



Board of Trustees Meeting

Arkansas State University System

Friday, December 13, 2024, at 10:00 a.m.

ASU System Office

Agenda

I. Call to Order

II. Approval of the Minutes of the Past Meetings: September 6, 2024, September 19, 2024, and November 14, 2024

III. President's Report

IV. Agenda

A. Proposed ASU System Resolutions

- 1. Resolution #24-53 approving the ASU System to proceed with the Chilled Water Loop Upgrades Capital Project at A-State**
- 2. Resolution #24-54 approving the ASU System to proceed with the Workforce Center Renovation and Expansion Capital Project at ASU Three Rivers**

B. Proposed Arkansas State University (A-State) Resolutions

- 1. Resolution #24-55 approving A-State to set policies pertaining to residency classification and tuition waivers for applicants admitted into the programs of the College of Veterinary Medicine**
- 2. Resolution #24-56 approving A-State to confer the Honorary Degree of Doctor of Music upon Ashley McBryde**

C. Proposed ASU-Mountain Home Resolution

- 1. Resolution #24-57 approving ASU-Mountain Home to grant an easement to the City of Mountain Home**

D. Proposed ASU Mid-South Resolution

- 1. Resolution #24-58 approving ASU Mid-South to enter into agreements for private camps**

V. Executive Session

VI. Approval of Personnel Actions

- A. A-State Personnel**
- B. ASU-Beebe Personnel**
- C. ASU-Mountain Home Personnel**
- D. ASU-Newport Personnel**
- E. ASU Mid-South Personnel**
- F. ASU Three Rivers Personnel**

VII. Other Business

- A. Election of Officers**

VIII. Adjournment

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

ACTION ITEM: The Arkansas State University System requests approval to proceed with the Chilled Water Loop Upgrades Capital Project at Arkansas State University (A-State).

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

BACKGROUND:

- Upgrades to A-State's chilled water loop include the installation of a new 1,000-ton chiller and cooling tower in the central plant, which are necessary due to building the Wingate Art and Innovation Center. This project was covered under the ASU System Capital Expenditure Budget for FY2025
- The capital project will be financed through institutional reserves of \$1,951,250.
- A copy of the Capital Project Proposal Form is attached to this resolution.

RECOMMENDATION/RESOLUTION:

Be it resolved that the Arkansas State University System is approved to proceed with the Chilled Water Loop Upgrades Capital Project at A-State.


Robert G. Rudolph Jr., Secretary


Christy Clark, Chair

ASU System

Capital Project Proposal Form

In accordance with Board policy, the term "capital project" means a new construction, renovation, or remodeling project with a projected cost exceeding \$1,000,000. Campus officials shall complete a Capital Project proposal form and submit 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.

Institution	Arkansas State University - Jonesboro	Date	10/28/24
Project Name	Chilled Water Loop Upgrades (Windgate)		

Project Description (in detail)

This project includes installing a new 1,000-ton chiller and cooling tower in the central plant. The upgrade is needed due to the addition of the Windgate Art and Innovation Center. The project was included on the FY 25 planned project list.

Estimated Date of Commencement	12/15/24
Estimated Date of Completion	05/31/26
Total Project Cost Estimate	\$1,951,250

Please provide the detail of cost estimate below:

	Estimated Project Cost
Construction (include cost of built-in equipment)	\$ 1,750,000
Architect/Engineer Fees	113,750
Contingencies (not to exceed 10% of Construction and A&E)	87,500
Land Purchases	-
Movable Equipment and Furniture	-
Total Cost of Project	\$ 1,951,250

Please provide detail of planned sources of funding:

	Amount	Percentage
General Improvement	\$ -	0.0%
Institutional Reserves	1,951,250	100.0%
Institutional Operating Funds	-	0.0%
State Grant Funds	-	0.0%
Federal Grant Funds	-	0.0%
Special Revenue Funds	-	0.0%
Foundation or Other Private Monies	-	0.0%
Bond Proceeds (if approved)	-	0.0%
Total Proposed Funding	\$ 1,951,250	100.0%

Notes

N/A

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

ACTION ITEM: The Arkansas State University System requests approval to proceed with the Workforce Center Renovation and Expansion Capital Project at Arkansas State University Three Rivers (ASUTR).

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

BACKGROUND:

- ASUTR plans to expand and renovate a campus facility to create a new Workforce Center to support electrical and millwright training programs. When completed, the building will be 7,900 square feet in size and will include offices and five classrooms. Equipment will include robotics and PLC trainers.
- The capital project will be financed through special revenue funds (a Higher Industry Readiness through Educational Development [HIRED] grant) of \$2,819,250 and through foundation or other private monies of \$150,000.
- A copy of the Capital Project Proposal Form is attached to this resolution.

RECOMMENDATION/RESOLUTION:

Be it resolved that the Arkansas State University System is approved to proceed with the Workforce Center Renovation and Expansion Capital Project at ASU Three Rivers.


Robert G. Rudolph Jr., Secretary


Christy Clark, Chair

ASU System

Capital Project Proposal Form

In accordance with Board policy, the term "capital project" means a new construction, renovation, or remodeling project with a projected cost exceeding \$1,000,000. Campus officials shall complete a Capital Project proposal form and submit 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.

Institution	Arkansas State University Three Rivers	Date	11/18/24
Project Name	New Workforce Center Renovation & Expansion		

Project Description (in detail)

ASUTR plans to expand and renovate a campus facility to support electrical and millwright training programs. When completed, the building will be 7,900 square feet and will include offices and five classrooms. Equipment includes robotics and PLC trainers.

Estimated Date of Commencement	04/01/25
Estimated Date of Completion	12/31/25
Total Project Cost Estimate	\$2,969,250

Please provide the detail of cost estimate below:

	Estimated Project Cost
Construction (include cost of built-in equipment)	\$ 1,950,000
Architect/Engineer Fees	117,000
Contingencies (not to exceed 10% of Construction and A&E)	206,700
Land Purchases	-
Movable Equipment and Furniture	695,550
Total Cost of Project	\$ 2,969,250

Please provide detail of planned sources of funding:

	Amount	Percentage
General Improvement	\$ -	0.0%
Institutional Reserves	-	0.0%
Institutional Operating Funds	-	0.0%
State Grant Funds	-	0.0%
Federal Grant Funds	-	0.0%
Special Revenue Funds	2,819,250	94.9%
Foundation or Other Private Monies	150,000	5.1%
Bond Proceeds (if approved)	-	0.0%
Total Proposed Funding	\$ 2,969,250	100.0%

Notes

ASUTR has been selected to receive \$2,819,250 in HIRED grant funds from the Arkansas Department of Commerce. The grant will be administered through the Arkansas Division of Higher Education. ADHE Will complete an MOU for the grant by the end of November. West Fraser has donated \$150,000 toward the expansion of the Workforace Training Center at ASUTR.

EXECUTIVE SUMMARY

Contact: Calvin White (870) 972-2030

ACTION ITEM: Arkansas State University (A-State) requests approval to set policies pertaining to residency classification and tuition waivers for applicants admitted into the programs of the College of Veterinary Medicine (CVM).

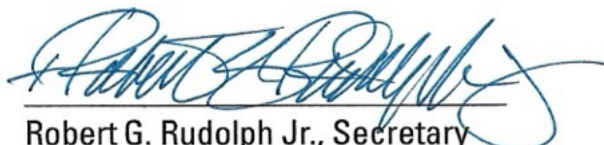
ISSUE: The Board of Trustees must approve policies for all campuses within the System.

BACKGROUND:

- A-State is authorized by the Arkansas Higher Education Coordinating Board and the Higher Learning Commission to confer the degree of Doctor of Veterinary Medicine (DVM).
- A-State's College of Veterinary Medicine is currently seeking accreditation from the American Veterinary Medical Association-Council on Education.
- It is necessary for the A-State CVM to clarify tuition and fee procedures for those admitted into its DVM degree program.
- To ensure financial viability, the A-State CVM proposes the following policies for students admitted into the DVM degree program:
 - Out-of-state residents, who are admitted into the DVM degree program, will remain in non-resident status, for the purpose of calculating tuition and fees throughout the duration of their enrollment in the program.
 - Programs delivered by the CVM are not eligible for the following: employee discount; contiguous state discount; alumni discount; or other discounting or waiver policies in effect or developed for the A-State campus for non-DVM degree programs in the future, unless those policies expressly apply to the DVM program.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University is approved to set policies pertaining to residency classification and tuition waivers, as stated above, for applicants admitted into the programs of the College of Veterinary Medicine, effective immediately.


Robert G. Rudolph Jr., Secretary


Christy Clark, Chair

ARKANSAS STATE UNIVERSITY SYSTEM BOARD OF TRUSTEES

A Resolution Conferring the Honorary Degree of Doctor of Music upon Ashley McBryde


WHEREAS, the Board of Trustees of the Arkansas State University System has adopted procedures for awarding honorary degrees upon individuals who have made an extraordinary difference in the lives of so many; and

WHEREAS, the procedures adopted by the Board provide that honorary degrees are to be conferred upon persons, who serve as models worthy of emulation and respect. Procedures require that nominations for such a degree be reviewed and approved by the Honorary Doctorate Committee and must also receive the recommendation of the Chancellor. Nominees must have achieved the highest levels of excellence as scholars, artists, professionals, philanthropists, or public servants, and must have demonstrated personal integrity and concern for the public good; and

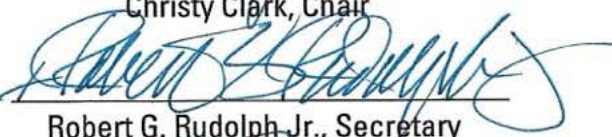
WHEREAS, American country music singer-song writer and Arkansas native Ashley McBryde has been nominated for an honorary degree from her alma mater, Arkansas State University (A-State), and this nomination has been properly reviewed and recommended by the Honorary Doctorate Committee, the Chancellor of A-State, and the President of the ASU System;

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of the Arkansas State University System that Ashley McBryde shall be granted the honorary degree, Doctor of Music, from Arkansas State University and that said degree shall be conferred upon her during commencement exercises on May 10, 2025.

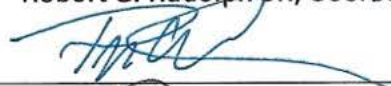
DULY ADOPTED AND APPROVED, this 13th day of December 2024




Christy Clark, Chair



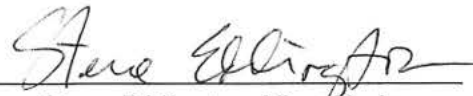
Robert G. Rudolph Jr., Secretary




Price Gardner, Member



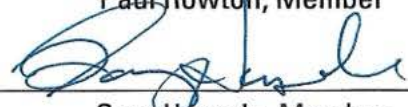
Jerry Morgan, Member



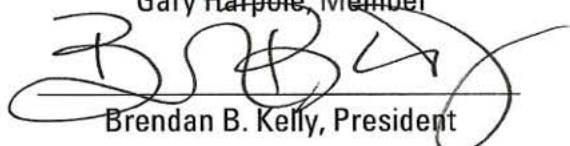
Steve Eddington, Vice Chair



Paul Rowton, Member



Gary Harpole, Member



Brendan B. Kelly, President

EXECUTIVE SUMMARY

Contact: Bentley Wallace (870) 508-6101

ACTION ITEM: The Arkansas State University System requests approval for Arkansas State University-Mountain Home (ASUMH) to grant an easement to the City of Mountain Home (City).

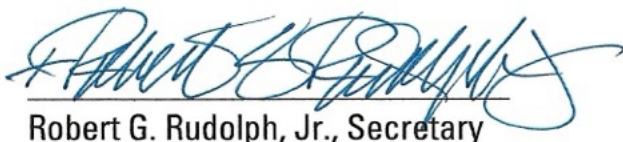
ISSUE: The ASU System Board of Trustees must approve all land transactions.

BACKGROUND:

- ASUMH is currently developing the James and Sally Moore Recreational Trail. The Board previously approved an easement to the City for this project in March of 2022 (Resolution 22-09).
- The City informed ASUMH that it wants to connect the James and Sally Moore Recreational Trail to the Donald W. Reynolds Baxter County Library (Library) that is adjacent to ASUMH property. ASUMH is supportive of this request.
- In order to link the James and Sally Moore Recreational Trail to the Library property, the City requests an easement across a portion of the ASUMH property for the purpose of additional trail construction.
- The proposed easement, along with the description and images, are attached to this resolution.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University-Mountain Home is approved to grant an easement to the City of Mountain Home, as described above, and the Chancellor, or Chancellor's designee, is authorized to execute all documents necessary to complete such conveyance.


Robert G. Rudolph, Jr., Secretary


Christy Clark, Chair

EASEMENT

KNOW ALL MEN BY THESE PRESENT:

That for and in consideration of a donation to the undersigned, Arkansas State University, GRANTOR(S), does hereby grant, bargain, sell, donate and convey unto **City of Mountain Home, AR**, GRANTEE(S), and unto its successor and assigns forever, a right-of-way and easement to build, maintain and use a multi-purpose recreational trail, along with any and all drainage structures and necessary appurtenances thereto with right of ingress and egress, in perpetuity for all members of the general public, to and from the same, on, over, across and under the following described real estate situated in **Baxter** County, Arkansas, to wit:

EASEMENT DESCRIPTION:

A TWENTY (20) FOOT WIDE EASEMENT LOCATED IN THE SW1/4 OF SECTION 16, TOWNSHIP 19 NORTH, RANGE 13 WEST, BAXTER COUNTY, ARKANSAS, CENTERED ON A LINE DESCRIBED AS FOLLOWS: FROM THE SW CORNER OF THE NW1/4 SW1/4 SECTION 16, TOWNSHIP 19 NORTH, RANGE 13 WEST, THENCE N49°03'29"E 572.36 FEET TO THE POINT OF BEGINNING. STARTING AT THE POB TRAVEL ALONG A CURVE TO THE RIGHT WITH A RADIUS OF 10.00 FEET AND ARC LENGTH OF 11.44 FEET, SUBTENDE BY A CORD BEARING S19°54'51"E FOR A DISTANCE OF 10.83 FEET, THEN S12°51'16"W A DISTANCE OF 30.45 FEET, THEN ALONG A CURVE TO THE RIGHT WITH A RADIUS OF 60 FEET AND ARC LENGTH OF 31.57 FEET, SUBTENDE BY A CORD BEARING S27°55'35"W FOR A DISTANCE OF 31.20 FEET, THEN S42°59'66"W A DISTANCE OF 31.63 FEET, THEN ALONG A CURVE TO THE LEFT WITH A RADIUS OF 29.00 FEET AND ARC LENGTH OF 83.40 FEET, SUBTENDE BY A CORD BEARING S39°23'31"E FOR A DISTANCE OF 57.49 FEET, THEN N58°13'03"E A DISTANCE OF 34.76 FEET, THEN ALONG A CURVE TO THE LEFT WITH A RADIUS OF 111.50 FEET AND ARC LENGTH OF 50.14 FEET, SUBTENDE BY A CORD BEARING N45°20'06"E FOR A DISTANCE OF 49.72 FEET, THEN N32°27'10"E A DISTANCE OF 3.75 FEET, THEN ALONG A CURVE TO THE RIGHT WITH A RADIUS OF 60.00 FEET AND ARC LENGTH OF 55.85 FEET, SUBTENDE BY A CORD BEARING N59°07'11"E FOR A DISTANCE OF 53.86 FEET, THEN N85°47'12"E A DISTANCE OF 8.51 FEET, THEN ALONG A CURVE TO THE LEFT WITH A RADIUS OF 60.00 FEET AND ARC LENGTH OF 55.24 FEET, SUBTENDE BY A CORD BEARING N59°24'49"E FOR A DISTANCE OF 53.31 FEET, THEN N33°02'27"E A DISTANCE OF 4.33 FEET, THEN ALONG A CURVE TO THE RIGHT WITH A RADIUS OF 100.00 FEET AND ARC LENGTH OF 37.02 FEET, SUBTENDE BY A CORD BEARING N43°38'50"E FOR A DISTANCE OF 36.81 FEET, THEN N54°15'13"E A DISTANCE OF 123.24 FEET, THEN ALONG A CURVE TO THE LEFT WITH A RADIUS OF 90 FEET AND ARC LENGTH OF 48.86 FEET, SUBTENDE BY A CORD BEARING N38°42'03"E FOR A DISTANCE OF 48.26 FEET, THEN N23°08'52"E A DISTANCE OF 5.52 FEET THEN ALONG A CURVE TO THE RIGHT WITH A RADIUS OF 80.00 FEET AND ARC LENGTH OF 62.03 FEET, SUBTENDE BY A CORD BEARING N45°21'39"E FOR A DISTANCE OF 60.49 FEET THEN N67°34'26"E A DISTANCE OF 35.12 FEET THEN ALONG A CURVE TO THE LEFT WITH A RADIUS OF 74.50 FEET AND ARC LENGTH OF 39.36 FEET, SUBTENDE BY A CHORD BEARING N52°26'26"E FOR A DISTANCE OF 38.90 FEET THEN N37°18'26"E FOR A DISTANCE OF 15.56 FEET THEN ALONG A CURVE TO THE RIGHT WITH A RADIUS OF 30 FEET AND ARC LENGTH OF 52.36 FEET, SUBTENDE BY A CORD BEARING N87°18'19"E FOR A DISTANCE OF 45.96 FEET, THEN S42°41'47"E FOR A DISTANCE OF 12.04 FEET TO THE NORTHWESTERN ROW OF COLLEGE STREET CONTAINING 0.38 ACRES MORE OR LESS.

To have and to hold the same unto said Grantee(s) and to its successors and assigns forever or until said right-of-way is finally abandoned.

And Grantor(s) hereby covenant with the said Grantee(s) that they will forever warrant and defend the title to said lands and property against the lawful claims of any and all person whomever.

In accordance with Public Law 91-646, Uniform Relocation Assistance and Real Property Acquisition Policies Act, the Grantor(s) has the right to receive just compensation for the subject property. Also, the Grantor(s) is entitled to an appraisal of the subject property. Execution of the agreement will release the City of Mountain Home, AR, from the obligation of providing just compensation and an appraisal.

It is hereby understood and agreed that the party securing this grant in behalf of the Grantee(s) is without the authority to make any covenant or agreement not herein expressed.

WITNESS my/our hand(s) and seal(s) on this _____ day of _____, 20____.

Grantor

Grantor

ACKNOWLEDGMENT

STATE OF _____)

) SS:

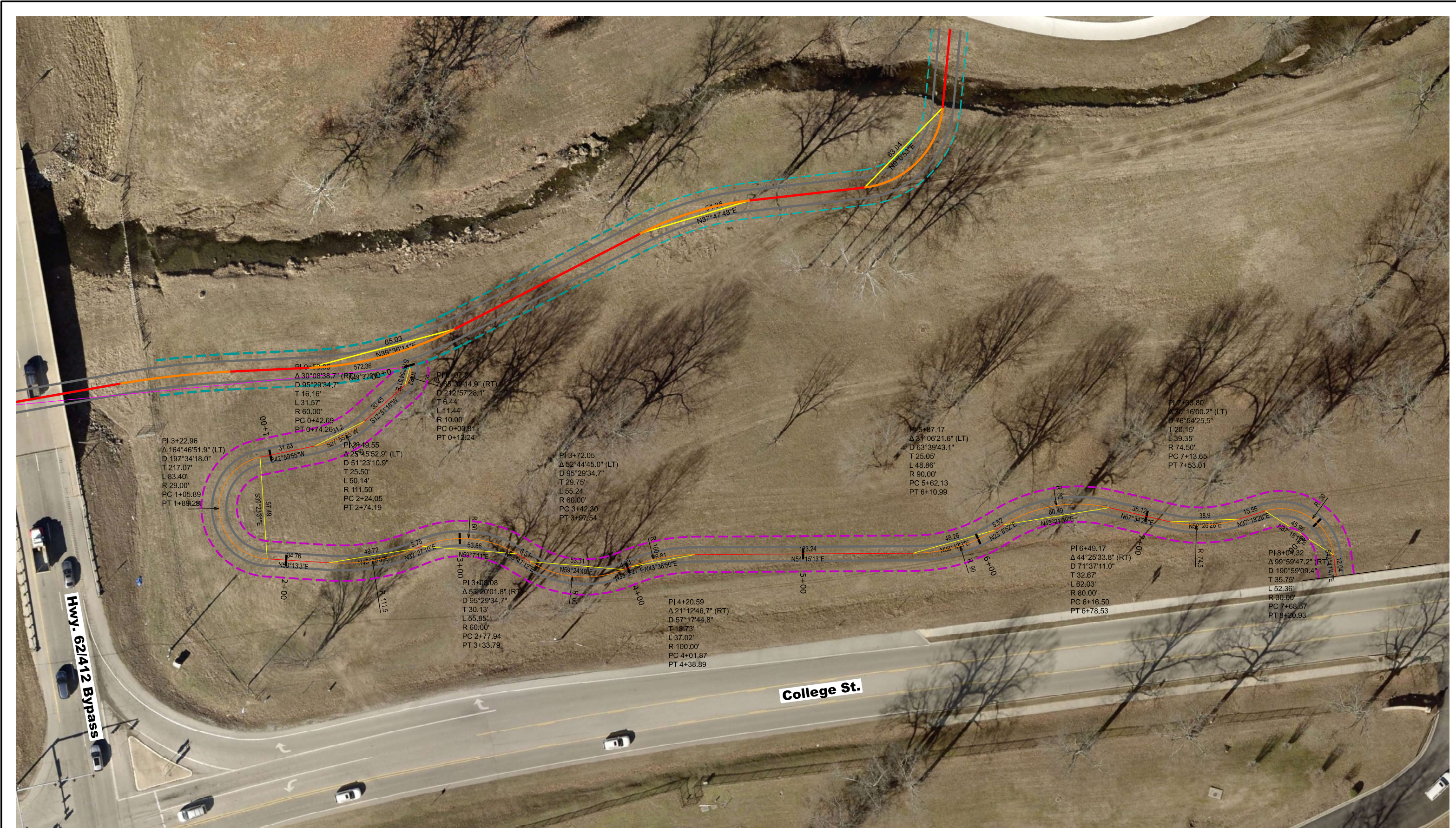
COUNTY OF _____)

BE IT REMEMBERED that on this day came before the undersigned, a Notary Public within and for the county and state aforementioned, duly commissioned and acting, _____, to me well known as the Grantor(s) in the foregoing Easement, and stated that he/she/they had executed the same for the consideration and purposes therein mentioned and set forth.

WITNESS my hand and seal as such Notary Public this _____ day of _____, 20____.

MY COMMISSION EXPIRES:

NOTARY PUBLIC



Print Date: NOVEMBER 2024	NOTES:			MTN. HOME RECREATIONAL TRAILS PH.3 (TAP-23)(S)	DESIGN		ROW PLAN	Project Number	
	Date:	Comments	Init.		Revision No:			JOB 090725	
	11/12/24	Pink dashed line = Library Connector ROW Easement			Revised By:			ROW Library Connector	
					Date:			Sheet Number	
Drawing File Name:					Designer:	A.L.			
Horiz. Scale:	NOT TO SCALE				Detailer:	A.L.			

EXECUTIVE SUMMARY

Contact: Jeremy Reece (870) 733-6786

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

ISSUE: ASU Mid-South wishes to contract with certain employees to conduct private camps on the ASU Mid-South campus. Such camps are designed to bring future students to the campus and expose them to its facilities and personnel, while engaging in program activities. Additionally, funds are generated and paid to ASU Mid-South to cover the use of its facilities and auxiliary services.

BACKGROUND:

- A.C.A. § 6-62-401 authorizes the Boards of Trustees of 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). Employees are to be engaged in this outside work only after they have fully discharged their employment responsibilities to such institutions. Employees, who accrue annual leave, are required to take their annual leave during these camp periods.
- The Act grants the Board the non-delegable duty to make express findings of fact, as follows:
 - the activities in question involve no conflict of interest with the mission and purpose of the institution itself;
 - the proposed activities would bring to the campus a significant number of persons who are potentially future students, and who might tend to enroll on that campus, as a result of their exposure to its facilities and personnel while engaged in these activities; and
 - the contemplated activities will, as a part thereof, generate funds to be paid to the state institution for housing, meals, and for the use of institutional resources that 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 Mid-South is approved to enter into agreements submitted for the purpose of allowing certain employees to conduct private camps on, in, and adjacent to ASU Mid-South campus facilities, effective December 1, 2024, through June 30, 2025.


Robert G. Rudolph Jr., Secretary


Chrity Clark, Chair

EXECUTIVE SUMMARY

Contact: Johnny Moore (870) 512-7850

ACTION ITEM: The Arkansas State University System requests approval for Arkansas State University-Newport (ASUN) to grant two utility easements to City Water and Light (CWL) of Jonesboro, Arkansas.

ISSUE: The ASU System Board of Trustees must approve all land transactions.

BACKGROUND:

- Jonesboro City Water and Light approached ASU-Newport about granting two utility easements on ASUN property, to support an existing Arkansas Department of Transportation project along Martin Luther King Drive.
- The Board previously approved an easement to CWL for this project at their September 15, 2023, Board meeting.
- CWL will pay ASUN \$98,836.50 for the two easements.
- The proposed easement agreements and legal descriptions are attached to this resolution.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University-Newport is approved to grant two utility easements to City Water and Light, and the Chancellor, or Chancellor's designee, is authorized to execute all documents necessary to complete such conveyance.


Robert G. Rudolph, Jr., Secretary


Christy Clark, Chair



Owned by the Citizens of Jonesboro

November 22, 2024

ARKANSAS STATE UNIVERSITY
5504 KREUGER DR.
JONESBORO, AR 72401

ARKANSAS STATE UNIVERSITY NEWPORT
7648 VICTORY BLVD.
NEWPORT, AR 72112

RE: Project Name: CWL UTILITY RELOCATION
Project #: ARDOT #100657 – MLK WIDENING & EXTENSION
County: Craighead
Parcel ID #(s): 01-144264-00500 (ASU) & 01-144264-00103 (ASUN)

Dear Property Owner(s):

The acquisition agent for City Water and Light (CWL) has presented you with a CWL Utility Relocation Easement Agreement to be granted to CWL for the relocation project on Dr. Martin Luther King Jr. Drive in support of the above-referenced ARDOT project.

The Permanent Easement Area for ASU property is 11,442 square feet; the Temporary Easement Area for ASU property is 7,629 square feet; and the Permanent Easement Area for ASUN property is 25,041 square feet. The total Permanent Easement Area is 36,483 square feet, and the total Temporary Easement Area is 7,629 square feet.

The offer of \$98,836.50 is based upon a \$2.50/SF land value for Permanent Easement Area and a \$1.00/SF land value for Temporary Easement Area. Improvements such as sod, asphalt, concrete, curbing, fencing, etc. will be replaced in kind as part of construction.

Please contact Darryl Dromgoole II with City Water & Light at (870) 930-3324 or ddromgoole@jonesborocwl.org to discuss this matter further and to coordinate the executing of the included easement instrument.

Sincerely,

Darryl Dromgoole II

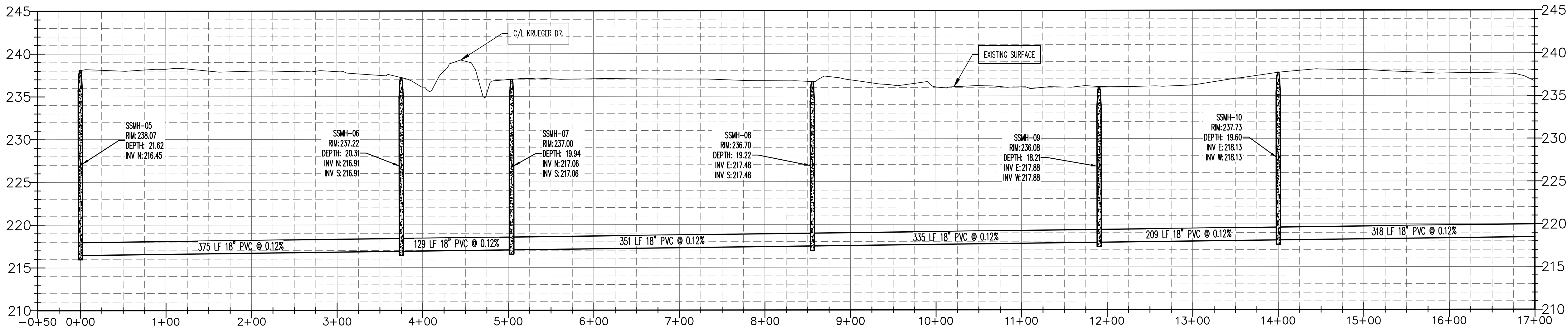
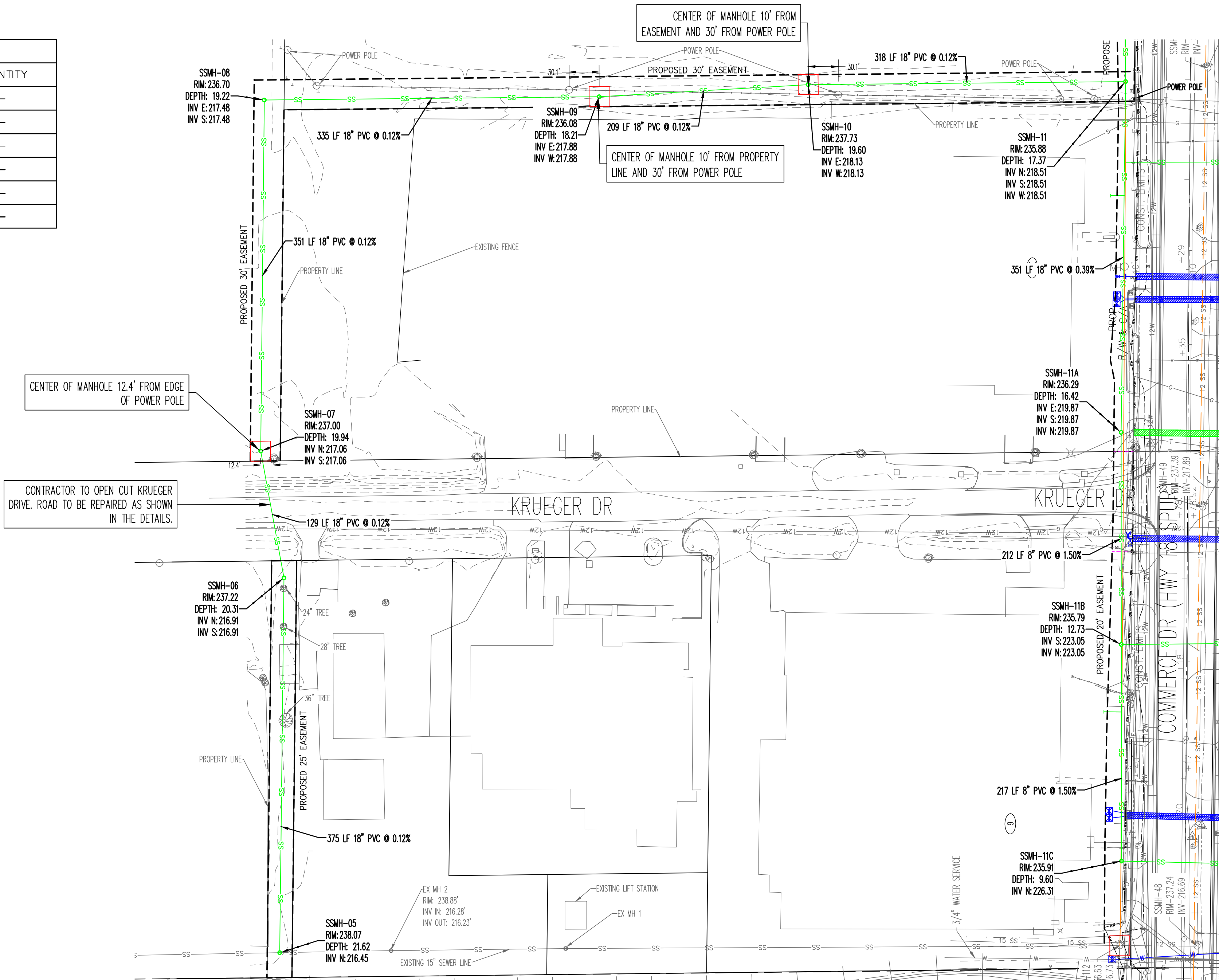
Darryl Dromgoole II, P.E.
Engineer
City Water & Light

Jake Rice III, MANAGER

CITY WATER & LIGHT • 400 East Monroe • P.O. Box 1289 • Jonesboro, Arkansas 72403-1289 • 870/935-5581

QUANTITIES: STA 212+95 - 219+07.63		
DESCRIPTION	QUANTITY	
12" SDR 26 PVC GRAVITY SEWER	-	
SEWER MANHOLE 0'-6"	-	
VERTICAL FT OF MANHOLE	-	
CONCRETE REPAIR	-	
LONG SERVICE	-	
SHORT SERVICE	-	

- NOTE:
- ALL GRAVITY SEWER NOTED AS TO BE ABANDONED SHALL BE ABANDONED IN PLACE.
 - CONTRACTOR TO COORDINATE SEWER SERVICE LOCATED WITH CWL AND PROPERTY OWNER.



ARKANSAS STATE UNIVERSITY (A-STATE)
ACADEMIC APPOINTMENT
December 13, 2024

PARKER-PUCKETT, LAURA

Instructor, Global Initiatives ELA

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

Effective: October 7, 2024

Source of Funds: Education and General, page 74, line 2

Justification: Replacement for Kimberly Brady, who retired (\$39,265)

Education:

2020 Ed.D. Adult Education, Capella University, Minneapolis, MN

2014 M.A. Teaching English to Speakers of Other Languages, Emporia State University,
Emporia, KS

2007 B.A. Spanish, Wichita State University, Wichita, KS

Employment:

2022-Present English Language Learning Regional Coordinator, Missouri Office of Refugee
Administration, St. Louis, MO

2022-2022 Language Learning Center Coordinator, University of Central Arkansas, Conway, AR

2021-2022 Instructional Coach, Premier High Schools, Little Rock, AR

2021-2021 Associate Director, Scissortail Community Development Corporation, Oklahoma
City, OK

2020-2021 Center Director-ELS Language Centers, Oklahoma State University, Oklahoma
City, OK

2019-2020 Student Activities Program Director, University of Oklahoma, Norman, OK

2017-2020 Student Ambassador Program Director, University of Oklahoma, Norman, OK

2015-2017 Student Support Team Advisor, The University of Oklahoma, Norman, OK

ARKANSAS STATE UNIVERSITY (A-STATE)
NON-ACADEMIC APPOINTMENTS
December 13, 2024

ANDERSON, RACHEL

Development Advancement Manager, Digital and Creative Media

Effective: October 1, 2024

Salary: \$50,000

Source of Funds: Education and General, page 47, line 1

Justification: Replacement for Christopher Todd Clark, who was promoted (\$85,633)

Education:

2014 B.A. Communication Studies, Arkansas State University

Employment

2024-Present Editor-in-Chief/News Director, *JonesboroRightNow*, Jonesboro, AR

2019-2023 Senior Video Analyst, Jonesboro Police Department, Jonesboro, AR

2017-2019 Marketing Director and Content Creator, GritBox Fitness, Charleston, SC

2016-2017 Digital Media Specialist, City of Jonesboro, Jonesboro, AR

BLANCHETT, KELLEN

Assistant Director of Athletics, Athletic Administration

Effective: October 14, 2024

Salary: \$52,000

Source of Funds: Education and General, page 41, line 2, and Auxiliary, page 246, line 3

Justification: Replacement for Richard Kidd, who resigned (\$52,000)

Education:

2020 B.S. Exercise Science, Arkansas State University

Employment

2022-Present Assistant Director of Development-Major Gifts, University of Tennessee, Knoxville, TN

2021-2022 Development Assistant-IMG Learfield, Texas Christian University, Fort Worth, TX

2020-2021 Assistant Coach/Director of Intramurals, Forrest City High School, Forrest City, AR

2019-2020 Development Assistant, A-State

CASE, SHAWNA

Information Technology Manager, Information and Technology Services

Effective: November 1, 2024

Salary: \$51,000

Source of Funds: Education and General, page 243, line 42

Justification: Replacement for Harvey Lee, who retired (\$57,222)

Education:

2020 A.S. Computer Information Systems, Columbia College, Columbia, MO

Employment

2014-Present Programmer, ASU-Mountain Home

CHAMBERLIN, SARA

Development Advancement Specialist, Chief Communications Officer

Effective: September 16, 2024

Salary: \$50,000

Source of Funds: Education and General, page 45, line 4, plus salary savings (\$1,014)

Justification: Replacement for Brandi Hodges, who transferred to another position (\$48,986)

Education:

2019 B.A. Journalism, University of Mississippi, Oxford, MS

Employment

2021-Present Senior Multi-Media Journalist, Coastal Television of Arkansas/KJNB FOX and CBS, Jonesboro, AR

2019-2021 Multi-Media Journalist, Coastal Television of Arkansas/KJNB FOX and CBS, Jonesboro, AR

HAGAN, SARA

Systems Specialist, Information and Technology Services

Effective: October 21, 2024

Salary: \$55,000

Source of Funds: Education and General, page 242, line 28

Justification: Replacement for Tracy McMasters, who retired (\$55,000)

Education:

2016 M.S. Business Administration, University of Memphis, Memphis, TN

2003 B.S. English for Corporate Communications and Management, Christian Brothers University, Memphis, TN

Employment

2012-Present Web Specialist II, University of Memphis, Memphis, TN

2004-2012 Web Developer, First Horizon Bank, Memphis, TN

HINKLE, SPENCER

Information Systems Analyst, Dean of Education and Behavioral Science

Effective: October 1, 2024

Salary: \$50,000

Source of Funds: Education and General, page 161, line 4

Justification: Replacement for Cindy Bode, who transferred to another position (\$51,857)

Education:

2021 A.S. General Studies, Black River Technical College, Paragould, AR

Employment

2024-Present End User Support Specialist II, Great Dane Trailers, Jonesboro, AR
2022-2024 Technology Specialist, Jonesboro Public Schools, Jonesboro, AR
2020-2022 Network Specialist I, Greene County Tech School District, Paragould, AR

HOPKINS, CHARLES

Information Systems Analyst, Information and Technology Services

Effective: November 4, 2024

Salary: \$51,000

Source of Funds: Education and General, page 242, line 22

Justification: Replacement for Kimberlee Booth, who was promoted (\$51,000)

Education:

2022 M.S. Information Technology, Southern New Hampshire University, Hooksett, NH
2021 B.S. Game Programming and Development, Southern New Hampshire University, Hooksett, NH

Employment

2019-2024 Door Dash, Dasher, Jonesboro, AR

JOHNSON, LATIKA

Project Program Director, Center for Student Engagement

Effective: November 18, 2024

Salary: \$64,000

Source of Funds: Education and General, page 3, line 1

Justification: Replacement for Adrian Everett, who is no longer employed (\$66,990)

Education:

2024 Ph.D. Educational Leadership and Policy Analysis, University of Missouri, Columbia,
2018 M.S. College Student Personnel Administration, University of Central Arkansas,
Conway, AR
2015 B.S. Interdisciplinary Studies, Arkansas State University

Employment

2021-Present Administrative Support, University of Missouri, Columbia, MO
2018-2021 Coordinator Officer of Multicultural Affairs, Oklahoma State University,
Stillwater, OK
2017-2018 Graduate Assistant, University of Central Arkansas, Conway, AR

ROBERSON, HAYDEN

Project Program Specialist, ASU System Uniform ERP

Effective: September 23, 2024

Salary: \$45,000

Source of Funds: ASU System Education and General, page 10, line 5

Justification: Vacant position in FY25 budget (\$45,900)

Education:

2024 B.S. Computer Science, Arkansas State University

Employment

2024-Present Assistant Grain Dryer Technician, DARCO, West Memphis, AR

STULL, EMMA

Assistant Coach, Bowling

Effective: September 16, 2024

Salary: \$37,600

Source of Funds: Auxiliary, page 264, line 2

Justification: Replacement for Taylor Bailey, who resigned (\$37,600)

Education:

2023 B.S. Psychology, Arkansas State University

Employment

2021-2021 Front Desk Receptionist, Suite Paws Pet Resort and Spa, Raleigh, NC

2018-2021 Front Desk Receptionist, Buffaloe Lanes North Family Bowling Center, Raleigh, NC

WEAVER, JACOB

Computer Support Specialist, A-State Online Operations

Effective: November 1, 2024

Salary: \$55,000

Source of Funds: Education and General, page 70, line 13

Justification: Replacement for Patrick Jeffery, who transferred to another position (56,942)

Education:

2021 B.S. Information Technology, Arkansas Tech University, Russellville, AR

Employment

2021-Present Technology Technician, Russellville School District, Russellville, AR

ARKANSAS STATE UNIVERSITY (A-STATE)
NON-ACADEMIC REASSIGNMENTS
December 13, 2024

DUNN, ALEX

From: Research Assistant, Department
To: Project Program Director, Recruitment
Effective: October 1, 2024
Salary: \$55,000
Source of Funds: Education and General, page 29, line 32, plus salary savings (\$7,539)
Justification: Replacement for Natalie Cline Draper, who resigned (\$47,461)

HARRELL, JENNIFER

From: Assistant Director Computer Services, Information and Technology Services
To: Technical Director, Information and Technology Services
Effective: August 1, 2024
Salary: \$67,431
Source of Funds: Education and General, page 242, line 4
Justification: Replacement for Shannon Lincoln, who is no longer employed (\$67,431)

JEFFREY, PATRICK

From: Computer Support Manager, A-State Online Operations
To: Assistant Director of Computer Services, Information and Technology Services
Effective: October 1, 2024
Salary: \$65,000
Source of Funds: Education and General, page 242, line 31, plus salary savings (\$5,697)
Justification: Replacement for Jennifer Harrell, who transferred to another position (\$59,303)

NELSON, CARY

From: Administrative Analyst, Athletic Administration
To: Research Assistant, Provost Academic Affairs and Research
Effective: September 16, 2024
Salary: \$46,000
Source of Funds: Education and General, page 50, line 6
Justification: Replacement for Brittany Hall, who transferred to another position (\$52,000)

POWELL, MICHA

From: Network Support Analyst, Information and Technology Services
To: Computer Network Coordinator, Information and Technology Services
Effective: October 1, 2024
Salary: \$55,000
Source of Funds: Education and General, page 242, line 13
Justification: Replacement for Carlena Adams, who resigned (\$55,000)

SHANNON, NICOLE

From: Project Program Manager, Records and Registration
To: Assistant Director of Athletics, Athletic Administration
Effective: August 1, 2024
Salary: \$60,000
Source of Funds: Education and General, page 248, line 1
Justification: Funding reallocated for reorganization of Compliance Office, including a position to create oversight of student athlete advising

SHOFFNER, ANDREW

From: Database Analyst, Information and Technology Services
To: Network Support Analyst, Information and Technology Services
Effective: October 16, 2024
Salary: \$50,000
Source of Funds: Education and General, page 243, line 35
Justification: Replacement for Micah Powell, who transferred to another position (\$50,000)

THOMAS, ASHLEY

From: Academic Advisor, Liberal Arts Advising and Career Center
To: Project Program Manager, Records and Registration
Effective: October 1, 2024
Salary: \$49,399
Source of Funds: Education and General, page 59, line 3
Justification: Replacement for Nicole Shannon, who transferred to another position (\$43,399)

WALKER, JAMAICA

From: HEI Program Coordinator, Office of Institutional Integrity and Title IX
To: Research Compliance Coordinator, Research and Technology Transfer
Effective: November 1, 2024
Salary: \$57,500
Source of Funds: Education and General, page 54, line 8
Justification: Replacement for Kellie Watson, who resigned (\$67,613)

WHITFIELD, SCOUT

From: Financial Aid Analyst, A-State Online Operations
To: Academic Advisor, A-State Online Operations
Effective: October 16, 2024
Salary: \$40,000
Source of Funds: Education and General, page 70, line 7
Justification: Replacement for Katherine Pryor, who resigned (\$40,800)

ARKANSAS STATE UNIVERSITY-BEEBE
ACADEMIC APPOINTMENTS
December 13, 2024

JACKSON, TIMOTHY

Director/Instructor of Emergency Medical Services

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

Effective: November 1, 2024

Source of Funds: Education and General, page 27, line 2

Justification: Vacant position in FY25 budget (\$62,700)

Education:

2014	B.S.	Sports and Health Sciences, American Military University, Charles Town, WV
1999	T.C.	Paramedic Science, Northwest Arkansas Community College, Bentonville, AR
1995	T.C.	EMT, North Arkansas College, Harrison, AR

Employment:

2020-2024	Professional Character Witness/Medical Review Expert, SME, Inc., Jonesboro, AR
2015-2024	Paramedic, MEMS, Little Rock, AR
2020-2022	Paramedic, Pafford Emergency Medical Services, Rogers, AR
2019-2021	QA/QI Officer/Advisor, Arkansas Air Ambulance, Little Rock, AR
2019-2021	ER Paramedic, Cabot Emergency Hospital, Cabot, AR
2019-2020	Quality Analyst, Conway Regional Medical Center, Conway, AR
2016-2019	Clinical Manager/Flight Paramedic, Survival Flight, Inc., Batesville, AR

MANSFIELD, JENNIFER

Instructor of Nursing

Salary: \$51,233 (12-month)

Effective: September 16, 2024

Source of Funds: Education and General, page 29, line 2

Justification: Replacement for Lacey Brown, who resigned (\$56,371)

Education:

2012	A.A.S.	Nursing, University of Arkansas Community College, Batesville, AR
2011	C.P.	Nursing, University of Arkansas Community College, Batesville, AR

Employment:

2022-2024	G.I. Lab R.N., Springhill Surgery Center, North Little Rock, AR
2018-2022	Client Care R.N., Absolute Care Management, Searcy, AR
2017-2017	Clinic Nurse, CARTI, Little Rock, AR
2016-2017	Dialysis R.N., Davita Dialysis, Little Rock, AR
2014-2016	Floor Nurse, St. Vincent Rehab, Sherwood, AR

ARKANSAS STATE UNIVERSITY-BEEBE
NON-ACADEMIC APPOINTMENT
December 13, 2024

BULLOCK, MICHAEL

HE Public Safety Commander

Salary: \$55,000

Effective: September 3, 2024

Source of Funds: Education and General, page 75, line 3

Justification: Vacant position in FY25 budget (\$57,600)

Education:

2009 Cert. Certified Law Enforcement Officer, Arkansas Law Enforcement Training Academy, Camden, AR

Employment:

2007-2022 Police Officer, Searcy Police Department, Searcy, AR

ARKANSAS STATE UNIVERSITY-BEEBE
NON-ACADEMIC REASSIGNMENT
December 13, 2024

COLE, ANDREA

From: Development Officer/Major Gifts

To: Associate Vice Chancellor for Institutional Advancement

Salary: \$80,000

Effective: October 16, 2024

Source of Funds: Education and General, page 62, line 3

Justification: Replacement for Rose Mary Jackson, who retired (\$89,316)

ARKANSAS STATE UNIVERSITY-MOUNTAIN HOME
ACADEMIC REASSIGNMENT
December 13, 2024

WINTLE, DOUG

From: Emergency Medical Services Instructor
To: Emergency Medical Services Director
Salary: \$56,918 (12-month)
Effective: November 1, 2024
Source of Funds: Education and General, page 69, line 1
Justification: Vacant position in FY25 budget (\$75,000)

ARKANSAS STATE UNIVERSITY-MOUNTAIN HOME
NON-ACADEMIC APPOINTMENTS
December 13, 2024

BOULDIN, REBECCA

Director of Development

Salary: \$52,000

Effective: October 1, 2024

Source of Funds: Education and General, page 92, line 1, plus salary savings (\$49,663)

Justification: Replacement for Mollie Morgan, who resigned (\$49,663)

Education:

2024 B.A. Psychology, University of Arkansas, Fayetteville, AR

Employment:

2007-2022 Senior Marketing Manager, Proctor & Gamble, Cincinnati, OH

2005-2007 Account Executive/Project Manager, Saatchi & Saatchi X, Springdale, AR

CARLISLE, BRIAN

Vice Chancellor for Student Affairs

Salary: \$105,000

Effective: October 1, 2024

Source of Funds: Education and General, page 72, line 1

Justification: Vacant position in FY 25 budget (\$105,000)

Education:

2009 J.D. Southwestern Law School, Los Angeles, CA

1998 M.A. Higher Education Administration, University of Alabama, Tuscaloosa, AL

1996 B.S. Applied Mathematics, University of Alabama, Tuscaloosa, AL

1994 A.A. Mathematics, Faulkner State Community College, Bay Minette, AL

Employment:

2022-2024 Assistant Dean for Academic Affairs and Dean of Students, Northeastern University School of Law, Boston, MA

2018-2021 Vice-President for Student Engagement and Dean of Students, LaGrange College, LaGrange, GA

2013-2018 Vice President for Student Affairs, Pitzer College, Claremore, CA

2010-2013 Dean of Students, University of Wisconsin-Eau Claire, Eau Claire, WI

WISE, KAYLEE

Marketing Coordinator

Salary: \$48,000

Effective: October 1, 2024

Source of Funds: Education and General, page 91, line 1

Justification: Replacement for Christy Keirn, who transferred to another position (\$79,700)

Education:

2013 B.A. Theater, Southern Arkansas University, Magnolia, AR

Employment:

2021-2024 Email Marketing and Strategy Manager, Carnegie Hall, New York, NY

2019-2021 Marketing Director, GBMc & Associates, Bryant, AR

2018-2019 Brand Development Coordinator, American Taekwondo Association
International Headquarters, Little Rock, AR

2014-2018 Digital Marketing Manager, Performing Arts Fort Worth, Fort Worth, TX

ARKANSAS STATE UNIVERSITY-MOUNTAIN HOME
NON-ACADEMIC REASSIGNMENTS
December 13, 2024

FABRICIUS, ROBIN

From: Testing Center Coordinator
To: Executive Operations Specialist and Assistant to the Chancellor
Salary: \$38,800
Effective: October 16, 2024
Source of Funds: Education and General, page 10, line 4
Justification: Replacement for Audrey Forbes, who resigned (\$38,880)

GRISSUM, BROOKE

From: Student Activity Specialist
To: Recruiter
Salary: \$38,000
Effective: August 1, 2024
Source of Funds: Education and General, page 90, line 1
Justification: Replacement for Rachel Young, who resigned (\$39,199)

ARKANSAS STATE UNIVERSITY-NEWPORT
ACADEMIC APPOINTMENT
December 13, 2024

MANOR, ADRIAN

Instructor of Surgical Technology

Salary: \$48,000 (12-month)

Effective: September 16, 2024

Source of Funds: Education and General, page 55, line 2, plus salary savings (\$3,115)

Justification: Replacement for Caitlyn Murdock, who resigned (\$44,885)

Education:

2025 B.S. Agriculture, Arkansas State University

2022 A.A.S. Surgical Technology, Arkansas State University-Newport

Employment:

2023-2024 Certified Surgical Technologist, Medical Solutions, Jasper, IN

2022-2023 Certified Surgical Technologist, St. Bernards Medical Center, Jonesboro, AR

ARKANSAS STATE UNIVERSITY-NEWPORT
NON-ACADEMIC APPOINTMENTS
December 13, 2024

CLARK, BETHANY

Director of Student Life

Salary: \$45,000

Effective: October 1, 2024

Source of Funds: Education and General, page 93, line 1

Justification: Replacement for Kathryn Briley, who resigned (\$45,000)

Education:

2022 M.B.A. University of Central Arkansas, Conway, AR

2021 B.S. Marketing, Arkansas State University

Employment:

2024-Present Digital Marketing Coordinator, Sahara Rose Boutique, Jonesboro, AR

2023-2024 Administrative Analyst, Financial Aid and Scholarships, A-State

2022-2023 Sales Development Associate, United Rentals, Jonesboro, AR

2021-2022 Territory Sales Manager, Payvantage, Jonesboro, AR

2021-2021 Internship as Sales Development Assistant, Continental Utility Solutions, Inc., Jonesboro, AR

2020-2020 Internship, Coldwell Banker, Jonesboro, AR

NWOFOR, ADA PRINCESS

Data Operations Specialist

Salary: \$55,000

Effective: November 1, 2024

Source of Funds: Education and General, page 132, line 2

Justification: New position needed, due to enrollment growth

Education:

2015 B.S. Microbiology, Nnamdi Azikiwe University, Awka, Nigeria

2024 Cert. Microsoft Certified: Az-900 Azure Fundamentals, Certified Data Entry Professional (CDEP), Microsoft Office Specialist (MOS)

Employment:

2020-2024 Data Operations Specialist, Progressive Insurance, Atlanta, GA

2018-2020 Data Operations/Inventory Analyst, UNLINE Shipping, Atlanta, GA

2016-2018 Data Entry Operator II, Diamond Bank PLC, Lagos, Nigeria

ARKANSAS STATE UNIVERSITY MID-SOUTH
ACADEMIC APPOINTMENTS
December 13, 2024

DANIEL, ROBERT TYLER

Instructor, Welding

Salary: \$55,000 (12-month)

Effective: September 25, 2024

Source of Funds: Education and General, page 18

Justification: Replacement for James Ed Cook, who transferred to another position (\$65,347)

Education:

2018 A.A.S. General Technology-Welding, Arkansas State University Mid-South

2019 C.P. Journeyman Welder, Delta Technical College, Horn Lake, MS

Employment:

2023-2024 Fitter, NKC of America Instructor, Memphis, TN

2023-2023 Fitter/Welder, Morgan Steel LLC, Memphis, TN

2018-2023 Foreman, CoBuilt LLC, Memphis, TN

KREHL, CHRISTIAN

Instructor, Auto and Diesel Technology

Salary: \$55,000 (12-month)

Effective: September 23, 2024

Source of Funds: Education and General, page 16, plus salary savings (\$2,500)

Justification: Replacement for Albert Johnson, who resigned (\$52,500)

Education:

2023 B.S. Education, Arkansas State University

2023 A.A.S. General Technology-Diesel Mechanics, Arkansas State University Mid-South

Employment:

2021-2024 Fleet Manager, DeSoto County Schools, Southaven, MS

2017-2020 Bus Driver, Durham School Services, Arlington, TN

2017-2022 Bus Driver, ASU Mid-South

PHILLIPS, BRENDA

Instructor, Information Systems Technology

Salary: \$42,500 (10-month)

Effective: October 7, 2024

Source of Funds: Education and General, page 23

Justification: Replacement for Jawad Almaatouk, who resigned (\$43,784)

Education:

1989	B.S.	Telecommunications & Information Systems, Christian Brothers University, Memphis, TN
1977	A.A.	Liberal Arts, Indian River Community College, Ft. Pierce, FL

Employment:

2023-2024	Adjunct Instructor Information Systems Technology, ASU Mid-South
2018-2024	Assistant Professor Computer Information Technology, Southwest Tennessee Community College, Memphis, TN
2006-2015	Computer Training System Analyst III, FedEx Express, Memphis, TN

ARKANSAS STATE UNIVERSITY MID-SOUTH
NON-ACADEMIC REASSIGNMENT
December 13, 2024

COOK, JAMES

From: Lead Instructor, Welding
To: Dean of Advanced Manufacturing, Ground Transportation and Workforce
Education
Salary: \$70,000
Effective: August 19, 2024
Source of Funds: Education and General, page 15, plus salary savings (\$1,825)
Justification: Replacement for Michelle Bennett, who resigned (\$68,175)

ARKANSAS STATE UNIVERSITY THREE RIVERS
ACADEMIC APPOINTMENTS
December 13, 2024

PARKER, DEANNA

Adult Education Instructor

Salary: \$57,732 (12-month)

Effective: October 14, 2024

Source of Funds: Education and General, page 74, line 24

Justification: Replacement for Rhonda Crumby, who resigned (\$53,309)

Education:

1995 B.S. Education, Henderson State University

Employment:

2022-2024 Adult Education and ESL Instructor, Southern Arkansas University Tech,
Camden, AR

2013-2022 Office Manager, Tech Assurance, Biloxi, MS

1995-2013 Art Instructor, Smackover School District, Smackover, AR

DISON, CODY

Welding Instructor, Saline County Career Technical Center

Salary: \$43,475 (10-month)

Effective: September 16, 2024

Source of Funds: Education and General, page 77, line 10, plus salary savings (3,297)

Justification: Replacement for JJ Dubose, who resigned (\$46,772)

Education:

2014 T.C. Pipe Welding, Structural Welding, University of Arkansas Community
College, Morrilton, AR

Employment:

2024 Pipe Welder, NABCO Inc., Conway, AR

2022-2024 Welding Instructor, Conway Public Schools, Conway, AR

2018-2022 Team Lead, Safety Advocate, Fabricator, Caterpillar Inc., North Little
Rock, AR

**ARKANSAS STATE UNIVERSITY THREE RIVERS
ACADEMIC REASSIGNMENT
December 13, 2024**

CARPENTER, LISA

From: Adult Education Instructor
To: Director of Adult Education
Salary: \$60,000 (12-month)
Effective: September 2, 2024
Source of Funds: Education and General, page 74, line 19, plus salary savings (\$5,448)
Justification: Replacement for Casson Brock, who transferred to another position (\$65,448)