AGENDA
ARKANSAS STATE UNIVERSITY
BOARD OF TRUSTEES
March 8, 2019
10:00 a.m.
ASU-Mountain Home

I. Call to Order
   Niel Crowson, Chair

*II. Approval of the Minutes of Past Meetings
   December 7, 2018
   February 20, 2019

III. President’s Report
    Reports of the Chancellors
    Progress Report on ASU Campus Queretaro

*IV. Agenda
   • Proposed ASU System Resolutions
     • Resolution to repeal the ASU System Freedom of Expression Policy
     • Resolution approving a replacement for a member of the ASU-Beebe Board of Visitors
       and also a replacement for a member of the ASU-Mountain Home Board of Visitors
   • Proposed ASU-Jonesboro Resolution
     • Resolution approving ASU-Jonesboro to name Room 102 in the baseball complex at
       Tomlinson Stadium the Ike Tomlinson Head Coach’s Office
   • Proposed ASU-Newport Resolutions
     • Resolution approving ASU-Newport to offer an optional, voluntary retirement program
     • Resolution approving ASU-Newport to offer Certificates of Proficiency in Industrial
       Maintenance/General and Industrial Maintenance/Electrical
     • Resolution approving ASU-Newport to offer a Certificate of Proficiency in Manual
       Machining
   • Proposed ASU Mid-South Resolutions
     • Resolution approving ASU Mid-South to establish a $12 Emergency Medical Responder
       Lab Fee
     • Resolution approving ASU Mid-South to offer a Technical Certificate in Business
     • Resolution approving ASU Mid-South to offer a Certificate of Proficiency in Business
     • Resolution approving ASU Mid-South to offer a Certificate of Proficiency in Accounting
V. Executive Session

*VI. Approval of Personnel Actions

VII. Other Business

*VIII. Adjournment

*Action Items
EXECUTIVE SUMMARY

ACTION ITEM: The Arkansas State University System requests that the Board of Trustees repeal the ASU System Freedom of Expression Policy and begin immediate compliance with Act 184 of 2019.

ISSUE: The Board of Trustees approves changes to ASU System policies.

BACKGROUND:

• On February 20, 2019, the Governor of Arkansas signed into law Act 184 of 2019, which mandates certain changes be made to all Arkansas higher education free speech policies. This includes allowing speech in all outdoor areas of campus by members of the campus community.
• The passage of this new law will require changes to be made to current freedom of expression policies within the campuses of the Arkansas State University System, as well as other institutions of higher education in Arkansas.

RECOMMENDATION/RESOLUTION:

Be it resolved that the Arkansas State University Board of Trustees, due to the passage of Act 184 of 2019, repeals the ASU System Freedom of Expression Policy and all other freedom of expression policies on each campus, and instructs the campuses within the ASU System to begin immediate compliance with Act 184 of 2019. This repeal is effective as of this date.

Price Gardner, Secretary  
Niel Crowson, Chair
EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

ACTION ITEM: The Arkansas State University System requests approval to replace a member of the ASU-Beebe Board of Visitors and also to replace a member of the ASU-Mountain Home Board of Visitors.

ISSUE: Pursuant to Board policy, the ASU Board of Trustees must approve the candidates for the Board of Visitors for each System institution.

BACKGROUND:

- ASU-Beebe Chancellor Jennifer Methvin has notified System President Charles Welch that Felipe Barahona, a member of the ASU-Beebe Board of Visitors, whose term expires June 30, 2022, has moved out of state. Consequently, Mr. Barahona has resigned from the ASU-Beebe Board of Visitors. Chancellor Methvin has recommended Flave Carpenter to replace Mr. Barahona and serve his unexpired term through June 30, 2022. President Welch has given his consent and recommends Mr. Carpenter for approval by the Board of Trustees.

- ASU-Mountain Home Chancellor Robin Myers has notified System President Charles Welch that Jeff Gunn, a member of the ASU-Mountain Home Board of Visitors, whose term expires June 30, 2021, has moved out of state. Consequently, Mr. Gunn has resigned from the ASU-Mountain Home Board of Visitors. Chancellor Myers has recommended Dr. Jake Long to replace Mr. Gunn and serve his unexpired term through June 30, 2021. President Welch has given his consent and recommends Dr. Long for approval by the Board of Trustees.

RECOMMENDATION/RESOLUTION:

Be it resolved that the Arkansas State University Board of Trustees approves Flave Carpenter to replace Felipe Barahona as a member of the ASU-Beebe Board of Visitors and also approves Jake Long to replace Jeff Gunn as a member of the ASU-Mountain Home Board of Visitors.

Price Gardner, Secretary

Niel Crowson, Chair
ARKANSAS STATE UNIVERSITY
BOARD OF TRUSTEES

A Resolution Recognizing the Significant Contribution of
Joe and Donna Tomlinson
to Arkansas State University-Jonesboro

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

WHEREAS, Joe and Donna Tomlinson have made a substantial and generous monetary
contribution to Arkansas State University-Jonesboro; and

WHEREAS, the Tomlinsons wish to honor Joe’s uncle, J.A. “Ike” Tomlinson, who served 29
years as the first head baseball coach at ASU-Jonesboro from 1948 to 1976. Ike Tomlinson also coached
the football and basketball teams and served as college athletics director while becoming the longest-
tenured athletic coach at the University.

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of Arkansas State University,
that Room 102 in the baseball complex at Tomlinson Stadium on the ASU-Jonesboro campus shall be
known henceforth as:

Ike Tomlinson Head Coach’s Office

DULY ADOPTED AND APPROVED this 8th day of March 2019

Niel Crowson, Chair
Price Gardner, Secretary
Tim Langford, Member

Stacy Crawford, Vice Chair
Christy Clark, Member
Charles L. Welch, President

Resolution 19-04
EXECUTIVE SUMMARY

Contact: Sandra Massey (870) 512-7850

ACTION ITEM: Arkansas State University-Newport (ASUN) requests approval to offer an optional, voluntary retirement program.

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

BACKGROUND:

- Arkansas law allows an institution of higher education to offer voluntary, retirement-incentive programs when such programs result in financial savings to the institution.
- ASUN wishes to offer an optional, voluntary retirement program in fiscal year 2020, to employees who have provided lengthy service to the institution, as well as to achieve such financial savings.
- The program will be limited to employees who are at least 55 years of age and who have 15 years of full-time employment as of June 30, 2019.
- Eligible employees will be required to execute all documents necessary to effectuate the voluntary retirement.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University-Newport is approved to offer an optional, voluntary retirement program for employees eligible as of June 30, 2019.

Price Gardner, Secretary

Niel Crowson, Chair
EXECUTIVE SUMMARY

Action Item: Arkansas State University-Newport (ASUN) requests approval to offer a Certificate of Proficiency in Industrial Maintenance/General and a Certificate of Proficiency in Industrial Maintenance/Electrical.

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

Background:

- The proposed Certificates of Proficiency in Industrial Maintenance/General and Industrial Maintenance/Electrical were developed based on input from ASUN’s Industrial Maintenance Advisory Board. Additional specialized training of employees in the field of Industrial Maintenance is needed to meet current industry demands.

- The Certificates of Proficiency in Industrial Maintenance/General and Industrial Maintenance/Electrical will provide pathways to ASUN’s existing Technical Certificate in Industrial Maintenance, as well as the Associate of Applied Science in General Technology.

- These Certificates of Proficiency will provide opportunities for students to complete short-term credentials through the acquisition of entry-level employment skills in the Industrial Maintenance field.

- No additional funding is required.

Recommendation/Resolution:

Be it resolved that Arkansas State University-Newport is approved to offer a Certificate of Proficiency in Industrial Maintenance/General and a Certificate of Proficiency in Industrial Maintenance/Electrical, effective fall semester of 2019.

Price Gardner, Secretary

Niel Crowson, Chair
EXECUTIVE SUMMARY

ACTION ITEM: Arkansas State University-Newport (ASUN) requests approval to offer a Certificate of Proficiency in Manual Machining.

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

BACKGROUND:

- The proposed Certificate of Proficiency in Manual Machining was developed based on input from ASUN’s Advanced Manufacturing Advisory Board. Additional specialized training of employees in the field of Advanced Manufacturing is needed to meet current industry demands.

- The Certificate of Proficiency in Manual Machining will create an additional credentialling pathway to the existing Technical Certificate in Advanced Manufacturing and the Associate of Applied Science in General Technology.

- This Certificate of Proficiency will provide the necessary training to create entry-level employment opportunities for students in the Advanced Manufacturing industry.

- No additional funding is required.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University-Newport is approved to offer a Certificate of Proficiency in Manual Machining, effective fall semester of 2019.

Price Gardner, Secretary

Niel Crowson, Chair
EXECUTIVE SUMMARY

ACTION ITEM: Arkansas State University Mid-South requests approval to establish a $12 Emergency Medical Responder Lab Fee.

ISSUE: The Board of Trustees must approve all fees.

BACKGROUND:

In order to meet the related costs needed to implement a new course, Arkansas State University Mid-South requests approval to establish the following fee:

<table>
<thead>
<tr>
<th>Miscellaneous Fee (effective March 5, 2019)</th>
<th>Current</th>
<th>Proposed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Emergency Medical Responder Lab Fee</td>
<td></td>
<td>$12.00</td>
</tr>
</tbody>
</table>

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University Mid-South is approved to establish a $12 Emergency Medical Responder Lab Fee, effective March 5, 2019.

Price Gardner, Secretary

Niel Crowson, Chair
EXECUTIVE SUMMARY

ACTION ITEM: Arkansas State University Mid-South requests approval to offer a Technical Certificate in Business.

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

BACKGROUND:

- The Technical Certificate in Business consists of 30 credit hours in business and general education courses and creates a progression point for students studying business. It allows students to complete a certificate to continue school, seek employment, or improve skills for currently held employment.

- A need exists in Crittenden County and the surrounding area for employees in office and administrative support occupations. In 2018, approximately 100,000 jobs fit into this category in West Memphis and Memphis, and the number is expected to rise, according to Economic Modeling Specialists (EMSI) labor market data.

- Currently, 103 students in the Associate of Science in Business program would be able to attain this technical certificate.

- ASU Mid-South will be able to offer the certificate without the addition of any new courses, instructors, equipment, or institutional funds.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University Mid-South is approved to offer a Technical Certificate in Business, effective fall semester of 2019.

Price Gardner, Secretary

Niel Crowson, Chair
EXECUTIVE SUMMARY

ACTION ITEM: Arkansas State University Mid-South requests approval to offer a Certificate of Proficiency in Business.

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

BACKGROUND:

- The Certificate of Proficiency in Business consists of 18 credit hours in core business courses and creates a progression point for students studying business, allowing students to complete a certificate as they continue school, seek employment, or improve skills for currently held employment.

- A need exists in Crittenden County and the surrounding area for employees in office and administrative support occupations. In 2018, approximately 100,000 jobs fit into this category in West Memphis and Memphis, and the number is expected to rise, according to Economic Modeling Specialists (EMSI) labor market data.

- Analysis of 2017 and 2018 graduates showed 28 students would have earned this credential, and 29 current advisees are on track to receive it, once this certificate is offered.

- ASU Mid-South will be able to offer the certificate without the addition of any new courses, instructors, equipment, or institutional funds.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University Mid-South is approved to offer a Certificate of Proficiency in Business, effective fall semester of 2019.

Price Gardner, Secretary

Niel Crowson, Chair
Arkansas State University
Board of Trustees
March 8, 2019
Resolution 19-11

EXECUTIVE SUMMARY

Contact: Cliff Jones (870) 733-6731

ACTION ITEM: Arkansas State University Mid-South requests approval to offer a Certificate of Proficiency in Accounting.

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

BACKGROUND:

- The Certificate of Proficiency in Accounting consists of six (6) credit hours and creates a progression point for students studying business.

- A need exists in Crittenden County and the surrounding area for bookkeepers and accounting clerks. Approximately 80 jobs, posted and available in this locale from September 2016-April 2018, can be attained with this certificate.

- Analysis of 2017 and 2018 graduates showed 28 students would have earned this credential, and 29 current advisees are on track to receive it, once this certificate is offered.

- ASU Mid-South will be able to offer the certificate without the addition of any new courses, instructors, equipment, or institutional funds.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University Mid-South is approved to offer a Certificate of Proficiency in Accounting, effective fall semester of 2019.

Price Gardner, Secretary

Niel Crowson, Chair
AMIENYI, SANOYA
Academic Success Coach
Salary: $35,000 (12-month rate)
Effective: January 14, 2019
Source of Funds: Education and General, page 75, line 6
Justification: Replacement for Bethany Seaton, who was promoted ($35,000)

Education:
2014 Ed.D. Educational Leadership, Arkansas State University-Jonesboro
2010 S.C.C.T. Community College Teaching, Arkansas State University-Jonesboro
2003 M.P.A. Public Administration and Community Development, Arkansas State University-Jonesboro
1997 B.S. Radio-TV, Arkansas State University-Jonesboro

Employment:
2015-Present Adjunct Professor, ASU-Jonesboro
2014-2015 AOS Graduate Program Advising Coordinator/Instructor, ASU-Jonesboro
2014 Substitute Teacher, Jonesboro Public Schools, Jonesboro, AR
2013 Instructor, School of Teacher Education and Leadership, ASU-Jonesboro
2010-2014 Graduate Assistant, ASU-Jonesboro
2011-2012 Literacy Tutor/Interventionist, The Literacy Intensive Tutoring Experience, Jonesboro, AR
2009-2010 Graduate Assistant, ASU-Jonesboro
2007-2009 Director, Student Support Services, ASU-Jonesboro

ELKINS, LANA
Temporary Teaching Instructor/Research, Biological Sciences
Salary: $45,000 (12-month rate)
Effective: January 1, 2019
Source of Funds: Off budget funded with 37.5% from Faculty Salary Pool ($14,526) and 62.5% from ABI/USDA research grants ($30,474)
Justification: New position that will utilize a full-time temporary instructor for both instruction and research

Education:
2012 M.S. Biology, Arkansas State University-Jonesboro
2009 B.S. Biology, Arkansas State University-Jonesboro
Employment:
2012-Present Undergraduate Student Mentor, Laboratory of Dr. Carole Cramer and Maureen Dolan, ASU-Jonesboro
2012-2013 Resident Scientist (National Science Foundation Graduate K-12 Fellow), Nettleton Intermediate Center and Fox Meadow Center, Jonesboro, AR
Spring 2012 Adjunct Professor, University of Arkansas Community College, Batesville, AR
2009-2012 Teaching Assistant, ASU-Jonesboro
2008-2009 Student Support Services Tutor, ASU-Jonesboro

RECTOR, CLAUDE
Assistant Professor of Clinical Laboratory Sciences
Salary: $71,000 (12-month rate)
Effective: July 1, 2019
Source of Funds: Education and General, page 177, line 3
Justification: Replacement for William Payne, who will retire 6/30/2019 ($78,121)

Education:
1991 M.A. Microbiology, University of Arkansas, Fayetteville, AR
1989 B.S. Microbiology, University of Arkansas, Fayetteville, AR

Employment:
2008-Present MLT & Phlebotomy Program Director, Phillips Community College of the University of Arkansas, Helena-West Helena, AR
1999-2007 Medical Laboratory Scientist, DeWitt Hospital & Nursing Home, DeWitt, AR

SANDERS, TODD
Assistant Professor of Occupational Therapy
Salary: $68,000 (9-month rate)
Effective: January 1, 2019
Source of Funds: Education and General, page 189, line 4 ($45,832) and page 169, line 69 ($16,156), plus Tuition Differential ($6,012)
Justification: Replacement for Andrea Brown, who was promoted ($61,988)

Education:
2014 M.O.T University of Tennessee Health Science Center, Memphis, TN
2011 General Studies, Arkansas State University-Beebe

Employment:
2018-Present Occupational Therapist, Southern Hand Centers, Memphis, TN
2014-Present Occupational Therapist, Kindred (Arkansas Methodist Medical Center), Paragould, AR
ARKANSAS STATE UNIVERSITY-JONESBORO
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BROWN, ANDREA
From:  Assistant Professor, Academic Fieldwork Coordinator, Occupational Therapy
To:  Assistant Professor, OTA Program Director, Occupational Therapy
Effective:  January 1, 2019
Salary:  $85,000 (12-month rate)
Source of Funds:  Education and General, page 169, line 64 ($22,024) and page 189, line 2 ($62,976)
Justification:  Replacement for Jessie Bricker, who resigned ($89,320)

BUCKLEY, CAMERON
From:  Assistant Professor, A-State Online Art & Design
To:  Assistant Professor of New Media & Photography
Effective:  January 1, 2019
Salary:  $50,425 (9-month rate)
Source of Funds:  Education and General, page 126, line 13 funded with Vice Chancellor for Academic Affairs and Research (VCAAR) Faculty Salary Pool
Justification:  Replacement to cover courses formerly taught by Claudia Salamanca, who resigned in 2018 as a temporary full time ($50,000) and a permanent replacement for Temma Balducci, who was promoted to chair ($60,689)

SEATON, BETHANY
From:  Academic Success Coach
To:  Instructor, Transition Studies
Effective:  January 16, 2019
Salary:  $36,512 (9-month rate)
Source of Funds:  Education and General, page 75, line 4
Justification:  Replacement for Ali Khalil, who resigned ($36,512)
COUGHLIN, SEAN
Assistant Coach, Football
Salary: $130,000
Effective: January 14, 2019
Source of Funds: Auxiliary, page 229, line 2
Justification: Replacement for Allen Rudolph, whose contract was not renewed ($131,911)

Education:
2006 M.Ed. Higher Education, Iowa State University, Ames, IA
2001 B.A. History, Drake University, Des Moines, IA

Employment:
2017-Present Associate Head Coach/Offensive Line Coach, Missouri State University, Springfield, MO
2015-2017 Co-Offensive Coordinator/Offensive Line Coach, Missouri State University, Springfield, MO
2008-2015 Offensive Line Coach, Missouri State University, Springfield, MO

DUGGAN, DAVID
Defensive Coordinator, Football
Salary: $151,527
Effective: January 21, 2019
Source of Funds: Auxiliary, page 229, line 3
Justification: Replacement for Joe Cauthen, who resigned ($151,527)

Education:
1986 B.S. Physical Education, University of New Hampshire, Durham, NH

Employment:
2016-Present Special Teams Coordinator/Linebackers Coach, Western Michigan University, Kalamazoo, MI
2013-2016 Defensive Coordinator/Linebackers Coach, University of Southern Mississippi, Hattiesburg, MS
2012-2013 Special Teams Coordinator/Outside Linebackers Coach, University of North Carolina, Chapel Hill, NC
2008-2011 Co-Defensive Coordinator/Linebackers Coach, University of Southern Mississippi, Hattiesburg, MS
FLASHBART, KRISTIN
Librarian, Dean B. Ellis Library
Salary: $48,500
Effective: May 1, 2019
Source of Funds: Education and General, page 194, line 4
Justification: Replacement for Myron Flugstad, who passed away ($73,059)

Education:
1996 M.A. Media Communications, Webster University, St. Louis, MO
1993 B.A. Theatre, College of Wooster, Wooster, OH

Employment:
2014-Present Metadata Librarian, Northeastern University, Boston, MA
2013-2014 Library Assistant, Modern Graphic History Library, Washington University, St. Louis, MO
2011-2013 Adaptive Cataloger, Modern Graphic History Library, Washington University, St. Louis, MO
2007-2010 Librarian, Hickey College, St. Louis, MO

GARRETT, MIYANNA
Project Program Specialist, Sports Information
Salary: $18,000
Effective: October 16, 2018
Source of Funds: Auxiliary, page 226, line 4
Justification: Replacement for Mark Cuthbertson, who resigned ($18,000)

Education:
2018 B.A. Communications, Arkansas State University-Jonesboro

Employment:
2016-Present Sports Editor, The Herald, ASU-Jonesboro
2015-Present Sports photographer and writer, The Herald, ASU-Jonesboro
2015-Present Vice President, Recruitment Ambassador, Athletics, ASU-Jonesboro
2015-Present Editor-in-Chief, The Odyssey Online Blog, Jonesboro, AR
2013-Present Customer Service Supervisor, Walmart, Jonesboro, AR

HECKENDORF, KEITH
Offensive Coordinator, Football
Salary: $131,911
Effective: January 14, 2019 (Two-year contract)
Source of Funds: Auxiliary, page 229, line 6
Justification: Replacement for Buster Faulkner, whose contract was not renewed ($131,911)
Education:
2013  M.Ed.  Education Administration, University of Nebraska-Lincoln, Lincoln, NE
2004  B.E.S.  Physical Education, St. Cloud State University, St. Cloud, MN

Employment
2016-2018  Quarterback Coach/Pass Game Coordinator/Play Caller, University of North Carolina, Chapel Hill, NC
2014-2015  Quarterback Coach/Recruiting Coordinator, University of North Carolina, Chapel Hill, NC
2011-2013  Offensive Quality Control, University of North Carolina, Chapel Hill, NC
2008-2010  Offensive Coordinator, Western Carolina University, Cullowhee, NC

JACKSON, RASHAD
Assistant Coach, Football
Salary:  $70,000
Effective:  January 21, 2019
Source of Funds:  Auxiliary, page 229, line 9
Justification:  Replacement for Norval McKenzie, who resigned ($100,000)

Education:
2004  M.Ed.  Sports Administration, East Central University, Ada, OK
2002  B.S.  Exercise Science, East Central University, Ada, OK

Employment:
2018-Present  Running Game Coordinator/Special Teams Coordinator, Trinity Valley Community College, Athens, TX
2009-2018  Offensive Coordinator, East Central University, Ada, OK

JOINER, BRANDON
Assistant Coach, Football
Salary:  $70,000
Effective:  January 16, 2019
Source of Funds:  Auxiliary, page 229, line 4
Justification:  Replacement for Brian Early, who resigned ($90,000)

Education:
2012  B.S.  Interdisciplinary Studies, Arkansas State University-Jonesboro

Employment:
2017-2019  Defensive Line Quality Control, ASU-Jonesboro
2016-2017  Defensive Line Graduate Assistant, ASU-Jonesboro
MCCLAIN, HAYDEN
Project Program Specialist, Men’s Basketball
Salary: $27,500
Effective: September 24, 2018
Source of Funds: Auxiliary, page 231, line 5
Justification: Replacement for Frank Holloway, who resigned ($27,500)

Education:
2018  M.H.S.  Sports and Wellness Leadership, Austin Peay State University, Clarksville, TN
2016  B.S.  History, Austin Peay State University, Clarksville, TN

Employment:
2017-2018  Special Assistant, Basketball, Austin Peay State University, Clarksville, TN
2016-2017  Graduate Assistant, Basketball, Austin Peay State University, Clarksville, TN
2015-2016  Student Assistant, Basketball, Austin Peay State University, Clarksville, TN

MILLER, JACOB
Assistant Coach, Strength
Salary: $85,000
Effective: January 14, 2019
Source of Funds: Auxiliary, page 230, line 2
Justification: Replacement for Patrick Ivey, who resigned ($85,000)

Education:
2011  B.S.  Exercise Science, Baker University, Baldwin City, KS

Employment:
2016-Present  Associate Director of Athletic Performance, Baylor University, Waco, TX
2015-2016  Director of Football Strength and Conditioning, Missouri State University, Springfield, MO
2015  Strength and Conditioning Graduate Assistant, University of Louisiana, Lafayette, LA
2014-2015  Strength and Conditioning Coach, Baylor University, Waco, TX
2012-2014  Assistant Football Strength and Conditioning Coach, Rice University, Houston, TX
2012  Strength and Conditioning Intern, Texas Tech University, Lubbock, TX
2011-2012  Strength and Conditioning Intern, MidAmerica Nazarene, Olathe, KS

PIENAAR, RUDOLPH
Development Specialist, Athletic Administration
Salary: $40,080
Effective: January 1, 2019
Source of Funds: Education and General, page 39, line 6 ($4,080) and Auxiliary, page 225, line 13 ($36,000)
Justification: Replacement for Elizabeth Woidt, who resigned ($40,080)
Education:
2018  M.B.A.  Arkansas State University-Jonesboro
2016  B.S.  Accounting, Arkansas State University-Jonesboro

Employment:
2017-Present  Accounting Intern, The Red Wolves Foundation, ASU-Jonesboro
Fall 2016  Intern, Athlete Network, ASU-Jonesboro
Summer 2011  Accounting Intern, HVDM-Group, South Africa

PINKHAM, ED
Assistant Coach, Football
Salary:  $120,000
Effective:  January 28, 2019
Source of Funds:  Auxiliary, page 229, line 10
Justification:  Replacement for Carl Taylor, who resigned ($120,000)

Education:
1975  B.A.  Economics, Allegheny College, Meadville, PA

Employment:
2017-Present  Defensive Coordinator/Secondary, University of Massachusetts, Amherst, MA
2013-2017  Defensive Coordinator/Secondary, Western Michigan University, Kalamzaoo, MI
2011-2012  Defensive Coordinator/Secondary, Elon University, Elon, NC
2008-2010  Co-Defensive Coordinator/Secondary, Rutgers University, New Brunswick, NJ

SHEDD, Trena
Student Development Specialist, Career Services
Salary:  $40,256
Effective:  October 29, 2018
Source of Funds:  Education and General, page 32, line 1, ($36,720) with remainder from Career Services Carry Forward ($3,536)
Justification:  Replacement for Jessica Harrington, who resigned ($36,720)

Education:
2012  M.S.E.  School Counseling, Arkansas State University-Jonesboro
1998  B.S.  Education, Arkansas State University-Jonesboro

Employment:
2017-Present  Program Coordinator, Arkansas Department of Career Education, Little Rock, AR
2000-2017  Counselor, Manila Public School, Manila, AR
TAYLOR, AIMIE
Interim Assistant Director of Museum, Johnny Cash Heritage Site
Salary: $45,000
Effective: January 16, 2019
Source of Funds: Education and General, page 197, line 1
Justification: Replacement for Linda Hinton, who retired ($50,458)

Education:
2017 M.A. Material Culture & Public Humanities, Virginia Polytechnic Institute and State University-Virginia Tech, Blacksburg, VA
2010 B.A. Interdisciplinary Studies, Virginia Polytechnic Institute and State University-Virginia Tech, Blacksburg, VA

Employment:
2017-Present Graduate Assistant, Heritage Sites, ASU-Jonesboro
2016-2017 Intern, Christiansburg Institute, Inc., Christiansburg, VA
2005-2017 Student Support Specialist/Executive Secretary, Virginia Tech, Blacksburg, VA
ARKANSAS STATE UNIVERSITY-JONESBORO
NON-ACADEMIC REASSIGNMENTS
March 8, 2019

ALLEN, ANDREA
From: Coordinator of Non-credit Activity, Delta Economic Center
To: Executive Director of Delta Economic Development
Effective: October 1, 2018
Salary: $95,000
Source of Funds: Education and General, page 54, line 1
Justification: Replacement for Lana Carrier, who resigned ($110,378)

O’LAUGHLIN, RUTH
From: Research Associate, Heritage SITES-Hemingway Pfeiffer Museum
To: Conservator, Lakeport Plantation
Effective: January 16, 2019
Salary: $45,000
Source of Funds: Education and General, page 198, line 1
Justification: Replacement for Jeremy Wintory, who resigned ($54,990)

SIMPSON, ALYSSA
From: Research Project Analyst, Office of the Provost
To: Student Outreach Coordinator/Research Assistant, Advising Services
Effective: February 1, 2019
Salary: $45,000
Source of Funds: FY19 salary covered by safety fee and will be built into department budget for FY20
Justification: Replacement for Erin Lynn, who resigned ($45,000 off-budget)

STALLINGS, MATT
From: Fiscal Support Specialist, Student Development & Leadership
To: Student Development Specialist, Facilities Management
Effective: January 16, 2019
Salary: $37,000
Source of Funds: Auxiliary, page 267, line 10
Justification: Replacement for Shane Copeland, who resigned ($42,055)
WAYMACK, TAWNYA
From: HEI Program Coordinator, Financial Aid
To: Coordinator of A-State Degree Center-Beebe
Effective: February 1, 2019
Salary: $40,000
Source of Funds: Beebe rebate and part-time adjunct salary savings
Justification: Replacement for Rhonda Durham (ASU-Beebe employee), who retired ($51,682); the Coordinator of the A-State Degree Center-Beebe will now be an ASU-Jonesboro employee
ARKANSAS STATE UNIVERSITY-BEEBE
ACADEMIC APPOINTMENTS
March 8, 2019

EUBANKS, ALLYSON
Instructor of Nursing
Salary: $51,233 (12-month rate)
Effective Date: January 7, 2019
Source of Funds: Education and General, page 39, line 5
Justification: Replacement for Bree Burrass, who resigned ($51,233)

Education:
2012 B.S.N. Nursing, Arkansas Tech University, Russellville, AR

Employment:
2017-Present Registered Nurse, Arkansas Children’s Hospital, Little Rock, AR
2016-2017 School Nurse, Jacksonville School District, Jacksonville, AR
2013-2017 Registered Nurse, Arkansas Children’s Hospital, Little Rock, AR
2012-2013 Registered Nurse, Mercy Hospital, Fort Smith, AR

HILLMAN, THOMAS
Temporary Instructor of Industrial Technology
Salary: $38,425 (9-month rate)
Effective Date: February 1, 2019
Source of Funds: Education and General, page 56, line 1
Justification: Replacement for Eric Couron, who resigned ($38,809)

Education:
2018 A.S. Pharmacy Technician, Arkansas State University-Beebe

Employment:
2016-Present Delivery Driver, Loblolly Creamery, Little Rock, AR
2015-2016 Maintenance Technician, Arkansas Air National Guard, Jacksonville, AR
1988-2014 Senior Chief Petty Officer, United States Coast Guard, Topeka, KS
MORRIS, SAMUEL
Project Program Manager – Network & Systems Manager
Salary: $41,000
Effective Date: February 18, 2019
Source of Funds: Education and General, page 87, line 6
Justification: Replacement for Jacob Ware, who resigned ($47,389)

Education:
2016 A.S. Computer Systems and Networking Technology, Arkansas State University-Beebe

Employment:
2016-Present Part-time Canvas/Zoom Support Technician, ASU-Beebe
WARD, MARY KATHY

From: Administrator of Grants & Contracts
To: Controller
Salary: $62,500
Effective: February 1, 2019
Source of Funds: Education and General, page 82, line 1
Justification: Replacement for Sharon Been, who is retiring ($77,741)
BEAVER, STEPHANIE
Recruiter
Salary: $39,000
Effective: January 16, 2019
Source of Funds: Education and General, page 29
Justification: Replacement for Allison Haught, who resigned (salary $38,220)

Education
2017  M.Ed  Higher Education, University of Arkansas, Fayetteville, AR
2015  B.A.  Psychology and Sociology, Arkansas Tech University, Russellville

Employment
2018  Part-time Recruiter, Arkansas State University-Mountain Home
2017-2018  Au Pair, Nenagh, Co., Tipperary, Ireland
2015-2017  Graduate Recruitment Graduate Assistant, University of Arkansas, Fayetteville
2016-2016  Veterans Resource and Information Center Intern, University of Arkansas
2012-2015  University Honors Secretary, Arkansas Tech University, Russellville
2014  Orientation Leader, Arkansas Tech University, Russellville
2013-2014  Resident Assistant, Arkansas Tech University, Russellville
2013-2013  Student Ambassador, Arkansas Tech University, Russellville
SKIPPER, CARRIE
Assistant Professor of Psychology/Sociology
Salary: $43,500 (9-month)
Effective: January 7, 2019
Source of Funds: Education and General, page 118, line1
Justification: Replacement for Carrie Elam, who resigned ($45,257)

Education:
2003 M.S. Guidance/School Counseling, Arkansas State University-Jonesboro
1982 B.S. Elementary Education, Arkansas State University-Jonesboro

Employment:
2012-present Adjunct Instructor of Social Sciences (Psychology/Sociology), ASU-Newport
2003-2016 Elementary and Middle School Counselor, East Poinsett County School District, Lepanto, AR

WHITE, TRESSA
Assistant Professor of Mathematics
Salary: $1,750 (bimonthly)
Effective: January 14, 2019-May 10, 2019
Source of Funds: Education and General, page 99
Justification: Interim appointment to assist with teaching and advising

Education:
2005 M.S. Mathematics, Arkansas State University-Jonesboro
2003 B.S. Mathematics, Arkansas State University-Jonesboro

Employment:
2003-present Graduate Teaching Assistant, ASU-Jonesboro
2002-2003 Tutor, ASU-Jonesboro
2001-2002 Engineering Intern, Craighead Electric Co-op, Jonesboro, Arkansas