



## **Board of Trustees Meeting**

Arkansas State University System

Thursday, June 5, 2025, at 10:00 a.m.

ASU Three Rivers

### **Agenda**

#### **I. Call to Order**

#### **II. Welcome**

#### **III. Approval of the Minutes of the Past Meeting: March 14, 2025**

#### **IV. President's Report**

#### **V. Agenda**

##### **A. Proposed System Resolutions**

- 1. Resolution #25-08 Conferring upon Christy Clark the Designation of Trustee Emeritus**
- 2. Resolutions #25-09 Approving Arkansas State University, ASU-Beebe, ASU-Mountain Home, ASU-Newport, ASU Mid-South, ASU Three Rivers, and Henderson State University to Set Tuition, Fees, and Room and Board Rates**
- 3. Resolution #25-10 Approving the FY2026 Operating Budgets and the Authority to Execute the Budgets**
- 4. Resolution #25-11 Approving the FY2026 Capital Project and Expense Budget and the Authority to Execute the Budget**
- 5. Resolution #25-12 Approving the ASU System to Establish Provisional Positions for All Campuses for FY2026**

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

- 1. Resolution #25-13 Approving A-State to Combine the Department of Clinical Lab Sciences with the Department of Medical Imaging and Radiation Sciences, to Become the Department of Medical Laboratory and Radiation Sciences**
- 2. Resolution #25-14 Approving A-State to Enter into Agreements for Private Camps**

##### **C. Proposed ASU-Beebe Resolutions**

- 1. Resolution 25-15 Approving ASU-Beebe to Add Quitman High School as a Location of Instruction**
- 2. Resolution 25-16 Approving ASU-Beebe to Offer a Certificate of Proficiency in Advanced Emergency Technician**

**3. Resolution 25-17 Approving ASU-Beebe to Offer a Certificate of Proficiency and a Technical Certificate in Construction Trades Technology**

**D. Proposed ASU-Newport Resolution**

**1. Resolution 25-18 Approving ASU-Newport to Enter into Agreements for Private Camps**

**E. Proposed ASU Mid-South Resolutions**

**1. Resolution 25-19 Approving ASU Mid-South to Enter into Agreements for Private Camps**

**F. Proposed ASU Three Rivers Resolutions**

**1. Resolution #25-20 Approving ASU Three Rivers to Enter into Agreements for Private Camps**

**G. Proposed Henderson State Resolutions**

**1. Resolution #25-21 Approving Henderson State to Enter into Agreements for Private Camps**

**2. Resolution #25-22 Approving Henderson State to Name the College of Aviation, Science, and Nursing, the Caver College of Aviation, Science, and Nursing**

**3. Resolution #25-23 Approving Henderson State to Name the Player Development Center, the James Wage Player Development Center**

**VI. Executive Session**

**VII. Approval of Personnel Actions**

**VIII. Other Business**

**IX. Adjournment**

**ARKANSAS STATE UNIVERSITY SYSTEM  
BOARD OF TRUSTEES**

A Resolution Conferring upon  
Christy Clark  
the Designation of Trustee Emeritus

**WHEREAS**, the Arkansas State University System Board of Trustees recognizes the importance of the many contributions provided by individuals who have faithfully served on the Board of Trustees; and

**WHEREAS**, in 1999 the Board of Trustees of Arkansas State University created a recognition group, the Trustee Emeriti, to honor those trustees who have served with exceptional distinction; and


**WHEREAS**, Christy Clark, of Little Rock, Arkansas, provided her expertise and performed her duties with excellence and dedication as a member of the Arkansas State University System Board of Trustees, following her appointment by Governor Asa Hutchison in 2018, and subsequent reappointment by Governor Sarah Huckabee Sanders in 2023;

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Trustees of the Arkansas State University System that Christy Clark is designated Trustee Emeritus in appreciation of her countless contributions and in deep gratitude for her legacy of wise and generous counsel and untiring efforts on behalf of the ASU System, its students, faculty, staff, and friends.

**DULY ADOPTED AND APPROVED** this 5<sup>th</sup> day of June 2025

  
Steve Eddington, Chair

  
Paul Rowton, Secretary

  
Gary Harpole, Member

  
Carole Farmer, Member

  
Robert G. Rudolph, Jr., Vice Chair

  
Price Gardner, Member

  
Jerry Morgan, Member

  
Brendan B. Kelly, President

## **EXECUTIVE SUMMARY**

Contact: Jeff Hankins (501) 660-1004

**ACTION ITEM:** Arkansas State University, Arkansas State University-Beebe, Arkansas State University-Mountain Home, Arkansas State University-Newport, Arkansas State University Mid-South, Arkansas State University Three Rivers, and Henderson State University request approval to set tuition, fees, and room and board rates.

**ISSUE:** The Board of Trustees must approve tuition, fees, and room and board rates.

## **BACKGROUND:**

In order to meet the additional costs needed to fulfill its mission, the Arkansas State University System requests approval for its campuses to adjust tuition, fees, and room and board rates.

## **SUMMARY OF TUITION AND MANDATORY FEE IMPACT**

The following charts were prepared in accordance with the Arkansas Division of Higher Education (ADHE) and the Southern Regional Education Board (SREB) reporting standards by calculating the impact of tuition and mandatory fees for a full-time, in-state, undergraduate student. "Full-time" is defined as an undergraduate student, who carries 15 credit hours per semester or 30 credit hours annually.

**Proposed Annualized Fall 2025 Tuition and Fees: In-State Undergraduate**

	2024-2025	2025-2026						
	Annualized Fall 2024	Annualized Fall 2025			Total Aux Fees	Total E&G Fees	Annualized Fall 2025	% Inc
Inst	Tuition & Fees	Tuition	/SSCH	Mandatory Fees			Tuition & Fees	
ASUJ	\$10,100	\$9,690	\$323	\$740	\$690	\$50	\$10,430	3.3%
HSU	\$10,305	\$8,250	\$275	\$2,310	\$630	\$1,680	\$10,560	2.5%
ASUB	\$4,170	\$4,200	\$140	\$90	\$0	\$90	\$4,290	2.9%
ASUMH	\$4,140	\$3,450	\$115	\$750	\$0	\$750	\$4,200	1.4%
ASUN	\$4,140	\$4,290	\$143	\$0	\$0	\$0	\$4,290	3.6%
ASUMS	\$4,680	\$4,770	\$159	\$0	\$0	\$0	\$4,770	1.9%
ASUTR	\$4,730	\$3,510	\$117	\$1,460	\$60	\$1,400	\$4,970	5.1%

Arkansas State University System

Board of Trustees

June 6, 2024

Resolution 25-09

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**EXECUTIVE SUMMARY**

Contact: Jeff Hankins (501) 660-1004

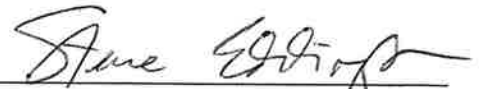
The attached exhibits include revisions for each institution, as applicable, to tuition, fees, and room and board rates.

**RECOMMENDATION/RESOLUTION:**

Be it resolved that the tuition, fees, and room and board rates for Arkansas State University, Arkansas State University-Beebe, Arkansas State University-Mountain Home, Arkansas State University-Newport, Arkansas State University Mid-South, Arkansas State University Three Rivers, and Henderson State University are approved as stated herein.



Paul Rowton, Secretary



Steve Eddington, Chair

## **EXECUTIVE SUMMARY**

Contact: Jeff Hankins (501) 660-1004

**ACTION ITEM:** The Arkansas State University System (System) requests approval of the FY2026 operating budgets and the authority to execute these budgets during the fiscal year.

**ISSUE:** Each fiscal year, the Board of Trustees must approve the operating budgets of the System.

## **BACKGROUND:**

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

### **ARKANSAS STATE UNIVERSITY:**

The Arkansas State University (A-State) FY2026 operating budget was developed through the efforts of the University's Executive Budget Council and shared with the Chancellor's Cabinet, which has representation from all of its constituent groups across campus.

The budget will include \$60.3 million in state appropriation funds (Categories "A" and "B"), \$9.6 million in Educational Excellence Trust Fund monies, tuition revenues based on flat enrollment; and a 3.3% tuition and mandatory fee increase.

Funds were allocated to the following categories:

- Faculty promotions;
- A merit raise of 2% for faculty and non-classified employees;
- An Increase of 2% in graduate assistant stipends;
- A utility increase; and
- Inflationary increases for institutional software.

The A-State budget for FY2026 is \$195,543,000 for Educational and General Operations, and \$40,843,000 for Auxiliary Operations.

**EXECUTIVE SUMMARY**

Contact: Jeff Hankins (501) 660-1004

**ARKANSAS STATE UNIVERSITY-BEEBE:**

The FY2026 operating budget for Arkansas State University-Beebe (ASUB) was developed using a "One College" collaborative budget process that included budget managers across all campuses, ensuring that all departments and locations were represented. The Shared Governance committee, which includes representatives from the faculty and staff senates and the Student Government Association, reviewed and endorsed departmental and program budget requests. ASUB continued a modified, zero-based budgeting process, ensuring continued efforts in efficiency, while addressing areas of need in delivering high-quality educational services to students and other campus constituents.

The FY2026 operating budget includes the following major revenue sources: \$11,356,380 in state appropriation funds; \$2,356,551 in Educational Excellence Trust Funds; and \$801,945 in Workforce 2000 funds. A tuition and fee revenue amount of \$10,438,903 is anticipated. The tuition and fee revenue forecasts were based on a 2.88% increase in tuition rates and assuming a flat enrollment, compared to the FY2025 estimated actual enrollment.

ASUB was able to provide COLA adjustments to all faculty and staff for FY2026. A \$1,000 COLA increase to those who earn less than \$50,000; a 2% COLA increase to those who earn between \$50,001 and \$130,000; and a 1% COLA increase to those earning above \$130,000. Increases were funded through natural attrition, a rigorous review of open positions, a 2.88% increase in tuition rates, and reallocation of departmental funds, based on a thorough review of departmental expenses and institutional priorities.

The ASUB budget for FY2026 is \$28,210,480 for Educational and General Operations, and \$1,915,967 for Auxiliary Operations. The proposed operational budget for FY2026 represents an overall increase in budgeted revenue and expenses of approximately 1.10%, as compared to the FY2025 budget.

**ARKANSAS STATE UNIVERSITY-MOUNTAIN HOME:**

Arkansas State University-Mountain Home's (ASUMH) budget development process is guided by the commitment to strategic planning and continuous improvement. Institutional goals, as defined in ASUMH's long-range plan, served as the foundation for prioritizing initiatives and allocating financial resources. Key stakeholders, from across the institution, contributed to the planning process to ensure that operational needs, academic quality, and student success remain central to financial decision-making.

## **EXECUTIVE SUMMARY**

Contact: Jeff Hankins (501) 660-1004

The FY2026 budget for ASUMH will include \$3,571,700 in state appropriation funds and \$823,929 in Workforce 2000 funds. Tuition revenues of \$4.8 million are based on a \$2.00 per-credit-hour tuition increase. Anticipated changes to the bookstore operations added \$300,000 to the Auxiliary budget.

Resources were allocated for cost-of-living increases of 1% for faculty and staff.

The ASUMH budget for FY2026 is \$11,588,834 for Educational and General Operations and \$630,000 for Auxiliary Operations.

### **ARKANSAS STATE UNIVERSITY MID-SOUTH:**

In close collaboration with departmental budget managers, the Arkansas State University Mid-South (ASU Mid-South) Chancellor's Executive Council developed the Educational and General Operating Budget for FY2026.

The FY2026 budget for ASU Mid-South will include \$7.7 million in state appropriation funds. Category "A" of RSA Funds will total \$5.5 million, and Workforce 2000 Funds are budgeted at \$2.2 million. Tuition and fee revenues of \$3.0 million are based on a projected 1% enrollment decline and a requested increase of less than 2%.

ASU Mid-South's key initiatives for FY2026 are as follows:

- Launching the 2025-2028 Strategic Plan;
- Raising minimum salary levels for all full-time employees to \$15/hour;
- Providing a minimum 2% COLA raise for all eligible employees;
- Continuing the faculty rank-and-promotion program;
- Launching softball and e-Sports programs;
- Supporting professional development and training for faculty and staff; and
- Investing additional funds in high-demand programs, such as CDT and Auto/Diesel Technology.

The Arkansas State University Mid-South budget for FY2026 is \$12,834,800 for Educational and General Operations, and \$725,200 for Auxiliary Operations. The proposed operational budget for FY2026 represents an overall increase in budgeted expenses of \$329,500, or 2.37%, when compared to its FY2025 budget.



## **EXECUTIVE SUMMARY**

Contact: Jeff Hankins (501) 660-1004

### **ARKANSAS STATE UNIVERSITY-NEWPORT:**

Arkansas State University-Newport (ASUN) conducted a collaborative budget process for FY2026 that focused on assessing departmental and program level revenue and expense outcomes. This process emphasized the development of strategies aimed at maximizing student return on investment (ROI). The budget framework was guided by key institutional initiatives focused on transforming the student experience, enhancing employee retention, and fostering a culture of continuous improvement. Aligned with ASUN's strategic priorities, the budget process enabled targeted investments to advance institutional performance. Notably, the College is investing in advanced software solutions—enhanced by artificial intelligence (AI)—to transform the student experience. A significant focus was also placed on simplifying the institution's pricing structure and increasing transparency. As a result, ASUN eliminated 39 student fees, including 5 mandatory fees, 9 course fees, 16 program fees, and 9 program testing fees. Students enrolling in technical and health science programs will benefit from a fixed-rate price that covers all the associated educational costs for the program. This new model enhances cost transparency and enables students to clearly assess the ROI of each credential earned.

Additionally, ASUN limited its overall tuition increase to 3.6%, reinforcing its position as one of the most affordable institutions in the state.

Key budget allocations include the following:

- Addition of a new faculty position to support a new degree offering in a high-demand program;
- A 1% cost-of-living adjustment for all employees, market-based compensation adjustments for key roles, and continuation of a performance-based bonus program of up to 2% for full-time employees, based on Key Performance Indicators (KPIs);
- A 9% increase in Adjunct Salary pay rate to support retention and recruitment of faculty;
- An 8% increase in travel expenses to support leadership development; and
- A \$150,000 allocation for deferred maintenance.

ASUN remains committed to the ambitious objectives outlined in its 2023–2027 Strategic Plan, with a continued focus on student retention, credential completion, and regional economic impact.

The ASUN FY2026 budget totals \$18,765,069 for Educational and General Operations, and \$1,083,000 for Auxiliary Operations.

**EXECUTIVE SUMMARY**

Contact: Jeff Hankins (501) 660-1004

**ARKANSAS STATE UNIVERSITY THREE RIVERS:**

The FY2026 operating budgets for Arkansas State University Three Rivers (ASUTR) were submitted by department managers. Cabinet-level officials met several times to discuss budgeted initiatives. Draft versions were presented to the campus Effectiveness Committee as the FY2026 budget was formulated.

Tuition and mandatory fees increased \$8.00 per credit hour, or 5.1%. A \$3.00 increase in Academic Excellence fees partially funds the faculty salary base increases for FY2026.

Other highlights of the FY2026 budget include the following:

- Baseball and softball sports programs will continue in FY2026 (no other sports have been added);
- Budgeted salaries include a salary base increase for faculty, but no across-the-board employee salary increases;
- Effective for Fall 2025, the stacking of institutional scholarships will be changed to last dollar, non-refundable;
- The completion of the new nursing building is anticipated in December 2025; and
- The restricted budget includes the Saline Sync grant, which is a state grant for workforce training in the Saline County area.

The Arkansas State University Three Rivers budget for FY2026 is \$9,440,936 for Educational and General Operations, and \$906,104 for Auxiliary Operations.

**HENDERSON STATE UNIVERSITY:**

The FY2026 operating budget for Henderson State University (HSU) was developed using a collaborative budget process that included budget managers from across all colleges, ensuring that all departments and programs were represented. Faculty and staff representatives were allowed to review the budget and were given an opportunity to provide feedback on departmental and program budget requests. HSU continues a modified, zero-based budgeting process, ensuring continued efforts in efficiency, while addressing areas of need in delivering high-quality educational services to students and other campus constituents.

For FY2026, tuition and fee revenue are projected at \$19,895,853, reflecting a flat enrollment assumption compared to the FY2025 estimated actuals. This marks a change from the prior year's forecast, which anticipated \$17,001,816 based on a projected 10% enrollment decline. The revised projection reflects greater stability in enrollment expectations moving into FY2026.

**EXECUTIVE SUMMARY**

Contact: Jeff Hankins (501) 660-1004

Despite a thorough analysis of staffing levels, budget reallocations, and institutional priorities, Henderson State University was again unable to provide a cost-of-living adjustment (COLA) or across-the-board raise to faculty and staff for FY2026. While a 3% tuition increase was implemented, it was not sufficient to offset rising costs and long-term financial constraints. As with the prior year, the University conducted a detailed review of natural attrition, current vacancies, and departmental spending, but determined that a general salary increase remains economically unfeasible for the upcoming fiscal year.

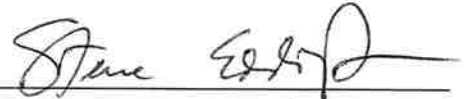
The HSU proposed budget for FY2026 is \$38,002,850 for Educational and General Operations and \$16,826,106 for Auxiliary Operations. The proposed operational budget for FY2026 represents an overall increase in budgeted revenue and expenses of approximately 5%, as compared to the FY2025 budget.

**RECOMMENDATION/RESOLUTION:**

Be it resolved that the Arkansas State University System operating budgets and salary adjustment plans are approved, and authority is granted to execute the budgets in the amount of \$314,385,969 for Educational and General Operations, and \$62,929,377 for Auxiliary Operations.



Paul Rowton, Secretary



Steve Eddington, Chair

**EXECUTIVE SUMMARY**

Contact: Jeff Hankins (501) 660-1004

**ACTION ITEM:** The Arkansas State University System (System) requests approval of its FY2026 capital project and expense budget and the authority to execute the budget during the fiscal year.


**ISSUE:** Each fiscal year, the Board of Trustees must approve the capital project and expense budget of the System.

**BACKGROUND:**

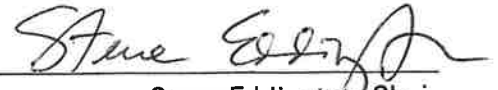
- As the System has a significant investment in its plant and capital, it is requesting to establish an annual capital expenditure budget to illustrate commitment to maintenance of its capital investment. Currently, the System includes a total of 2,341 land acres and 384 buildings, comprising 7,126,479 square feet.
- The state of Arkansas provides no dedicated revenue stream for capital projects or deferred maintenance needs.
- The System currently contains \$475 million in total deferred maintenance needs, according to the Facilities Audit Program conducted by the Arkansas Division of Higher Education.
- The proposed ASU System FY2026 capital project and expense budget is attached to this resolution.

**RECOMMENDATION/RESOLUTION:**

Be it resolved that the Arkansas State University System's FY2026 capital project and expense budget is approved and authority is granted to execute the budget.



Paul Rowton, Secretary



Steve Eddington, Chair

**EXECUTIVE SUMMARY**

Contact: Jeff Hankins (501) 660-1004

**ACTION ITEM:** The Arkansas State University System (System) requests approval to establish the maximum number of legislatively authorized provisional positions for all campuses for FY2026.

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

**BACKGROUND:**

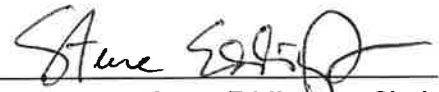
- As the System continues to receive monies from grants, contracts, and other non-appropriated sources, the campuses have found it necessary to expedite the process of approval for provisional positions. Since Board approval is required to establish provisional positions, and the Board meets regularly only four times a year, the System has received approval from the Arkansas Division of Higher Education to allow the ASU System Board of Trustees to approve the establishment of all provisional positions on all campuses of the Arkansas State University System. This approval allows Human Resources personnel on all campuses to respond immediately to provisional-position requests.

**RECOMMENDATION/RESOLUTION:**

Be it resolved that the Arkansas State University System is approved to establish 425 provisional positions for Arkansas State University (A-State), 100 provisional positions for Arkansas State University-Beebe, 40 provisional positions for Arkansas State University-Mountain Home, 60 provisional positions for Arkansas State University-Newport, 75 provisional positions for Arkansas State University Mid-South, 40 provisional positions for Arkansas State University Three Rivers, and 60 provisional positions for Henderson State University, as authorized for FY2026.



Paul Rowton, Secretary



Steve Eddington, Chair

**EXECUTIVE SUMMARY**

Contact: Todd Shields (870) 972-3030

**ACTION ITEM:** Arkansas State University (A-State) requests approval to combine the Department of Clinical Lab Sciences with the Department of Medical Imaging and Radiation Sciences, within the College of Nursing and Health Professions, to become the Department of Medical Laboratory and Radiation Sciences.

**ISSUE:** The Board of Trustees must approve the reorganization and renaming of academic departments.

**BACKGROUND:**

- Combining the Department of Clinical Lab Sciences with the Department of Medical Imaging and Radiation Sciences will allow for a more efficient use of resources. These departments currently share an administrative assistant, and each has a department chair. Once the departments are combined, they will be managed by one department chair.
- The merger will not require any additional financial resources.

**RECOMMENDATION/RESOLUTION:**

Be it resolved that Arkansas State University is approved to combine the Department of Clinical Lab Sciences with the Department of Medical Imaging and Radiation Sciences, within the College of Nursing and Health Professions, to become the Department of Medical Laboratory and Radiation Sciences, effective Fall 2025.



Paul Rowton, Secretary



Steve Eddington, Chair

**EXECUTIVE SUMMARY**

Contact: Russ Hannah (870) 972-3303

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

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

**BACKGROUND:**

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

**RECOMMENDATION/RESOLUTION:**

Be it resolved that Arkansas State University is approved to enter into agreements submitted for the purpose of allowing certain employees to conduct private camps on and in A-State campus facilities, effective July 1, 2025, through June 30, 2026.



Paul Rowton, Secretary



Steve Eddington, Chair

**EXECUTIVE SUMMARY**

Contact: Blake Perkins (501) 882-8830

**ACTION ITEM:** Arkansas State University-Beebe (ASUB) requests approval to add Quitman High School as a location of instruction.

**ISSUE:** The Board of Trustees must approve locations of instruction.

**BACKGROUND:**

- ASU-Beebe proposes adding Quitman High School as a new location of instruction for its Regional Career Center's concurrent credit programming. The College proposes to offer a Technical Certificate (27 credit hours) and a Certificate of Proficiency (12 credit hours) in Construction Trades Technology at this location for high school juniors and seniors in Cleburne County and surrounding areas.
- No new funding is required.

**RECOMMENDATION/RESOLUTION:**

Be it resolved that Arkansas State University-Beebe is approved to add Quitman High School as a location of instruction, effective Fall 2025.

  
\_\_\_\_\_  
Paul Rowton, Secretary

  
\_\_\_\_\_  
Steve Eddington, Chair



**EXECUTIVE SUMMARY**

Contact: Blake Perkins (501) 882-8830

**ACTION ITEM:** Arkansas State University-Beebe (ASUB) requests approval to offer a Certificate of Proficiency in Advanced Emergency Medical Technician.

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

**BACKGROUND:**

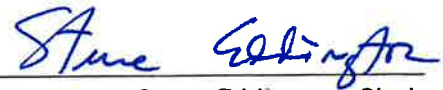
- ASU-Beebe proposes adding a Certificate of Proficiency (CP) in Advanced Emergency Medical Technician to support its portfolio of workforce education programs in Allied Health.
- The CP will be a seven credit-hour credential that will train students beyond basic Arkansas EMT licensure/certification in advanced emergency medical care and transportation for critical and emergent patients who access the emergency medical system. Advanced Emergency Medical Technicians function as part of a comprehensive EMS response, under medical oversight. The course will use the curriculum set forth by the National Highway Traffic and Safety Administration, under approval from the Arkansas Department of Health.
- No new funding is required.

**RECOMMENDATION/RESOLUTION:**

Be it resolved that Arkansas State University-Beebe is approved to offer a Certificate of Proficiency in Advanced Emergency Medical Technician, effective Fall 2025.



Paul Rowton, Secretary



Steve Eddington, Chair

**EXECUTIVE SUMMARY**

Contact: Blake Perkins (501) 882-8830

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

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

**BACKGROUND:**

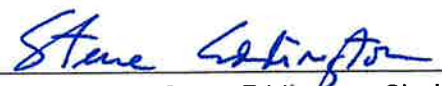
- ASU-Beebe proposes adding a Certificate of Proficiency (CP) and a Technical Certificate (TC) in Construction Trades Technology to support its portfolio of workforce education programs in Career Education.
- The CP will be a 12 credit-hour credential that will train students in the fundamentals of residential and commercial construction trades, methods and materials of construction, blueprints and drawings, site layout, carpentry and roofing, plumbing and electrical systems, framing, flooring, and safety.
- The TC will be a 27 credit-hour credential that will train students in the fundamentals of residential and commercial construction trades, safety and industry codes, methods and materials of construction, blueprints and drawings, site layout, carpentry and roofing, plumbing and electrical systems, framing, flooring, cabinetry and finishing work, and general processes of project management.
- Currently, the Construction Trades Technology program will be available only for high school students who are enrolled for college credit at ASU-Beebe's Regional Career Center Program site at Quitman High School.
- No new funding is required.

**RECOMMENDATION/RESOLUTION:**

Be it resolved that Arkansas State University-Beebe is approved to offer a Certificate of Proficiency and a Technical Certificate in Construction Trades Technology, effective Fall 2025.



Paul Rowton, Secretary



Steve Eddington, Chair

**EXECUTIVE SUMMARY**

Contact: Johnny Moore (870) 512-7851

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

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

**BACKGROUND:**

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

**RECOMMENDATION/RESOLUTION:**

Be it resolved that Arkansas State University-Newport is approved to enter into agreements submitted for the purpose of allowing certain employees to conduct private camps on and in ASUN campus facilities, effective July 1, 2025, through June 30, 2026.



Paul Rowton, Secretary



Steve Eddington, Chair

**EXECUTIVE SUMMARY**

Contact: Jeremy Reece (870) 733-6786

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

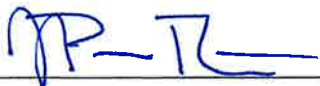
**ISSUE:** ASU Mid-South wishes to contract with certain employees to conduct private camps on the ASU Mid-South campus. Such camps are designed to bring future students to the campus and expose them to its facilities and personnel, while engaging in program activities. Additionally, funds are generated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

**BACKGROUND:**

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

**RECOMMENDATION/RESOLUTION:**

Be it resolved that Arkansas State University Mid-South is approved to enter into agreements submitted for the purpose of allowing certain employees to conduct private camps on, in, and adjacent to ASU Mid-South campus facilities, effective July 1, 2025, through June 30, 2026.



Paul Rowton, Secretary



Steve Eddington, Chair

**EXECUTIVE SUMMARY**

Contact: Steve Rook (501) 332-0232

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

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

**BACKGROUND:**

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

**RECOMMENDATION/RESOLUTION:**

Be it resolved that Arkansas State University Three Rivers is approved to enter into agreements submitted for the purpose of allowing certain employees to conduct private camps on and in ASU Three Rivers campus facilities, effective July 1, 2025, through June 30, 2026.



Paul Rowton, Secretary



Steve Eddington, Chair

**EXECUTIVE SUMMARY**

Contact: Trey Berry (870) 230-5091

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

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


**BACKGROUND:**

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

**RECOMMENDATION/RESOLUTION:**

Be it resolved that Henderson State University is approved to enter into agreements submitted for the purpose of allowing certain employees to conduct private camps on and in HSU campus facilities, effective July 1, 2025, through June 30, 2026.

  
Paul Rowton, Secretary

  
Steve Eddington, Chair



# ARKANSAS STATE UNIVERSITY SYSTEM BOARD OF TRUSTEES

## A Resolution Recognizing the Significant Contributions of Dr. Troy Caver to Henderson State University

**WHEREAS**, the Board of Trustees has retained unto itself the authority to pay tribute to notable persons and organizations by naming facilities and programs of the institutions within the Arkansas State University System in their honor; and

**WHEREAS**, Dr. Troy Caver, a 1962 Henderson State University graduate, is a respected and distinguished citizen in the community; and

**WHEREAS**, Dr. Caver served our country in the military for more than 20 years, reaching the rank of Major by the age of 28, before concluding his career by serving as a Lieutenant Colonel working for the Chief of Staff of the United States Army. At the conclusion of his military service, Dr. Caver embarked on a highly successful career in the private sector as an executive and author; and

**WHEREAS**, over the course of Dr. Caver's life, he has made lasting contributions to HSU; and is poised to make another significant contribution to HSU of a magnitude worthy of special gratitude and lasting recognition;

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Trustees of the Arkansas State University System, that the College of Aviation, Science, and Nursing on the Henderson State University campus shall be known henceforth as the:

## Caver College of Aviation, Science, and Nursing

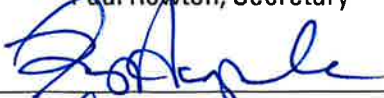
DULY ADOPTED AND APPROVED this 5<sup>th</sup> day of June 2025



Steve Eddington, Chair



Paul Rowton, Secretary



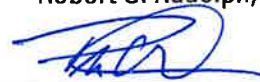
Gary Harpole, Member



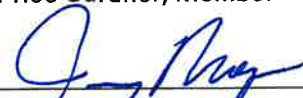
Carole Farmer, Member




Robert G. Rudolph, Jr., Vice Chair



Price Gardner, Member



Jerry Morgan, Member



Brendan B. Kelly, President

# ARKANSAS STATE UNIVERSITY SYSTEM BOARD OF TRUSTEES

## A Resolution Recognizing the Significant Contributions of James Reginald Wage to Henderson State University

**WHEREAS**, the Board of Trustees has retained unto itself the authority to pay tribute to notable persons and organizations by naming facilities and programs of the institutions within the Arkansas State University System in their honor; and

**WHEREAS**, James Wage, a former Henderson State University (HSU) baseball player and highly respected citizen in the community, who, throughout his life, loyally supported HSU and the students we serve; and

**WHEREAS**, James Wage passed away in August of 2024; and

**WHEREAS**, in honor of Mr. Wage, his estate has made a significant contribution to HSU, of a magnitude worthy of special gratitude and lasting recognition, including funding that will provide program support for the HSU Athletics Department;

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Trustees of the Arkansas State University System, that the Player Development Center on the Henderson State University campus shall be known henceforth as the:

## James Wage Player Development Center

DULY ADOPTED AND APPROVED this 5<sup>th</sup> day of June 2025



Steve Eddington, Chair



Paul Rowton, Secretary



Gary Harpole, Member



Carole Farmer, Member



Robert G. Rudolph, Jr., Vice Chair



Price Gardner, Member



Jerry Morgan, Member



Brendan B. Kelly, President



### Descending Sort by Salary



**Campus: A-State**

<u>First Name</u>	<u>Last Name</u>	<u>TITLE</u>	<u>Annual Salary</u>	<u>Current Hire Date</u>	<u>POSITION</u>	<u>Cost Center</u>
Raymond	Pannone	Head Mens Basketball Coach	\$400,000.00	3/31/2025	A00188	152201 Mens Basketball
Steven	Beaupre	Dean of Schools	\$220,000.00	3/1/2025	A00015	261001 Dean of Graduate School
Sarah	Hooper	Associate Dean of Schools	\$172,500.00	3/1/2025	A01297	264100 Dean of Veterinary School
Hayden	Sowers	Asst Coach	\$90,000.00	4/7/2025	A00321	152201 Mens Basketball
Gregory	Testa	ASU Dir of Auxillary Enterpris	\$83,000.00	4/28/2025	A00208	313511 First National Bank Arena
Anthony	Goods	Asst Coach	\$80,000.00	5/7/2025	A00323	152201 Mens Basketball
Daniel	McDonald	Research Assistant	\$60,000.00	2/24/2025	A00317	180011 Admissions
Jordan	Fair	Asst Coach-Non-Exempt	\$55,000.00	4/21/2025	A00221	152201 Mens Basketball
Camden	Sapp	Development Advancement Specialist	\$55,000.00	2/17/2025	A00428	510004 Athletic Advancement
Brooklyn	Creech	Instructional Designer	\$50,000.00	3/17/2025	A00834	210112 A-State Online Operations
Michael	Guthrey	Information Systems Analyst	\$50,000.00	4/7/2025	A00612	313011 Information and Technology Services
Charlee	Hounihan	Research Assistant	\$50,000.00	4/14/2025	A00176	313011 Information and Technology Services
Cassandra	McCauley	Academic Advisor	\$40,000.00	3/24/2025	A00153	260101 University College
Karen	Melton	Academic Advisor	\$40,000.00	2/24/2025	A00418	259108 CSM Smart Center
Rashaad	Richardson	Asst Coach	\$40,000.00	4/17/2025	A00322	152201 Mens Basketball
Michael	Eckert	Project Program Specialist	\$38,380.00	2/17/2025	A00078	180002 Financial Aid and Scholarships
Abigail	Armstrong	Student Development Specialist	\$36,000.00	4/1/2025	A00511	413214 Dean of Students-Educational Programs
Kaylin	Whitaker	Asst Dir Athletics	\$35,600.00	3/28/2025	A00214	152101 Football

<u>First Name</u>	<u>Last Name</u>	<u>TITLE</u>	<u>Annual Salary</u>	<u>Current Hire Date</u>	<u>POSITION</u>	<u>Cost Center</u>
None to Report						

Campus: Beebe

Non-Academic Assignments

<u>First Name</u>	<u>Last Name</u>	<u>TITLE</u>	<u>Annual Salary</u>	<u>Current Hire Date</u>	<u>POSITION</u>	<u>Cost Center</u>
Angela	Stroud	Development Officer/Major Gifts	\$65,000.00	2/17/2025	A00037	103000 AVC Institutional Advancement
Charlotte	Hall	Project/Program Specialist	\$44,000.00	5/16/2025	A00185	Institutional Advancement

Academic Assisgnments

<u>First Name</u>	<u>Last Name</u>	<u>TITLE</u>	<u>Annual Salary</u>	<u>Current Hire Date</u>	<u>POSITION</u>	<u>Cost Center</u>
None to Report						

Campus: Mountain Home

Non-Academic Assignments

<u>First Name</u>	<u>Last Name</u>	<u>TITLE</u>	<u>Annual Salary</u>	<u>Current Hire Date</u>	<u>POSITION</u>	<u>Cost Center</u>
Tasia	Charles	Faculty - 12 Month Visiting EMS Instructor	\$47,000.00	3/1/2025	F00003	333000 Dept of Emergency Medical Services
Kimberly	Ballard	Human Resources Coordinator	\$43,500.00	5/1/2025	A00007	150000 Human Resources

Academic Assignments

<u>First Name</u>	<u>Last Name</u>	<u>TITLE</u>	<u>Annual Salary</u>	<u>Current Hire Date</u>	<u>POSITION</u>	<u>Cost Center</u>
None To Report						

Campus: Newport

Non-Academic Assignments

<u>First Name</u>	<u>Last Name</u>	<u>TITLE</u>	<u>Annual Salary</u>	<u>Current Hire Date</u>	<u>POSITION</u>	<u>Cost Center</u>
Hanan	Douglas	Associate Director of Institutional Research and Effecti	\$60,000.00	5/1/2025	NC0014	364001 Institute Effectiveness and Research
Rochelle	Morris	Student Success Coach	\$55,000.00	4/16/2025	NC0072	302206 Advising JB
Victoria	Payne	Student Success Coach	\$45,000.00	4/1/2025	NC0080	302206 Advising JB

Academic Assignments

<u>First Name</u>	<u>Last Name</u>	<u>TITLE</u>	<u>Annual Salary</u>	<u>Current Hire Date</u>	<u>POSITION</u>	<u>Cost Center</u>
Garren	Fears	Instructor of Diesel Technology	\$60,000.00	3/16/2025	F00005	231004 Diesel Technology NP
Jesse	Simmons	Instructor of Diesel Technology	\$60,000.00	4/16/2025	F00017	231004 Diesel Technology NP

**Campus: MidSouth**  
**Non-Academic Assignments**

<u>First Name</u>	<u>Last Name</u>	<u>TITLE</u>	<u>Annual Salary</u>	<u>Current Hire Date</u>	<u>POSITION</u>	<u>Cost Center</u>
Kendra	Phillips	Coord Info/Community Relation	\$55,000.00	2/24/2025	NC2700	300000 Office-Institutional Advancement

## Academic Assignments

<u>First Name</u>	<u>Last Name</u>	<u>TITLE</u>	<u>Annual Salary</u>	<u>Current Hire Date</u>	<u>POSITION</u>	<u>Cost Center</u>
None to Report						

## Campus: Three Rivers Non-Academic Assignments

<u>First Name</u>	<u>Last Name</u>	<u>TITLE</u>	<u>Annual Salary</u>	<u>Current Hire Date</u>	<u>POSITION</u>	<u>Cost Center</u>
Jacqueline	Yarbrough	Vice Chancellor for Finance and Administration	\$97,000.00	2/28/2025	NC0003	300001 Office of VCFA
Teassa	Eubanks	Human Resource Generalist	\$54,000.00	5/27/2025	NC0005	340001 Human Resources

## Academic Assignments

<u>First Name</u>	<u>Last Name</u>	<u>TITLE</u>	<u>Annual Salary</u>	<u>Current Hire Date</u>	<u>POSITION</u>	<u>Cost Center</u>
Kyle	Rhone	Instructor - Nursing	\$67,598.00	5/19/2025	FN0002	230001 Health Science Administration

**Campus: Henderson**  
**Non-Academic Assignments**

<u>First Name</u>	<u>Last Name</u>	<u>TITLE</u>	<u>Annual Salary</u>	<u>Current Hire Date</u>	<u>POSITION</u>	<u>Cost Center</u>
Keri	Purifoy	Asst. Dean Of Student Services	\$63,000.00	3/3/2025	A00085	400050 Student Health & Counseling Center
Blake	Smith	Project/Program - Director	\$44,000.00	4/28/2025	U00011	600000 Athletic Administration
Mackenzie	Morphew	Project/Program - Specialist	\$43,000.00	2/24/2025	A00046	264300 Enrollment Services and Admissions
Benjamin	Bowles	Assistant Coach	\$35,000.00	3/31/2025	U00025	610000 Football

## Academic Assignments

<u>First Name</u>	<u>Last Name</u>	<u>TITLE</u>	<u>Annual Salary</u>	<u>Current Hire Date</u>	<u>POSITION</u>	<u>Cost Center</u>
None to Report						

**ARKANSAS STATE UNIVERSITY (A-STATE)**  
**June 5, 2025**

**Promotion Recommendations for Professor**  
**Effective AY 2025-2026**

College of Education and Behavioral Science

Amanda Wheeler-Gryffin	Professor	Health, Physical Education, and Sport Sciences
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College of Liberal Arts and Communication

Nicole Arnell	Professor	Art + Design
Veena Kulkarni	Professor	Sociology and Criminology
Deborah Popham	Professor	Music
Todd Shields	Professor	Political Science
Rollin Tusalem	Professor	Government, Law, and Policy
Calvin White, Jr.	Professor	History
Kellie Wilson-Buford	Professor	History

Beck College of Sciences and Mathematics

Heidi Banse	Professor	Biological Sciences
Steve Beaupre	Professor	Biological Sciences

College of Veterinary Medicine

Philip Johnson	Professor	
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**Recommendations for Associate Professor**  
**Effective AY 2025-2026**

College of Agriculture

Jerica Rich	Associate Professor	Animal Science
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Neil Griffin College of Business

Hrishikesh Desai	Associate Professor	Accounting
Dwayne (Rodney) Powell	Associate Professor	Accounting

College of Education and Behavioral Science

Savannah Cormier	Associate Professor	Psychology and Counseling
Stephanie Gotay	Associate Professor	Psychology and Counseling

College of Engineering and Computer Science

Robert Drew Fleming	Associate Professor	Mechanical Engineering
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College of Liberal Arts and Communication

Rachael Isom	Associate Professor	English, Philosophy, and World Languages
Brianna Larson	Associate Professor	Theatre
Kristin Leitterman	Associate Professor	Music
Kristen Ruccio	Associate Professor	English, Philosophy, and World Languages

College of Nursing and Health Professions

Teresa Campbell Clark	Associate Professor	School of Nursing
Amanda Carpenter	Associate Professor	Health Sciences and Risk Management
Sarah Dearing	Associate Professor	School of Nursing
Jim Farris	Associate Professor	Physical Therapy
Matt Harmon	Associate Professor	School of Nursing
Trinity Pullam	Associate Professor	School of Nursing
Todd Sanders	Associate Professor	Occupational Therapy
Eric West	Associate Professor	Health Sciences and Risk Management

Beck College of Sciences and Mathematics

Kyle Gustafson	Associate Professor	Biological Sciences
Andrew Sweet	Associate Professor	Biological Sciences

College of Veterinary Medicine

Sarah Hooper	Associate Professor
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**ARKANSAS STATE UNIVERSITY (A-STATE)**

**June 5, 2025**

**Recommendations for Tenure  
Effective AY 2025-2026**

College of Agriculture

GwanSeon Kim	Tenure	Agricultural Economics
Jacob Manlove	Tenure	Agricultural Economics

Neil Griffin College of Business

Hrishikesh Desai	Tenure	Accounting
Dwayne (Rodney) Powell	Tenure	Accounting

College of Education and Behavioral Science

Savannah Cormier	Tenure	Psychology and Counseling
Stephanie Gotay	Tenure	Psychology and Counseling

College of Engineering and Computer Science

Robert Drew Fleming	Tenure	Mechanical Engineering
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College of Liberal Arts and Communication

Rachael Isom	Tenure	English, Philosophy, and World Languages
Brianna Larson	Tenure	Theatre
Kristin Leitterman	Tenure	Music
Deborah Popham	Tenure	Music
Kristen Ruccio	Tenure	English, Philosophy, and World Languages
Todd Shields	Tenure	Political Science
Calvin White, Jr.	Tenure	History

College of Nursing and Health Professions

Teresa Campbell Clark	Tenure	School of Nursing
Amanda Carpenter	Tenure	Health Sciences and Risk Management
Sarah Dearing	Tenure	School of Nursing
Matt Harmon	Tenure	School of Nursing
Trinity Pullam	Tenure	School of Nursing
Eric West	Tenure	Health Sciences and Risk Management

Beck College of Sciences and Mathematics

Heidi Banse	Tenure	Biological Sciences
Steve Beaupre	Tenure	Biological Sciences
Kyle Gustafson	Tenure	Biological Sciences
Andrew Sweet	Tenure	Biological Sciences

College of Veterinary Medicine

Philip Johnson	Tenure	
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**ARKANSAS STATE UNIVERSITY (A-STATE)**  
**Multi-Year Contracts**  
**June 5, 2025**

**Hagen, Mike**

Position Title: Head Coach, Men's Golf  
Salary: \$103,500 with incremental increases to \$117,000  
Effective: July 1, 2025-June 30, 2030

**Heckendorf, Keith**

Position Title: Offensive Coordinator, Football  
Salary: \$260,000  
Effective: February 1, 2025-January 15, 2027

**Knight, Larry**

Position Title: Assistant Football Coach, Football  
Salary: \$200,000  
Effective: February 15, 2025-January 15, 2027

**Pannone, Ryan**

Position Title: Head Coach, Men's Basketball  
Salary: \$400,000  
Effective: March 31, 2025-March 31, 2030

**Rogers, Destinee**

Position Title: Head Coach, Women's Basketball  
Salary: \$250,000  
Effective: March 15, 2025-March 31, 2029

**Arkansas State University-Beebe**  
**June 5, 2025**

**Promotion Recommendation for Associate Professor**  
**Effective AY 2025-26**

**Division of Arts and Humanities**

Cindy Beck	Associate Professor	English
Amber Bramlett	Associate Professor	Education

**Division of Mathematics and Sciences**

Sarah Buford	Associate Professor	Mathematics
Leslie Shults	Associate Professor	Mathematics
Alison West	Associate Professor	Mathematics

**Promotion Recommendation for Assistant Professor**  
**Effective AY 2025-26**

**Division of Arts and Humanities**

Barbara Castle	Assistant Professor	English
Justin Sangster	Assistant Professor	English

**Promotion Recommendation for Senior Instructor**  
**Effective AY 2025-26**

**Division of Mathematics and Sciences**

Megan Cain	Senior Instructor	Veterinary Technology
Tara Hart	Senior Instructor	Veterinary Technology

**Promotion Recommendation for Advanced Instructor**  
**Effective AY 2025-26**

**Division of Career Education**

Brad Cooper	Advanced Instructor	HVAC
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**Division of Mathematics and Sciences**

Tonya Brownfield	Advanced Instructor	Nursing
Robert Love	Advanced Instructor	Nursing
Zachary Smith	Advanced Instructor	EMS



**ARKANSAS STATE UNIVERSITY-NEWPORT**  
**June 5, 2025**

**Promotion Recommendations for Advanced Instructor**  
**Effective AY 2025-2026**

**Division of Allied Science**

Katelyn Antwine	Advanced Instructor	Cosmetology
Jan Criswell	Advanced Instructor	Culinary Arts
William Tate	Advanced Instructor	Agriculture Technology
John Judd	Advanced Instructor	Industrial & Manufacturing Technology

**Division of Nursing and Health Professions**

Zach Altom	Advanced Instructor	Nursing
Donna Patterson	Advanced Instructor	Nursing
Madlyn Reynolds	Advanced Instructor	Nursing
Tabitha Staggs	Advanced Instructor	Nursing

**ARKANSAS STATE UNIVERSITY MID-SOUTH**  
**June 5, 2025**

**Promotion Recommendation for Assistant Professor**  
**Effective AY 2025-2026**

**Allied Health & Sciences**

Lance Wallace	Assistant Professor	Emergency Medical Services
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**Promotion Recommendations for Advanced Instructor**  
**Effective AY 2025-2026**

**Advanced Manufacturing & Ground Transportation**

Blake Armour	Advanced Instructor	Automotive & Diesel Maintenance
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**Aviation Maintenance Technology**

Danika Gleason	Advanced Instructor	Aviation Maintenance Technology
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**ARKANSAS STATE UNIVERSITY THREE RIVERS**

**June 5, 2025**

**Promotion Recommendation for Lecturer  
Effective AY 2025-2026**

**Division of Health Sciences**

Lauren Withrow

Lecturer

Nursing – RN

**Promotion Recommendations for Master Instructor  
Effective AY 2025-2026**

**Saline County Career Technical Campus**

John Eddy

Master Instructor

Networking

Josh McNeil

Master Instructor

Construction

Victoria Ollison

Master Instructor

Certified Nursing Assistant

Thomas Schneider

Master Instructor

Automotive

**HENDERSON STATE UNIVERSITY**  
**June 5, 2025**

**Promotion Recommendations for Professor**  
**Effective AY 2025-2026**

**College of Business**

Nathan Campbell	Professor	College of Business
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**Teachers College**

Kenneth Taylor	Professor	Teachers College
Charlotte White-Wright	Professor	Teachers College

**Promotion Recommendations for Associate Professor**  
**Effective AY 2025-2026**

**College of Aviation, Science, and Nursing**

Allison Divine	Associate Professor	Nursing
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**Teachers College**

Joseph Campbell	Associate Professor	Counselor Education
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**Promotion Recommendations for Assistant Professor**  
**Effective AY 2025-2026**

**College of Business**

Lisa Bell	Assistant Professor	Accounting
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**College of Aviation, Science, and Nursing**

Richard Wyman	Assistant Professor	Aviation
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Note: These changes will be granted without a change in compensation.

**HENDERSON STATE UNIVERSITY**  
**June 5, 2025**

**Recommendations for Tenure**  
**Effective AY 2025-2026**

**College of Aviation, Science, and Nursing**

Allison Divine	Tenure	Nursing
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**Teachers College**

Joseph Campbell	Tenure	Counselor Education
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