

AGENDA
ARKANSAS STATE UNIVERSITY SYSTEM
BOARD OF TRUSTEES
March 10, 2023
10:00 a.m.
ASU Three Rivers Campus

- I. Call to Order
Jerry Morgan, Chair

- *II. Approval of the Minutes of Past Meetings
December 9, 2022
January 30, 2023

- III. President's Report
Reports of the Chancellors

- *IV. Agenda
 - Proposed ASU System Resolutions
 - Resolution approving the ASU System to adopt a Debt Management Policy
 - Resolution approving the ASU System to proceed with the New Nursing Building Capital Project at ASU Three Rivers

 - Proposed Arkansas State University (A-State) Resolutions
 - Resolution approving A-State to proceed with establishing a College of Veterinary Medicine, and to offer the degree of Doctor of Veterinary Medicine
 - Resolution approving A-State to modify its lease agreement with Cobblestone Village Good Guild, Inc., d/b/a NEA Sports Club, and to enter into separate lease agreements with Elm Street Center, Inc. and Aggie Road Center, Inc.
 - Resolution approving A-State to apply for federal grant funding from the Transportation Alternatives Program for support of the Campus Loop Trail in Jonesboro
 - Resolution approving A-State to name the Scarlet to Black Program, the "Kays Foundation Scarlet to Black Program for Financial Independence"

 - Proposed ASU-Beebe Resolution
 - Resolution approving ASU-Beebe to offer a Certificate of Proficiency in Medication Assistant-Certified

 - Proposed ASU-Newport Resolution
 - Resolution approving ASU-Newport to apply for federal grant funding from the Transportation Alternatives Program for support of a campus loop trail

- Proposed ASU Three Rivers Resolution
 - Resolution approving ASU Three Rivers to confer the Honorary Associate of Applied Science Degree in General Technology upon Chester Fort

- Proposed Henderson State Resolutions
 - Resolution approving Henderson State to offer a Bachelor of Science degree in Natural Sciences
 - Resolution approving Henderson State to offer a Bachelor of Science degree in Secondary Education, with a focus on Math Education
 - Resolution approving Henderson State to grant an easement to Entergy Arkansas, LLC

V. Executive Session

*VI. Approval of Personnel Actions

VII. Other Business

*VIII. Adjournment

*Action Items

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

ACTION ITEM: The Arkansas State University System seeks approval to adopt a Debt Management Policy.

ISSUE: The Board of Trustees must approve all System policies.

BACKGROUND:

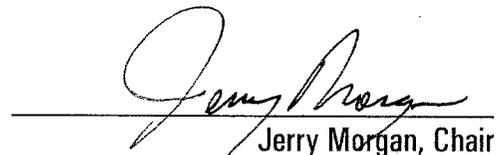
- The Arkansas State University System desires to establish a policy to protect the long-term financial health of campuses of the System and to maintain proper debt management across the System.
- A copy of the Arkansas State University System Debt Management Policy is attached to this resolution.

RECOMMENDATION/RESOLUTION:

Be it resolved that the Arkansas State University System Debt Management Policy is approved, effective immediately.



Robert G. Rudolph Jr., Secretary



Jerry Morgan, Chair

ASU System Policy

Effective Date: March 10, 2023

Subject: Debt Management

Purpose

The Arkansas State University System (System) Debt Management Policy (Debt Policy), in coordination with the System's Bond Financing Post-Issuance Compliance Policy, establishes guidelines for the prudent use and management of debt.

Debt financing is a source of funding that allows the System to finance the cost of capital improvements for one of its component institutions over a period of time, typically related to the useful life of the asset.

The System may use debt financing for academic, administrative, and auxiliary facilities and equipment, as well as any other infrastructure needs or property acquisitions that are consistent with strategic priorities. Decisions regarding appropriate use of debt should be balanced to ensure the System's financial health – as well as the health of the System institutions – while also considering the effects of current decisions on future costs of capital and operating budgets. Adherence to the following policies will ensure that risks associated with debt issuance are effectively managed.

Procedures

A. Affordability

1. When issuing debt, the System will seek a source of funding available commensurate with the most favorable financial terms, conditions, and risks that are consistent with the System's capital structure and financing requirements.
2. External borrowings will be coordinated to the extent practicable, so that multiple project needs can be accomplished in a single borrowing, thereby reducing issuance costs.
3. All debt-financed projects must have an identified revenue stream (or cost reduction) and must be supported by an achievable plan of finance to provide debt service coverage and meet any new or increased operating cost.
4. The cost of debt-financed capital acquisitions should be charged to the future users of the capital asset over the period in which the debt is outstanding and over the asset's useful life, as legally permitted. The System may, however, issue debt for a term shorter than the asset's useful life.

5. All debt payments will be prioritized and provided for in the annual operating budget.

B. Budget Structure

1. In general, fixed-rate debt will be utilized. However, the System may utilize variable-rate debt when appropriate for a particular financing plan, taking into consideration bond market conditions, the System's liquidity position, and risks associated with variable rate debt (including interest rate risk, remarketing risk, and liquidity renewal risk).
2. The use of capitalized interest will only be considered for projects whose identified funding stream will not be able to immediately generate sufficient revenues to repay debt. In those instances, interest will not be capitalized for a period in excess of the construction period, plus three months.
3. The System's debt capacity will be determined from time to time, recognizing it as a subjective measure. Consideration should be given to bond-rating agencies and related industry guidelines. The System recognizes that strategy and mission must be the primary drivers of its use of debt. Additionally, considerations will be given to ensure that component institutions' proportional share of the consolidated long-term debt is equitable.

C. Risk Management

1. The System will not default on its bond covenants and obligations. Meeting debt-service obligations will be prioritized over competing budgetary needs of the System and institutions, including the use of reallocations and reductions, when required.
2. The System will consider refinancing outstanding debt only when savings for the refinancing, measured on a net present value basis, are positive, or when the refinancing accomplishes other strategic objectives, including budgetary relief or reducing or eliminating future risks.
3. Negative financial covenants and restrictions will be minimized to the extent possible, taking into consideration the long-term capital requirements of the System.
4. The System's cash-flow procedures will be managed to ensure timely payment of debt service.
5. Compliance with debt reporting and financial covenants will be closely monitored and adhered to by the System Chief Financial Officer (CFO) with validation by external auditors.

6. The following risks should be addressed before issuing debt:

Change in Public/Private Use

The change in the public/private use of a project, which is funded by tax-exempt funds, could potentially cause a debt issue to become taxable.

Default Risk

The risk that revenues for debt-service payments are not all received by the due date.

Liquidity Risk

The risk that the System will not be able to meet its current and future cash-flow collateral needs, both expected and unexpected, without materially affecting its daily operations or overall financial condition.

Interest Rate Risk

For variable rate debt, the risk that interest rates will rise, on a sustained basis, above levels that would have been set if the issue had been fixed.

D. Financing Procedures

1. The CFO of the System will have responsibility for any debt financing and issuances of debt and will coordinate all related activities with the campuses. This includes drafting the authorizing resolution for approval by the System Board of Trustees. Additionally, the CFO of the System will be responsible for coordinating with the Arkansas Department of Higher Education's Institutional Finance Division to obtain approval of the economic feasibility.
2. The System Office of General Counsel has responsibility for all legal actions relating to any debt financing, including reviewing all documents and legal opinions, and determining the role of external legal counsel.
3. The institution responsible for a proposed project will provide the CFO of the System with the following information:
 - Total project cost
 - For auxiliary supported projects:
 - a. At a minimum, five-year pro forma showing all available revenues, expenses, and net revenues available to pay debt service;
 - b. A coverage ratio calculation within the pro forma applied to each project, whereby revenues for the project exceed expenses by a minimum of 25 percent;
 - Project time schedule;
 - Budget plan for increased operating costs;
 - Other information, as requested.
4. The System CFO, in conjunction with the campuses, will work with selected underwriters, financial advisors, bond counsel, rating agency, and General Counsel to develop all necessary financial resolutions, policies, procedures, projections, and documents needed to successfully finance a project before the sale of bonds.

E. Procedures and Approvals for Refinancing

1. The System CFO will assure that any issuance of debt is structured cost effectively and in the best interest of the System, taking into consideration the Debt Management Policy and the Bond Financing Post-Issuance Compliance Policy.
2. The System Office of General Counsel will assure that all legal opinions, bond documents, disclosure documents, and any other required legal materials are satisfactory.
3. The System CFO, in consultation with the System Office of General Counsel, will assure that all materials necessary for the Board to complete its review of the financing are provided to the Board in a timely manner.
4. The Board will approve the bond purchase agreement and other financing documents.

F. Post-Issuance Compliance

The Board of Trustees of the System borrows through the issuance of tax-exempt bonds to finance acquisition and construction of, and improvements to, many of its facilities and other capital projects. Investors in tax-exempt bonds are willing to accept a lower coupon rate because interest earned on the tax-exempt bonds is exempt from state and federal income tax. This exemption translates into a lower cost of capital for the System. However, various requirements must be satisfied for tax-exempt bonds to maintain their tax-exempt status.

This section explains the guidelines and practices that the System follows to comply with rules and regulations relating to tax-exempt bonds and is not intended to supersede the existing Post-Issuance Compliance Manual. Compliance is required, both upon issuance of the bonds and during the post-issuance phase, which extends through, and beyond, the life of the bonds. An exception to these guidelines may only be authorized by the System CFO, in consultation with relevant System bond counsel, based on a determination that such exception will not jeopardize the tax-exempt status of the applicable bond issue.

1. Roles, Responsibilities, and Procedures
 - a. Campus Post-Issuance Compliance Officer – In accordance with System Policy “Bond Financing Post- Issuance Compliance,” each institution in the System shall designate a representative. The duties of this compliance officer include, but are not limited to, the following:
 - i. Assure that tax-exempt bond proceeds are spent on the projects specified within the financing documents;
 - ii. Maintain appropriate documentation for allocations of bond-financing proceeds to expenditures and copies of requisitions, draw schedules, invoices, and cancelled checks related to bond proceeds spent during the construction period;

- iii. Assure that bond proceeds are spent within the timeline provided by the Internal Revenue Service (IRS) guidelines for tax-exempt financing;
 - iv. Assure that the IRS private-use limitations are maintained for the life of the financing;
 - v. Provide for arbitrage yield calculations, monitor any restrictions, and assure compliance with IRS regulations;
 - vi. Provide timely reporting.
- b. School and Department Responsibilities - Institution or department senior finance officers have certain responsibilities with respect to capital projects and facilities financed with tax-exempt bonds. These individuals play a critical role in ensuring compliance with the Guidelines, and they are responsible for the accuracy and completeness of information provided to their Institution Post-Issuance Compliance Officer regarding the utilization of space. In addition, they are responsible for ensuring that their departments retain records for the appropriate timeframe. The Senior Finance Officers are designated by the respective University Post Issuance Compliance Officer.

2. Recordkeeping

The System seeks to comply with regulatory record-retention requirements. Good record retention and documentation provide evidence of compliance and are the foundation of a successful bond compliance program. The System Office will also retain all records relating to debt transactions for as long as the debt is outstanding, plus three years after the final redemption date of the transaction. In the event that any debt is refunded, the records shall be kept for the life of the refunding bonds, plus three years.

3. Generally Accepted Accounting Principles (GAAP)

The System will comply with the standard accounting practices adopted by the Financial Accounting Standards Board and the Governmental Accounting Standards Board when applicable. The System CFO shall establish operating procedures with respect to the maintenance of relevant records and shall oversee compliance with such operating procedures.

4. Arbitrage Compliance

Arbitrage arises when proceeds from a bond issue are invested and the yield on the investments is greater than the yield on the bonds. Negative arbitrage arises when the investment yield is less than the yield on the bonds. The Internal Revenue Service (IRS) Code contains requirements relating to arbitrage, yield restriction, and rebate that must be satisfied to ensure bonds do not lose tax-exempt status.

a. Yield Restriction

Unless there is an exception permitted by the IRS Code, the arbitrage rules generally prohibit proceeds of a bond issue from being invested in a yield in excess of the bond yield. Bond counsel should be consulted before investing bond proceeds above the bond yield.

b. Rebate

Even if an exception to yield restriction applies and arbitrage is earned on an issue, the excess earnings must be remitted to the U.S. Treasury Department unless an exception to rebate applies.

The System's objective is to invest bond proceeds to the bond yield or higher, while minimizing arbitrage rebates to the extent permissible by rebate exceptions. Negative arbitrage is to be avoided. The System CFO works in conjunction with the University Post-Issuance Compliance Officer to establish operating procedures with respect to arbitrage investment limitations and rebate requirements on behalf of the System. The System CFO shall oversee compliance with such operating procedures to avoid any investment or rebate compliance errors.

5. Expenditures and Assets

The System CFO will coordinate compliance for this area and, in consultation with the University Post-Issuance Compliance Officers, may designate individuals on each/any campus to assist in achieving and maintaining compliance.

6. Allocation of Proceeds

Allocation of bond proceeds to capital projects is an important element in the ongoing compliance effort. The default methodology used for making an allocation of bond proceeds is "specific tracing," meaning the proceeds are deemed to be spent on the expenditures to which they are traceable. The System CFO will prepare, or have prepared, an allocation certificate to memorialize the expenditure of bond proceeds (and other funding sources, if any) on relevant projects. The System CFO reviews and updates fields, as necessary, until the bond proceeds are fully allocated and all projects have been fully funded.

The System typically allocates equity or taxable debt to the portion of a project used for private use (if any exists), to minimize the private use of a bond, as documented in the allocation certificate.

7. Private Use

- a. Definition: Private Use (PU) means the use of bond-financed property in a trade or business by any person or entity other than the System. PU is measured separately for each outstanding bond issue. Any proposed Private Use Projects should be reported to the System CFO, who will consult with outside Bond Counsel.
- b. Definition: Capital Lease is a contract entitling a lessee to the temporary use of an asset and has the economic characteristics of asset ownership for accounting purposes.
- c. Any public-private partnerships, which are bond-financed and which the System is ultimately responsible to pay down debt for, will be considered as part of the System debt capacity and reported to the rating agencies.

- d. Examples of Private Use:
- i. Leases of System property to non-System entities;
 - ii. Noncompliant management or service contracts;
 - iii. Noncompliant sponsored research agreements;
 - iv. Naming-rights arrangements with a private user.

Note: According to IRS regulations, activities are only PU if they are carried out in a tax-exempt, bond-financed space.

- e. Monitoring Private Use:
- i. It is the System's general policy that PU in tax-exempt financed facilities should be avoided. It is also the System's current practice to finance capital projects with a layer of non-tax-exempt debt, including the System funds or taxable debt where PU is expected to occur.
 - ii. At the time of tax-exempt bond issuance, the System CFO, with the assistance of the Institution Post-Issuance Compliance Officers, will assess and quantify any potential PU in capital projects and confirm that the equity contributions to the respective projects will be sufficient to cover such PU. The System CFO, in consultation with the Institution Post Issuance Compliance Officers, will establish a process for identifying and tracking existing PU for purposes of calculating, at least annually, the percentage of PU being conducted in bond-financed, per-project, and per-bond issue.
 - iii. The Institution Post-Issuance Compliance Officers, in consultation with the System CFO, will each establish a process for their campus to review and approve/reject proposals that would result in PU being carried on in a tax-exempt, bond-financed space. Full information must be gathered prior to such decision-making, including the details and location of the (proposed) activity, the financing structures of the facilities in question, and information about other potential PU in those facilities. PU activity may be approved by the System CFO only if:
 - The capital project has enough equity (i.e., non-tax- exempt debt) to allow the potential PU to be fully allocable to equity;
 - Any allocation of potential PU to equity must not use a majority of equity funding available for that project.

- f. Remedial Action:
- Each System Institution department using tax-exempt debt is responsible for notifying the University Post-Issuance Compliance Officer, or designee, before there is a change in use of the project or facility financed with tax-exempt debt. In the event that such a change in use may result in excessive PU for a bond issue, the System may avail itself of rules under Treasury Regulation Section 1.141-12, which provides for "remedial action" by redemption or defeasance of nonqualified bonds. Remedial action, when properly taken, preserves the tax exemption of interest on the bonds. Failure to meet remedial action may result in significant penalties which will be borne by the institution or department.

In limited circumstances, remedial action may be taken by applying disposition proceeds to other qualifying capital expenditures.

The System will seek advice of bond counsel if remedial action may be required. To the extent that a potential violation of PU rules arises that cannot be corrected through remedial action, or in the event of a potential arbitrage violation, the System will seek the advice of borrower and/or bond counsel concerning its alternatives, which may include approaching the IRS under the Voluntary Closing Agreement Program (VCAP).

8. This Section G shall be read and interpreted consistent with the existing Post-Issuance Compliance Policy Manual of the System. In the event of a conflict, the provisions of the Post-Issuance Compliance Policy Manual shall control.

(Adopted by the Arkansas State University System Board of Trustees on March 10, 2023, Resolution 23-02.)

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

ACTION ITEM: The Arkansas State University System (ASU System) requests approval to proceed with the New Nursing Building Capital Project at Arkansas State University Three Rivers.

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

BACKGROUND:

- The ASU System is requesting approval to construct a new nursing building on the Arkansas State University Three Rivers campus. This new building will accommodate an increase in Practical Nursing and Registered Nursing slots, as well as new programs for Certified Nursing Assistants and Emergency Medical Technicians.
- The capital project, estimated to total \$8,000,000, will be funded entirely through federal grant funds.
- 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 New Nursing Building Capital Project at Arkansas State University Three Rivers.


Robert G. Rudolph Jr., Secretary


Jerry Morgan, 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.

Institution:	Arkansas State University Three Rivers	Date:	2/15/23
Project Name:	New Nursing Building		

Project Description: (in detail)

ASUTR plans to utilize \$8,000,000 of federally appropriated funds to construct a new 20,000 sq. ft. nursing building. This facility will accommodate an increase in PN & RN slots, as well as new programs for C.N.A. and EMT.

Estimated Date of Commencement:	03/15/23
Estimated Date of Completion:	Summer 2024
Total Project Cost Estimate:	\$8,000,000

Please provide the detail of cost estimate below:

	Estimated Project Cost	
Construction: <i>(Include cost of built-in equipment)</i>	6,432,000	
Architect/Engineer Fees:	385,920	6.0%
Contingencies: <i>[Not to exceed 10% of Construction and A&E]</i>	681,792	10.0%
Land Purchases:	0	
Movable Equipment and Furniture:	500,288	
Total Cost of Project:	8,000,000	

Please provide detail of planned sources of funding:

	Amount	Percentage
General Improvement:		0.0%
Institutional Reserves:		0.0%
Institutional Operating Funds:		0.0%
Federal Grant Funds:	8,000,000	100.0%
Special Revenue Funds:		0.0%
Foundation or Other Private Monies:		0.0%
Loan Proceeds (if approved):		0.0%
Total Proposed Funding:	8,000,000	100.0%

Notes:

Before the passage of the Omnibus Act with the \$8 million in capital funding, Lewis Architects had been selected as the design professionals for the planned expansion of the existing nursing building. A Minor Capital Project Proposal Form for the design phase of the expansion was approved in May of 2022. ASUTR will no longer expand the existing nursing building, but plans to retain Lewis Architects for the design of a new nursing building.

EXECUTIVE SUMMARY

Contact: Len Frey (870) 972-3535

ACTION ITEM: Arkansas State University (A-State) requests approval to proceed with establishing a College of Veterinary Medicine, and to offer the degree of Doctor of Veterinary Medicine (DVM).

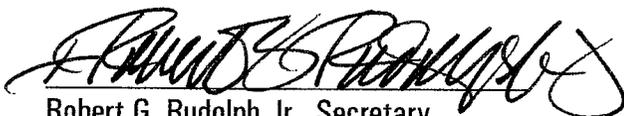
ISSUE: The Board of Trustees must approve the addition of new academic units and the offering of new degrees.

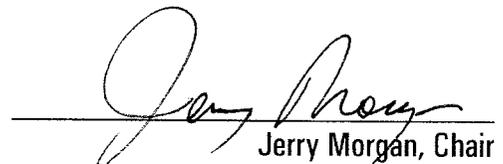
BACKGROUND:

- The veterinary medical profession is currently facing a workforce crisis that includes historic shortages of veterinarians, veterinary nurses/technicians, and veterinary specialists. The state of Arkansas is one of only 19 states, which remain without either a wholly owned and operated college/school of veterinary medicine or a veterinary college/school that is operated jointly with another state. Graduates of this proposed program will be qualified to work as veterinarians in Arkansas and elsewhere.
- Students wishing to receive this degree must complete a four-year program of study leading to the DVM degree.
- This program will seek approval from the A-State Graduate Council, the Arkansas Division of Higher Education, and will pursue accreditation by the American Veterinary Medical Association Council on Education (AVMA-COE).

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University is approved to proceed with establishing a College of Veterinary Medicine, and to offer the degree of Doctor of Veterinary Medicine.


Robert G. Rudolph Jr., Secretary


Jerry Morgan, Chair

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

ACTION ITEM: Arkansas State University (A-State) requests approval to modify its lease agreement with Cobblestone Vintage Good Guild, Inc., d/b/a NEA Sports Club, and to enter into separate lease agreements with Elm Street Center, Inc. and Aggie Road Center, Inc.

ISSUE: The ASU System Board of Trustees approves lease agreements.

BACKGROUND:

- In 2015, A-State entered into a 10-year lease agreement with NEA Sports Club to dispense alcoholic beverages in certain areas of Centennial Bank Stadium and other designated A-State campus locations. The lease was modified and extended in 2021.
- Since that time, NEA Sports Club has raised more than \$150,000 for the Arkansas State University Red Wolves Foundation, Inc., and has provided enhanced services at premium seating areas at sporting events, as well as during concerts in First National Bank Arena.
- Beginning in 2021, A-State and NEA Sports Club began looking at options to enhance the services originally contemplated in the initial agreement.
- NEA Sports Club wishes to modify the lease agreement in order to authorize additional areas of service in Centennial Bank Stadium, including service throughout the entire stadium.
- Subject to additional approval by the Jonesboro City Council and the Alcoholic Beverage Control administration, NEA Sports Club wishes to transfer and expand its service at Tomlinson Stadium to Aggie Road Center, Inc., and transfer its service at First National Bank Arena to Elm Street Center, Inc.
- NEA Sports Club, Aggie Road Center, and Elm Street Center share the same Board of Directors and the same nonprofit purpose of providing benefits to the A-State Red Wolves Foundation.
- The new lease agreements will begin on the effective date and will remain in effect for 10 years.

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University is approved to modify its lease agreement NEA Sports Club, to pursue additional service options in Centennial Bank Stadium, and to enter into separate lease agreements with Elm Street Center, Inc. and Aggie Road Center, Inc. The Executive Vice Chancellor for Finance & Administration and COO of A-State is authorized to execute documents to effect this agreement.



Robert G. Rudolph Jr., Secretary



Jerry Morgan, Chair

EXECUTIVE SUMMARY

Contact: Len Frey (870) 972-3033

ACTION ITEM: Arkansas State University (A-State) requests approval to apply for federal grant funding from the Transportation Alternatives Program for support of the Campus Loop Trail in Jonesboro.

ISSUE: A resolution from the Arkansas State University System Board of Trustees is required to apply for this grant.

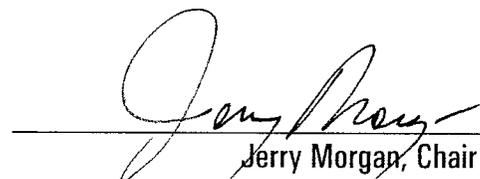
BACKGROUND:

- A-State understands that federal Transportation Alternatives Program funds are available at 80% federal participation and 20% local match/in-kind labor to develop or improve the Campus Loop Trail.
- Federal funds are available for this project on a reimbursable basis, requiring work to be accomplished, as well as proof of payment, prior to actual monetary reimbursement.
- The Campus Loop Trail, using federal funding, will be open and available for use by the general public and will be maintained by A-State for the life of the project.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University is approved to apply for federal grant funding from the Transportation Alternatives Program for support of the Campus Loop Trail in Jonesboro. The ASU System Board of Trustees pledges its full backing and hereby authorizes the Arkansas Department of Transportation to initiate action to implement this project. A-State will participate in accordance with its designated responsibility, including maintenance of this project. The A-State Executive Vice Chancellor for Finance and Administration & COO is hereby authorized and directed to execute all appropriate agreements and contracts necessary to expedite the construction of the above-stated project, effective immediately.


Robert G. Rudolph Jr., Secretary


Jerry Morgan, Chair

**ARKANSAS STATE UNIVERSITY SYSTEM
BOARD OF TRUSTEES**

A Resolution Recognizing the Significant Contributions of
the Kays Foundation
to Arkansas State University (A-State)

WHEREAS, the Board of Trustees has retained unto itself the authority to name facilities and programs of the University; and

WHEREAS, the Kays Foundation and its board members are respected leaders in the community and supporters of A-State and the students we serve; and

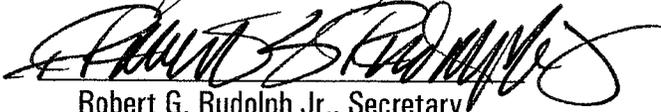
WHEREAS, the Kays Foundation has made significant contributions to A-State of a magnitude worthy of special gratitude and lasting recognition, including transferring an endowment from the discontinued Kays Foundation Women's Health Residency Program to the Scarlet to Black Program for Financial Independence, to help provide economic autonomy to, and improve the financial health and literacy of, students having monetary difficulty at A-State;

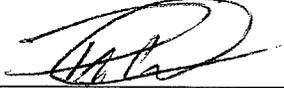
NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of the Arkansas State University System, that the Scarlet to Black Program at A-State shall be known henceforth as the:

Kays Foundation Scarlet to Black Program for Financial Independence

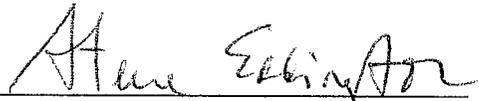
DULY ADOPTED AND APPROVED this 10th day of March 2023

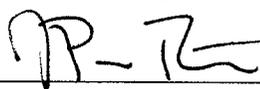

Jerry Morgan, Chair

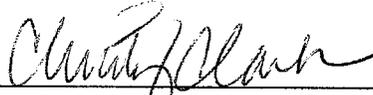

Robert G. Rudolph Jr., Secretary

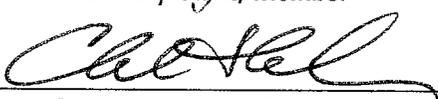

Price Gardner, Member


Gary Harpole, Member


Steve Eddington, Vice Chair


Paul Rowton, Member


Christy Clark, Member


Charles L. Welch, President

EXECUTIVE SUMMARY

Contact: Jason Goodner (501) 882-8830

ACTION ITEM: Arkansas State University-Beebe (ASUB) requests approval to offer a Certificate of Proficiency in Medication Assistant-Certified.

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

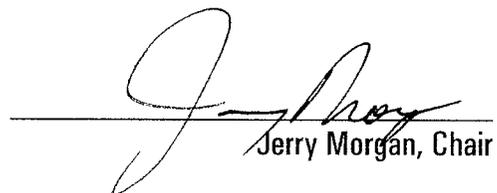
BACKGROUND:

- ASU-Beebe proposes adding a Certificate of Proficiency (CP) in Medication Assistant-Certified (MA-C) to support its portfolio of workforce education programs in Allied Health Professions and Nursing. The CP will be a 12-semester, credit-hour credential. The CP in MA-C will introduce students to curricula in basic medication administration by certified nursing assistants or patient care technicians. Arkansas State Board of Nursing Guidelines will be utilized as qualifying entry into the program. Students who complete the CP in MA-C will be eligible to take the Medication Assistant Certification exam for the state of Arkansas.
- No new funding is required.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University-Beebe is approved to offer a Certificate of Proficiency in Medication Assistant-Certified, effective fall semester of 2023.


Robert G. Rudolph Jr., Secretary


Jerry Morgan, Chair

EXECUTIVE SUMMARY

Contact: Adam Adair (870) 512-7801

ACTION ITEM: Arkansas State University-Newport (ASUN) requests approval to apply for federal grant funding from the Transportation Alternatives Program for support of a campus loop trail.

ISSUE: A resolution from the Arkansas State University System Board of Trustees is required to apply for this grant.

BACKGROUND:

- ASUN understands that federal Transportation Alternatives Program funds are available at 80% federal participation and 20% local match/in-kind labor to develop or improve a campus loop trail.
- Federal funds are available for this project on a reimbursable basis, requiring work to be accomplished, as well as proof of payment, prior to actual monetary reimbursement.
- The campus loop trail, using federal funding, will be open and available for use by the general public and will be maintained by ASUN for the life of the project.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University-Newport is approved to apply for federal grant funding from the Transportation Alternatives Program for support of a campus loop trail. The ASU System Board of Trustees pledges its full backing and hereby authorizes the Arkansas Department of Transportation to initiate action to implement this project. ASUN will participate in accordance with its designated responsibility, including maintenance of this project. The ASUN Executive Vice Chancellor/CFO is hereby authorized and directed to execute all appropriate agreements and contracts necessary to expedite the construction of the above-stated project, effective immediately.



Robert G. Rudolph Jr., Secretary



Jerry Morgan, Chair

**ARKANSAS STATE UNIVERSITY SYSTEM
BOARD OF TRUSTEES**

A Resolution Conferring
the Honorary Associate of Applied Science Degree in General Technology
upon Chester Fort

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

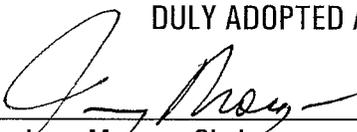
WHEREAS, the procedures adopted by the Board provide that honorary degrees are to be conferred upon persons who serve as models worthy of emulation and respect. Nominees must have achieved the highest levels of excellence as scholars, artists, professionals, philanthropists, or public servants, and must have demonstrated personal integrity and concern for the public good; and

WHEREAS, procedures require that nominations for such a degree be reviewed and approved by the Honorary Degree Committee and must also receive the recommendation of the chancellor; and

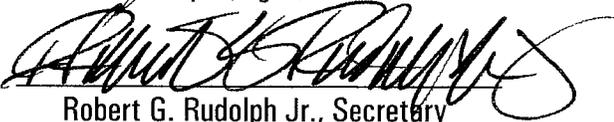
WHEREAS, Chester Fort has been nominated for an honorary associate degree from Arkansas State University Three Rivers, and this nomination has been properly reviewed and recommended by the Honorary Degree Committee, the chancellor of Arkansas State University Three Rivers, and the president of the Arkansas State University System;

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of the Arkansas State University System, that Chester Fort shall be granted the honorary degree, Associate of Applied Science in General Technology, from Arkansas State University Three Rivers and that said degree shall be conferred upon him during commencement exercises on May 16, 2023.

DULY ADOPTED AND APPROVED this 10th day of March 2023



Jerry Morgan, Chair



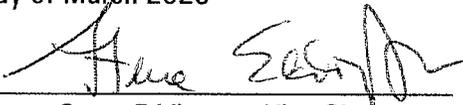
Robert G. Rudolph Jr., Secretary



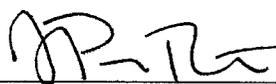
Price Gardner, Member



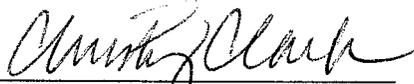
Gary Harpole, Member



Steve Eddington, Vice Chair



Paul Rowton, Member



Christy Clark, Member



Charles L. Welch, President

EXECUTIVE SUMMARY

Contact: TaLisha Givan (870) 230-5187

ACTION ITEM: Henderson State University (HSU) requests approval to offer a Bachelor of Science degree in Natural Sciences.

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

BACKGROUND:

- The Bachelor of Science degree in Natural Sciences provides a pathway for students who desire to explore the world through the natural sciences (biology, chemistry, and physics). This degree plan serves students pursuing prerequisites for medical school, dental school, pharmacy school, dental hygiene school, veterinary school, optometry school, and physical therapy school. The students expected to enroll in this program are those currently interested in biology and chemistry, medical school, and other professional pathways, and students who are seeking future STEM degrees.
- The proposed degree is designed to serve students in engineering, nursing, education, and pre-professional programs. The biology, chemistry, and mathematics courses in this curriculum are required for one of these maintained programs. This degree should increase enrollments in courses necessary for other degrees that might otherwise have low enrollment.
- The program includes 120 hours. It meets the math requirement for the B.S. degree with either 12 hours in mathematics or 6 hours in mathematics and 8 hours in physics (which is applied math-intensive). It includes 50 hours in the sciences (meeting the 30 hours in the discipline requirement), with 16 hours at the 3000/4000 level. Within the 120 hours, there are enough free electives to fulfill the minor requirement (12-18 hours).
- The program will undergo regular assessment to determine its effectiveness. Externally, requirements for pre-professional programs will be reviewed every three (3) years to ensure that the tracks meet the professional program prerequisites. Internally, course pass-rates will be reviewed every two (2) years. Courses that have pass-rates lower than 75% will undergo significant review to implement changes in pedagogy, content knowledge, or student support resources (such as tutoring and supplemental instruction). Program data will be maintained and reviewed on student recruitment, student retention, and graduation rates. Information on graduate job placement will be maintained. At this point, the program proposal has been reviewed externally by the UAMS College of Pharmacy and the UAMS College of Medicine. An additional review has been requested from the NYIT College of Osteopathic Medicine. External program reviews should be performed by similar bodies once every five (5) years to ensure that the learning outcomes remain relevant to the career fields served by the program.

EXECUTIVE SUMMARY

Contact: TaLisha Givan (870) 230-5187

- At this time, the program has the space and equipment necessary to offer all courses listed. No new faculty are required for this proposed program as it is only comprised of current course offerings.

RECOMMENDATION/RESOLUTION:

Be it resolved that Henderson State University is approved to offer a Bachelor of Science degree in Natural Sciences, effective fall semester of 2023.


Robert G. Rudolph Jr., Secretary


Jerry Morgan, Chair

EXECUTIVE SUMMARY

Contact: TaLisha Givan (870) 230-5187

ACTION ITEM: Henderson State University (HSU) requests approval to offer a Bachelor of Science degree in Secondary Education, with a focus on Math Education.

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

BACKGROUND:

- The Bachelor of Science degree in Secondary Education is a 120-hour degree of college-level academic work, which can be completed in eight (8) semesters. In addition to the required courses listed for a B.S.E. in Secondary Education, all students must complete the Liberal Arts Core requirements as specified by the University.
- Currently, Mathematics Education is a part of the Applied Professional Science and Technology learning community and is a teach-out program. Given the great need for secondary educators state-wide, the Health, Education, and Social Sustainability (HESS) learning community is proposing a secondary degree with a math emphasis that could eventually expand to other areas, such as Secondary Science, Secondary English, and Secondary Social Studies.
- The B.S.E. degree in Secondary Education program will attract prospects, like those who are currently enrolled in our B.S. Mathematics with Licensure teach-out degree, housed under the Applied Professional Science and Technology learning community. The B.S.E. in Secondary Education degree will be housed within the HESS, alongside other educator-licensure programs. Additionally, the program will have a heavier focus on education coursework and with fewer, but better aligned math courses, which may be more appealing to future math educators, while maintaining the rigor and addressing the changing state math competencies. Given the changing landscape of teacher licensure in the state of Arkansas, a degree in Secondary Education provides a crucial pathway to teacher licensure in mathematics.
- Each year the U.S. Department of Education asks states to identify teacher Academic Shortage Areas. These shortage areas are considered to be areas of high need in public schools. Teachers who prepare for, and license in, shortage areas may be eligible for financial incentives such as grants and loan-forgiveness options. In December 2020, the Arkansas Department of Education's Division of Elementary and Secondary Education designated subjects, including math and science, that always

EXECUTIVE SUMMARY

Contact: TaLisha Givan (870) 230-5187

have teacher shortages. This year, more than 400 Arkansas educators have emergency teaching permits, allowing them to teach with just a bachelor's degree (without completed licensure requirements). Some schools are lacking teachers to fill open positions. It is imperative that Henderson State University continue to offer a route to teacher licensure in the area of Mathematics Education. The average teacher salary in Arkansas is around \$50,666.

- The program learning objectives are consistent with, and will be assessed through, the following:
 - National Council of Teachers of Mathematics (NCTM) Council for the Accreditation of Educator Preparation (CAEP) Standard 1: Content Knowledge, Geometry and Trigonometry Domain
 - InTASC Standard 4: Content Knowledge and Standard 5: Application of Content Knowledge
 - Program Goals: Fluency, Problem Solving, Communication, Content Pedagogy
 - Liberal Arts/General Education Learning Goals: Analytical and Critical Thinking Skills, Written Communication Skills, Quantitative Reasoning Skills
 - University Learning Goals: Technology; Maturation; Contribution; Speak and Write, Logically and Critically; Physical Universe
- This proposed program will require one new full-time faculty member to be hired at \$65,000 for the 2023 academic year.

RECOMMENDATION/RESOLUTION:

Be it resolved that Henderson State University is approved to offer a Bachelor of Science degree in Secondary Education, with a focus on Math Education, effective fall semester of 2023.


Robert G. Rudolph Jr., Secretary


Jerry Morgan, Chair

EXECUTIVE SUMMARY

Contact: Charles Ambrose (870) 230-5062

ACTION ITEM: The Arkansas State University System requests approval for Henderson State University (HSU) to grant an easement to Entergy Arkansas, LLC.

ISSUE: The ASU System Board of Trustees must approve all easements on System property.

BACKGROUND:

- Entergy Arkansas, LLC has requested a 10-foot electrical easement for underground facilities that cross a portion of the HSU campus, as it relates to the Highway 67 Arkansas Department of Transportation widening project. This electrical easement will run in front of the Barkman House.

- The legal description of the location of the easement is stated below:

230 feet, more or less, as built, along and adjacent to the easterly right-of-way line of N. 10th Street, 356 N. 10th Street SW, SE Section 17-T7S-R19W

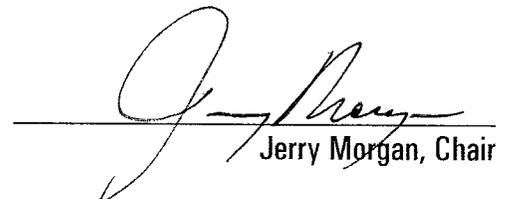
**Approximate location 34.1251/-93.00569 to 34.1291/-93.0569
In conjunction with ARDOT Project # 070442**

- The easement is attached to this resolution.

RECOMMENDATION/RESOLUTION:

Be it resolved that Henderson State University is approved to grant an easement to Entergy Arkansas, LLC, as described above.


Robert G. Rudolph Jr., Secretary


Jerry Morgan, Chair

(114)

PAYMENT CALCULATION SHEET

Property Owner: Hansen and Strain

Linear feet new ^{UNDERGROUND} easement 230 ft X \$ 2⁰⁰ per foot \$ 460⁰⁰

Tree Damage:

Large Tree _____ X \$ _____ \$ _____

Medium Tree _____ X \$ _____ \$ _____

Small Tree _____ X \$ _____ \$ _____

Timber _____ X \$ _____ per acre \$ _____

Anchors _____ X \$ _____ per anchor \$ _____

Stump Grinding _____ x \$ _____ \$ _____

Other _____ \$ _____

Total Payable to Landowner \$ 460⁰⁰

By Agent *W. B. Harrell* 1/19/23

Wayne B. Harrell
Right-of-Way Services

Phone: 870-310-6500
wharrell2@ipa.net
El Dorado, AR 71730

Agent for:
 entergy

114



Right of Way Instrument for UNDERGROUND FACILITIES

STATE OF ARKANSAS
COUNTY OF CLARK
WO# 21909310

This RIGHT OF WAY INSTRUMENT was prepared by Entergy Arkansas, LLC 425 W. Capitol, Little Rock, AR 72201

KNOW ALL MEN BY THESE PRESENTS THAT: Henderson State University in consideration of ten dollars, and other good and valuable consideration, I (we) hereby grant unto ENTERGY ARKANSAS, LLC. its successors and/or assigns, the right and servitude and easement 10 feet in width to construct, operate, improve, maintain and remove underground electric distribution facilities consisting of conduits and cables with the necessary appurtenances for the distribution of electric current, (together with overhead poles, wires and other appurtenances *if such is required* in connection with the underground electric facilities) with the right of access to the facilities for maintenance, repair and operation thereof, together with Rights of Way, all as hereinafter set forth, upon, over, under and across the property which I (we) own, or in which I (we) have an interest in the county of Clark, State of Arkansas and more particularly described as follows:

230 feet, more or less, as built, along and adjacent to the easterly right-of-way line of N. 10th Street, 356 N. 10th Street SW SE Section 17 T7S R19W

Approximate location 34.1251/-93.00569 to 34.1291/-93.0569

In conjunction with ARDOT Project # 070442

The right is hereby granted to remove or trim trees or other vegetation that interfere with any of the facilities of ENTERGY ARKANSAS, LLC. No buildings or other structures (except fences) shall be placed on or across the servitude. Any buildings or other structures constructed adjoining said servitude will maintain required distances from the wires and facilities of Entergy Arkansas, Inc., as provided for in the provisions of the National Electrical Safety Code.

IN WITNESS WHEREOF, Grantor has executed this right-of-way Instrument on this _____ day of _____, 20_____.

Grantor(s): Henderson State University

By: X

Title: _____

Acknowledgement

STATE OF _____ COUNTY OF _____

BE IT REMEMBERED that on this day come before me, the undersigned Notary Public, within and for this county and state aforesaid, duly commissioned and acting _____, to me well known as the Grantor in the forgoing instrument and acknowledged that he/she/they had executed the same for the consideration, uses and purposes therein mentioned and set forth.

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

(SEAL)

Notary Public

(Seal)

Arkansas State University System
Board of Trustees
March 10, 2023

The Arkansas State University System Board of Trustees met on Friday, March 10, 2023, at the Arkansas State University Three Rivers campus. Jerry Morgan, Chair of the Board, called the meeting to order at 10:00 a.m. Board members present were the following: Jerry Morgan, Steve Eddington, Robert Rudolph, Christy Clark, Paul Rowton, Price Gardner, and Gary Harpole.

Minutes:

Upon a motion by Mr. Rowton, seconded by Mr. Gardner, the minutes of the December 9, 2022, and the January 30, 2023, Board meetings were approved.

Ayes: Morgan, Eddington, Rudolph, Clark, Rowton, Gardner, Harpole

Nays: None

ASU System – Dr. Charles Welch, President

- Welcome back to Christy Clark; she has been reappointed to our Board. And, welcome to Gary Harpole, who has been appointed to the Board. We also have six members of the ASU Three Rivers Board of Visitors here today: Mark Roberts, Bill Fowler, Rodney Allen, Justin Allen, Shannon Newton, and State Representative Rick McClure.
- Since we were last together, our time has been largely spent focusing on the legislative session, which is ongoing. We are starting to get closer and closer to that time when RSA is being fully put together and we have a better sense of our budget. We will certainly keep you updated on that.
- I also failed to make one other introduction. Nicole Frey is the new President of our Foundation, and this is her first meeting, so welcome. She's been in this role since the beginning of the calendar year.
- It has been a very busy time on our individual campuses, as we prepare for the veterinary school on the Jonesboro campus, as we prepare for a major expansion to nursing and health professions here on the Three Rivers campus, rebuilding of the academic curriculum at Henderson State, athletics programming that is happening at ASU-Newport, expansion at ASU Mid-South, and the good news that ASU Mid-South Men's and Women's won the Region II Tournament. Jennifer Methvin made a

great announcement in terms of gifts and reworking of the gymnasium at ASU-Beebe. And, this coming Monday, we have the first-ever intra-system athletics event with the ASU-Mountain Home Men's Baseball team playing the Henderson State JV team. It will be the first time that two of our member institutions have competed against each other in a sport.

- This is the time of the year when we like to provide you with the financial report, as a result of completing the annual audits and financial statements. Julie Bates will provide that report.

Ms. Julie Bates, Executive Vice President, ASU System

Arkansas Legislative Audit annually conducts our financial audit. We go through a very rigorous audit process, and we are part of the annual financial consolidated report of the state, so we are required to be audited before that report is prepared. The ASU System was recognized with the Governor's Governmental Finance Officer Association's Certificate of Achievement and Excellence in Financial Reporting in FY21 for the 10th year of that award. Our financial statement is top-quality in terms of its notes and content. The component units included are the ASU Foundation, The Red Wolves Foundation, and the Henderson Foundation, and each of those component units are also audited annually.

Our statements are reviewed annually by Moody's, which provides assurance of an outside entity looking at our financials. To maintain our rating for Moody's, we are evaluated every year for our credit opinion. They look at our financial statement and other disclosure information that we are required to report. They compare us to our peers and our rating size, and then they issue a credit opinion. On January 30, they evaluated our financial statement. They affirmed our rating, and they also said that our very good fiscal management and steady operating funds from the state of Arkansas are supportive of our healthy operating performance. All of the campuses had good operating performances this year. Moody's commented that our credit strengths include being the second-largest system in the state with a diverse program mix across all of our campuses. They praised our strong operating performance supported by good fiscal management, our steady state operating support, and our total wealth and liquidity that have provided financial flexibility

Tuition and fees and state appropriations make up the predominance of our operating revenue. Cash and cash equivalence increased by \$13.9 million, and we had an increase in net tuition and fees.

Net tuition increased by not quite 2%. State appropriations remain fairly flat. As for key expense trends, we've seen a return of operating back to more normal expenditures after COVID. There was a decrease in personal services, with most reflected in our Henderson campus, but all of our campuses held personal services expenses fairly flat. Total operating expenses increased by \$22.6 million. As for long-term debt, no new debt was issued in FY22, and I think you can see that reflected in our totals from \$271 million to a drop of \$257 million total in long-term debt. You have already seen these financial-services reserves ratios from the last meeting. Our days of cash on hand remain stable at the System level. And our primary reserve ratio is also stable and well within the policy guidelines that you have passed.

I want to spend some time on Henderson. In 2018, before they joined the System, we saw that Henderson had 17 days of cash on hand, and in 2019, we saw the very much publicized seven days of cash on hand. However, I am pleased to report that they are up above 50 days of cash on hand for June 30 FY22. That is largely, seen in their personal services, which dropped from \$30 million to \$23 million. So they were at a high in 2019 of \$34 million, and in comparison, they have \$23 million for FY22.

Mr. Rowton: Do we have a preliminary projection of where we will be at the end of '23 with Henderson's cash on hand?

Ms. Bates: I would say that their expenses will continue to improve. My estimate is their expenses are going to continue to go down from last year. I would estimate between 50 to 60 days of cash on hand.

Mr. Gardner: On the state appropriations, they remain flat. That includes one-time money, right? And, as far as recurring, it's either flat or a little bit down, right?

Ms. Bates: Yes.

Dr. Welch: The overall amount of money from the state is up slightly. It's just that with that formula, each campus can be a little bit different.

Mr. Harpole: Is there anything we've seen out of this particular session that's still ongoing that makes us believe the stability of that funding is going to maintain?

Ms. Bates: I'm always hopeful it will. But, until we see the Revenue Stabilization Act, there are really no guarantees. Because of all the tax-cut information that remains out there, we always have to wait and see how the Revenue Stabilization Act flows.

Dr. Welch: The LEARNS Act, tax cuts, and prison reform are all good things. But, obviously, when you look at the fact that K-12, DHS, and Corrections take up about 80% of the state budget, you know that can be challenging. We always remain hopeful, but until we see those figures and know exactly what RSA is going to look like, we hedge by asking our campuses to be conservative with regards to expected state cash flow. Nothing yet has caused us massive alarm, but it's certainly something we continue to watch.

Ms. Bates: We budget very conservatively, so, normally, we don't count on growth. If it happens, good. We will put that expense in the contingency.

Welch: We are definitely in an enviable position when you compare us to systems and individual campuses nationwide.

ASU Three Rivers – Dr. Steve Rook, Chancellor

- We have had some increases in our enrollment over the past year, and retention rates are up.
- We received some workforce numbers, and we get to brag that our two-year graduates have the highest average starting salary of any two-year college in the state. Our two-year graduates' average starting salary is \$49,700.
- People have been very generous to us this past year. Our institution, through the ASU System Foundation, received a \$150,000 pledge donation from West Fraser. West Fraser is the largest lumber-producing company in North America, and we are one of two schools in the country that do their training for them. They are also donating the wood to our construction programs. They have been a great partner. Also, we received a \$10,000 donation in Arkadelphia. Dr. Linda Beene, who was the wife of Dr. Barry Ballard, endowed a scholarship in his name for \$25,000. We appreciate that and we appreciate the support of the Hyatt Family, who has set up an endowment to fund the maintenance of the Parker House. Additionally, Malvern National Bank donated \$15,000 to us. Rodney Allen donated \$11,000, which we will use to hang a hand-blown glass chandelier in our Arts and Sciences foyer.
- Work on the Ritz Theatre continues. We received grants from ANCRC, and we are now starting the process of Phase III construction. A grant request has been submitted for Phase IV, which we are

hoping will complete the inside of the Ritz. Phase III is getting the building ready for furniture and fixtures, and then Phase IV is dedicated to furniture and fixtures and finishing it out.

- Because of the generosity and support of Senator Boozman, ASU Three Rivers received \$8 million for the construction of a new nursing facility. It was the largest appropriation to a two-year college in the country. It is a game changer for us.

ASU-Jonesboro – Dr. Todd Shields, Chancellor

- Our Men's and Women's Track and Field teams at A-State won the Sun Belt Conference Indoor Championship for the fourth time in a row. Coach Patchell and these incredible athletes have achieved 11 Men's and 8 Women's titles, making them the winningest indoor track-and-field program in the history of the conference.
- Jay Shue, one of our outstanding researchers, conducts research across disciplines at A-State. He is a member of the College of Agriculture, doing cutting-edge research in bioengineering and its future renewable energy potential and pharmaceutical potential in the Arkansas Biosciences Institute. Jay is currently working on how to turn Arkansas beets and switchgrass into ethanol. I know you will hear a lot more about him in the very near future.
- Marybeth Byrd is an undergraduate student, who you may have seen on "The Voice." She is currently competing on "American Idol," where she received her golden ticket, and is on her way to compete in Hollywood.
- Our alum, Ashley McBride, won a Grammy award this past February for Best Country Duo Performance.
- With regard to our Arts and Innovation Building, our Art Engineering, Graphic Design, and Computer Science programs are going to teach classes, work on projects, and meet at the intersection of these interdisciplinary programs. We are working on minors and certificates related to what our industry leaders are telling us they need in those areas. We are in conversations with the architects to make some decisions about which direction we go and how the building will actually look.
- We are making great progress on our new School of Veterinary Medicine. The first step of developing the curriculum has been turned over to the Graduate Committee for review. We've already received

approval for a Dean of Veterinary Medicine, as well as other positions we need to help get this school off the ground. After our curriculum is approved, our next step is to file a letter of intent with the Arkansas Division of Higher Education.

- The A-State Meat Lab received its approval inspection last week. A-State Meat Lab is among the first facilities licensed by the Arkansas Meat Inspection Program, and students are working to create new agricultural products and become educated in how to sell that product and enter the food industry. We are in discussions with Jeffrey Higgins, the owner of JTown's Grill and Social, to potentially put A-State meat market sausage into those restaurants. Soon, we will be picking up over 2,000 pounds of pork from Tyson Foods, and students will not only create new products, but they will make them available for purchase online, have these products delivered and shipped to your homes, and will reinvest those revenues into future experiences for other students to create additional items.
- We are making great progress creating a Women's Leadership Collaborative. This is an expanded effort, based upon the enormous success of the Women's Business Leadership Center that has been in the Neil Griffin College of Business started by alumna Kathy Lloyd. This past January, we received an anonymous gift of \$100,000 a year for the next 10 years to expand the mentoring program. Their mantra is "Step up, reach back to help somebody else, and then expand out to help the community." We are expanding these areas of leadership to other areas, such as healthcare, government, and education. We also received \$250,000 from former Governor Asa Hutchinson to expand the program to women who are creating businesses throughout the Delta. We now have programs that will be launched across the campus, and we will start including these in our recruiting efforts. I am excited to tell parents why they send their daughter to A-State. Because at A-State, your daughter will be assigned a very successful business mentor who will be there for her support and to guide her. We are in the process of hiring a full-time director for this effort.
- Our "Red Wolves for St. Jude's" raised over \$77,000 for the hospital. We remain one of the top universities in the nation in support of St. Jude's mission.
- Spring enrollment remains steady. Admissions for the Fall 2023 semester are up from where they were this time last year. These students have been admitted to other places as well, but we are

reaching out to them nonstop, trying to convince them to come to A-State. In regard to admission standards, since our last meeting, I've had several very productive meetings with the Shared Governance Committee, with faculty, and with Faculty Senate. Instead of immediately rejecting students if they do not automatically meet the existing admissions standards, we have decided to create an ad hoc committee that will work with the current Appeals Committee to take a holistic view of the student's entire academic record. The ad hoc committee will also work with faculty, the Shared Governance Committee, and the Appeals Committee to create holistic standards that future committees will use to help guide the admissions process. We will evaluate this approach for success and work on student-success initiatives to make sure students succeed. I am convinced that we will ensure that all students who are admitted to A-State will have the support that they need to do well at A-State.

- In regard to our program viability report, we are working with the System office to include financial information and data to the previous study, to make sure we meet the needs of programs that are growing and that we can afford to grow across those various areas. Some of our programs are bursting at the seams, and they desperately need faculty and staff. We have other programs that have declining enrollment. We want to work with these programs to help maintain their viability and find ways to help strengthen them. We are working to reallocate and redeploy faculty and staff into areas where we need them most and where student demand is the greatest.
- We recently finished interviewing three candidates for Provost. Yesterday, the Advisory Committee met with me, and we reviewed feedback from the campus and from the Advisory Committee. It is my hope that we will have an offer out soon, and a new Provost named in the very near future.

ASU-Beebe – Dr. Jennifer Methvin, Chancellor

- Our annual Ag Day was a very rewarding, high recruitment day for us. It was a rainy day, so those students spent more time in the gymnasium with our faculty and staff and at the Career Fair.
- Our faculty and staff have been working with an enrollment-management plan over the last three years, and the progress has been amazing. We are up in enrollment this spring, minus Term II, and we are up 9.4% over last spring in head count and 3.3% in student semester credit hours. While

concurrent enrollment, made up of those high school students in college courses, is rebounding faster than the college side, both are very positive with strong increases. One goal in our enrollment-management plan is for us to increase the number of our concurrent-credit, high-school students, who then matriculate to us as degree-seeking students when they graduate high school. Over the last three or four years, that has been somewhere around 21% to 24%. In fall of 2022, it was 31%.

- We are excited about the gym project, and the \$100,000 gift from Centennial Bank, and are proud to name it, "Centennial Bank Gymnasium." We have an additional \$100,000 challenge to name the court, "Jeannie Lindsey Court," if 100 folks give \$1,000. We are well on our way there, because the state of Arkansas loves Jeannie Lindsey. We have additional sponsorships for the scoreboard and the floor logo areas that bring us to a total of \$250,000 for the project, which has been very successful.

ASU-Mountain Home – Dr. Robin Myers, Chancellor

- The Arkansas Division of Workforce Services has decided to close its office in Mountain Home and relocate that office to the ASU-Mountain Home Technical Center. We are in that process
- A local couple, Dr. Mike and Katie Risk, agreed to purchase a bus for us to use both for athletics and for our student activities trips.
- A number of our students attended the Arkansas Community College Student Leadership Academy recently in Little Rock. It was a great event. Our students were very pleased with the activity and learned a lot.
- Our charity golf classic is coming up again this June. It is a great fundraiser for our Technical Center.
- We are in the middle of a \$1.5 million expansion of the Technical Center, through grant funds. I am very pleased that process is ongoing.
- We are at the last day of our Trailblazer Auction. There are about a hundred items in the auction on our website, including vacation spots, boats, trucks, all kinds of other items there. The proceeds of that auction will go to support our athletic programs.
- We recently hosted the "Tim Tebow Night to Shine" event. It is a one-night-a-year prom on our campus for special-needs students ages 14 and older. We had 300 volunteers, and 70 special-needs

students attended. Tim Tebow participates via Zoom at all these events, and they are staged on the same night across the country.

- During the solar eclipse, coming up in April 2024, many of the campuses will be in the totality path. The city expects to double or perhaps triple the population of Mountain Home for the two or three days before and during that eclipse. We are working with the Chamber of Commerce and City of Mountain Home to have a festival-type activity on our campus, much like our Red White and Blue celebration, perhaps with 8,000 to 10,000 people attending.

ASU-Newport – Dr. Johnny Moore, Chancellor

- To date, overall student head count for the spring is nearly flat; however, the student semester credit hours are up nearly 4%, and that trend will probably increase as the semester goes on because next week we will be starting our Fast Term II, followed by Fast Term III and Fast Term IV. Those numbers will get even better before this semester ends.
- Last fall, we conducted a nationwide search for a Vice Chancellor for Enrollment Management and Student Services. We discovered there were gaps in our operations and in the way we did things. Rather than just put a body in that position, we decided to go through a comprehensive process of looking at all the positions throughout our entire campus and realigning those positions to better serve our students. Once reorganization is fully implemented, we will have a better structure and be better able to adjust as our institution increases its student population. Once the fall semester starts, we will have downsized our administrative executive leadership from five vice chancellors to three. We will be able to save revenue, as well.
- During the fall semester, a number of our students in several programs did a fantastic job on national license exams, entry-level certifications, state board theory, and practical exams. Those pass rates are a strong indication that we have outstanding programs at our school, but more importantly, we have dedicated faculty and staff and students, who are getting the work done and are highly competitive.

- The Jonesboro campus, in partnership with Ozark Gas, recently hosted the 14th annual Weld-A-Thon. We had 14 area high schools participating, and more than 50 students took part. We gave away \$20,000 in prizes and awards to the students who competed.
- Our Marked Tree campus recently hosted an annual Energy Control Wiring Competition to test the skills of their students. Several thousand dollars in scholarships were given out to students, as well.
- ASU-Newport is one of the newest members of the National Junior College Athletic Association (NJCAA). Starting this fall, we intend to compete in men's basketball and women's softball. We have already brought on our coaches, as well as athletes. We will be competing in Division II. Also, we will be participating in Region II, playing against schools in Arkansas, as well as Oklahoma. We will be hosting our first-ever athletics premier fundraiser event on April 21.

ASU Mid-South – Dr. Debra West, Chancellor

- When I first got to ASU Mid-South in 2015, our IPEDS graduation rate was a mere 16%. We began to have conversations on our campus about the types of strategies that could help our students progress through their courses of study and on to degree completion. One of the first things we did was to, wherever possible, cap our associate degrees at 60 credit hours. We also embedded stackable credentials into those programs of study at what Complete College America refers to as momentum points - 15 hours, 35 hours, 45 hours – to give students a boost and incentive that might inspire them to continue. We took great strides to reform the way we offer developmental education. In fact, for the first time this year, we are not offering developmental education classes at all. Instead, students who traditionally would have had to take a class prior to getting into college-level English or college-level Math class are now enrolling directly in that college-level class, with additional instruction and wrap-around services provided to help them be successful. We also added overlapping mini-terms to our regular semester, to allow students to get in and out of the sequential courses they need more quickly. So, for example, a regular semester being 16 weeks, we now have overlapping short terms that are eight weeks long. Finally, we decided to rethink how we awarded financial aid. Traditionally scholarships were awarded to full-time students in the fall and spring semesters. That really didn't make sense for the population we serve, because most of our students are not full-time

students. They are working adults who are coming in and taking a few classes when their schedules allow. So we decided to offer our scholarships to both full-time and part-time students, regardless of when they enrolled – fall, spring, or summer – so that they could enroll at times that worked for them. Two years ago, for the first time, we exceeded the state average IPEDS graduation rate for two-year colleges. Last year, we not only exceeded the state average, but also the national IPEDS graduation average for two-year colleges. With our most recent IPEDS graduation rates survey, 43% of associate degree students graduated within 150% of normal time. That is up from 34% the previous year. If you factor in retention and transfer, our success rate for our student population, in that full-time cohort for this past year, was 65%. This has been a really heavy lift for our institution, and I appreciate all of the work that has gone into making this possible for our students.

- ASU Mid-South Women’s and the Men’s Basketball teams won the Region II tournament this past week. The women defeated SAU-Tech 68-62 and the men defeated National Park 90-79. For the men, this is the fifth Region II title in the past seven years. Jason Middleton has been hired as our new baseball coach. He comes to us from Kansas City Community College where he served as Assistant Coach and Recruiter Coordinator. In softball, we hired Jimmy Hendrix, who came to us after a short stint at East Tennessee University.
- While we don’t have final numbers yet, we are estimating that we raised \$360,000 for our Wild Game Dinner this past Saturday night, which is a record fund-raising total for that event. We had record sponsorships that night and a lot of new sponsors this year. We actually have a waiting list already for tickets for next year.

Henderson State University - Dr. Chuck Ambrose, Chancellor

- Regarding formal legislative audit and cost containment, a lot of those savings that we made in personnel really didn’t go into effect last year until February 28. You did not receive a recommendation for restructuring until the 28th of March. And we really didn’t implement those restructurings until May 5. For a campus to cost contain 23% of its personnel cost, primarily in the last five months of the fiscal year, requires a degree of sacrifice that words cannot appreciate. I am joined by our Chief Learning Officer, Dr. Talesha Givan. Last year, as a Department Chair, faculty

member, and then a furloughed member of the team, she sacrificed 43% of her income. She would allow me to say that, not because of the impact on her, but because it represents the sacrifice that our entire campus community made. At the same time, she, along with the faculty, staff, and students, step forward with passion and a degree of energy and future-facing that is a part of reimagining the future of Henderson. This campus is like no other campus that I've served.

- There are 105 swimming teams in the NCAA. There are 1,662 men and 2,101 women. Our Lamar Taylor, in the 50 Free, is a national champion. Not only is he a national champion, but our Jack Armstrong finished second. So Reddies went one and two. We've had Lamar and Jack, along with Kiera, who is still swimming today. So multiple All Americans, and maybe even another national championship tonight. We just completed another season in Men's and Women's Basketball. Our Men's Basketball coach has graduated every student that played for Henderson; that's what intercollegiate athletics is all about.
- February 3 marked a very significant day in the dedication of the Malachi Smith Dining Facility. The Reddie Spirit came to full life in recognizing who we are and where we are headed. On March 31, we have our Alumni Awards, and Malachi Smith's family is going to accept the H Award for Distinguished Service.
- We had our first meeting of the Henderson State Board of Visitors. We have a great, enthusiastic representative group. We are grateful to include a student member of the Board of Visitors, Jordan Jones, who is our SGA President.

ASU System Resolutions:

- Resolution 23-02 approving the ASU System to adopt a Debt Management Policy

Dr. Welch: This policy doesn't change any of our existing operating procedures, but rather memorializes what we already do as it relates to debt management.

- Resolution 23-03 approving the ASU System to proceed with the New Nursing Building Capital Project at ASU Three Rivers

Dr. Welch: It is an \$8 million nursing facility, and we are very grateful to U.S. Senator John Boozman for his leadership in securing an appropriation through the Omnibus Act. The demand for nursing

at all levels across the state of Arkansas is extraordinary. This facility is badly needed to ensure that we have quality training environments.

Upon a motion by Mr. Eddington, seconded by Bishop Rudolph, ASU System Resolutions 23-02 and 23-03 were approved.

Ayes: Morgan, Eddington, Rudolph, Clark, Rowton, Gardner, Harpole

Nays: None

A-State Resolutions:

- Resolution 23-04 approving A-State to proceed with establishing a College of Veterinary Medicine, and to offer the degree of Doctor of Veterinary Medicine

Dr. Welch: This will help meet substantial state and national demand for additional veterinarians, while also escalating A-State in Jonesboro as a destination for professional science education. It will help A-State attract even more undergraduate students who want to pursue degrees in science, and they will have the opportunity to stay in Jonesboro for a DVM degree. It will be a seamless transition, not only to vet school but existing options of the medical school, advanced nursing programs, physical therapy, and other outstanding master's and doctoral programs. When you look, not only at current demand, but demand over the next decade, it is startling.

- Resolution 23-05 approving A-State to modify its lease agreement with Cobblestone Village Good Guild, Inc., d/b/a NEA Sports Club, and to enter into separate lease agreements with Elm Street Center, Inc. and Aggie Road Center, Inc.

Dr. Welch: This has to do with the alcohol permits that we have on the A-State campus. This structure is what is required by Arkansas law through the Alcohol Beverage Commission. We are simply structuring this exactly as is required by the ABC, and we have worked very closely with the ABC to establish this structure and format.

- Resolution 23-06 approving A-State to apply for federal grant funding from the Transportation Alternatives Program for support of the Campus Loop Trail in Jonesboro

Dr. Welch: Before we can apply for this federal grant funding, it must have governing Board approval.

- Resolution 23-07 approving A-State to name the Scarlet to Black Program, the “Kays Foundation Scarlet to Black Program for Financial Independence”

Dr. Welch: The Scarlet to Black Program, that Dr. Phillip Tew in the College of Business has been instrumental in getting started, helps with financial literacy for our students. The program is so needed, particularly for those first-generation or impoverished students that come to our campus. We are appreciative of the Kays Foundation for, not only transferring existing funding, but making a significant new commitment to funding this program.

Upon a motion by Mr. Harpole, seconded by Mr. Gardner, A-State Resolutions 23-04, 23-06, and 23-07 were approved.

Ayes: Morgan, Eddington, Rudolph, Clark, Rowton, Gardner, Harpole

Nays: None

And, A-State Resolution 23-05 was approved.

Ayes: Morgan, Eddington, Clark, Rowton, Gardner, Harpole

Nays: Rudolph

ASU-Beebe Resolution:

- Resolution 23-08 approving ASU-Beebe to offer a Certificate of Proficiency in Medication Assistant-Certified

Dr. Welch: This is a continuing effort on the ASU-Beebe campus to have multiple levels of health professions certifications. This would be an entry-level, one-semester certificate of proficiency, and then there would be building blocks for those students who want to continue on into other health professions programs.

Upon a motion by Mrs. Clark, seconded by Bishop Rudolph, ASU-Beebe Resolution 23-08 was approved.

Ayes: Morgan, Eddington, Rudolph, Clark, Rowton, Gardner, Harpole

Nays: None

ASU-Newport Resolution:

- Resolution 23-09 approving ASU-Newport to apply for federal grant funding from the Transportation Alternatives Program for support of a campus loop trail

Upon a motion by Bishop Rudolph, seconded by Mr. Gardner, ASU-Newport Resolution 23-09 was approved.

Ayes: Morgan, Eddington, Rudolph, Clark, Rowton, Gardner, Harpole

Nays: None

ASU Three Rivers Resolution:

- Resolution 23-10 approving ASU Three Rivers to confer the Honorary Associate of Applied Science Degree in General Technology upon Chester Fort

Dr. Welch: Chester Fort is a Vice President of West Fraser, and you heard Dr. Rook mention earlier their considerable support of the institution from a contribution standpoint. Last year, we had about 4,000 hours of workforce training with West Fraser. Mr. Fort is an Arkansas native who has a wonderful story. He actually began working in one of the lumber mills, pushing a broom and digging with shovels, and worked his way up to the vice president level. His wife is a graduate of Henderson State. We wish to bestow this honorary associate degree upon him at commencement ceremonies on May 16.

Upon a motion by Mr. Harpole, seconded by Mrs. Clark, ASU Three Rivers Resolution 23-10 was approved.

Ayes: Morgan, Eddington, Rudolph, Clark, Rowton, Gardner, Harpole

Nays: None

Henderson State University Resolutions:

- Resolution 23-11 approving Henderson State to offer a Bachelor of Science degree in Natural Sciences

Dr. Welch: As part of an ongoing effort to begin to reimagine and rebuild the curriculum at Henderson, this program would be perfectly suited for those students who are interested in pre-med, pre-vet, pre-dentistry, as well as those who are looking to obtain a natural sciences degree.

- Resolution 23-12 approving Henderson State to offer a Bachelor of Science degree in Secondary Education, with a focus on Math Education

Dr. Welch: We know this is a major need area for our secondary institutions around the state of Arkansas, and Henderson, with its strong tradition of teacher-education preparation, would like to help fill that critical role.

- Resolution 23-13 approving Henderson State to grant an easement to Entergy Arkansas, LLC

Dr. Welch: Granting this easement is a step needed in terms of the expansion of the highway coming into the University that we believe will provide for a wonderful introduction to the University and thoroughfare.

Mr. Eddington: I would like to echo Dr. Welch's point on flexibility and the design of programs that meet student needs and continue to move the University forward.

Upon a motion by Bishop Rudolph, seconded by Mr. Eddington, Henderson State Resolutions 23-11 through 23-13 were approved.

Ayes: Morgan, Eddington, Rudolph, Clark, Rowton, Gardner, Harpole

Nays: None

Executive Session:

Upon a motion by Mr. Rowton, seconded by Mrs. Clark, the Board voted to retire into executive session at 11:31 a.m.

Ayes: Morgan, Eddington, Rudolph, Clark, Rowton, Gardner, Harpole

Nays: None

Mr. Morgan 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 1:05 p.m.

Personnel Actions:

Upon a motion by Mr. Harpole, seconded by Mr. Rowton, the academic appointments, academic reassignments, non-academic appointments, non-academic reassignments, and contract revisions for A-State were approved.

Ayes: Morgan, Eddington, Rudolph, Clark, Rowton, Gardner, Harpole

Nays: None

Upon a motion by Mr. Eddington, seconded by Bishop Rudolph, the academic appointments, non-academic appointments, and non-academic reassignments for ASU-Beebe were approved.

Ayes: Morgan, Eddington, Rudolph, Clark, Rowton, Gardner, Harpole

Nays: None

Upon a motion by Mr. Gardner, seconded by Mrs. Clark, the academic appointment and non-academic appointment for ASU-Mountain Home were approved.

Ayes: Morgan, Eddington, Rudolph, Clark, Rowton, Gardner, Harpole

Nays: None

Upon a motion by Mr. Rowton, seconded by Mr. Harpole, the academic appointments, non-academic appointments, and non-academic reassignments for ASU-Newport were approved.

Ayes: Morgan, Eddington, Rudolph, Clark, Rowton, Gardner, Harpole

Nays: None

Upon a motion by Bishop Rudolph, seconded by Mrs. Clark, the academic appointments and non-academic appointment for ASU Mid-South were approved.

Ayes: Morgan, Eddington, Rudolph, Clark, Rowton, Gardner, Harpole

Nays: None

Upon a motion by Mrs. Clark, seconded by Mr. Eddington, the academic appointments and non-academic reassignments for ASU Three Rivers were approved.

Ayes: Morgan, Eddington, Rudolph, Clark, Rowton, Gardner, Harpole

Nays: None

Upon a motion by Mr. Eddington, seconded by Bishop Rudolph, the promotion recommendation, non-academic appointments, and non-academic reassignment for Henderson State were approved.

Ayes: Morgan, Eddington, Rudolph, Clark, Rowton, Gardner, Harpole

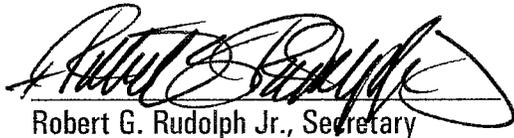
Nays: None

Adjournment:

Upon a motion by Mr. Gardner, seconded by Mrs. Clark, the meeting was adjourned at 1:07 p.m.

Ayes: Morgan, Eddington, Rudolph, Clark, Rowton, Gardner, Harpole

Nays: None


Robert G. Rudolph Jr., Secretary


Jerry Morgan, Chair

ARKANSAS STATE UNIVERSITY (A-STATE)
ACADEMIC APPOINTMENTS
March 10, 2023

GIESE, WILLIAM

Professor, Agricultural Studies

Salary: \$60,000 (9-month)

Effective: January 1, 2023

Source of Funds: Education and General, page 82, line 15

Justification: Replacement for Gregory Phillips, who retired (\$60,000)

Education:

2014 Ph.D. Horticulture, Virginia Polytechnic Institute and State University, Blacksburg, VA

1988 M.S. Horticulture, University of Arkansas, Fayetteville, AR

1983 B.S. Agriculture, University of Arkansas, Fayetteville, AR

Employment:

2017-Present Assistant Professor, Viticulture Extension Specialist, Extension Plant Services, New Mexico State University, Las Cruces, NM

2005-2017 Winemaker, Viticulture, Shelton Vineyards, Dobson, NC

LEE, JAEIN

Assistant Professor, Criminology, Sociology, and Geography

Salary: \$52,500 (9-month)

Effective: January 1, 2023

Source of Funds: Education and General, page 113, line 6

Justification: Replacement for Della Winters, who resigned (\$53,655)

Education:

2020 Ph.D. Sociology, University of Maryland, College Park, MD

2014 M.A. Sociology, University of Maryland, College Park, MD

2009 B.A. Sociology, Korea University, Seoul, South Korea

Employment:

2020- Present Visiting Assistant Professor, Sociology Department, Gettysburg College, Gettysburg, PA

2012-2020 Instructor, University of Maryland, College Park, MD

RICHWINE, JONATHAN

Instructor, Agriculture

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

Effective: January 1, 2023

Source of Funds: Education and General, A-State Online Program Revenue

Justification: New position to support online B.S. in Agricultural Studies

Education:

2021 Ph.D. Natural Resources, University of Tennessee, Knoxville, TN
2016 M.S. Plant and Soil Sciences, Mississippi State University, Starkville, MS
2009 B.S. Agriculture, University of Tennessee-Martin, Martin, TN

Employment:

2022- Present Precision AG Data Analyst, Greenway Equipment, Inc., Wiener, AR
2016-2021 Graduate Research Assistant, University of Tennessee, Knoxville, TN
2016 Research Associate, Mississippi State University, Starkville, MS
2013-2015 Graduate Research Assistant, Mississippi State University, Starkville, MS

SCHULTE, DEBRA

Assistant Professor, School of Nursing

Salary: \$60,000 (9-month)

Effective: January 1, 2023

Source of Funds: Education and General, page 179, line 10, plus differential tuition (\$5,000)

Justification: Replacement for Mollie Manning, who resigned (\$55,000)

Education:

2021 D.N.P. Women's Heart Health, Arkansas State University
2014 M.S. Nursing, Arkansas State University
2010 B.S. Nursing, Arkansas State University

Employment:

2021- Present Nurse Practitioner, Baxter County Correctional Facility, Mountain Home, AR
2019-Present Adjunct Faculty, Louisiana State University-Alexandria, Alexandria, LA
2018-Present Nurse Practitioner, North Central Arkansas Medical Associates, Mountain Home, AR
2017-2018 Nurse Practitioner, Regional Family Medicine, Mountain Home, AR
2016-2019 Independent Nurse Practitioner, Med Express Urgent Care, Mountain Home, AR
2012-2015 Instructor, A-State

SMITH, LAUREN

Assistant Professor, A-State Online Nursing

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

Effective: January 1, 2023

Source of Funds: Education and General, page 180, line 2

Justification: Replacement for Nikki Kemp, who is no longer employed (\$60,863)

Education:

2021 M.S.N. Women's Health, University of Cincinnati, Cincinnati, OH
2017 B.S. Nursing, Arkansas State University

Employment:

2022- Present Adjunct Clinical Instructor, Arkansas Northeastern College, Blytheville, AR
2022-Present Registered Nurse, Arkansas Methodist Medical Center, Paragould, AR
2018-2022 Registered Nurse, St. Bernards OBGYN Associates, Jonesboro, AR
2017-2018 Registered Nurse, NEA Baptist, Jonesboro, AR

TAMSUKHIN, SARA

Assistant Professor, Dietetics

Salary: \$60,000 (9-month)

Effective: January 1, 2023

Source of Funds: Education and General, A-State Online Program Revenue

Justification: New position for M.S. online program in Dietetics

Education:

2022 Ph.D. Educational Studies, University of Cincinnati, Cincinnati, OH
2007 M.S. Nutrition, University of Cincinnati, Cincinnati, OH
2004 B.S. Dietetics, University of Cincinnati, Cincinnati, OH

Employment:

2022-Present Post-Doctoral Fellow, University of Cincinnati, Cincinnati, OH
2020-Present Graduate Assistant, University of Cincinnati, Cincinnati, OH
2018-2022 Research and Statistical Coursework, University of Cincinnati, Cincinnati, OH
2018-2020 Graduate and Teaching Assistant, University of Cincinnati, Cincinnati, OH

VANGILDER, JOSHUA

Temporary Instructor, Engineering Instruction

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

Effective: January 1, 2023

Source of Funds: Education and General, page 174, line 15

Justification: Replacement for Brandon Kemp, who resigned (\$113,014)

Education:

2017 Ph.D. Environmental Sciences, Arkansas State University
2015 M.S. Environmental Sciences, Arkansas State University
2011 B.S. Electrical Engineering, Arkansas State University

Employment:

2021-Present Meat/Produce Academy Trainer, Walmart, Jonesboro, AR
2018-Present Pastor, Antioch Missionary Baptist Church, Rector, AR
2011-2017 Graduate Research Assistant, A-State

WILKS, KIMBERLY

Assistant Professor, Nursing

Salary: \$65,000 (9-month)

Effective: January 1, 2023

Source of Funds: Education and General, page 179, line 14, plus differential tuition (\$2,160)

Justification: Replacement for April Jennings, who is no longer employed (\$62,840)

Education:

2016 M.S.N. Nursing Education, Union University-Germantown, Germantown, TN

2006 B.S. Nursing, University of Memphis, Memphis, TN

Employment:

2021-Present Oncology RN Case Manager, United Healthcare/Optum, Jonesboro, AR

2019-2022 Infusion Nurse, West Cancer Center and Research Institute, Germantown, TN

2018-2021 Assistant Professor, Nursing, Arkansas State University

2017-2018 Adjunct Clinical Instructor, Arkansas State University

2015-2018 Staff Nurse, Methodist LeBonheur Healthcare Germantown, Germantown, TN

2012-2015 Staff Nurse, Baptist Memorial Hospital, Jonesboro, AR

ARKANSAS STATE UNIVERSITY (A-STATE)
ACADEMIC REASSIGNMENTS
March 10, 2023

LOWE, WILLIAM

From: Records Management Analyst, A-State Online Operations
To: Instructor, A-State Online Operations
Salary: \$35,600 (12-month)
Effective: January 1, 2023
Source of Funds: Education and General, page 66, line 10
Justification: Replacement for Taylor Shannon, who transferred to another position (\$36,350)

NIX, ELIZABETH

From: Professor, School of Nursing
To: Assistant Professor, A-State Online Health Studies
Salary: \$60,000 (9-month)
Effective: January 1, 2023
Source of Funds: Education and General, page 181, line 1
Justification: New position in FY2023 budget (\$60,000)

ARKANSAS STATE UNIVERSITY (A-STATE)
NON-ACADEMIC APPOINTMENTS
March 10, 2023

BINKLEY, SEAN

Project Program Specialist, Study Abroad

Salary: \$40,000

Effective: February 6, 2023

Source of Funds: Auxiliary, page 70, line 2

Justification: Replacement for Jessica Epstein, who resigned (\$43,300)

Education:

2022 M.E.D. International Higher Education, Loyola University of Chicago, Chicago, IL

2010 B.A. International Relations, Houghton College, New York, NY

Employment:

2022-Present Writing Tutor, Wilkes Community College, West Jefferson, NC

2021-2022 Paid Internship, Loyola University of Chicago International Higher Education, Chicago, IL

2020-2022 English Teacher, Choongam Elementary School, Seoul, South Korea

2016-2019 Elementary English Teacher, EPIK Program, Naepo, South Korea

2013-2015 English Teacher, The Prince Royals College, Chiang Mai, Thailand

JEFFREY, PATRICK

Computer Support Manager, A-State Online Operations

Salary: \$55,000

Effective: January 3, 2023

Source of Funds: Education and General, page 66, line 13, plus A-State Online Operations Revenue (\$3,397)

Justification: Replacement for Austin Bryan, who resigned (\$51,603)

Employment:

2019-Present IT Specialist/Asset Manager, SICPA, Springfield, VA

2018-2019 IT Specialist, Jetwave Wireless, Alexandria, VA

2012-2016 Application Systems Analyst, D.A. Davidson, Great Falls, MT

KENNON, COURTNEY

Project Program Specialist, University Centers

Salary: \$40,000

Effective: January 9, 2023

Source of Funds: Education & General, page 61, line 6, plus University Center Revenue (\$4,300)

Justification: New position in FY2023 budget \$35,700

Education:

2012 M.S. College Student Personnel Services, Arkansas State University
2008 B.S. Interdisciplinary Studies, Arkansas State University

Employment:

2020-2022 EAST Facilitator and Teacher, Armored Public Schools, Armored, AR
2019-2020 Financial Aid Advisor, Arkansas Northeastern College, Blytheville, AR
2016-2019 Education Advisor, Arkansas Northeastern College, Blytheville, AR
2008-2013 Program Assistant, Upward Bound, A-State

WATSON, KELLIE

Research Compliance Coordinator, Research and Technology Coordinator

Salary: \$65,000

Effective: January 16, 2023

Source of Funds: Education and General, page 53, line 8, plus indirect cost charges (\$28,515)

Justification: Replacement for Carla McCain, who resigned (\$36,485); increase in salary for market and equity

Education:

2013 M.S. Animal Nutrition, Mississippi State University, Starkville, MS
2011 B.S. Animal and Dairy Science, Mississippi State University, Starkville, MS

Employment:

2017- Present Research Compliance Coordinator, University of Memphis, Memphis, TN
2013-2017 Project Program Manager, A-State

ARKANSAS STATE UNIVERSITY (A-STATE)
NON-ACADEMIC REASSIGNMENTS
March 10, 2023

HALL, BRITNEY

From: Fiscal Support Analyst, Dean of Education and Behavioral Science
To: Research Assistant, Provost/ Academic Affairs and Research
Effective: December 1, 2022
Salary: \$45,000
Source of Funds: Education and General, page 49, line 6, plus salary savings (\$3,302)
Justification: Replacement for Ruth Baker, who transferred to another position (\$41,698)

HOGAN, SUMMER

From: Director of Student Aid, A-State Online Operations
To: Director of Student Aid, Office of Financial Aid & Scholarships
Effective: February 1, 2023
Salary: \$55,000
Source of Funds: Education and General, page 27, line 4
Justification: Replacement for Dena Graves, who retired (\$55,505)

SHANNON, TAYLOR

From: Academic Advisor, A-State Online Operations
To: Academic Advisor, Dean of Education and Behavioral Science
Effective: November 16, 2022
Salary: \$35,568
Source of Funds: Education and General, page 155, line 3
Justification: Replacement for Antwanet Wade, who resigned (\$36,286)

ARKANSAS STATE UNIVERSITY (A-STATE)
Contract Revisions
March 10, 2023

HECKENDORF, KEITH

Offensive Coordinator, Football

Salary: \$245,000

Effective: January 1, 2023-January 15, 2024

JONES, JEFF

Director of Athletic Performance, Football

Salary: \$135,000

Effective: December 19, 2022-January 15, 2025

LETT, DERRICK

Assistant Coach, Football

Salary: \$112,200

Effective: December 19, 2022-January 15, 2025

SHALALA, JON

Assistant Coach, Football

Salary: \$91,800

Effective: December 19, 2022-January 15, 2024

**ARKANSAS STATE UNIVERSITY-BEEBE
ACADEMIC APPOINTMENTS
March, 10, 2023**

HILLMAN, THOMAS

Instructor of Agriculture Equipment Technology (John Deere)

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

Effective: January 3, 2023

Source of Funds: Education and General, page 42, line 2, plus salary savings (\$6,971)

Justification: Replacement for Stephen Yokley, who resigned (\$44,262)

Education:

2018 A.S. Pharmacy Technology, Arkansas State University-Beebe

1990 Cert. Machinery, Coast Guard Technical School, Yorktown, VA

Employment:

2021-2022 Student Transport Groundskeeper, Rose Bud School District, Rose Bud, AR

2018-2021 Instructor of Industrial Technology, ASU-Beebe

2016-2018 Delivery Driver, Loblolly, Little Rock, AR

1988-2014 Machinery Technician, U.S. Coast Guard, Topeka, KS

TUCKER, JACOB

Temporary Instructor of Automotive Technology

Salary: \$38,425 (10-month)

Effective: January 3, 2023

Source of Funds: Education and General, page 40, line 1

Justification: Replacement for Dean Querry, deceased, (\$42,420)

Education:

2020 B.A. Social Science, Harding University, Searcy, AR

2019 A.G.S. General Studies, Arkansas State University-Beebe

Employment:

2022-2022 History Teacher, Pulaski County School District, Little Rock, AR

2021-2022 History Teacher, Little Rock School District, Little Rock, AR

2015-2020 Student Worker/Maintenance, Harding University, Searcy, AR

**ARKANSAS STATE UNIVERSITY-BEEBE
NON-ACADEMIC APPOINTMENTS
March 10, 2023**

BARNES, CORYNN

Digital Marketing Specialist

Salary: \$36,000

Effective: February 3, 2023

Source of Funds: Education and General, page 63, line 6, plus salary savings (\$7,845)

Justification: Vacant position in FY2023 budget (\$28,155)

Education:

2022 B.A. Media Production, Harding University, Searcy, AR

Employment:

2022-2022 Digital Photo Tech, Campbell's Automotive, Benton, AR

2021-2022 Digital Marketer, Freelance/Remote, Searcy, AR

2021-2021 Media Intern, Retreat at Norwich Lake, Huntington, MA

2021-2021 Radio Host, KVHU 95.3, Searcy, AR

2020-2020 Summer Intern, Westrock, Syracuse, NY

BINGHAM, MONIQUE

Accountant I

Salary: \$32,500 (12-month rate)

Effective: January 17, 2023

Source of Funds: Education and General, page 67, line 6

Justification: Replacement for Dana Dobbins, who was reassigned (\$32,593)

Education:

1992 General Studies, Arkansas State University-Beebe

Employment:

2020-2022 Lab Coordinator, Exacta Laboratory Systems, LLC, Sherwood, AR

2014-2020 Purchasing Technician, Arkansas State University, Beebe, AR

DEATON, HEATHER

Testing Administrator/Enrollment Counselor

Salary: \$38,0000

Effective: December 1, 2022

Source of Funds: Education and General, page 46, line 2

Justification: Replacement for Carmen Johnson, who resigned (\$38,760)

Education:

2017 B.S. Biological Sciences, Southern Arkansas University, Magnolia, AR

Employment:

2020-2022 Admissions Analyst, University of Central Arkansas, Conway, AR

2019-2020 Administrative Specialist II, ASU-Beebe

2017-2019 Chemistry/Math Tutor, ASU-Beebe

2015-2016 Administrative Assistant, Southern Arkansas University, Magnolia, AR

TUBBS, ALEXANDRA

Verification Coordinator, Financial Aid

Salary: \$36,000

Effective: January 3, 2023

Source of Funds: Education and General, page 58, line 1, plus salary savings (\$300)

Justification: Replacement for Katie Bell, who resigned (\$35,700)

Education:

2012 M.S. Student Personnel, Arkansas Tech University, Russellville, AR

Employment:

2022-2022 Director of Financial Aid, University of Arkansas, Little Rock, AR

2019-2022 Director of Financial Aid, University of Arkansas eVersity, Little Rock, AR

2018-2019 Financial Aid Administrator, University of Arkansas, Little Rock, AR

2017-2018 Director of Financial Aid, Henderson State University, Arkadelphia, AR

2013-2014 Financial Aid Advisor, University of Arkansas, Little Rock, AR

ARKANSAS STATE UNIVERSITY-BEEBE
NON-ACADEMIC REASSIGNMENTS
March 10, 2023

BELL, JOSHUA

From: Student Development Specialist
To: Assistant Director of Learning Center
Salary: \$42,000
Effective: October 1, 2022
Source of Funds: Education and General, page 53, line 2
Justification: Replacement for Catherine Burton, who transferred to another position (\$56,000)

DAVIS, BRANDY

From: Admissions Specialist
To: Coordinator of Admissions
Salary: \$32,000
Effective: February 1, 2023
Source of Funds: Education and General, page 90, line 1
Justification: Replacement for Victoria Ware, who was reassigned (\$33,293)

HAMILTON, DAPHNIE

From: HEI Program Coordinator for Distance Learning
To: Assistant Director of Distance Education
Salary: \$42,000
Effective: October 1, 2022
Source of Funds: Education and General, page 47, line 1
Justification: Replacement for Stephanie Ungerank, who transferred to another position (\$52,020)

HENRY, BRYAN

From: Skilled Trades Supervisor
To: Interim Director of Physical Plant
Salary: \$50,000
Effective: January 16, 2023
Source of Funds: Education and General, page 78, line 2
Justification: Replacement for Mark Hastings, who retired (\$67,626)

ARKANSAS STATE UNIVERSITY-MOUNTAIN HOME
ACADEMIC APPOINTMENT
March 10, 2023

BALLARD, JEFFREY

Welding Instructor

Salary: \$47,000 (10-month)

Effective: January 2, 2023

Source of Funds: Education and General, page 62, line 1, plus \$3,220 from Capital Outlay, page 62

Justification: Replacement for George Hastings, who resigned (\$43,780)

Education:

2020 Certified Welding Educator Certificate, American Welding Society

2011 Certified Welding Inspector Certificate, American Welding Society

Employment:

2017-2019 Department Chair, Welding Program, York Technical College, Rock Hill, South Carolina

2014-2016 Welding Instructor, York Technical College, Rock Hill, South Carolina

**ARKANSAS STATE UNIVERSITY-MOUNTAIN HOME
NON-ACADEMIC APPOINTMENT
March 10, 2023**

JONES, CHESTER

Public Safety Officer

Salary: \$35,000

Effective: March 1, 2023

Source of Funds: Education and General, page 94, line 4

Justification: Replacement for Mark Hollingsworth, who resigned (\$35,000)

Education:

1991 B.A. Criminal Justice, Northeast Louisiana University, Monroe, LA

Employment:

2021-Present Assistant Chief, Mountain Home Police Department, Mountain Home, AR

1998-2021 School Resource Officer, Mountain Home Police Department, Mountain Home, AR

ARKANSAS STATE UNIVERSITY-NEWPORT
ACADEMIC APPOINTMENTS
March 10, 2023

BREWER, MARY

Instructor of Nursing

Salary: \$58,000 (12-month)

Effective: January 1, 2023

Source of Funds: Education and General, page 34, line 3 (new enrollment and salary savings)

Justification: New position needed to support the new TRN to RN transition program

Education:

2019 M.S. Nursing, Western Governors University, Salt Lake City, UT

2015 B.S. Nursing, University of Arkansas for Medical Sciences, Little Rock, AR

Employment:

2020-Present Registered Nurse, University of Arkansas Community College at Batesville

2019-2020 Case Manager, White River Medical Center, Batesville, AR

2015-2020 Adjunct Faculty Clinical Instructor, University of Arkansas Community College at Batesville

2014-2020 Registered Nurse, Unity Hospital, Searcy, AR

2010-2015 Chemotherapy/Biotherapy Trainer, Oncology Nursing Society, Pittsburgh, PA

REYNOLDS, TABITHA

Instructor of Nursing

Salary: \$58,000 (12-month)

Effective: January 1, 2023

Source of Funds: Education and General, page 34, line 2.

Justification: Vacant position in FY2023 Budget (\$30,000 for six months, January-June)

Education:

2016 B.S. Nursing, Colorado Technical University, online

Employment:

2020-Present Adjunct Instructor of Nursing, ASU-Newport

2007-Present Registered Nurse, Unity Health-Harris Medical Center, Newport, AR

STAGGS, MADLYN

Clinical and Simulation Coordinator

Salary: \$50,000 (12-month)

Effective: January 1, 2023

Source of Funds: Education and General, page 29, line 6; page 33, line 1; and page 34, line 1

Justification: Vacant position in FY2023 Budget (\$52,020).

Education:

2018 C.P. Practical Nursing, Arkansas State University-Newport

2017 C.P. General Studies, Arkansas State University-Newport

2017 A.D. General Studies, Arkansas State University-Newport

Employment:

2021-Present Adjunct Instructor of Phlebotomy and Adjunct Instructor of Nursing, ASU-Newport

2019-Present Licensed Practical Nurse/Floor Nurse, St. Michael's Place, Newport, AR

2017-Present Licensed Practical Nurse, Unity Health-Harris Medical Center, Newport, AR

UPCHURCH, JUSTIN

Instructor of Welding

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

Effective: January 1, 2023

Source of Funds: Education and General, page 52, line 3; page 54, line 3; plus salary savings (\$6,858)

Justification: Replacement for Scott Vaughn, who retired (\$48,142)

Education:

2007 Diploma Street Rod & Custom Fabrication with Automotive Technology, Wyoming Technical Institute, Laramie, WY

2006 A.A.S. Welding and Machining, University of Arkansas-Pulaski Technical College, North Little Rock, AR

Employment:

2016-Present Weld Technician, Trinity Rail, Jonesboro, AR

2015-2016 Welding Supervisor, Arkansas Fence and Guardrail, North Little Rock, AR

**ARKANSAS STATE UNIVERSITY-NEWPORT
NON-ACADEMIC APPOINTMENTS
March 10, 2023**

LAWSON, GREG

Campus Police Officer

Salary: \$43,000

Effective: February 16, 2023

Source of Funds: Education and General, page 121, line 1, plus salary savings (\$3,220)

Justification: Replacement for Aaron Thomas, who resigned (\$39,780)

Employment:

2022-present Officer, Jonesboro Police Department, Jonesboro, AR

2017-2022 Campus Police Officer, ASU-Newport

1992-2017 Officer, Jonesboro Police Department, Jonesboro, AR

NUTT, LOGAN

Professional Academic Advisor

Salary: \$35,000

Effective: March 1, 2023

Source of Funds: Education and General, page 79, line 3; salary savings (\$35,000)

Justification: New position created as part of the ASUN January 2023 reorganization, to provide improved student services

Education:

2013 M.A. Higher Education Administration, Southeast Missouri State University, Cape Girardeau, MO

2011 B.S. General Studies, Southeast Missouri State University, Cape Girardeau, MO

Employment:

2019-Present Men's Basketball Assistant Coach, Crowley's Ridge College, Paragould, AR

2016-2018 Varsity Boys' Basketball Coach, Doniphan High School, Doniphan, MO

2014-2016 Head Boys' Basketball Coach, Woodland High School, Marble Hill, MO

2013-2014 Assistant Men's Basketball Coach, Culver-Stockton College, Canton, MO

PHILLIPS, BRAD

Student Recruiter

Salary: \$38,000

Effective: March 1, 2023

Source of Funds: Educational and General, page 85, line 6; salary savings (\$38,000)

Justification: New position created as part of the ASUN January 2023 reorganization, to provide improved student services

Education:

2006 M.S. Physical Education, Emporia State University, Emporia, KS
2002 B.S. Physical Education, Williams Baptist College, Walnut Ridge, AR

Employment:

2020-Present Head Women's Basketball Coach, Crowley's Ridge College, Paragould, AR
2019-2020 Head Men's and Women's Basketball Coach, University of Arkansas-Cossatot, De Queen, AR
2017-2019 Head Men's Basketball Coach and Athletic Director, Southeastern Baptist College, Laurel, MS
2016-2017 Coach, Arkansas Hoopsters, Monticello, AR
2014-2016 Head Women's Basketball Coach, Morthland College, West Frankfort, IL
2013-2014 Head Women's Basketball Coach, St. Cloud Technical & Community College, St. Cloud, MN

WAKEFIELD, ELIZABETH

Director of Institutional Research and Effectiveness

Salary: \$75,000

Effective: March 1, 2023

Source of Funds: Educational and General, page 126, line 2, plus salary savings (20,878)

Justification: Replacement for Christy Mann, who transferred to another position (\$54,122); increase in salary for market and equity

Education:

2020 M.B.A. Statistics, Arkansas State University
2010 B.S. Animal Science, Arkansas State University

Employment:

2022-Present Director of Student Success Analytics, A-State
2019-2021 Data Analytics Strategist, A-State
2017-2019 Research Analyst, A-State

ARKANSAS STATE UNIVERSITY-NEWPORT
NON-ACADEMIC REASSIGNMENTS
March 10, 2023

BEACH, KEN

From: Associate Dean for Applied Science/Senior Instructor of Welding
To: Assistant Director of Workforce Development
Salary: \$70,000
Effective: January 1, 2023
Source of Funds: Education and General, page 54, line 1, plus salary savings (\$5,266)
Justification: ASUN January 2023 reorganization eliminated the Associate Dean for Applied Science position and created the Director of Workforce Development position

MANN, CHRISTY

From: Director of Institutional Research and Effectiveness
To: Director of Career Services
Salary: \$54,122
Effective: March 1, 2023
Source of Funds: Education and General, page 92, line 3; salary savings (\$54,122)
Justification: New position created as part of the ASUN January 2023 reorganization

**ARKANSAS STATE UNIVERSITY MID-SOUTH
ACADEMIC APPOINTMENTS
March 10, 2023**

ALMAATOUKI, JAWAD

Instructor, Information Systems Technology

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

Effective: January 2, 2023

Source of Funds: Education and General, page 20, plus salary savings (\$2,500)

Justification: New position in FY2023 budget

Education:

2020 B.S. Electrical Engineering and Computer Science, Christian Brothers University,
Memphis, TN

Employment:

2022 Coding Teacher, Memphis Shelby County Schools, Memphis, TN

2020-2021 Tutor, Varsity Tutors LLC, St. Louis, MO

2017-2019 Teacher Assistant and Math Tutor, Christian Brothers University, Memphis, TN

FRAZIER, LADONNA

Instructor, Allied Health Instructor

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

Effective: January 2, 2023

Source of Funds: Education and General, page 18

Justification: Replacement for Sheena Bass, who resigned (\$43,350)

Education:

2011 A.A.S. Respiratory Therapy, Concorde Career College, Memphis, TN

Employment:

2020-2022 Respiratory Therapist, St. Francis Hospital, Bartlett, TN

2014-2022 Respiratory Therapist, PRN (as needed), Regional One Health, Memphis, TN

**ARKANSAS STATE UNIVERSITY MID-SOUTH
NON-ACADEMIC APPOINTMENT
March 10, 2023**

MCNAIR, JAYDEN

Network and Systems Manager

Salary: \$50,000

Effective: January 2, 2023

Source of Funds: Education and General, page 5 (FY2023 budget includes a salary of \$70,000 for this position)

Justification: Replacement for Quinarius White, who resigned (\$31,531)

Education:

2022 A.A.S. Information Systems Technology, Arkansas State University Mid-South

2021 C.P. Networking, Arkansas State University Mid-South

Employment:

2021-2022 Intern, Information Technology, ASU Mid-South,

**ARKANSAS STATE UNIVERSITY THREE RIVERS
ACADEMIC APPOINTMENTS
March 10, 2023**

DYER, JIM

HVAC-R Instructor. Saline County Career Technical Campus (SCCTC)

Salary: \$44,816 (10-month)

Effective: January 5, 2023

Source of Funds: Education and General, Saline County Career Technical Campus, page 77, plus \$3,577 from Secondary Skills Services for SCCTC

Justification: Replacement for Brandon Taylor, who resigned (\$41,239)

Education:

1986 HVAC-R Diploma, Ouachita Vocational Technical School, Malvern, AR

Employment:

2016-Present Owner, Dyer Services Unlimited

CAVER, JOHN

Workforce Development Program Manager

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

Effective: February 6, 2023

Source of Funds: Fifty percent from workforce revenue, plus fifty percent from grants

Justification: New position needed, due to increased enrollment in workforce leadership training

Education:

1987 B.S. Business Administration, Henderson State University

Employment:

2020-Present Director, Arkansas Small Business & Technology Development Center, Henderson State University

2019-2020 General Manager, Tradesman International, Little Rock, AR

2014-2019 Vice President of Sales and Marketing, Optus Inc., Jonesboro, AR

**ARKANSAS STATE UNIVERSITY THREE RIVERS
NON-ACADEMIC REASSIGNMENTS
March 10, 2023**

JOACHIM-SMITH, VERGINA

From: TRiO Director
To: Associate Vice Chancellor for Student Retention/TRiO Director
Salary: \$73,000
Effective: January 1, 2023
Source of Funds: Educational and General, page 75
Justification: Replacement for Kim Armstrong, who resigned (\$91,921)

MAXWELL, SETH

From: Maintenance Tech
To: Skilled Tradesman
Salary: \$35,000
Effective: November 13, 2022
Source of Funds: Educational and General, page 75
Justification: Replacement for Javories Wright, who resigned (\$35,000)

HENDERSON STATE UNIVERSITY
March 10, 2023

Promotion Recommendation for Professor

Arts and Humanities

Mary Jane Dunn-Whitener Professor*

*Promotion is effective on the date of May 15, 2023. However, this promotion shall not affect the terminal nature of Dr. Dunn-Whitener's current academic appointment, which is due to the 2022 financial exigency process.

**HENDERSON STATE UNIVERSITY
NON-ACADEMIC APPOINTMENTS
March 10, 2023**

MABRY, SANDRA

Project Program Director, Exec VC-Finance and Administration

Effective: January 3, 2023

Salary: \$65,000

Source of Funds: Education and General

Justification: Vacant position in FY2023 budget

Education:

1980 B.S. Business, University of Arkansas, Fayetteville, AR

1979 B.S. Business, South Central Career College, West Plains, MO

1976 M.S. Business, Draughn's School of Business, Valdese, NC

Employment:

2002-2018 Construction Design, University of Central Arkansas Construction Division, Conway, AR

2018-Present Director of Construction, Arkansas Tech University, Russellville, AR

MORGAN, WILLICA

Project Program Manager, Student Health and Wellness

Effective: February 1, 2023

Salary: \$72,000

Source of Funds: Education and General

Justification: New position in FY2023 budget

Education:

2007 M.S. Community Counseling, Henderson State University, Arkadelphia, AR

2004 B.A. English, Henderson State University, Arkadelphia, AR

Employment:

2008-Mar. 2022 Student Services Counselor, Henderson State University, Arkadelphia, AR

2021-Present Licensed Professional Counselor, Refuge Counseling of Arkansas, Arkadelphia, AR

Apr.-Oct. 2022 Care Manager, New Directions Behavioral Health, Kansas City, MO

**HENDERSON STATE UNIVERSITY
NON-ACADEMIC REASSIGNMENT
March 10, 2023**

SCRIMSHIRE, NATALIE

From: Associate Librarian, Library Operations
To: Director of Library, Library Operations
Salary: \$61,500
Effective: January 1, 2023
Source of Funds: Education and General
Justification: Replacement for Lacy Wolfe, who resigned (\$72,111)