23,230) and Andy Isom, who resigned (\$43,430)

Education:

2013 M.S. Community and Economic Development, University of Central Arkansas, Conway, AR  
2011 B.A. Political Science, University of Arkansas, Monticello, AR

Employment:

2017-2017 Manager, Southeast Arkansas Regional Library System, Beebe, AR  
2017-2017 Visiting Instructor of Applied Communications, University of Arkansas, Monticello, AR  
2015-2017 Mayor, City of Monticello, Monticello, AR  
2013-2014 Assistant to the Mayor for Planning and Management, City of Monticello, Monticello, AR  
2011-2013 Graduate Assistant to the Dean of Students, University of Arkansas, Monticello, AR  
2009-2012 Research Instructor, University of Arkansas, Monticello, AR

**ARKANSAS STATE UNIVERSITY-MOUNTAIN HOME  
NON-ACADEMIC APPOINTMENT  
December 8, 2017**

**RALPH, DEBBIE**

Director of Operations

Salary: \$48,000.00

Effective: November 1, 2017

Source of Funds: Education and General, page 11, line 3

Justification: New position budgeted for FY18

Education

2011 BS Accounting, Franklin University, Columbus, OH

Employment

2017-2017 Accountant, Razer & Associates, CPAs, Mountain Home, AR

2007-2015 Accountant, Arkansas Northeastern College, Blytheville, AR

**ARKANSAS STATE UNIVERSITY-NEWPORT**  
**ACADEMIC APPOINTMENT**  
**December 8, 2017**

**DENSON, JACKIE**

Associate Professor of Life Sciences

Salary: \$43,500 (9-month rate)

Effective: November 1, 2017

Source of Funds: Educational and General, page 18, line 2

Justification: Replacement for Traci Hudson, who resigned (\$46,258)

Education:

Pending	Ph.D.	Biology, University of Arkansas at Fayetteville, Fayetteville, AR
2000	M.S.	Molecular Biology, University of Maryland Baltimore County, Catonsville, Maryland
1992	B.S.	Biology, Tennessee Technological University, Cookeville, Tennessee

Employment:

2015-2016	Visiting Instructor of Microbiology, Rhodes College, Memphis, TN
2013-2015	Instructor of Biology, Walters State Community College, Morristown, TN
2011-2013	Instructor of Biology, Sul Ross State University, Alpine, TX
2007-2011	Graduate Teaching Assistant, University of Arkansas at Fayetteville, Fayetteville, AR

**ARKANSAS STATE UNIVERSITY-NEWPORT**  
**ACADEMIC REASSIGNMENT OF DUTY**  
**December 8, 2017**

**GETMAN, MATTHEW**

From: Skilled Tradesman  
To: Instructor of Energy Control Technology  
Salary: \$43,000 (10.5-month rate)  
Effective: September 5, 2017  
Source of Funds: Educational and General, page 154, line 2  
Justification: Replacement for David Lynn, who resigned (\$45,900)

**ARKANSAS STATE UNIVERSITY-NEWPORT**  
**NON-ACADEMIC APPOINTMENTS**  
**December 8, 2017**

**FOUST, KEVIN**

Campus Police Officer

Salary: \$32,000

Effective: February 16, 2018

Source of Funds: Educational and General, page 161, line 1

Justification: Vacant position budgeted for 2018, to be funded by the safety fee

Education:

1991 Arkansas Law Enforcement Training Academy, Pocahontas, AR

1986 GED General Studies, Black River Technical College, Pocahontas, AR

Employment:

1995-2017 Police Officer, Jonesboro Police Department

**MANNING, VERONICA**

Dean of Student Development

Salary: \$65,000

Effective: November 1, 2017

Source of Funds: Educational and General, page 45, line 1

Justification: Reorganization within Student Affairs, eliminated Student Services Coordinator position (vacant, \$38,203) and Student Success Coordinator position (Cheryl Cross promoted to a provisional position, \$35,700)

Education:

2018 Ed.D. Educational Leadership and Administration, Arkansas State University-Jonesboro

2016 Ed.S. Community College Administration, Arkansas State University-Jonesboro

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

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

2006 A.A.S. Radiologic Technology, Arkansas State University-Jonesboro

Employment:

2014-present Medical Imaging & Radiation Sciences Clinical Coordinator/Assistant Professor, ASU-Jonesboro

2008-2013 Medical Imaging & Radiation Sciences Assistant Professor, ASU-Jonesboro

2008-2009 Instructor, Black River Technical College, Pocahontas, AR

2007-2008 Radiologic Technologist, Community Healthcare Center, Walnut Ridge, AR

**ARKANSAS STATE UNIVERSITY-NEWPORT  
NON-ACADEMIC REASSIGNMENT OF DUTY  
December 8, 2017**

**MARLER, CLARK**

From: Computer Support Technician  
To: Coordinator of Advanced Technology  
Salary: \$37,000  
Effective: November 13, 2017  
Source of Funds: Educational and General, page 42, line 4  
Justification: Replacement for Brian Stapleton, who resigned (\$38,760)

**ARKANSAS STATE UNIVERSITY MID-SOUTH  
NON-ACADEMIC APPOINTMENT  
December 8, 2017**

**MARLIN "J.R." UNDERWOOD**

Assistant Director of Maintenance

Salary: \$40,000

Effective: October 11, 2017

Source of Funds: Education and General, page 41

Justification: Replacement for Sarah Wooten, who resigned (\$45,000)

**Education:**

High School Diploma  
Training in Forklift, Overhead Crane, Front Loader, BobCat, Backhoe, Drills, and  
Pneumatic Tools

**Employment:**

2011-2017 Maintenance Technician/Production Supervisor, WireBond, Memphis, TN  
2009-2011 Lead Officer, American Citadel/Guard, Baton Rouge, LA  
1996-2009 Team Leader/Designated Examiner, FedEx Express, Memphis, TN