

AGENDA
ARKANSAS STATE UNIVERSITY SYSTEM
BOARD OF TRUSTEES
June 8, 2023
10:00 a.m.
Arkansas State University-Beebe

- I. Call to Order
Jerry Morgan, Chair
- *II. Approval of the Minutes of Past Meeting
March 10, 2023
- III. President's Report
Chancellors' Reports
- *IV. Agenda
 - Proposed Arkansas State University System Resolutions
 - Resolution approving 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 to set tuition, fees, and room and board rates
 - Resolution approving the FY2024 operating budgets and the authority to execute the budgets
 - Resolution approving the FY2024 capital project and expense budget and the authority to execute the budget
 - Resolution approving the ASU System to establish provisional positions for all campuses for FY2024
 - Resolution approving the ASU System to proceed with various capital projects at A-State, resulting in energy savings that meet the standards of the Sustainable Building Revolving Loan Fund held by the state of Arkansas
 - Resolution approving the ASU System to proceed with A-State's Southern Tenant Farmers Museum Capital Project at Tyronza
 - Resolution approving the ASU System to proceed with the Bloodworth Nursing Building Expansion Capital Project on the ASU-Beebe Searcy campus
 - Resolution approving the ASU System to proceed with ASU Three River's Phase IV of the Ritz Theatre Renovation Capital Project
 - Resolution approving the ASU System to proceed with Phase III of the Caddo Center Renovation Capital Project at Henderson
 - Resolution approving the ASU System Annual Leave Policy, and authority to amend the Annual Leave Policy section of the ASU System Staff Handbook
 - Resolution approving the candidates proposed to serve as members of the ASU-Beebe Board of Visitors and the ASU-Mountain Home Board of Visitors

- **Proposed Arkansas State University Resolutions**
 - Resolution approving a partnership with the City of Jonesboro and the Arkansas Department of Transportation to construct a connector road between Red Wolf Boulevard and Highway 351
 - Resolution approving A-State to enter into agreements for private camps

- **Proposed Arkansas State University-Beebe Resolution**
 - Resolution approving ASU-Beebe to revise its Faculty Handbook

- **Proposed Arkansas State University-Newport Resolutions**
 - Resolution approving ASU-Newport to enter into a lease agreement with Merchants and Planters Bank for property developed as an apartment complex, located at 107-115 Laurel Street in Newport, Arkansas
 - Resolution approving ASU-Newport to offer a Technical Certificate in Advanced Manufacturing Technology-Industrial Controls Technician
 - Resolution approving ASU-Newport to offer a Certificate of Proficiency in Corrections
 - Resolution approving ASU-Newport to offer a Certificate of Proficiency in Pre-Health Professions

- **Proposed Arkansas State University Mid-South Resolutions**
 - Resolution approving ASU Mid-South to adopt a Faculty Rank and Promotion Policy
 - Resolution approving ASU Mid-South to offer a Certificate of Proficiency in Cybersecurity Specialist and a Technical Certificate in Information Systems Technology

- **Proposed Henderson State University Resolution**
 - Resolution approving Henderson State to enter into agreements for private camps

V. Executive Session

*VI. Approval of Personnel Actions

VII. Other Business

*VIII. Adjournment

*Action Items

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

ACTION ITEM: 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.

Fall 2023 Annual Tuition and Mandatory Fees

Inst	2022-2023	2023-24					
	Annual Fall 2022 Tuition & Fees	Tuition	Annual Fall 2023 / SSCH	Mandatory Fees	Semester Fall 2023 Tuition & Fees	Annual Fall 2023 Tuition & Fees	% Inc
ASUJ	\$ 9,310	\$ 8,970	\$ 299	\$ 710	\$ 4,840	\$ 9,680	4.0%
HSU	\$ 9,450	\$ 7,395	\$ 247	\$ 2,055	\$ 4,725	\$ 9,450	0.0%
ASUB	\$ 3,780	\$ 3,420	\$ 114	\$ 600	\$ 2,010	\$ 4,020	6.3%
ASUMH	\$ 3,780	\$ 3,270	\$ 109	\$ 690	\$ 1,980	\$ 3,960	4.8%
ASUMS	\$ 4,180	\$ 4,360	\$ 145	\$ 640	\$ 2,180	\$ 4,360	4.3%
ASUN	\$ 3,690	\$ 3,210	\$ 107	\$ 690	\$ 1,950	\$ 3,900	5.7%
ASUTR	\$ 4,190	\$ 3,270	\$ 109	\$ 1,190	\$ 2,230	\$ 4,460	6.4%

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

ARKANSAS STATE UNIVERSITY

Mandatory Fee(s) Revisions (effective Fall 2023, unless otherwise noted)

	<u>Current</u>	<u>Proposed</u>
Student Activity Fee	\$20.00	\$25.00

Tuition (effective Fall 2023, unless otherwise noted)

	<u>Current</u>		<u>Proposed</u>	
	Semester	per	Semester	per
	<u>15 ssch</u>	<u>ssch</u>	<u>15 ssch</u>	<u>ssch</u>
In-state Undergraduate	\$4,305.00	\$287.00	\$4,485.00	\$299.00
Out-of-state Undergraduate	7,695.00	531.00	8,280.00	552.00
In-state Graduate	5,235.00	349.00	5,445.00	363.00
Out-of-state Graduate	9,600.00	640.00	9,975.00	665.00
International Undergraduate	7,965.00	531.00	8,280.00	552.00
International Graduate	9,600.00	640.00	9,975.00	665.00
International Doctoral	12,000.00	800.00	12,480.00	832.00
In-state Doctoral	6,000.00	400.00	6,240.00	416.00
Out-of-state Doctoral	12,000.00	800.00	12,480.00	832.00
International A-State Online Undergraduate	3,780.00	252.00	3,900.00	260.00
International A-State Online Graduate	4,800.00	320.00	4,950.00	330.00
In-state Degree Centers	3,435.00	229.00	3,570.00	238.00
Out-of-state Degree Centers	7,095.00	473.00	7,380.00	492.00
Colleges of Business, Nursing & Health Professions, Sciences & Mathematics, and Engineering				
Tuition Differential Undergraduate		25.00		26.00
Tuition Differential Graduate		60.00		62.00
Tuition Differential Doctoral		67.00		70.00
A-State Online Undergraduate		229.00		236.00
A-State Online Graduate		291.00		300.00
A-State Online MBA		460.00		474.00
International A-State Online MBA		506.00		521.00
A-State Online Doctoral		400.00		416.00
International A-State Online Doctoral		440.00		458.00

EXECUTIVE SUMMARY

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Miscellaneous Fee(s) Revisions (effective Fall 2023, unless otherwise noted)

	<u>Current</u>	<u>Proposed</u>
Graduation Fee – Bachelor’s Degree	\$60.00	\$45.00
Graduation Fee – Master’s Degree	85.00	45.00
Graduation Fee – Specialist Degree	95.00	45.00
Graduation Fee – Doctoral Degree	125.00	45.00
Theatre Fee	100.00	125.00
CPA Review Course Fee	2,600.00	3,000.00

Residence Rates (effective Fall 2023, unless otherwise noted)

	<u>Double</u>		<u>Single</u>	
	<u>Current</u>	<u>Proposed</u>	<u>Current</u>	<u>Proposed</u>
Arkansas	\$2,500.00	\$2,550.00	\$3,000.00	\$3,200.00
Kays	2,500.00	2,550.00	3,000.00	3,200.00
University	2,500.00	2,550.00	3,000.00	3,200.00
Northpark Quad	N/A	N/A	3,000.00	3,200.00
Honors	2,500.00	2,550.00	3,000.00	3,200.00
Living Learning Community	N/A	N/A	3,000.00	3,200.00
Honors (New)	2,500.00	2,550.00	3,000.00	3,200.00
Greek Housing	2,500.00	2,550.00	3,000.00	3,200.00

	<u>Current</u>	<u>Proposed</u>
Collegiate Park 2-2 Apartment	\$3,000.00	\$3,050.00
Collegiate Park 2-1 Apartment	2,750.00	2,800.00
Collegiate Park 4 - Townhouse	2,750.00	2,800.00
Collegiate Park 4 - Flat	2,650.00	2,700.00
Red Wolf Den 2-1 Apartment	2,850.00	2,900.00
Red Wolf Den 3-1 Apartment	2,650.00	2,700.00
Red Wolf Den 4-2 Apartment	2,750.00	2,800.00
Village 1 Bedroom	3,100.00	3,150.00
Village 2 Bedroom	3,600.00	3,650.00
Village 2 Bedroom/WD	3,800.00	3,850.00
Village 3 Bedroom	4,100.00	4,150.00

EXECUTIVE SUMMARY

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Board Rates (effective Fall 2023, unless otherwise noted)

Unlimited Access

Current:	5 Day+ \$400.00	\$2,120.00	7 Day+ \$300.00	\$2,105.00	7 Day+ \$450.00	\$2,200.00
Proposed:	5 Day+ \$400.00	\$2,265.00	7 Day+ \$300.00	\$2,260.00	7 Day+ \$450.00	\$2,350.00

Block Meal Plans

Current	150M+ \$500.00	\$1,820.00	115M+ \$700.00	\$1,740.00	All Flex	\$1,640.00
Proposed	150M+ \$500.00	\$1,930.00	115M+ \$700.00	\$1,830.00	All Flex	\$1,780.00

Commuter

Commuter Flex Plan (new)	\$150.00
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ARKANSAS STATE UNIVERSITY-BEEBE

Tuition (effective Fall 2023, unless otherwise noted)

	<u>Current</u>		<u>Proposed</u>	
	Semester	per	Semester	per
	<u>15 ssch</u>	<u>ssch</u>	<u>15 ssch</u>	<u>ssch</u>
Cleburne County (Heber Springs Campus only)	\$1,500.00	\$100.00	\$1,620.00	\$108.00
In-state Undergraduate	1,590.00	106.00	1,710.00	114.00
Out-of-state Undergraduate	2,655.00	177.00	2,850.00	190.00
International Undergraduate	2,655.00	177.00	2,250.00	190.00
Off-campus Centers	1,605.00	107.00	1,725.00	115.00

Board Rates (effective Fall 2023)

Block Meal Plans

Current:	17 Meal All Access + \$75 Flex, \$1,500.00
Proposed:	17 Meal All Access + \$75 Flex, \$1,600.00

EXECUTIVE SUMMARY

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ARKANSAS STATE UNIVERSITY-MOUNTAIN HOME

Tuition (effective Fall 2023, unless otherwise noted)

	<u>Current</u>		<u>Proposed</u>	
	Semester	per	Semester	per
	<u>15 ssch</u>	<u>ssch</u>	<u>15 ssch</u>	<u>ssch</u>
In-state Undergraduate	\$1,545.00	\$ 103.00	\$1,635.00	\$ 109.00

Miscellaneous Fee(s) Revisions (effective Fall 2023, unless otherwise noted)

	<u>Current</u>	<u>Proposed</u>
Commercial Truck Driving (per credit hour)	N/A	\$250.00
Marine Manufacturing (per credit hour)	N/A	50.00
Funeral Science National Board Exam	N/A	100.00

ARKANSAS STATE-UNIVERSITY-NEWPORT

Tuition (effective Fall 2023, unless otherwise noted)

	<u>Current</u>		<u>Proposed</u>	
	Semester	per	Semester	per
	<u>15 ssch</u>	<u>ssch</u>	<u>15 ssch</u>	<u>ssch</u>
In-state Undergraduate	\$1,500.00	\$ 100.00	\$1,605.00	\$ 107.00
Out-of-state Undergraduate	2,415.00	161.00	2,505.00	167.00
Prison Education Program	N/A	N/A	1,920.00	128.00
Out-of-state Performance Scholarship Students	N/A	N/A	1,605.00	107.00

Residence Rates (per semester, effective Fall 2023, unless otherwise noted)

	<u>Current</u>	<u>Proposed</u>
McDougal Street Apartments	N/A	\$1,300.00
Laurel Street Apartments	N/A	1,875.00

Board Rates (per semester, effective Fall 2023)

<u>Block Meal Plans</u>	<u>Current</u>	<u>Proposed</u>
10 Meal Plan	N/A	\$500.00

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Miscellaneous Fee(s) Revisions (effective Fall 2023, unless otherwise noted)

	<u>Current</u>	<u>Proposed</u>
Collision Repair Technology Program Fee	\$250.00	Eliminate
Registered Nursing Program Fee	400.00	450.00
Practical Nursing Program Fee	350.00	400.00
Surgical Technology Program Fee	350.00	400.00
EMT Lab Fee	N/A	100.00
Commercial Driver Training Program Fee	1,650.00	1,950.00

Testing Fees (effective Fall 2023)

	<u>Current</u>	<u>Proposed</u>
Automotive Service Excellence (ASE)	\$50.00	\$60.00
CNA Certification	75.00	125.00
Medication Assistant Certification	N/A	115.00
CPR Certification	N/A	20.00
TEAS V	65.00	Eliminate
NOCTI	50.00	Eliminate
NIMS	100.00	Eliminate

ARKANSAS STATE UNIVERSITY MID-SOUTH

Tuition (effective Fall 2023, unless otherwise noted)

	<u>Current</u>		<u>Proposed</u>	
	Semester 15 ssch	per ssch	Semester 15 ssch	per ssch
In-district	\$1,470.00	\$98.00	\$1,905.00	\$127.00
Out-of-district	1,770.00	118.00	2,220.00	148.00
Out-of-state Surrounding Counties in MS/TN	1,770.00	118.00	2,220.00	148.00
Out-of-state	2,370.00	158.00	2,850.00	190.00
International Students	4,620.00	308.00	5,205.00	347.00

EXECUTIVE SUMMARY

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Mandatory Fee(s) Revisions (effective Fall 2023. All mandatory fees will be merged with tuition.)

	<u>Current</u>	<u>Proposed</u>
Technology Fee (per credit hour, unless noted)	\$10.00	Eliminate
Assessment Fee	2.00	Eliminate
Student Activities Fee	2.00	Eliminate
Career Services Fee	2.00	Eliminate
Campus Safety Fee	5.00	Eliminate
Student Support Fee (per semester)	5.00	Eliminate

Miscellaneous Fee(s) Revisions (per course rates, effective Fall 2023)

	<u>Current</u>	<u>Proposed</u>
Paramedic Program Student Materials Fees	N/A	\$253.00
Paramedic Program Lab Fees	N/A	250.00
Paramedic Program Uniform Fees	N/A	160.00
Paramedic Program Certification Exam Fees	N/A	160.00
Paramedic Program Background Check Fees	N/A	107.00
Paramedic Program Insurance Fees	N/A	75.00
Commercial Driver Training Lab Fee	N/A	1,800.00
Commercial Driver Training Testing Fee	N/A	92.00
Automotive/Diesel Brake Systems Lab Fee	240.00	210.00
EMT-Basic Testing Fee	95.00	104.00
EMT-Advanced Insurance Fee	60.00	85.00
EMT-Advanced Testing Fee	125.00	144.00
EMT-Advanced Background Check Fee	50.00	85.00
Information Systems Technology Lab Fees	605.00	885.00
Hospitality Lab Fees	205.00	Eliminate
Hospitality Testing Fees	430.00	Eliminate
Respiratory Therapy Seminar Fee	450.00	Eliminate
Respiratory Therapy Certification Exam Fees	1,070.00	Eliminate
Respiratory Therapy DataArc Lab Fee	100.00	Eliminate
Respiratory Therapy Uniform Fee	150.00	Eliminate
Respiratory Therapy Student Materials Fee	100.00	Eliminate

EXECUTIVE SUMMARY

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Respiratory Therapy Background Check Fee	100.00	Eliminate
Respiratory Therapy Insurance Fee	20.00	Eliminate
Developmental Math Lab Fee	5.00	Eliminate

ARKANSAS STATE UNIVERSITY THREE RIVERS
Tuition (effective Fall 2023, unless otherwise noted)

	<u>Current</u>		<u>Proposed</u>	
	Semester	per	Semester	per
	<u>15 ssch</u>	<u>ssch</u>	<u>15 ssch</u>	<u>ssch</u>
In-state Undergraduate	\$1,560.00	\$104.00	\$1,635.00	\$109.00
Out-of-state Undergraduate	3,075.00	205.00	2,010.00	134.00

Mandatory Fee(s) Revisions (effective Fall 2023)

	<u>Current</u>	<u>Proposed</u>
Academic Excellence Fee (per ssch)	\$3.00	\$5.00
Athletic Fee (per ssch)	N/A	2.00

Miscellaneous Fee(s) Revisions (effective Fall 2023)

	<u>Current</u>	<u>Proposed</u>
Core Computing Concepts Fee (per course)	N/A	\$125.00

Residence Rates (effective Fall 2023, unless otherwise noted)

	<u>Current</u>	<u>Proposed</u>
East Hall (HSU)	N/A	\$2,700.00

Board Rates (per semester, effective Fall 2023)

	<u>Current</u>	<u>Proposed</u>
<u>Block Meal Plans</u>		
5 Day + \$50 (HSU)	N/A	\$675.00

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

HENDERSON STATE UNIVERSITY

Mandatory Fee(s) Revisions (effective Fall 2023, unless otherwise noted)

	<u>Current</u>	<u>Proposed*</u>
Broadcasting	\$0.50	Eliminate
Publication	1.00	Eliminate

*Note: Fees are proposed to be merged into tuition, effective with this resolution.

Board Rates

Meal Plans

Current: 19 meal plan plus \$75 DCB \$1,780.00

Proposed: 19 meal plan plus \$75 DCB \$1,870.00

Current: 15 meal plan plus \$200 DCB \$1,770.00

Proposed: 15 meal plan plus \$200 DCB \$1,850.00

Summer Block Meal Plans

Current: 30 Meal Plan, \$295.00; 60 Meal Plan, \$550.00

Proposed: 30 Meal Plan, \$310.00; 60 Meal Plan, \$580.00

Residence Rates (Effective Fall 2023, unless otherwise noted)

	<u>Double</u>		<u>Single</u>	
	<u>Current</u>	<u>Proposed</u>	<u>Current</u>	<u>Proposed</u>
	East Hall	\$2,350.00	\$2,350.00	N/A
West Hall	2,350.00	2,350.00	N/A	3,150.00
Smith Hall	1,800.00	1,800.00	1,800.00	2,100.00
Sturgis Hall	2,350.00	2,350.00	2,750.00	3,150.00

EXECUTIVE SUMMARY

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Miscellaneous Fee(s) Revisions (effective Fall 2023, unless otherwise noted)

	<u>Current</u>	<u>Proposed</u>
Enriched Writing & Rhetoric (Course Fee)	N/A	\$10.00
School of Business (UG/GRAD) (Assessed to DSC)	N/A	10.00
Lab/Software/Supplies Fee (Assessed to BIO, CHM, EGR, PHS, and PHY Courses)	N/A	5.00
Group Testing (Assessed to CED 5723)	10.00	Eliminate
Individual Intelligence (Assessed to CED 6943)	100.00	Eliminate
Creative Arts (Assessed to EDE 3122)	10.00	Eliminate
Arts Integration (Assessed to EDE 3242)	10.00	Eliminate
Principal Internship (Assessed to EDL 6533)	100.00	Eliminate
Internship Curriculum (Assessed to EDL 7643)	100.00	Eliminate
Special Education Supervisor (Assessed to EDL 6653)	100.00	Eliminate
Mentorship/EDU Leadership (Assessed to EDL 7613)	100.00	Eliminate
Action Research Practicum (Assessed to EDL 6553)	100.00	Eliminate
Sport Administration Field Internship (Assessed to HPR 6396)	35.00	Eliminate
Reading and Writing in the Content Area (Assessed to RDG 3203)	10.00	Eliminate
Reading Practicum: Group Instruction (Assessed to RDG 6693)	100.00	Eliminate
Reading Practicum Individual Training (Assessed to RDG 6183)	50.00	Eliminate
Advanced Practicum in Special Education K-12 (Assessed to SPE 6303)	100.00	Eliminate
Assessment & Programming (Assessed to SPE 5403)	100.00	Eliminate
Biology Course Fee (UG/GRAD)(Per Credit Hour)	1.00	Eliminate
Teacher's College Henderson Fee (UG)(Assessed to HHP, ATP, HPR, and REC Courses) (Per Credit Hour)	4.00	Eliminate
Teacher's College Henderson Fee (GRAD) (Assessed to HHP, ATP, HPR, and REC Courses) (Per Credit Hour)	8.00	Eliminate

EXECUTIVE SUMMARY

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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.


Robert G. Rudolph Jr., Secretary


Jerry Morgan, Chair

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

ACTION ITEM: The Arkansas State University System (ASU System) requests approval of the FY2024 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 ASU 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-Jonesboro (ASUJ) FY2024 operating budget was developed through the efforts of the University's Executive Budget Council and shared with the Chancellor's Cabinet and Executive Council, which has representation from all constituent groups across campus.

The budget will include \$60 million in state appropriation funds (Categories "A" and "B"), \$8.6 million in Educational Excellence Trust Fund monies, tuition revenues based on flat enrollment and a 4.0% tuition and mandatory fees increase. After a thorough review of faculty positions, \$500,000 was permanently reduced from budgeted faculty salaries, and an additional \$1.7M was reallocated to A-State Online revenues.

Funds were allocated to the following categories:

- Faculty promotions;
- 2% merit raise for faculty, non-classified employees, and graduate assistants;
- \$1.86 per hour raise for all classified employees transitioning to a non-classified status in FY24;
- Salary adjustments for Academic Advisors;
- Title IX Investigator;
- Utility increases; and
- Reinstatement of resources for deferred maintenance.

The ASUJ budget for FY 2024 is \$174,317,395 for Educational and General Operations and \$36,604,232 for Auxiliary Operations.

EXECUTIVE SUMMARY

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ARKANSAS STATE UNIVERSITY-BEEBE:

The FY2024 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.

The FY2024 operating budget includes the following major revenue sources: \$11,410,153 in state appropriation funds; \$2,133,883 in Educational Excellence Trust Funds; and \$801,945 in Workforce 2000 funds. Due to uncertainty in enrollment forecasts for FY2024, a tuition and fee revenue of \$9,931,100 is anticipated, based on a 6.35% increase in tuition rates and assuming a flat enrollment, compared to the FY2023 actual enrollment.

ASUB was able to provide a 5% COLA increase to all faculty and staff for FY2024, through natural attrition, rigorous review of open positions, a 6.35% increase in tuition and mandatory fee rates, and reallocation of departmental funds, based on a thorough review of departmental expenses and institutional priorities.

The ASUB budget for FY2024 is \$26,974,028 for Educational and General Operations and \$1,719,604 for Auxiliary Operations. The proposed operational budget for FY2024 represents an overall increase in budgeted revenue and expenses of approximately 5.92%, as compared to the FY2023 budget.

ARKANSAS STATE UNIVERSITY-MOUNTAIN HOME:

Arkansas State University-Mountain Home (ASUMH) developed the FY2023-2024 Operating Budget through an integrated planning, assessment, and budgeting process, with the institution's long-range goals serving as the overarching guide for decision-making and resource allocation.

A \$6.00 per-credit-hour tuition increase, as well as fees for two new programs, are included in the operating budget.

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

Resources were changed or allocated in the following categories:

- 3% raise for all employees;
- The minimum rate of pay for all full-time positions moved to \$13 per hour; and
- One new position added.

The ASUMH budget for FY2023-2024 is \$11,005,080 for Educational and General Operations, and \$303,000 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 FY2024.

The FY2024 budget for ASU Mid-South will include \$7.8 million in state appropriation funds. Categories "A" and "B" of RSA Funds will total \$5.6 million, and Workforce 2000 Funds are budgeted at \$2.2 million. Tuition revenues of \$2.29 million are based on a 2% enrollment decline and a requested 4.7% tuition increase. To streamline student accounts, mandatory fees have been incorporated into tuition, and ASU Mid-South students will not be charged mandatory fees beginning in FY2024.

To implement the institution's key initiatives, the institution also reallocated available resources in its FY2024 budget. This was accomplished primarily through strategic cuts in personnel positions, either through attrition; elimination of non-viable programs; or reduction of unfilled budgeted positions.

ASU Mid-South's key initiatives for FY2024 are as follows:

- Providing a minimum of a 2% COLA raise for all eligible employees;
- Implementing the first step of a faculty rank-and-promotion program;
- Raising minimum salary levels for all full-time employees to \$13/hour;
- Adding two new academic programs: Paramedic Science and Commercial Driver Training;
- Launching baseball, softball, and e-Sports programs; and
- Implementing a "last-dollar" scholarship pilot program for eligible Crittenden County residents.

The Arkansas State University Mid-South budget for FY2024 is \$12,854,500 for Educational and General Operations, and \$631,000 for Auxiliary Operations. The proposed operational budget for FY2024 represents an overall increase in budgeted expenses of \$263,500, or 1.99%, compared to our FY2023 budget.

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

ARKANSAS STATE UNIVERSITY-NEWPORT:

Arkansas State University-Newport (ASUN) conducted a collaborative budgeting process that allowed for prioritization of requests under a strategic budget model for FY2024. As the college looks to expand its degree offerings to stimulate regional economic growth, ASUN is highly focused on controlling expenses to ensure that the college meets the needs of its students. Inflation continues to impact prices and increase the cost of supplies and services required for operations. To account for the operational cost increases, yet still maintain a high level of affordability, ASUN held its overall request for tuition and mandatory fee increases to 5.7%. This allows the college to maintain a high level of service to students, while still maintaining an affordable cost of attendance. Leadership also focused on reorganization measures that allowed the institution to decrease senior leadership from five to three executive positions, generating cost savings of \$238,000. This allows the college to reprioritize resources, placing an additional focus on strategic enrollment management and student-service positions. Also, it allows the institution to make new investments in technology that will provide increased satisfaction to students and increase enrollment and retention.

Key initiatives are as follows:

- Cost-of-living increases of 1% for faculty and staff;
- Addition of key student-service positions in recruiting, advising, and enrollment management;
- Implementation of a performance bonus program for all full-time employees of up to 2%, based on Key Performance Indicators;
- Evaluation of productivity for academic programs, resulting in the elimination of two programs (three positions), providing an annual cost savings of \$150,000;
- Reorganization allowing for the elimination of other vacant staff positions, saving \$190,000 annually;
- Allocation for deferred maintenance in the amount of \$150,000; and
- Increase in the utilities budget of \$90,000, to account for rate increases.

ASUN will continue to place an emphasis on the ambitious goals set forth in its 2023-2027 Strategic Plan, in order to impact student retention and completion and regional economic development.

The ASUN FY2024 budget is \$17,652,294 for Educational and General Operations, and \$920,250 for Auxiliary Operations.

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

ARKANSAS STATE UNIVERSITY THREE RIVERS:

Proposed budgets 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 FY2024 budget was formulated.

Tuition and mandatory fees increased \$9 per credit hour, or 6.5%. This increase includes a \$2 per credit-hour athletic fee. Budgeted enrollment for FY2024 reflects 70 participants in baseball and softball programs.

Other highlights of the FY2024 budget include the following:

- Baseball and softball sports programs to begin in 2023-2024;
- Budgeted salaries include a 2% across-the-board raise, as well as a salary base adjustment for faculty;
- For the second consecutive year, workforce training revenue and expenses have increased as a result of expanded training of West Fraser personnel.

The Arkansas State University Three Rivers budget for FY2024 is \$9,050,053 for Educational and General Operations, and \$708,686 for Auxiliary Operations.

HENDERSON STATE UNIVERSITY:

The Henderson State University budget for FY2024 is \$33,235,070 for Educational and General Operations, and \$8,252,776 for Auxiliary Operations. The campus will continue to operate a modified cash budget during the FY2024, with expenses managed under liquidity constraints.

ARKANSAS STATE UNIVERSITY SYSTEM:

The Arkansas State University System Office is funded as a non-formula entity with an FY2024 operating budget of \$4,580,909, of which \$2,841,520 is categorized as state appropriation, and \$1,739,389 coming from other sources, including institution and Foundation support.

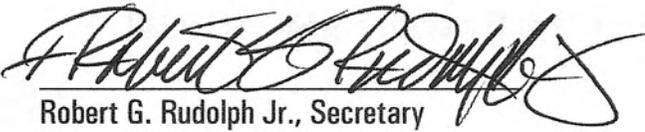
After determining availability of revenues, the President may approve requests for one-time bonus plans and additional salary plans for FY2024.

EXECUTIVE SUMMARY

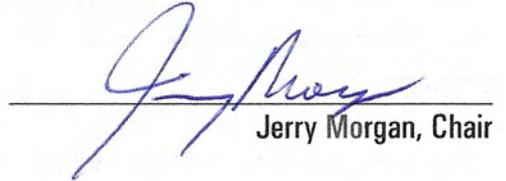
Contact: Jeff Hankins (501) 660-1004

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 \$285,088,420 for Educational and General Operations and \$49,139,639 for Auxiliary Operations.



Robert G. Rudolph Jr., Secretary



Jerry Morgan, Chair

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

ACTION ITEM: The Arkansas State University System (ASU System) requests approval of the FY2024 capital project and expense budget, and seeks 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 ASU System.

BACKGROUND:

- As the ASU 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 ASU 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 ASU System currently contains \$475 million in total deferred maintenance needs and \$67.6 million in critical maintenance needs, according to the Facilities Audit Program conducted by the Arkansas Division of Higher Education.
- The proposed capital project and expense budget of the ASU System for FY2024 is attached.

RECOMMENDATION/RESOLUTION:

Be it resolved that the Arkansas State University System's FY2024 capital project and expense budget is approved and authority is granted to execute the budget.


Robert G. Rudolph Jr., Secretary


Jerry Morgan, Chair



Capital Project Plans

		FY2023			FY2024			
Project Name	Project Type	Total						
		Total Projected Cost	Total Funds Available	Projected Expenditures	Total Projected Cost	Total Funds Available	Current Status	Funding Source(s)
ASU-Jonesboro								
Projects:								
Southern Tenant Farmers Museum	Renovation				\$ 1,900,000	\$ 1,900,000	Design Phase	Grant Funds, University Match
Project Total		\$0	\$0	\$0	\$1,900,000	\$1,900,000		
Major Equipment and IT-related purchases (over \$500K)								
IT Related Projects	Ongoing				2,077,745	2,077,745	In Process	University Reserves
Equipment Total		0	0	0	2,077,745	2,077,745		
Projects Under Review, Not Funded:								
Project Under Review, Not Funded, Total		\$0	\$0	\$0	\$0	\$0		
Total		\$0	\$0	\$0	\$3,977,745	\$3,977,745		
ASU-Beebe								
Project Total		\$0	\$0	\$0	\$0	\$0		
Major Equipment and IT-related purchases (over \$500K)								
ERP System (Banner)	Software	650,000	741,085	741,085	684,008	684,008	In Process	Institutional Reserves
IT Infrastructure Upgrade & Expansion	Equipment/Software	0	0	0	520,000	0	Not Yet Started	Not Yet Identified
Equipment Total		\$650,000	741,085	741,085	\$1,204,008	\$684,008		
Projects Under Review, Not Funded:								
State Hall	Renovation	3,293,000	0	0	3,593,000	150,000	Not Yet Started	Not Yet Identified
Owen Center	Renovation	4,172,000	0	0	4,472,000	150,000	Not Yet Started	Not Yet Identified
IT Services Data Center	New Construction	0	0	0	0	0		Not Yet Identified
Project Under Review, Not Funded, Total		\$7,465,000	\$0	\$0	\$8,065,000	\$300,000		
Total		\$8,115,000	\$741,085	\$741,085	\$9,269,008	\$984,008		
ASU-Mountain Home								
Walking/Biking Trail Phase 1	New	\$654,679	\$654,679	\$113,499	\$0	\$0	Complete	Grant, Auxiliary, University Reserves
Walking/Biking Trail Phase 2 (Lights & Landscaping)	New				\$403,750	\$403,750	Planning	Grant and University Reserves
Tech Center Addition/Renovation	New	1,642,896	1,642,896	1,065,761	577,135	577,135	In Process	Grant and University Reserves
Project Total		2,297,575	2,297,575	1,179,260	980,885	980,885		
Major Equipment and IT-related purchases (over \$500K)								
IT Infrastructure Upgrades/Replacements	New	600,000	600,000	350,006	300,000	300,000	In Process	University Reserves
Security Systems Upgrades	New	200,000	200,000		200,000	200,000	Planning	University Reserves
ERP System (Banner)	Software	400,000	400,000	275,000	250,000	250,000	In Process	University Reserves
Equipment Total		1,200,000	1,200,000	625,006	750,000	750,000		
Projects Under Review, Not Funded:								
Digital Signage	New				250,000	0	Planning	Donations and University Reserves
Amphitheater	New	700,000		0	700,000	0	Planning	Donations and University Reserves
Project Under Review, Not Funded, Total		700,000	0	0	950,000	0		
Total		\$4,197,575	\$3,497,575	\$1,804,266	\$2,680,885	\$1,730,885		

Capital Project Plans

		FY2023			FY2024			
		Total						
Project Name	Project Type	Total Projected Cost	Total Funds Available	Total Projected Expenditures	Total Projected Cost	Total Funds Available	Current Status	Funding Source(s)
ASU Mid-South								
Projects:								
FedEx Aviation Maintenance Building	Renovation	\$1,500,000	\$1,500,000	\$1,500,000	\$300,000	\$300,000	In Process	PBI Grant & Reserves
Truck Driving Range	New Construction	\$727,600	\$727,600	\$727,600	\$0	\$0	In Process	Regional Workforce Grant
Project Total		2,227,600	2,227,600	2,227,600	300,000	300,000		
Major Equipment and IT-related purchases (over \$500K)								
ERP System (Banner)	Software	239,000	239,000	239,000	0	0	Completed	Reserves
Classroom Lab Upgrades	New	917,500	917,500	917,500	0	0	Completed	Federal HEERF
Equipment Total		1,156,500	1,156,500	1,156,500	0	0		
Projects Under Review, Not Funded:								
		\$0	\$0	\$0	\$0	\$0		
Project Under Review, Not Funded, Total		\$0	\$0	\$0	\$0	\$0		
Total		\$3,384,100	\$3,384,100	\$3,384,100	\$300,000	\$300,000		
ASU-Newport								
Wayfinding Signage	Renovation	\$175,000	\$175,000	\$68,832	\$20,000	\$20,000	Design	University Reserves
Newport Campus Entry Signs	Replacement	\$65,000	\$65,000	\$47,000	\$0	\$0	Design	University Reserves
Exterior Signage and Wayfinding	New/Replacement	\$225,000	\$225,000	\$125,000	\$100,000	\$100,000	Design	University Reserves
ASUN Memorial Trail Phase 1 Newport	Improvements	\$172,000	\$172,000	\$50,000	\$172,000	\$172,000	Pre-Construction	Grant/University Matching
ASUN Memorial Trail Phase 2 Newport	Improvements	\$0	\$0	\$30,000	\$140,000	\$140,000	Design	Grant/University Matching
ASUN Memorial Trail Phase 1 Marked Tree	Improvements	\$0	\$0	\$10,000	\$130,000	\$130,000	Design	Grant/University Matching
Commercial Driver Training Track Resurfacing	Improvements	\$420,165	\$420,165	\$420,165	\$0	\$0	Construction	Regional Workforce Grant
Building Access Control (Jonesboro, Marked Tree)	New	\$140,000	\$140,000	\$14,000	\$0	\$0	Complete	University Reserves
Security Camera System (Jonesboro, Marked Tree)	New	\$130,000	\$130,000	\$50,000	\$40,000	\$40,000	Installation	University Reserves
Project Total		1,327,165	1,327,165	\$ 814,997	\$ 602,000	\$ 602,000		
Major Equipment and IT-related purchases (over \$500K)								
ERP System (Banner)	Software	325,000	325,000	690,000	0	0	In Process	University Reserves
Fiber Infrastructure	Improvements	106,000	106,000	106,000	0	0	In Process	University Reserves
Equipment Total		431,000	431,000	\$ 796,000	0	0		
Projects Under Review, Not Funded:								
					\$10,000,000	\$0		Grants, Private
Nursing and Health Professions Building - NP	New Construction				\$2,000,000	\$0		Private
Nursing and Health Professions Building Renovation - MT	Renovation				\$850,000	\$0		University Reserves
Student Services One-Stop - JB	Renovation							University Reserves
Total		1,758,165	1,758,165	1,610,997	1,452,000	602,000		
ASU Three Rivers								
Ritz Theatre Renovation - Phase III	Renovation	\$861,277	\$861,277	\$861,277			Completed by 6/30/2023	ANCRC grant funds
Ritz Theatre Renovation - Phase IV	Renovation				\$1,261,977	\$1,261,977	Design	ANCRC grant funds
New Nursing Building	New Construction				\$8,000,000	\$8,000,000	Design	Federal HHS grant
Project Total		861,277	861,277	861,277	9,261,977	9,261,977		
Major Equipment and IT-related purchases (over \$500K)								
ERP System (Banner)	Software	207,034	207,034	356,000			In Process	University Reserves/loan
Equipment Total		207,034	207,034	356,000	0	0		
Projects Under Review, Not Funded:								
Renovation of C-Building	Renovation				TBD		Planning	potentially CSB Loan Fund
Renovation of El Parian building	Renovation				TBD		Planning	potentially CSB Loan Fund
Project Under Review, Not Funded, Total		\$0	\$0	\$0	\$0	\$0		
Total		1,068,311	1,068,311	1,217,277	9,261,977	9,261,977		
Henderston State University								
Caddo Center - Student Facing Services Building	Renovation			\$1,950,000	\$4,002,753	\$2,590,861	Design	ANCRC grant
Barkman House	Renovation			\$0	\$586,000	\$586,000	Design	ANCRC grant
Project Total		0	0	1,950,000	4,588,753	3,176,861		
Major Equipment and IT-related purchases (over \$500K)								
ERP System (Banner)	Software	717,523	717,523	717,523	717,523	717,523	In Process	University Reserves/loan
Equipment Total		717,523	717,523	717,523	717,523	717,523		
Projects Under Review, Not Funded:								

Capital Project Plans

		FY2023			FY2024					
Project Name	Project Type	Total							Current Status	Funding Source(s)
		Total Projected Cost	Total Funds Available	Total Projected Expenditures	Total Projected Cost	Total Funds Available				
Project Under Review, Not Funded, Total		\$0	\$0	\$0	\$0	\$0				
Total		717,523	717,523	2,667,523	9,261,977	3,894,384				
Grand Total Excluding Projects Under Review										
Projects		\$ 6,713,617	\$ 6,713,617	\$ 7,033,134	\$ 17,633,615	\$ 16,221,723				
Equipment & IT		\$ 4,362,057	\$ 4,453,142	\$ 4,392,114	\$ 4,749,276	\$ 4,229,276				
Total		\$ 11,075,674	\$ 11,166,759	\$ 11,425,248	\$ 22,382,891	\$ 20,450,999				



2024 Deferred Maintenance Budget and Planned Maintenance Projects

Notes: Projects over \$50,000 are capitalized. The Facilities Condition Index (FCI) is the percentage, which has already been expended, of the useful life of a campus facility. The higher the percentage would indicate the greater the expended portion of the campus.

ASU-Jonesboro			
2020 Facilities Condition Index:	34%	University Average:	62%
E&G Replacement Value:	\$422,136,158		
Cumulative Deferred Maintenance Budget Set Aside:	\$ 10,081,495		
YTD Expenditures	\$ -		
Year-End Projected Expenditures	\$ -		
Projected Variance	\$ 10,081,495		
FY2024 Deferred Maintenance Budget Set Aside:	\$ 2,500,000		
Planned Maintenance Projects			
FNBA Arena Air Handler Replacement Phase 2 of 2 (Replace 1, Renew 1)	Renovation	\$ 900,000	Capital Renewal Fund
Student Union Roofing Replacement Phase 2 of 2	Renovation	750,000	Capital Renewal Fund
Village Apartments Roof Shingle Replacement	Renovation	593,175	Capital Renewal Fund
University Hall Fan Coil Replacements	Renovation	550,000	Capital Renewal Fund
Arkansas Hall Fan Coil Replacements	Renovation	550,000	Capital Renewal Fund
HPESS Cooling Tower Replacement (Prior FY Project)	Renovation	540,000	Capital Renewal Fund
Ed Comm Building Roof (Prior FY Project)	Renovation	380,000	Capital Renewal Fund
University Hall Fresh Air Addition	Renovation	345,000	Capital Renewal Fund
Arkansas Hall Fresh Air Addition	Renovation	345,000	Capital Renewal Fund
Nursing Building Cooling Tower Replacement	Renovation	310,000	Capital Renewal Fund
College of Business Roof (Prior FY Project)	Renovation	300,000	Capital Renewal Fund
Griffin House and STEM/ROTC Boiler Replacement (Prior FY Project)	Renovation	240,000	Capital Renewal Fund
Library and Museum Fire Alarm Replacement Phase 2	Renovation	193,200	Capital Renewal Fund
Ed Leadership Roof	Renovation	175,000	Capital Renewal Fund
FNBA Parking Lot G & H Overlay, 1/3 Access Road (Prior FY Project)	Renovation	170,000	Capital Renewal Fund
College of Education & Communications Restroom Renovations (Prior FY Project)	Renovation	150,000	Capital Renewal Fund
Chilled Water Loop Capacity Study and Improvements	Renovation	150,000	Capital Renewal Fund
Campus Learning Space Renovations FY24	Renovation	100,000	E & G Funds
FY 24 Parking Maintenance	Renovation	100,000	E & G Funds
Miscellaneous Deferred Maintenance (for individual projects under \$50,000) FY24	Renovation	653,068	E & G Deferred Maintenance
		\$7,494,443	
ASU-Beebe			
2020 Facilities Condition Index:	52%	Comm Coll Average:	40%
Cumulative Deferred Maintenance Budget Set Aside:	\$ 1,573,368		
YTD Expenditures			
Year-End Projected Expenditures			
Projected Variance	\$ 1,573,368		
FY2024 Deferred Maintenance Budget Set Aside:	\$ 170,000		
Planned Maintenance Projects			
Campus Wide Repairs, Upgrades, & Renovations		\$70,000	Plant Funds
Routh Couch Center Roof Project	Renovation	\$49,000	Plant Funds
Project Total		\$119,000	
ASU-Mountain Home			
2020 Facilities Condition Index:	31%	Comm Coll Average:	38%
Cumulative Deferred Maintenance Budget Set Aside:	\$ 346,000		
YTD Expenditures			
Year-End Projected Expenditures			
Projected Variance	\$ 346,000		
FY2024 Deferred Maintenance Budget Set Aside:	\$ 86,000		
Planned Maintenance Projects			
Window Replacement	Renovation	\$100,000	Plant Funds
HVAC Unit Equipment	Renovation	\$50,000	E & G Funds
Campus Wide Repairs, Upgrades, & Renovations	Renovation	\$50,000	Plant Funds
Project Total		\$200,000	

ASU Mid-South2020 Facilities Condition Index: 37% **Comm Coll Average:** 38%

Cumulative Deferred Maintenance Budget Set Aside:	\$ 1,154,000
YTD Expenditures	\$ -
Year-End Projected Expenditures	\$ -
Projected Variance	\$ 1,154,000

FY2024 Deferred Maintenance Budget Set Aside: \$ 130,000

Planned Maintenance Projects

Reynolds Center Chiller Replacement	Renovation	\$500,000	Plant Funds
University Center Chiller Replacement	Renovation	500,000	Plant Funds
Reynolds Center Roof	Renovation	400,000	Endowment Funds
ADWIREN Renovation	Renovation	300,000	Plant Funds
Campus Fire Alarm Upgrades	Renovation	200,000	Plant Funds
Camera System Replacement	Renovation	200,000	Plant Funds
University Center Roof Replacement	Renovation	100,000	Plant Funds
HVAC Unit Equipment Replacement	Renovation	100,000	Plant Funds

Project Total \$2,300,000**ASU-Newport**2020 Facilities Condition Index: 30% **Comm Coll Average:** 38%

Cumulative Deferred Maintenance Budget Set Aside:	\$ 691,133
YTD Expenditures	\$ 166,637
Year-End Projected Expenditures	\$ 180,000
Projected Variance	\$ 511,133

FY2024 Deferred Maintenance Budget Set Aside: \$ 150,000

Planned Maintenance Projects

White River Hall Façade Repair Project	75,000	Plant Funds
Center for the Arts Waterproofing	40,000	Plant Funds
Parking Lot Repaving and Repair	225,000	Plant Funds

Project Total \$340,000**ASU-Three Rivers**2020 Facilities Condition Index: 36% **Comm Coll Average:** 38%

Cumulative Deferred Maintenance Budget Set Aside:	\$ 737,429
YTD Expenditures	\$ 112,387
Year-End Projected Expenditures	\$ -
Projected Variance	\$ 737,429

FY2024 Deferred Maintenance Budget Set Aside: \$ 50,000

Planned Maintenance Projects

Fire Alarm System - Cosmetology	18,000	Plant Funds
Replace Gutters - Courtyard	10,000	Plant Funds
Flooring - Administrative Building	32,000	Plant Funds

Project Total \$60,000**Henderson State University**2020 Facilities Condition Index: 65% **University Average:** 58%

Cumulative Deferred Maintenance Budget Set Aside:	\$ 311,028
YTD Expenditures	\$ 10,000
Year-End Projected Expenditures	\$ 10,000
Projected Variance	\$ 301,028

FY2024 Deferred Maintenance Budget Set Aside: \$ 50,000

Planned Maintenance Projects

Misc. HVAC Projects	Renovation	\$2,000,000	University funds, if available
Residence Halls Project	Renovation	1,200,000	University funds, if available
Campus Beautification Projects *	Renovation	2,250,000	DBA Revolving Loan Fund

Project Total \$5,450,000

* Total includes \$225K for demolition of multiple dilapidated houses around campus.

ASU-System Consolidated

Cumulative Deferred Maintenance Budget Set Aside:	\$ 14,894,453
YTD Expenditures	\$ 289,024
Year-End Projected Expenditures	\$ 190,000
Projected Variance	\$ 14,704,453
FY2024 Deferred Maintenance Budget Set Aside:	\$ 3,136,000

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

ACTION ITEM: The Arkansas State University System requests approval to establish the maximum number of legislatively authorized provisional positions for all campuses for FY2024.

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 375 provisional positions for Arkansas State University, 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 FY2024.


Robert G. Rudolph Jr., Secretary


Jerry Morgan, Chair

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

ACTION ITEM: The Arkansas State University System (ASU System) requests approval to proceed with various capital projects at Arkansas State University (A-State), resulting in energy savings that meet the standards of the Sustainable Building Revolving Loan Fund (Fund) held by the state of Arkansas.

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

BACKGROUND:

- The ASU System requests approval to proceed with various capital projects at A-State, resulting in energy savings that measure up to the standards of the Sustainable Building Loan Fund held by the state of Arkansas.
- The ASU System requests to finance the project with a loan of up to \$2.9 million from the Fund. The loan shall have an interest rate of 0% for a term not to exceed ten years. The projected debt service is approximately \$290,000 per annum, to be repaid from the utility and operational savings generated by the energy improvements and monies earmarked for deferred maintenance.

RECOMMENDATION/RESOLUTION:

Be it resolved that the Arkansas State University System is approved to proceed with various capital projects at Arkansas State University, and to execute loan agreements to finance the project at an estimated interest rate of 0% for a term not to exceed ten years.


Robert G. Rudolph Jr., Secretary


Jerry Morgan, Chair

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

ACTION ITEM: The Arkansas State University System (ASU System) requests approval to proceed with renovations to Arkansas State University's (A-State) Southern Tenant Farmers Museum at Tyronza.

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

BACKGROUND:

- The ASU System is requesting approval to renovate grain bins across from the Southern Tenant Farmers Museum in Tyronza. This restoration would restore the historic character of the Tyronza Commercial Historic District. The grain bins will serve as a large-scale exhibit of agricultural history and methods that would add new depth to the interpretation of the Southern Tenant Farmers Museum. The interior of the largest grain bin would house critical visitor services, including accessible restroom facilities.
- A-State received a grant of \$1,916,383 from the Arkansas Natural and Cultural Resources Council, which will allow the campus to complete the renovations.
- A copy of the Capital Project Proposal Form is attached to this resolution.

RECOMMENDATION/RESOLUTION:

Be it resolved that the Arkansas State University System is approved to proceed with Arkansas State University's Southern Tenant Farmers Museum Capital Project at Tyronza.


Robert G. Rudolph Jr., Secretary


Jerry Morgan, Chair

ASU System Capital Project Proposal Form

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

Institution	Arkansas State University-Jonesboro	Date	5/17/23
Project Name	Southern Tenant Farmers Museum		

Project Description (in detail)

This project is to restore the grain bins across from the Southern Tenant Farmers Museum in Tyronza. This restoration would serve several purposes. First, the project would restore the historic character of the Tyronza Commercial Historic District, which includes both structures. Second, the grain bins would serve as a large-scale exhibit of agricultural history and methods that would add new depth to the interpretation of the Southern Tenant Farmers Museum. Finally, and perhaps most important, the interior of the largest grain bin would house critical visitor services, including accessible restroom facilities.

Estimated Date of Commencement	07/01/23
Estimated Date of Completion	06/30/24
Total Project Cost Estimate	\$ 1,916,383

Please provide the detail of cost estimate below:

	Estimated Project Cost
Construction (should include cost of built-in equipment)	\$ 1,780,848
Architect/Engineer Fees	135,535
Contingencies (not to exceed 10% of Construction and A&E)	0
Land Purchases	0
Movable Equipment and Furniture	
Total Cost of Project	1,916,383

Please provide details of planned sources of funding:

	Amount	Percentage
General Improvement	0	0.0%
Institutional Reserves	0	0.0%
Institutional Operating Funds	0	0.0%
Federal Grant Funds	0	0.0%
Special Revenue Funds	1,916,383	100.0%
Foundation or Other Private Monies	0	0.0%
Loan Proceeds (if approved)		0.0%
Total Proposed Funding	1,916,383	100.0%

Notes

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

ACTION ITEM: The Arkansas State University System (ASU System) requests approval to proceed with the Bloodworth Nursing Building Expansion Capital Project on the Arkansas State University-Beebe (ASUB) Searcy campus.

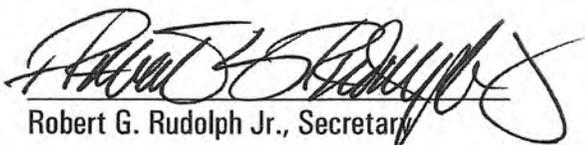
ISSUE: The Board of Trustees must approve all capital projects.

BACKGROUND:

- The ASU System is requesting approval to expand the Bloodworth Nursing Building on the ASUB Searcy campus. This expansion will add an additional 6,100 square feet to the existing facility in order to accommodate an increase in the number of nursing students admitted to the program each year.
- The capital project, estimated to total \$1,566,150, will be funded through federal grant funds of \$1,500,000 and institutional reserves of \$66,150.
- A copy of the Capital Project Proposal Form is attached to this resolution.

RECOMMENDATION/RESOLUTION:

Be it resolved that the Arkansas State University System is approved to proceed with the Bloodworth Nursing Building Expansion Capital Project on the Arkansas State University-Beebe Searcy campus.


Robert G. Rudolph Jr., Secretary


Jerry Morgan, Chair

ASU System Capital Project Proposal Form

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

Institution	Arkansas State University-Beebe	Date	4/18/23
Project Name	Bloodworth Nursing Building Expansion		

Project Description (in detail)

This project will renovate and expand the Bloodworth Nursing facility on the Searcy campus of ASU-Beebe. The building currently has experienced roof leakage problems. This project will replace the existing flat roof with a low-pitch truss roof over the entire existing facility, as well as the expanded section. The project will add an additional 6,100 square feet to the existing facility and allow for the addition of two classrooms and additional office space for nursing faculty. This allows for an increase in the number of nursing students admitted to the program each year.

Estimated Date of Commencement	08/01/23
Estimated Date of Completion	Spring 2024
Total Project Cost Estimate	\$ 1,566,150

Please provide the detail of cost estimate below:

	Estimated Project Cost	
Construction (include cost of built-in equipment)	\$ 1,325,000	
Architect/Engineer Fees	108,650	8.2%
Contingencies (not to exceed 10% of Construction and A&E)	132,500	10.0%
Land Purchases	0	
Movable Equipment and Furniture		
Total Cost of Project	1,566,150	

Please provide details of planned sources of funding:

	Amount	Percentage
General Improvement		0.0%
Institutional Reserves	66,150	4.2%
Institutional Operating Funds		0.0%
Federal Grant Funds	1,500,000	95.8%
Special Revenue Funds		0.0%
Foundation or Other Private Monies		0.0%
Loan Proceeds (if approved)		0.0%
Total Proposed Funding	1,566,150	100.0%

Notes

The total amount of the federal grant funds is limited to \$1.5 million. The institution will fund the remaining amount of \$66,150 from institutional reserves in plant funds to meet expected total project costs.

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

ACTION ITEM: The Arkansas State University System (ASU System) requests approval to proceed with Arkansas State University Three Rivers' (ASU Three Rivers) Phase IV of the Ritz Theatre Renovation Capital Project.

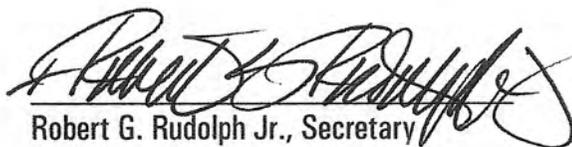
ISSUE: The Board of Trustees must approve all capital projects.

BACKGROUND:

- The ASU System is requesting approval to complete the renovation of the Ritz Theatre.
- ASU Three Rivers received a grant of \$1,261,977 from the Arkansas Natural and Cultural Resources Council, which will allow for completion of the restoration projects that were begun in prior phases.
- A copy of the Capital Project Proposal Form is attached to this resolution.

RECOMMENDATION/RESOLUTION:

Be it resolved that the Arkansas State University System is approved to proceed with Arkansas State University Three Rivers' Phase IV of the Ritz Theatre Renovation Capital Project.


Robert G. Rudolph Jr., Secretary


Jerry Morgan, Chair

ASU System Capital Project Proposal Form

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

Institution	ASU Three Rivers	Date	5/11/23
Project Name	Phase IV Renovation of the Historic Ritz Theatre		

Project Description (in detail)

The Arkansas Natural and Cultural Resource Council (ANCRC) funded Phase IV of the Ritz Theater Renovation in the amount of \$1,261,977. ANCRC has funded the first three phases, but the allocations never exceed \$1,000,000. The Phase IV allocation will allow us to complete the theater renovation.

Estimated Date of Commencement	07/01/23
Estimated Date of Completion	12/31/24
Total Project Cost Estimate	\$ 1,261,977

Please provide the detail of cost estimates below:

	Estimated Project Cost
Construction (should include cost of built-in equipment)	\$ 1,052,604
Architect/Engineer Fees	94,648
Contingencies (not to exceed 10% of Construction and A&E)	114,725
Land Purchases	0
Movable Equipment and Furniture	0
Total Cost of Project	1,261,977

Please provide details of planned sources of funding:

	Amount	Percentage
General Improvement	0	0.0%
Institutional Reserves	0	0.0%
Institutional Operating Funds	0	0.0%
Federal Grant Funds	0	0.0%
Special Revenue Funds	1,261,977	100.0%
Foundation or Other Private Monies	0	0.0%
Loan Proceeds (if approved)	0	0.0%
Total Proposed Funding	1,261,977	100.0%

Notes

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

ACTION ITEM: The Arkansas State University System (ASU System) requests approval to proceed with Phase III of the Caddo Center Renovation Capital Project at Henderson State University (Henderson).

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

BACKGROUND:

- The ASU System is requesting approval to renovate the Caddo Center at Henderson as a one-stop shop for students.
- Henderson received a grant of \$1,191,606 from the Arkansas Natural and Cultural Resources Council, which will be used to adapt the shell of the Caddo Building; allow continuation of the preservation of the historic Caddo Center; and provide space for Admissions, Financial Aid, Housing, Advising, Student Accounts, and Tutoring.
- A copy of the Capital Project Proposal Form is attached to this resolution.

RECOMMENDATION/RESOLUTION:

Be it resolved that the Arkansas State University System is approved to proceed with Phase III of the Caddo Center Renovation Capital Project at Henderson State University.


Robert G. Rudolph Jr., Secretary


Jerry Morgan, Chair

ASU System Capital Project Proposal Form

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

Institution	Henderson State University	Date	5/15/23
Project Name	Caddo Center Renovations - Phase III		

Project Description (in detail)

The ANCRC grant is funding adaptive preservation of the Caddo Center as a one-stop shop for students. These funds from the ANCRC, to adapt the shell of the Caddo Building, will allow continuation of the preservation of the historic Caddo Center, provide space for Admissions, Financial Aid, Housing, Advising, Student Accounts, and Tutoring.

Estimated Date of Commencement	07/01/23
Estimated Date of Completion	04/30/24
Total Project Cost Estimate	\$ 1,191,606

Please provide the detail of cost estimate below:

	Estimated Project Cost
Construction (include cost of built-in equipment)	\$ 946,472
Architect/Engineer Fees	93,134
Contingencies (not to exceed 10% of Construction and A&E)	50,000
Land Purchases	102,000
Movable Equipment and Furniture	
Total Cost of Project	1,191,606

Please provide details of planned sources of funding:

	Amount	Percentage
General Improvement	0	0.0%
Institutional Reserves	0	0.0%
Institutional Operating Funds	0	0.0%
Federal Grant Funds	0	0.0%
Special Revenue Funds	1,191,606	100.0%
Foundation or Other Private Monies	0	0.0%
Loan Proceeds (if approved)	0	0.0%
Total Proposed Funding	1,191,606	100.0%

Notes

Project received a grant of \$1,190,861 in FY2022 and \$1,400,000 in FY23, and was approved by the Board of Trustees in September 2021 and 2022, respectively.

EXECUTIVE SUMMARY

Contact: Julie Bates (501) 660-1000

ACTION ITEM: The Arkansas State University System requests approval of a new ASU System Annual Leave Policy, and authority to amend the Annual Leave Policy section of the ASU System Staff Handbook.

ISSUE: The Board of Trustees must approve new and revised System policies, as well as revisions to handbooks.

BACKGROUND:

- During its 2023 Regular Session, the Arkansas General Assembly passed Act 778 of 2023, which will take effect on July 1, 2023.
- Under Act 778, all positions within the ASU System that are classified under the Uniform Classification and Compensation Act will become non-classified on July 1, 2023. As a result, those positions that are currently subject to the Uniform Attendance and Leave Policy Act will cease to be covered by that statute, because Act 778 does not apply to “administrative, academic, or other non-classified employees of state-supported institutions of higher education.” Ark. Code Ann. § 21-4-203(12)(E).
- Under the terms of the current ASU System Annual Leave Accrual Policy and the ASU System Staff Handbook, classified employees accrue annual leave according to the guidelines established in the Uniform Attendance and Leave Act, and non-classified employees accrue 15 hours of annual leave per month. If the current policy is not amended, then all full-time ASU System employees will accrue annual leave at a rate of 15 hours per month, beginning on July 1, 2023, which will significantly increase the ASU System’s and the System institutions’ cost and liability for annual leave.
- The ASU System Benefits Committee has met to consider annual leave policy options. As a result of that process, the Committee recommends that, effective July 1, 2023, the Board:
 - Approves a new Annual Leave Policy, and allows the new policy to supersede the current Annual Leave Accrual Policy;
 - Authorizes amendment of the Annual Leave Policy section of the ASU System Staff Handbook, consistent with the new Annual Leave Policy (a redline copy of the proposed revision to the Annual Leave Policy section of the ASU System Staff Handbook is attached); and
 - Instructs that all other institutional handbooks and campus operating procedures be amended, as necessary, to conform to the provisions of the new Annual Leave Policy.

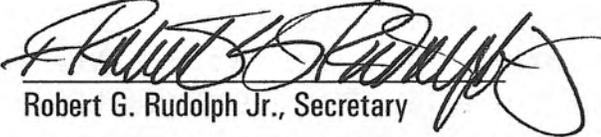
EXECUTIVE SUMMARY

Contact: Julie Bates (501) 660-1000

- A copy of the proposed new Annual Leave Policy is attached to this resolution.

RECOMMENDATION/RESOLUTION:

Be it resolved that the Arkansas State University System new Annual Leave Policy is approved, that authority is granted to amend the Annual Leave Policy section of the ASU System Staff Handbook, and that all other institutional handbooks and campus operating procedures shall be amended, as necessary, to conform to provisions of the new Annual Leave Policy, as outlined above, effective July 1, 2023. The new Annual Leave Policy shall control over any conflicting terms in any other institutional handbooks and campus operating procedures, until such time as they are amended.


Robert G. Rudolph Jr., Secretary


Jerry Morgan, Chair

ASU System Policy

Effective Date: July 1, 2023

Subject: Annual Leave Policy

1. Purpose

This policy does the following:

- Establishes eligibility criteria for accrual of annual leave;
- Establishes accrual rates for annual leave and limitations on carryover of annual leave from year to year;
- Provides for payout or transfer of annual leave balances upon retirement or termination of employment with the ASU System or one of its member institutions; and
- Sets general expectations governing requests and approval or denial of annual leave use.

2. Eligibility

Annual leave means vacation time with pay but does not include compensatory time. An employee, within the ASU System who works in a fulltime, appropriated position and is regularly scheduled to work a minimum of 20 hours per week, accrues annual leave every month.

However, the following employees do not accrue annual leave:

- Emergency, intermittent, extra help, and *per diem* employees;
- Employees with annual appointments of less than 12 months, such as 9- and 10-month faculty members (even if such faculty members teach summer courses for additional compensation), adjunct instructors, and graduate assistants; and
- NCAA Division I athletic coaches.

3. Accrual Rates and Limitations

a. General Accrual Rates

Employees who accrue annual leave do so at the rates shown in the time table listed below, unless another rate is indicated elsewhere in this policy. Employees must have completed full years of employment before movement to the next higher accrual rate. For example, an employee would not move to the second level of annual leave accrual rate until they have completed three (3) full years of employment and were starting their fourth year.

Years of Employment	Monthly	Annually
Through 3 years (1 through 36 months)	1 day (8 hours)	12 days
4th through 5th years (37th through 60th months)	1 day, 2 hours (10 hours)	15 days
6th through 12th years (61st through 144th months)	1 day, 4 hours (12 hours)	18 days
13th through 20th years (145th through 240th months)	1 day, 6 hours (14 hours)	21 days
Over 20 years (241st + months)	1 day, 7 hours (15 hours)	22.5 days

For accrual purposes only, employees will accrue half their monthly annual leave if they are employed on the first working day of the month and are in active status on the payroll through the 15th of that month. Employees will accrue half their monthly accrual if they are employed on the first working day after the 15th of the month and are in active status on the payroll through the last working day of that month. Leave must be earned before it can be used.

b. Grandfathering Certain Employees in Non-Classified Positions as of June 30, 2023

Employees, who were employed in non-classified positions and accruing annual leave at a rate of 22.5 days per year as of June 30, 2023, shall continue to accrue annual leave at that rate while serving in a position that is eligible to accrue annual leave, regardless of their years of employment.

c. Pro-Rata Accrual

Employees in annual leave-eligible positions, who are regularly scheduled to work less than 40 hours per week, accrue leave on a *pro-rata* basis. For example, an annual leave-eligible employee in their second year of employment who is regularly scheduled to work 30 hours per week (75% of 40 hours) accrues annual leave at a rate of 6 hours per month (75% of 8 hours).

d. Leave Accrual Service Credit for Prior State Employment

All prior years of full-time employment in an agency of the state of Arkansas or an Arkansas public institution of higher education are counted in determining years of employment for purposes of annual leave accrual. This includes prior employment in any Arkansas state government entity, such as the General Assembly, the state judiciary, and state constitutional offices. This does not include employment in city, county, or other municipal government, or in a public school district.

e. Accrual During Periods of Leave

Employees continue to accrue annual leave at their normal accrual rate when they are on paid leave, such as sick or annual leave. Employees do not accrue annual leave during any pay period in which they are in “leave without pay” status for 5 or more cumulative days (40 or more hours).

f. Carry-Over of Annual Leave as of December 31

Annual leave is cumulative; however, no employee may retain in excess of 240 hours of annual leave beyond December 31 of each year. During the calendar year, an accrued leave balance may exceed 240 hours, but an employee may not carry more than 240 hours of annual leave into the following calendar year. Any excess annual leave on the books, as of December 31, will automatically be donated to the catastrophic leave bank at the employee’s campus, unless the employee notifies their campus’ human resources department, in writing, prior to December 31, that they wish for their excess leave to be forfeited rather than donated.

4. Annual Leave Transfer and Payout

a. Annual Leave Transfer Between Institutions and Other Arkansas State Agencies

Employees and applicants, transferring without a break in service between institutions within the ASU System or between an ASU System institution and another Arkansas state agency or institution of higher education that will agree to the transfer of annual leave, will retain all accumulated annual leave. However, if a transferring employee or applicant has any outstanding debt to the ASU System institution they are entering or leaving, the amount of such debt shall be deducted from the employee’s annual leave balance at the time of transfer. Further, if an employee or applicant is transferring into a position at an ASU System institution that is not eligible to accrue annual leave, then any annual leave balance that employee has, at an ASU System institution or at another Arkansas state agency or institution of higher education that will agree to the transfer of leave, shall be handled according to the operating procedure developed by the relevant ASU System institution under Section 6 of this policy. For purposes of this provision, an “Arkansas state agency” includes any Arkansas state government entity, such as the General Assembly, the state judiciary, and state constitutional offices, but does not include employment in city, county, or other municipal government, or in a public school district.

b. Annual Leave Payout at Termination

When an employee terminates employment with an ASU System institution for any reason other than a transfer covered by Section 4(a) of this policy, they are eligible to receive a payout of their annual leave balance up to 240 hours. However, if a terminating employee has an outstanding debt to their employing institution, the amount of such debt shall be deducted from the employee’s annual leave payout.

This provision shall not apply when the terminating employee is transferring without a break in service between institutions within the ASU System, or between an ASU System institution and another Arkansas state agency or institution that will agree to the transfer of annual leave. For purposes of this provision, an "Arkansas state agency" includes any Arkansas state government entity, such as the General Assembly, the state judiciary, and state constitutional offices, but does not include employment in city, county, or other municipal government, or in a public school district.

5. Approval and Use of Annual Leave

a. Request and Approval

An employee may request to use accrued annual leave at any time. The requesting employee's supervisor will review requests to use annual leave and will grant or deny such requests as appropriate to allow employees to utilize their accrued leave while minimizing disruption to the efficient operation of the relevant department or work unit. The minimum annual leave amount an employee can use is 15 minutes.

b. Accrual Prior to Use

An employee may only use annual leave after it has been accrued, and unearned annual leave may not be loaned to an employee. However, individual institutions within the ASU System may provide an exception, under the terms of a campus operating procedure, to allow employees in their first year of employment and who lack sufficient accrued annual leave needed for a campus-wide December shutdown, to accrue a negative annual leave balance in December. In such cases, if the employee leaves employment within the ASU System prior to accruing enough annual leave to eliminate the negative leave balance, the value of their negative leave balance will be deducted from their final paycheck.

6. Campus Operating Procedures

Each ASU System institution shall adopt an operating procedure implementing this policy. The operating procedure shall:

- a. Establish the institution's standards and mechanisms for requesting and approving or denying the use of annual leave; and
- b. Establish the institution's procedure for handling the annual leave balances of employees who transfer from positions that are eligible to accrue annual leave to positions that are ineligible to accrue annual leave.

Additionally, in its operating procedure, the institution may:

- a. Establish minimum annual leave balances that employees must reserve for a campus-wide December shutdown observed by that institution; and

- b. Establish a list of position categories within the institution that accrue annual leave at a rate other than as specified in the schedule provided in Section 3 of this policy or that do not accrue annual leave. However, such a list must be reviewed by the ASU System General Counsel and the Executive Vice President and approved by the ASU System President prior to adoption or amendment. Absent a significant special need, such list should only be adopted or amended with an effective date coinciding with the start of a new fiscal year.

ASU System Office employees will be governed by the Arkansas State University operating procedure.

(Adopted by the Arkansas State University System Board of Trustees on June 8, 2023, Resolution 23-23, supersedes the Annual Leave Accrual Policy of May 15, 2009.)

straight time.

7. Compensatory time earned shall be included as a separate category on the employee's time sheet kept in your Human Resources Department.

8. Employees shall request to use earned compensatory time by completing a Request for Leave form.

9. Upon termination, a lump sum payment of accrued or unused compensatory time will be made at a rate of not less than:

- A. The average regular rate received by an employee during the last three years of the employee's employment; or
- B. The final regular rate received by an employee, whichever is higher.

REST PERIODS

The university recognizes that a short rest period or coffee break is important for reducing fatigue and allows time away from the work routine. Under normal circumstances, employees are therefore allowed a 15-minute break in the morning and another one in the afternoon on all regularly scheduled eight-hour days.

EMPLOYEE LEAVE BENEFITS

ANNUAL LEAVE POLICY

Annual leave eligibility, accrual, and use is governed by the [ASU System Annual Leave Policy](#) and each ASU System institution's related campus operating procedure.

Commented [MO1]: Add link to ASU System Annual Leave Policy

~~All twelve (12) month benefits eligible employees accrue annual leave. Employees will accrue half their monthly accrual of annual leave if employed on the first working day of the month and work through the 15th of the month. Employees will accrue half their monthly accrual if employed on the 16th of the month and work through the last working day of that month. (If the 16th falls on a weekend or holiday, accrual begins on the first working day thereafter).~~

~~Annual leave may not be accumulated during a period of leave without pay when such leave is for ten or more days within a calendar month. Annual leave is granted on a basis of workdays, not calendar days. Non-workdays, such as weekends and holidays falling within a period of annual leave, are not charged as annual leave. Annual leave must be earned before it can be authorized and is deducted from the employee's accrued leave in increments of not less than one-quarter hour.~~

~~Annual leave is cumulative; however, no employee may retain in excess of two hundred forty (240) hours on December 31 of each year. During the calendar year, accrued annual leave may exceed two hundred (240) hours, but excess must be used prior to December 31. Accrued annual leave may be requested by an employee at any time but must be approved by the supervisor in~~

ATTACHMENT B

advance. Supervisors may deny leave if the leave interferes with the efficient operation of the department.

CLASSIFIED STAFF. Twelve (12) month benefits eligible employees accrue annual leave in accordance with the following schedule, while 12 month benefits eligible employees who work less than 40 hours per week accrue annual leave in the same proportion to the time worked:

Years of Employment	Accrue Monthly	Accrue Annually
1-3 years	1 day	12 days
4-5 years	1 day, 2 hours	15 days
6-12 years	1 day, 4 hours	18 days
13-20 years	1 day, 6 hours	21 days
Over 20 years	1 day, 7 hours	22.5 days

- A. Through 3 years: Employees must have completed three (3) full years of employment before movement to the next higher accrual rate.
- B. 4 through 5 years: Employees must have completed three (3) full years of employment and be starting their fourth (4th) year.
- C. 6 through 12 years: Employees must have completed five (5) full years of employment and be starting their sixth (6th) year.
- D. 13 through 20 years: Employees must have completed twelve (12) full years of employment and be starting their thirteenth (13th) year.
- E. Over 20 years: Employees must have completed twenty (20) full years of employment and be starting their twenty-first (21st) year.

NON-CLASSIFIED STAFF. Non-classified employees will accrue leave at an annual rate of 22.5 days.

12 MONTH TO 9 MONTH

Nine-month positions do not accrue annual leave. If a twelve-month employee moves to a nine-month position, he or she will forfeit all accrued, unused annual leave at the time of transfer.

ATHLETIC COACHES

~~Athletic Coaches do not accrue annual leave.~~

SICK LEAVE

Sick leave is a benefit available to university employees who work in benefits eligible positions. Paid sick leave is not granted as annual leave, but should be used when an employee is unable to work because of illness, injury, or medical, dental or optical treatment. Sick leave may also be granted to employees due to the death or serious illness of a member of the employee's immediate family. Immediate family shall mean the father, mother, individual acting as a parent or guardian, sister, brother, husband, wife, child, grandparents, or grand-child, of the employee or the employee's spouse. An employee may be required to furnish to the supervisor a certificate from an attending physician for five or more consecutive days of sick leave or when a pattern of absences indicates an abuse of sick leave. A certificate from a Christian Science practitioner listed in The Christian Science Journal may be submitted in

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

ACTION ITEM: The Arkansas State University System requests approval of candidates proposed to serve as members of the ASU-Beebe Board of Visitors and the ASU-Mountain Home Board of Visitors.

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

BACKGROUND:

- ASU-Beebe Chancellor Jennifer Methvin notified System President Charles Welch that Flave Carpenter has resigned from the ASU-Beebe Board of Visitors. Chancellor Methvin recommends Debbie Elgen to replace Mr. Carpenter and to serve his unexpired term through June 30, 2029. President Welch has given his consent and recommends Ms. Elgen for approval by the Board of Trustees.
- ASU-Mountain Home Chancellor Robin Myers has submitted to System President Charles Welch the proposed members and terms for the ASU-Mountain Home Board of Visitors, replacing or reappointing those members whose terms expire on June 30, 2023. President Welch has given his consent for the following proposed members and recommends their approval by the Board of Trustees:

Three-year Term Expiring June 30, 2026

Chery Davenport (reappointed)

Sonny Elliott (reappointed)

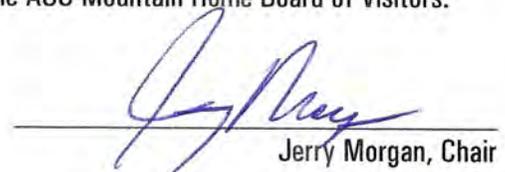
Ron Peterson (reappointed)

ASU-Mountain Home Chancellor Robin Myers notified System President Charles Welch that Jake Long has resigned from the ASU-Mountain Home Board of Visitors. Chancellor Myers recommends Allyson Dewey to replace Mr. Long and to serve his unexpired term through June 30, 2024. President Welch has given his consent and recommends Dr. Dewey for approval by the Board of Trustees.

RECOMMENDATION/RESOLUTION:

Be it resolved that the Arkansas State University System Board of Trustees approves the candidates proposed above to serve as members of the ASU-Beebe Board of Visitors and the ASU-Mountain Home Board of Visitors.


Robert G. Rudolph Jr., Secretary


Jerry Morgan, Chair

EXECUTIVE SUMMARY

Contact: Len Frey (870) 972-3303

ACTION ITEM: Arkansas State University (A-State) requests approval to enter into a partnership with the City of Jonesboro and the Arkansas Department of Transportation (ARDOT) to construct a connector road between Red Wolf Boulevard and Highway 351.

ISSUE: The Board of Trustees approves partnership agreements.

BACKGROUND:

- The City of Jonesboro requested to partner with A-State and the Arkansas Department of Transportation to construct a new connector road between Red Wolf Boulevard and Highway 351.
- This new road will provide mutual benefits to the City of Jonesboro and A-State.
- A-State's contribution will be to provide the right-of-way necessary to complete the project. A preliminary drawing of the project is attached to this resolution.
- In order to proceed with the project, ARDOT requests a resolution from the Board agreeing to the partnership and authorizing the Chancellor, or the Chancellor's designee, to execute all necessary agreements in support thereof.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University is approved to enter into a partnership with the City of Jonesboro and the Arkansas Department of Transportation to construct a connector road between Red Wolf Boulevard and Highway 351; the Chancellor of Arkansas State University, or his designee, is authorized to execute all appropriate agreements related to the project that are necessary to expedite design and construction.


Robert G. Rudolph Jr., Secretary


Jerry Morgan, Chair



EXECUTIVE SUMMARY

Contact: Len Frey (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.

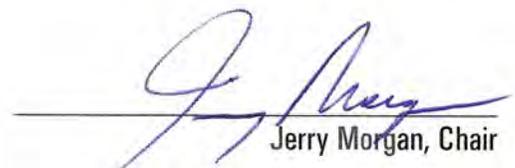
BACKGROUND:

- 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 its 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, 2023, through June 30, 2024.


Robert G. Rudolph Jr., Secretary


Jerry Morgan, Chair

EXECUTIVE SUMMARY

Contact: Jason Goodner (501) 882-8830

ACTION ITEM: Arkansas State University-Beebe (ASUB) requests approval to revise its Faculty Handbook.

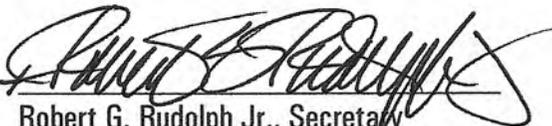
ISSUE: The Board of Trustees must approve all revisions to handbooks.

BACKGROUND:

- The ASUB Faculty Handbook was last approved in 2020. A faculty committee has reviewed policies and procedures and has recommended changes to Section V: Promotion, Retention, and Tenure. The proposed changes update the degree requirements necessary for a faculty member to be eligible for promotion to each academic rank within the Transfer Track and the Technical/Occupational Track.
- The proposed changes have been approved by the Faculty Senate through the shared governance process.
- The revised version of Section V: Promotion, Retention, and Tenure is attached to this resolution.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University-Beebe is approved to revise its Faculty Handbook in accordance with the changes proposed above, effective immediately.


Robert G. Rudolph Jr., Secretary


Jerry Morgan, Chair

Academic Rank for Faculty on Academic Transfer Track

The following general qualifications have been established for faculty members who teach academic transfer courses:

- I. Instructor (non-tenure track)
 - a. Meet College minimal requirements for position (to teach transfer courses, an instructor must have a minimum of a master's degree and 18 graduate hours in subject area);
 - b. Satisfactory professional evaluations.

- II. Assistant Professor (may or may not be tenure track)
 - a. Earned master's degree or higher (to teach transfer courses, an instructor must have a minimum of a master's degree and 18 graduate hours in subject area) and two (2) completed years of teaching experience at ASU-Beebe or the equivalent experience elsewhere. Applications may be made during the second year. However, it is highly encouraged that the initial intent to seek promotion be made during the third year to ensure review of two completed years of service at the rank of Instructor;
 - b. Completion of *Recommendation for Promotion/Tenure* document, including satisfactory professional evaluations;
 - c. Evaluation of *Recommendation for Promotion/Tenure* document and recommendation for promotion by Academic Transfer TPR Committee;
 - d. Promotion recommendation by Dean and Vice Chancellor for Academics.

- III. Associate Professor (may or may not be tenure track)
 - a. Earned master's degree or higher (to teach transfer courses, an instructor must have a minimum of a master's degree and 18 graduate hours in subject area) and three (3) completed years of teaching at the Assistant Professor level at ASU-Beebe or the equivalent experience elsewhere. Applications may be made during the third year. However, it is highly encouraged that the intent to seek promotion be made during the fourth year to ensure review of three completed years at rank of Assistant Professor;
 - b. Documented illustration of outstanding contribution to higher education through such avenues as research, publishing, and/or other achievements;
 - c. Completion of *Recommendation for Promotion/Tenure* document, including satisfactory professional evaluations;
 - d. Evaluation of *Recommendation for Promotion/Tenure* document and recommendation for promotion by Academic Transfer TPR Committee;
 - e. Promotion recommendation by Academic Division Dean and Vice Chancellor for Academics.

- IV. Professor (may or may not be tenure track)
 - a. Earned doctorate (to teach transfer courses, an instructor must have a minimum of a master's degree and 18 graduate hours in subject area) and five (5)

completed years of teaching at the Associate Professor level at ASU-Beebe or the equivalent experience elsewhere. Applications may be made during the fifth year. However, it is highly encouraged that the intent to seek promotion be made during the sixth year to ensure review of five completed years at the rank of Associate Professor;

- b. Documented illustration of outstanding contribution to higher education through such avenues as research, publishing, and/or other achievements;
- c. Completion of Recommendation for Promotion/Tenure document, including satisfactory professional evaluations;
- d. Evaluation of Recommendation for Promotion/Tenure document and recommendation for promotion by Academic Transfer TPR Committee;
- e. Promotion recommendation by Academic Division Dean and Vice Chancellor for Academics.

The Academic Transfer (Master's and Above) Tenure and Promotions Review Committee will consist of a minimum of one person from each academic division chosen by the committee chair or VCA, a Faculty Senate representative chosen by the Faculty Senate President, and additional committee members as deemed necessary by the Vice Chancellor for Academics and the Chancellor.

Establishment of the above qualifications and guidelines for the Academic Transfer faculty does not preclude their waiver in circumstances deemed exceptional by the Vice Chancellor for Academics, Chancellor, President, or the Board of Trustees.

Academic Rank for Faculty on Technical/Occupational Track

The following general qualifications have been established for faculty members who teach technical/occupational courses:

- I. Instructor (non-tenure track)
 - a. Meet College minimal requirements for position (four years technical/occupational experience and/or education);
 - b. Satisfactory professional evaluations.

- II. Advanced Instructor (non-tenure track)
 - a. Earned Associate's degree or higher;
 - b. Attainment of certification/licensure in technical/occupational specialty and/or completion of recognized competency exam;
 - c. Documented course work in teaching and satisfactory professional evaluations and two (2) years of teaching experience at the Instructor level at ASU-Beebe or the equivalent experience elsewhere. Applications may be made during the second year. However, it is highly encouraged that the intent to seek promotion be made during the third year to ensure review of two completed years of service at the rank of Instructor;

- d. Completion of Recommendation for Promotion/Tenure document, including satisfactory evaluations and credential evidence;
 - e. Evaluation of Recommendation for Promotion/Tenure document and recommendation for promotion by Technical/Occupational TPR Committee;
 - f. Promotion recommendation by Academic Division Dean and Vice Chancellor for Academics.
- III. Senior Instructor (may or may not be tenure track)
- a. Earned Associate's degree or higher, and continued attainment or renewal of certifications/licensure/accreditations appropriate to specialty area, and three (3) completed years of teaching experience at the Advanced Instructor level at ASU-Beebe or the equivalent experience elsewhere. Applications may be made during the third year. However, it is highly encouraged that the intent to seek promotion be made during the fourth year to ensure review of three completed years of service at the rank of Advanced Instructor;
 - b. Evidence of beginning the process of specialty program accreditation;
 - c. Exceptional qualifications as determined by the Technical/Occupational (Below Master's) Tenure and Promotions Review Committee;
 - d. Satisfactory professional evaluations;
 - e. Completion of Recommendation for Promotion/Tenure document, including satisfactory evaluations and credential evidence;
 - f. Evaluation of Recommendation for Promotion/Tenure document and recommendation for promotion by the Technical/Occupational TPR Committee;
 - g. Promotion recommendation by Academic Division Dean and Vice Chancellor for Academics.
- IV. Master Instructor (may or may not be tenure track)
- a. Earned baccalaureate degree or higher, and continued attainment or renewal of certifications/licensure/accreditations appropriate to specialty area and five (5) years of teaching experience at the Senior Instructor level at ASU-Beebe or the equivalent experience elsewhere. Applications may be made during the fifth year. However, it is highly encouraged that the intent to seek promotion be made during the sixth year to ensure review of five completed years of service at the rank of Senior Instructor;
 - b. Exceptional qualifications as determined by the Technical/Occupational (Below Master's) Tenure and Promotions Review Committee;
 - c. Attainment of specialty program accreditation and/or re-accreditation;
 - d. Outstanding contributions to the technical/occupational higher education field through such avenues as serving as a consultant, service on a specialty credential board or committee, service as a specialty evaluation team member, or other documented service;
 - e. Satisfactory professional evaluations;
 - f. Completion of *Recommendation for Promotion/Tenure* document, including satisfactory evaluations and credential evidence;

- g. Evaluation of *Recommendation for Promotion/Tenure* document and recommendation for promotion by the Technical/Occupational TPR Committee;
- h. Promotion recommendation by Academic Division Dean and Vice Chancellor for Academics.

The Technical/Occupational (master's not required) Tenure and Promotions Review Committee will consist of a minimum of six (6) people, with four (4) being Advanced Instructors or above and representing different specialty areas, who are chosen by the technical/occupational Dean and VCA. A Faculty Senate representative will be chosen by the Faculty Senate President, with additional committee members as deemed necessary by the Vice Chancellor for Academics and the Chancellor.

Establishment of the above qualifications and guidelines for the Technical/Occupational faculty does not preclude their waiver in circumstances deemed exceptional by the Vice Chancellor for Academics, Chancellor, President, or the Board of Trustees.

EXECUTIVE SUMMARY

Contact: Johnny Moore (870) 512-7850

ACTION ITEM: Arkansas State University-Newport (ASUN) requests approval to enter into a lease agreement ("Proposed Agreement") with Merchants and Planters Bank ("Lessor"), in order to obtain leasing rights in the property developed as an apartment complex, located at 107-115 Laurel Street in Newport, Arkansas, (the "Property").

ISSUE: Under Arkansas Code Ann. § 6-62-608, the Board of Trustees approves lease agreements needed in the operation of, and in the best interest of, the University.

BACKGROUND:

- The Lessor has developed six (6) single occupancy apartments, which will be completed on or about August 1, 2023.
- ASUN believes it is in the best interest of the University to enter into the Proposed Agreement, due to limited housing opportunities in the community. This will allow for living arrangements for students in the growing downtown area of the city.
- ASUN anticipates the agreement to be for a term of five years, as detailed below:
 - Year 1 – August 2023-July 2024 - \$3,900.00 (\$650.00/unit)
 - Year 2 – August 2024-July 2025 - \$3,900.00 (\$650.00/unit)
 - Year 3 – August 2025-July 2026 - \$3,900.00 (\$650.00/unit)
 - Year 4 – August 2026-July 2027 - \$3,900.00 (\$650.00/unit)
 - Year 5 – August 2027-July 2028 - \$3,900.00 (\$650.00/unit)
- ASUN will work with the Arkansas Department of Transformation and Shared Services, Division of Building Authority, to negotiate the terms of the Proposed Agreement.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University-Newport is approved to enter into a lease agreement, for the property referenced above, with Merchants and Planters Bank, and the Board designates Chancellor Johnny Moore to negotiate the terms and to enter into the lease agreement.


Robert G. Rudolph Jr., Secretary


Jerry Morgan, Chair

EXECUTIVE SUMMARY

Contact: Typhanie Myers (870) 512-7704

ACTION ITEM: Arkansas State University-Newport requests approval to offer a Technical Certificate in Advanced Manufacturing Technology-Industrial Controls Technician.

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

BACKGROUND:

- The proposed Technical Certificate in Advanced Manufacturing Technology-Industrial Controls Technician was created in consultation with local advisory board members to ensure that all training meets industry needs and prepares students for employment in the field.
- No new funding is required.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University-Newport is approved to offer a Technical Certificate in Advanced Manufacturing Technology-Industrial Controls Technician, effective fall semester of 2023.


Robert G. Rudolph Jr., Secretary


Jerry Morgan, Chair

EXECUTIVE SUMMARY

Contact: Typhanie Myers (870) 512-7704

ACTION ITEM: Arkansas State University-Newport requests approval to offer a Certificate of Proficiency in Corrections.

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

BACKGROUND:

- The Certificate of Proficiency in Corrections is proposed to address the need for trained corrections officers in Jackson County, home to two state prisons. The curriculum and certificate plan were designed in consultation with local advisory board members to ensure that training meets all industry needs and prepares students for employment in the field.
- The proposed Certificate of Proficiency would provide work-ready training and credentials, so that students could enter the field of corrections as young as 18 years of age.
- No new funding is required.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University-Newport is approved to offer a Certificate of Proficiency in Corrections, effective fall semester of 2023.


Robert G. Rudolph Jr., Secretary


Jerry Morgan, Chair

EXECUTIVE SUMMARY

Contact: Typhanie Myers (870) 512-7704

ACTION ITEM: Arkansas State University-Newport requests approval to offer a Certificate of Proficiency in Pre-Health Professions.

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

BACKGROUND:

- The proposed Certificate of Proficiency in Pre-Health Professions will allow students to earn a certificate while completing prerequisites for entry into programs, including Licensed Practical Nursing, Traditional Registered Nursing, Surgical Technology, Physical Therapy Assistant, and Occupational Therapy Assistant programs.
- The proposed certificate program was designed in consultation with local advisory board members, including faculty and staff, noting the importance of creating stepping stones that reward students for progress made toward the completion of their end-goal program.
- No new funding is required.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University-Newport is approved to offer a Certificate of Proficiency in Pre-Health Professions, effective fall semester of 2023.


Robert G. Rudolph Jr., Secretary


Jerry Morgan, Chair

EXECUTIVE SUMMARY

Contact: Jeff Gray (870) 733-6731

ACTION ITEM: Arkansas State University Mid-South requests approval to adopt a Faculty Rank and Promotion Policy.

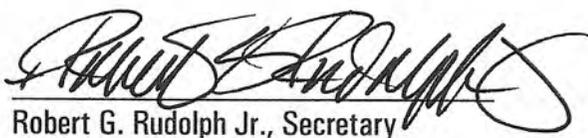
ISSUE: The Board of Trustees must approve all policies related to faculty rank and promotion.

BACKGROUND:

- ASU Mid-South has never had a formal process by which to recognize and reward faculty who have obtained additional education and training, and/or who have demonstrated commitment to teaching and learning, service to students, service to college and community, and/or professional development.
- A process for faculty rank and promotion is the norm at institutions of higher education and provides an incentive to both recruit and retain talented faculty members.
- Five of the seven institutions in the Arkansas State University System have a process for awarding faculty rank and promotion.
- ASU Mid-South's proposed Faculty Rank and Promotion Policy was developed in close consultation with the Faculty Senate.
- A copy of the proposed Faculty Rank and Promotion Policy is attached to this resolution.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University Mid-South is approved to adopt a Faculty Rank and Promotion Policy, effective July 1, 2023.


Robert G. Rudolph Jr., Secretary


Jerry Morgan, Chair



ARKANSAS STATE UNIVERSITY
MID-SOUTH

Faculty Rank and Promotion

OVERVIEW

A. Purpose and Scope

In order to provide students with the highest-quality education, it is essential that Arkansas State University Mid-South (ASU Mid-South) attract and retain high-quality faculty members. Therefore, effective July 1, 2023, ASU Mid-South will adopt a faculty rank and promotion policy to ensure that all faculty members have equal access to a consistent rank and promotion structure. This document outlines the procedure for application and consideration of faculty rank and promotion. This process involves Human Resources, the Vice Chancellor for Learning and Instruction, Academic Deans, and Faculty.

B. Definitions

Faculty Member: Any individual currently teaching credit courses for ASU Mid-South. “Faculty member” includes, but is not limited to, full-time (academic and technical) and adjunct (academic and technical) instructors.

Promotions Review Committee: Composed of the Vice Chancellor for Learning and Instruction, Academic Deans, two faculty members (one in a related discipline and one in an unrelated discipline), and a representative from Human Resources.

C. Procedures

General qualifications and guidelines have been established to aid in the determination of academic rank. Meeting these qualifications will justify consideration for promotion but will not be considered as mandating such promotion. The Promotions Review Committee will consider other factors. Due to the unique nature and differing requirements for academic and technical faculty members, a two-track model is utilized: one track for academic faculty and the other track for technical/occupational faculty, with four levels (ranks) of advancement within each track. For the Academic Track, the levels are Instructor (Level I), Assistant Professor (Level II), Associate Professor (Level III), and Professor (Level IV). For the Technical/Occupational Track, the levels are Instructor (Level I), Advanced Instructor (Level II), Senior Instructor (Level III), and Master Instructor (Level IV).

Approved degrees and technical credentials must be from an accredited institution recognized by the Council for Higher Education Accreditation. An official transcript, showing degrees and/or credentials awarded, must be received by the Office of Human Resources before promotions will go into effect.

FACULTY RANK STRUCTURE

A. ACADEMIC FACULTY RANK

The following identifies the minimum educational qualifications and professional experience required for academic faculty to be eligible to apply for each promotion and rank. Exceptions to the minimum degree and professional experience requirements may be made in rare circumstances for individuals possessing a compelling combination of unique qualifications and professional experience, with approval of the Chancellor.

- **Level I: Instructor**

This rank is the entry-level position and is the rank assigned to newly hired, full-time faculty, unless determined otherwise by the Vice Chancellor for Learning and Instruction, in coordination and under the advisement of the appropriate Academic Dean and with the approval of the Chancellor, based upon previous teaching and higher education experience. This rank requires a minimum of a master's degree with 18 hours of graduate-level courses in the assigned or related discipline.

- **Level II: Assistant Professor**

This rank requires two years of full-time teaching experience, plus completion of a master's degree, as well as 18 hours within the discipline or related discipline.

- **Level III: Associate Professor**

This rank requires three years of full-time teaching experience as an Assistant Professor, plus completion of a master's degree, including 18 hours within the discipline or related discipline.

- **Level IV: Professor**

This rank requires a doctorate degree (Doctorate of Philosophy, Medical Doctorate, Juris Doctorate, Doctorate of Education), plus five years of full-time teaching experience as an Associate Professor.

B. TECHNICAL/OCCUPATIONAL FACULTY RANK

The following identifies the minimum educational qualifications and professional experience required for technical/occupational faculty to be eligible to apply for each promotion and rank. Exceptions to the minimum degree and professional experience requirements may be made in rare circumstances for individuals possessing a compelling combination of unique qualifications and professional experience, with approval of the Chancellor.

- **Level I: Instructor**

This rank is the entry-level position, and is the rank assigned to newly hired, full-time faculty, unless determined otherwise by the Vice Chancellor for Learning and Instruction, in coordination and under the advisement of the appropriate Academic Dean and with the approval of the Chancellor, based upon previous teaching and higher education experience. This rank requires a minimum of the appropriate licensure or certifications and four years' experience within the discipline or related discipline.

- **Level II: Advanced Instructor**

This rank requires two years of full-time teaching experience, plus the appropriate licensure or certification and an associate's degree in the discipline or related discipline.

- **Level III: Senior Instructor**

This rank requires a bachelor's degree, or comparable industry-recognized certifications or licensures, in the appropriate discipline, plus three years of full-time teaching experience as an Advanced Instructor.

- **Level IV: Master Instructor**

This rank requires a master’s degree, doctorate (Doctorate of Philosophy, Medical Doctorate, Juris Doctorate, Doctor of Education) degree or higher, plus five years of teaching experience as a Senior Instructor.

C. PROMOTION AND RANK STRUCTURE

Within the limits of the annual budget, salaries are increased in relationship to the type of position held, the academic credentials of the individual, and the total services the individual renders to the college. Salary levels are recommended to the Chancellor by the Vice Chancellor for Learning and Instruction and are recommended by the Chancellor to the President of the Arkansas State University System, and, ultimately, to the ASU System Board of Trustees.

The following increases in annual base salary are suggested when promotions are awarded:

ACADEMIC TRANSFER TRACK		
LEVEL	RANK	PROMOTION AMOUNT
Level I	Instructor	Entry
Level II	Assistant Professor	\$1,500
Level III	Associate Professor	\$2,000
Level IV	Professor	\$2,500
TECHNICAL/OCCUPATIONAL TRACK		
LEVEL	RANK	PROMOTION AMOUNT
Level I	Instructor	Entry
Level II	Advanced Instructor	\$1,500
Level III	Senior Instructor	\$2,000
Level IV	Master Instructor	\$2,500

The Vice Chancellor for Learning and Instruction and Academic Deans will coordinate with the Office of Human Resources, as necessary, to ensure that the appropriate and necessary required documentation is provided and maintained concerning faculty rank and promotion.

EXECUTIVE SUMMARY

Contact: Jeff Gray (870) 733-6731

ACTION ITEM: Arkansas State University Mid-South requests approval to offer two certificates within the recently reconfigured Associate of Applied Science degree in Information Systems Technology: a Certificate of Proficiency in Cybersecurity Specialist, and a Technical Certificate in Information Systems Technology.

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

BACKGROUND:

The Certificate of Proficiency will prepare students to enter the workforce in an area of critical statewide need, while also providing a pathway to the Technical Certificate and the Associate of Applied Science degree in Information Systems Technology. The pathway of courses from the Certificate of Proficiency and Technical Certificate to the Associate degree provides content and hands-on skills instruction, using current technology and equipment to prepare students for industry-standard certifications and training to enter the workforce. A combination of lectures and skills-labs coursework will emphasize the knowledge and expertise required to prepare students for the CISCO Certified CyberOps Associate certification exam.

- **The Certificate of Proficiency in Cybersecurity Specialist**, consisting of 18 credit hours, will be configured within the existing AAS. Courses will include:
 - ISTC 1113 Cybersecurity Essentials (3 credit hours)
 - ISTC 1123 Cyber Operations (3 credit hours)
 - ISTC 2413 Network Security (3 credit hours)
 - ISTC 1513 Network Fundamentals (3 credit hours)
 - ISTC 1533 Switching Essentials (3 credit hours)
 - ISTC 2553 Routing Essentials (3 credit hours)

- **The Technical Certificate in Information Systems Technology**, consisting of 44 credit hours, will be configured within the existing AAS. Courses will include:
 - ISTC 1113 Cybersecurity Essentials (3 credit hours)
 - ISTC 1023 Hardware Essentials (3 credit hours)
 - ISTC 1033 Software Essentials (3 credit hours)
 - ISTC 1513 Network Fundamentals (3 credit hours)
 - BUSN 1201 Career Preparation (1 credit hour)
 - ISTC 2553 Routing Essentials (3 credit hours)
 - ISTC 1533 Switching Essentials (3 credit hours)

EXECUTIVE SUMMARY

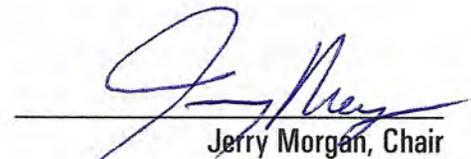
Contact: Jeff Gray (870) 733-6731

- ISTC 2613 System Fundamentals (3 credit hours)
 - ISTC 2573 Advanced Networking (3 credit hours)
 - ISTC 1123 Cyber Operations (3 credit hours)
 - ISTC 2413 Network Security (3 credit hours)
 - ENGL 1113 English Composition I (3 credit hours)
 - ENGL 2303 Oral Communication (3 credit hours)
 - MATH 1113 College Algebra OR MATH 1213 Real World Math (3 credit hours)
 - COMP 1113 Computer Fundamentals (3 credit hours)
 - CSUR 1101 College Success (1 credit hour)
- A need for these certificate programs arises from growing national, state, and local demand for more highly skilled and certified computer networking and security professionals.
 - A need for these certificate programs has been validated by the program's advisory council, comprised of local industry partners.
 - Development of these certificate programs aligns the College's Information Systems Technology program with the state of Arkansas's Economic Development Commission's Cyber Initiative, as codified in Act 1085 of the 2019 General Assembly.
 - No additional funding is required to offer these two programs.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University Mid-South is approved to offer a Certificate of Proficiency in Cybersecurity Specialist, and a Technical Certificate in Information Systems Technology, effective June 2023.


Robert G. Rudolph Jr., Secretary


Jerry Morgan, Chair

EXECUTIVE SUMMARY

Contact: Chuck Ambrose (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: Henderson State University 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 in order to 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.

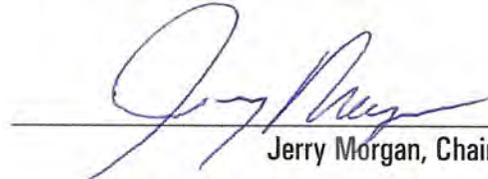
BACKGROUND:

- 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 its 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, 2023, through June 30, 2024.


Robert G. Rudolph Jr., Secretary


Jerry Morgan, Chair

Arkansas State University System
Board of Trustees Meeting
June 8, 2023

The Arkansas State University System Board of Trustees met on Thursday, June 8, 2023, at the Arkansas State University-Beebe campus. Jerry Morgan, Chair of the Board, called the meeting to order at 10:00 a.m. Board members present were the following: Jerry Morgan, Robert Rudolph, Christy Clark, Paul Rowton, Price Gardner, and Gary Harpole. Steve Eddington participated by Zoom.

Minutes:

Upon a motion by Mr. Gardner, seconded by Bishop Rudolph, the minutes of the March 10, 2023, Board meeting were approved.

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

Nays: None

ASU System – Dr. Charles Welch, President

- This week, we completed three days of interviews for hiring the next Chancellor of ASU-Mountain Home. We are sad to see Robin leave because he has done a tremendous job, and I thank Robin for all he has done. He has been a wonderful leader, and is absolutely loved in Mountain Home. His successor has big shoes to fill. Tracy, who is here, has just been the perfect spouse and maybe the single person in Mountain Home, who is more beloved than Robin. We cannot thank them enough. There is going to be an official retirement ceremony in July. As I said, we've been doing the search this week, and we have three outstanding candidates. I will meet with the search committee next week and am hopeful that we can reach a decision pretty quickly and get that announced.
- The balance of our efforts in the last few months has been focused on coming out of the Legislative Session and adapting and adjusting to any changes that occurred as a result of that. We've also been preparing today's agenda. Budgets and tuition and fees are among the most challenging, difficult decisions that we ask this Board of Trustees to make. I think all of us can remember when tuition went up, and it was a struggle for our own families. We have to think about that, and about the

impact that it has on our students. But, we also have to look out on all these faces in the room, and realize what they've been going through. As we went into COVID, and as we've emerged from COVID, we have been running on very, very thin operating budgets and haven't been able to reward our faculty and staff the way that we would like. If you look at what we are presenting today, the System-wide budget is increasing .07 of 1% over last year's. Everyone in this room knows inflation has been a little bit higher than .07 of 1% over the course of the last year. That is not because we got some massive new influx of state money, because that certainly did not happen. I think there was a little over \$700,000 in new money for all of higher education this year. But that's exacerbated by the way that our institutions are funded. Let me preface my comments by saying that, nothing I say is a condemnation or criticism of what's happening in the K-12 level. To the contrary, I think the better we fund K-12, and the more we do to improve K-12, the better it helps our institutions. I do think it's important to understand that there is quite a distinction in terms of the way that K-12 institutions are funded and the way higher education is funded. Every year, K-12 gets at least a 2% to 2.5% increase across the board to cover their rising expenses. Again, that's fair; they need it, and I'm for it. Higher education doesn't get an automatic increase. The \$700,000 increase this year is for all higher education, spread among 32 public institutions, with some not getting anything, or even losing money because of the funding formula. As for salaries, there has been a concentrated effort to get teacher salaries up. I am all for that. We need to pay them as much as we absolutely can. But funding for those salary increases doesn't come to higher education as it does to K-12. So, we are forced to try to remain competitive in an environment where we are not receiving any new money. We are trying to keep costs as low as possible. We are trying to make sure we provide the best education possible for students. As for health insurance, we all know how health insurance increases. We all know that there have been very public discussions in our state over the last few years about needing to prop up the state health insurance program that funds all state employees and funds all K-12 employees. It doesn't fund *our* employees. We are self-insured and when health insurance goes up, we have to fund that ourselves, either through our institutional budget or through passing it along to our employees. As for facilities and deferred maintenance, we have massive deferred maintenance needs across the state. It's, literally, billions of dollars in higher education, not

to mention several hundred million in critical maintenance needs, which we receive no dedicated funding for from the State of Arkansas. Again, K-12 gets an annual amount that can be used for that purpose. Now, about utilities, every single one of our institutions acknowledged that this is an issue in our budget this year. Obviously, those are things that, again, we don't get funded for. I'm not complaining; I'm not saying they ought to be giving it to us instead of someone else. What I'm saying is, it's our reality. And, whether we like it or not, it's what we have to do at institutions while, at the same time, trying to balance affordability, and trying to make sure that our students have the most modern facilities, the highest-caliber faculty and staff, and the best support services that we can provide, to ensure that we are able to retain those students and that we are able to graduate those students. The other thing I would say is, this isn't unique to Arkansas; we are not exactly being overrun with new students wanting to go to our colleges and universities in the state or nationally. Many of you have heard about the "enrollment cliff". I can tell you it is a concern that everybody in this country has, because we have fewer students who are graduating from high schools. When you are looking at older students, with unemployment rates being as low as they've ever been in the history of the state, you don't have as many folks wanting to come back and get retooled or get reskilled. And, when higher education is devalued in the minds of many in the public, it is a challenge that we have to face head-on. So, I am happy to say that our institutions not only kept their increases at a minimum, they not only kept the budget growth at a minimum, but in most cases, we were able to pass along some increase to our faculty and staff for their salaries. Again, not at the level of inflation, but at least something to recognize the hard work that they are doing. The challenges that we have are real. They are not going to go away. We have to continue to focus on them. At the same time, I want to be mindful that our state has not cut higher education to the level that they have in many states. So, I am thankful that our legislature and our governors have supported higher education. Dr. Shields was at a Sun Belt Conference meeting this week and he texted me and said, "Thank God we are in Arkansas! The horror stories that I heard from some of my colleagues are truly frightening." When I go to national conferences, I always come home feeling better about Arkansas. But, so much of that is because of the work of our campuses. Our chief financial officers do a tremendous job. Anytime you have a regular session year, they have an even

tighter window in terms of getting the budgets and the budget books done, because we don't know exactly what the budgets will look like until the session ends. I'm grateful, not just to our CFOs, but to the controllers, and for so many others who work in our budget offices.

ASU-Beebe – Dr. Jennifer Methvin, Chancellor

- ASU-Beebe is blessed to be served by an awesome Board of Visitors and awesome Development Councils, who help us with resources. From our Board of Visitors today, we have Dr. Hazel Dickey, Howard Chapin, and Dr. Dianne Tiner-Logan. Joining us today from our Beebe Development Council is Debbie Elgen, and from our Heber Springs Development Council, we have the Chair, Brett Graham. We appreciate them for their support.
- Today, I want you to hear from some ASU-Beebe students, to hear their stories and to give you a glimpse of what goes on at ASU-Beebe. These are students who passed through our Lonoke Regional Career Center, our Adult Education program, our Theater Program, our Pharmacy Tech program, Student Leadership, and our A-State programs that are on this campus. They will tell the story much better than I can.
- Sharing their ASU-Beebe stories were Asia Simmons, who attended the Lonoke Business Academy and is a current Student Government officer; Tiffany String, who began GED classes in 2017 and is scheduled to complete the Practical Nursing program on the Heber Springs campus this fall; Estella Cordero, who is a talented theatre major and avid photographer; Stephanie Nicholson and Kristina Busbea, who are both products of our Pharmacy Tech program, who are both employed in their profession and benefitting from our partnerships with the Harding School of Pharmacy and UAMS; Bailey Pendergrass, an ASU-Beebe and A-State graduate, who this fall will be in her own elementary school classroom; and Madison Ledwaba, one of our student leaders who recently returned from our annual Student Leadership Experience in Washington, D.C.
- We have a few other students in the room that you all got to meet: McKayla Collum, Ashley Clark, Dominic Abraham, Trevor Gunn, and Zaid Kelly. I want to thank them for their help today.
- The PILOT Group graduation ceremony of virtual John Deere Agriculture Equipment Technology Program was held on Tuesday night in North Dakota, and some of our staff and faculty attended.

Dr. Goodner and I were in our offices via TEAMS, and we got to share that moment with the first five students, who we are aware of, to ever graduate from a virtual John Deere Program.

Mr. Morgan: Thank you so much for having these students here and reminding us all in a crystal clear manner of why everybody in the room is as passionate as we are about our students and the impacts we are making on their lives. That was very powerful.

Dr. Welch: I started out this morning talking about how this is a tough meeting, really challenging, and burdensome. This Board endures criticisms, these Chancellors endure criticisms, I endure criticisms, whether it's on message boards, Facebook, comments in the newspaper, or to our faces. We are criticized for being overpaid and underworked. We are criticized for not caring about student success. We are criticized for spending all this money and just constantly putting the burden on families. We are criticized for being "woke" or being elitists or being out of touch with reality. There's a reason why we do it, why we take the criticism, why we do these jobs. The reason is exactly what we've heard from these students: because we are making a significant difference in their lives and their future success. Asia and Bailey have actually been hosts for us. They come to the System office when we have legislators over, and they stand there and they greet them and they welcome them. They need to hear these stories. Because as tough as our jobs are, that is nothing compared to what our students are going through. So, thank you for reminding us.

ASU-Jonesboro – Dr. Todd Shields, Chancellor

- We have several new hires, including a new Provost, Dr. Calvin White, whose job will begin July 1. We are currently in the process of looking for an inaugural Dean for the new College of Veterinary Medicine.
- Eight of our alumni received their doctorate of osteopathic medicine from NYIT this spring. Lonoke native, Alex Weaver, became the sixth Goldwater Scholar from ASU. Sophomore Rocco Hicks is headed to England to participate in the Fulbright Summer Institute there, and Jaden Watson earned a Gilman Scholarship.
- Regarding our projected enrollment for the fall semester, our numbers are still looking very good. As of June 2, the number of admitted students is up 551, compared to this time last year. The number

of enrolled students is up 326, and student credit hours are up over 4,000, compared to this time last year.

- In Athletics, we hired a new basketball coach, Bryan Hodgson, who has been very successful in recruiting over the past two weeks. Coach Butch Jones once again has the number-one recruiting class in the conference. Women's Basketball made it to the quarter-finals for the first time since 2016. Women's Bowling finished second at the National Collegiate Bowling Championships. The Women's Track and Field Team won its fourth consecutive outdoor track and field championship, and the Men's Team won the outdoor championship and the first Triple Crown in the school's history. Deservedly, Coach Jim Patchell was named Men's and Women's Indoor and Outdoor Coach of the Year. By all accounts, the Coaches' Caravans have been a huge success. Realizing the large number of alumni and fans that we have, particularly in Little Rock and Northwest Arkansas, has been very inspiring.
- Along with A-State Commencement, the First National Bank Arena hosted several high school graduations, including the Wynne High School graduation ceremony, where Governor Sanders addressed the crowd following the tragic and devastating tornado damage to their high school last spring. Our annual Ag Day was a very rewarding, high recruitment day for us. It was a rainy day, so those students spent more time in the gymnasium with our faculty and staff and at the Career Fair.

ASU-Mountain Home – Dr. Robin Myers, Chancellor

- I would like to take this time to thank my wife, Tracy, for going on this journey with me for the past 34 years. Dr. Welch, the Board, and previous Board members I've served with, thank you very much for your support and the support of our campuses to allow us to do the things we do. I want to thank my colleagues. We get paid to help our students, and what a pleasure it is and what a legacy to leave. Again, thank you very much for the opportunity to serve with you and be part of the ASU System.

ASU-Newport – Dr. Johnny Moore, Chancellor

- On April 21, for the first time in the history of ASU-Newport, we hosted the very first athletic event, and I was the very first person in the history of ASU-Newport to blow the whistle. It was a fantastic event. It was a historic turnout, with 250 people attending. We hired Logan Nutt as our basketball coach, and the whole Nutt family was there. We raised nearly \$60,000.

ASU Mid-South – Dr. Debra West, Chancellor

- We have long had it on our wish list at ASU Mid-South to establish a Promise Program for students who are residents of Crittenden County. It has come to fruition beginning with the fall semester. What a Promise Program does is, it guarantees students free tuition to attend college if they meet certain criteria. For us, we are calling it the Greyhound Promise. It's part of our Complete College America Policy Equity and Practice Initiative. We've devoted institutional funds of about \$35,000. Southland has come forward with a contribution of an additional \$35,000, so we have \$70,000 toward this project. When a student applies, they have to complete their federal financial aid application, FAFSA, and meet certain criteria, including a GPA of 2.75, or a minimum GED score of 550, and they must be a first-time entering college student in an associate of arts or associate of science degree program. Once their aid is applied, any aid that they earn, if they have any, then the college scholarship Greyhound Promise will pick up the balance of that tuition. We are very excited, because we know there are so many deserving individuals in our community who may want to go to college but feel that they can't afford it. This will inspire them to come out and enroll with us. We are very excited to roll this out in the fall.

ASU Three Rivers – Dr. Steve Rook, Chancellor

- We were awarded \$1.2 million from the Arkansas Natural and Cultural Resources Council (ANCRC) to finish out Phase IV of the Historic Ritz Theatre. That will bring our ANCRC grand total to \$3.4 million for that project. We've raised \$260,000 in private donations for that project, as well.
- We had our end-of-the-year event where we recognized our long-term faculty and staff.

Henderson State University - Dr. Chuck Ambrose, Chancellor

- Mr. Eddington, Bishop Rudolph, and Dr. Welch were present as we conferred 460 degrees at our spring commencement.
- We hosted ADHE in the Caddo Center, and they had an opportunity to be in that facility. It is a real value to our students and their families.
- The number of students who have applied for FAFSA has significantly increased, and the number of resources those students have to actually pay their bills and complete college has increased.
- We are anticipating a positive cash flow for Henderson at the end of the fiscal year.

Dr. Welch: Henderson is not asking for a tuition increase again this year. That's tough for them. But knowing the challenges that they have been through for students and everyone on that campus, Dr. Ambrose has said they will focus on student success and go at least one more year without a tuition increase. So, thank you, Chancellor. We appreciate you very much.

ASU System Resolutions:

- Resolution 23-14 approving A-State, ASU-Beebe, ASU-Mountain Home, ASU-Newport, ASU Mid-South, ASU Three Rivers, and Henderson State to set tuition, fees, and room and board rates
- Resolution 23-15 approving the FY2024 operating budgets and the authority to execute the budgets
- Resolution 23-16 approving the FY2024 capital project and expenses budget and the authority to execute the budget
- Resolution 23-17 approving the ASU System to establish provisional positions for all campuses for FY2024
- Resolution 23-18 approving the ASU System to proceed with various capital projects at A-State, resulting in energy savings that meet the standards of the Sustainable Building Revolving Loan Fund held by the state of Arkansas
- Resolution 23-19 approving the ASU System to proceed with A-State's Southern Tenant Farmers Museum Capital Project at Tyrnza

- Resolution 23-20 approving the ASU System to proceed with the Bloodworth Nursing Building Expansion Capital Project on the ASU-Beebe Searcy campus
- Resolution 23-21 approving the ASU System to proceed with ASU Three Rivers' Phase IV of the Ritz Theatre Renovation Capital Project
- Resolution 23-22 approving the ASU System to proceed with Phase III of the Caddo Center Renovation Capital Project at Henderson
- Resolution 23-23 approving the ASU System Annual Leave Policy, and authority to amend the Annual Leave Policy section of the ASU System Staff Handbook
- Resolution 23-24 approving the candidates proposed to serve as members of the ASU-Beebe Board of Visitors and the ASU-Mountain Home Board of Visitors

Mr. Morgan: Just a couple of questions to clarify a few things about the proposed increase of tuition. You've mentioned inflation. Are we tied to the inflationary index for higher education as far as proposed tuition and fees?

Dr. Welch: We are not tied to it. Everyone is familiar with the CPI, Consumer Price Index, but there is also a Higher Education Price Index (HEPI) that is specific to higher education. That's because we sometimes have different needs and influences on our budgets than perhaps a household would. If you buy a computer for your home, you are probably going to keep it for a while. If we buy one for a computer lab, it's not going to last that long, particularly if it's for instructional use, where the technology is changing regularly. So that can inflate. That doesn't mean HEPI is always higher than the CPI; in fact it's not this year. I think the HEPI was 5.2% and the CPI was over 7%. So, we are not confined to that, but we do really try to pay close attention to it. Our staff looks at it annually, because we know that those are real cost increases our campuses are facing, and we try to stay within one or the other, if not both, as we suggest those increases. Obviously, this has been an abnormally high year.

Mr. Rowton: Knowing that the decision to present an increase in tuition was not taken lightly, can you share with us what was the primary driver for those increases when you met with leadership from each campus?

Welch: Obviously, there are utilities, facility needs, and faculty and staff needs. We try to be realistic when we do budgeting. We don't budget new students that may or may not materialize. But, we

also try to focus on those things. If you look at our budget section, and I will use Jonesboro's because it's the first one, you will see that their new funds were allocated to faculty promotions; a 2% merit raise; an adjustment for all of our lowest paid employees to get them up to really what is a living wage; salary adjustments for academic advisors; one new position, which was for a Title IX investigator, as Title IX is a major risk issue for our campuses; and then the last two things are utility increases and deferred maintenance. So, that's the lion's share, and Jonesboro is just an example, but it's the same story across every one of our campuses. In fact, one of things we always ask is what new positions there are. Well, this year there were a lot of blank lines because it was, let's take care of the people that we currently have. Something that I should point out is that, even with the tuition increases, in many of the cases, it didn't cover the raises that we wanted to give our employees. We're not talking about massive increases. We're talking about 2%, 1%, 3% in a year that inflation was 7%. So, this year, the recurring theme we heard from the campuses is that we are focused on our people. If you look through those budgets, that is what you will find. The lion's share, with the exception of those things we have to deal with, like utilities, is about people.

Mr. Harpole: With the combination of tuition and mandatory fee increases, how do we stack up competitively? I know that's something that we try to be sensitive to.

Dr. Welch: That's a great question. We maintain a chart that shows just that. So, we have two public universities. Where is Jonesboro? Where is Henderson? There are 22 public community colleges. Where are our five community colleges? Historically, Jonesboro and Henderson have been in that six-and-seven range out of the 10. When I say six or seven, one would be the most expensive, 10 would be the least expensive. We don't know yet what every campus is going to do, because there are still some institutions that haven't yet put forth their budget proposals, but we certainly discussed that when we were developing the budgets with the campuses. We know for a fact that UCA, the University of Arkansas at Fayetteville, and Arkansas Tech will be higher than the Jonesboro campus. I think there is a chance that there may be one or two more that could ultimately jump ahead of Jonesboro. Henderson obviously didn't change. What I expect is on the university side, Jonesboro will probably be around fifth or sixth. Then Henderson will be seventh. Obviously, that's where we want to be, and we are very pleased with those numbers. Our community colleges have always been right at that mid-point or below.

None of our campuses are in the top seven or eight campuses in terms of enrollment. We still don't know the numbers yet, but I would anticipate that our campuses will be at that mid-point or below. It's important that we maintain that position. We want to make sure that we are not only affordable, but that we are competitive with the market. I'm very pleased with where we are, and I think we all should be.

Mr. Harpole: Being my first year going through this budget process, I cannot tell you how impressed I've been with your leadership, as well as with Julie and the System staff all the way down through the campus level, and with how hard everybody worked to contain costs. I'm glad that we are going to maintain that competitive position. I know that it was a tremendous amount of work and I commend everybody.

Mr. Gardner: I really appreciate the overall explanation again of the balancing process that we go through. Affordability is always the focus, and it should be. One of the things about the budget this year, is you guys were very lean and efficient. You learned that from the Huron Study. I think that coming through COVID helped us pick up some additional efficiencies, and you all figured out how to do more with less, and we are seeing it translate into our budget. Our System budget is up approximately .7 of 1%, which in this environment is pretty remarkable, and I commend you all for that. As we are coming out of COVID, we are starting to do things again. Relative to where we were in 2019, can you just comment a little bit about what our budgets look like, and where we are headed?

Dr. Welch: So, we are not back to pre-COVID levels yet, in terms of the sizes of our budgets. Obviously, everything has been more expensive and more difficult since that hit. Our tuition and fee increases also have not gone up, even at the same rate as median household incomes have. So, we've kept it below that. Finding funding is not just about raising tuition. It's also about how you find monies within your existing budget. Our campuses have been heavily engaged in things like academic program review. We all know the Henderson example and about the very data-driven way that they looked at those programs to make the difficult decisions. Chancellor Shields has been very purposeful and very strategic, in terms of focusing on reallocation of existing positions or reallocation of existing funds, and not just necessarily pushing them along where they've been for the last 20 years, but looking to see if it's still timely, if it is still competitive. One of Dr. Methvin's students mentioned the Pharmacy Tech program

and that is actually one of the programs that came from the Huron Study. We actually paused that program for a minute, rethought it, and brought it back, and you saw an example here today of somebody that it impacted. You asked about the future. If you look back over the last decade, we have really tried to be as diligent as possible. I'm not naïve. It's going to get even tougher, I think. There are going to be some strains on the state budget perhaps. I think there will be strains on enrollment as we mentioned earlier. And who knows on inflation and things of that nature? But, with realistic and conservative budgeting, combined with cost-containment and efficiencies, I think this will keep us on a very similar path moving forward. At least that is going to be our goal.

Mr. Gardner: I am very comfortable with the dollars that are being raised in tuition and fees going back into our people and utilities.

Bishop Rudolph: We were talking about Henderson keeping their tuition where it is. How can we do that with inflation? I think we've kind of touched based on it a little bit, but can you further explain that in more detail?

Dr. Welch: There are days that I am just amazed at what Dr. Ambrose and his team have been able to do. It's truly remarkable, when you look at the changes they've been able to make in their budgeting and approach. I kind of got on them a little bit, and asked if maybe we need to do one or two percent; even though it's tight, we are challenged here. Dr. Ambrose shamed me once again and said that one or two percent could keep a student from coming to Henderson or keep a student from graduating. And, where we are right now with that campus, we knew that the dramatic changes that were made were going to result in a few tough years. We are going to see some of this in terms of enrollments and things of that nature. It is a matter of really trying to ensure that that one or two percent does not cost us more than it gets us. Because, on some of our campuses, it doesn't amount to a lot of money. I think from this standpoint, Henderson is so unique. Will we be able to do that forever? Of course not. But I think right now, when we are still in year zero and July 1 will be year one, we are still very much in the infancy stages and want to make sure that we are being as tight as possible. It's a great question, and it's one that we debated extensively, but ultimately made the decision that where that institution is right now, that we needed to try to keep it where it is, at least for one more year, and then move forward.

Mrs. Clark: I want to mention the timeliness of adding Eric to our staff. As we go into these years of trying to figure out our budgets, the data that he brings to us and assembles for us and then the way Julie translates that to us, is invaluable to me in this process. I am grateful for our System staff, especially the way that you all communicate with us. It is so helpful to us in understanding the needs and the numbers behind the decisions we make.

Dr. Welch: I think that's a great point. And Eric's position is a direct result of that Huron Study. When we got the chancellors together, they all said that's what we need and want. I am guilty, as many in higher education are, of being anecdotal. I can promise you that, with Eric around, nobody is anecdotal. He can break anything down, but where we are right now, it's critically important. We have to make sure that what we think is reality, is indeed reality. We're still not where we totally want to be, but I think every one of these chancellors would tell you they feel much better now about having a deeper understanding of what is indeed reality. And a lot of that is through data. I agree with you, and I appreciate that comment.

Upon a motion by Mr. Rowton, seconded by Mr. Harpole, ASU System Resolutions 23-14 through 23-24 were approved.

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

Nays: None

A-State Resolutions:

- Resolution 23-25 approving a partnership with the City of Jonesboro and the Arkansas Department of Transportation to construct a connector road between Red Wolf Boulevard and Highway 351

Dr. Welch: This has been a long-discussed project. If any of you have ever flown into or out of the Jonesboro airport, you know that, if there is a train coming through, you are stuck at the airport for a while. There has been a desire to not only alleviate that problem, but also to have a direct connection between the airport and our campus. We've been blessed with great leadership from Jonesboro resident Alec Farmer, an A-State graduate, who is Department of Transportation Commissioner, and he has been instrumental in helping make this happen. This will be done through funding from the Highway

Department and the City of Jonesboro. There will be a roundabout just east of where our Farmers' Market is located, and then the road will cut through the existing farm. There is an existing road there, and Len Frey and others worked directly with our Agri faculty and staff in developing the best path through the farm and then, ultimately, to be able to connect to the airport. Allowing us to engage in that partnership and have that road constructed will provide, not only benefits for the city, but certainly benefits for our campus, as well.

- Resolution 23-26 approving A-State to enter in agreements for private camps

Upon a motion by Mrs. Clark, seconded by Bishop Rudolph, A-State Resolutions 23-25 and 23-26 were approved.

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

Nays: None

ASU-Beebe Resolution:

- Resolution 23-27 approving ASU-Beebe to revise its Faculty Handbook

Dr. Welch: Dr. Methvin came to me and said that they really need to have a more fair and transparent way of ensuring that the faculty-promotion process has equal avenues for general education faculty, as well as technical faculty. They've made some changes that I think are very appropriate.

Upon a motion by Mr. Harpole, seconded by Mr. Gardner, ASU-Beebe Resolution 23-27 was approved.

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

Nays: None

ASU-Newport Resolutions:

- Resolution 23-28 approving ASU-Newport to enter into a lease agreement with Merchants and Planters Bank for property developed as an apartment complex, located at 107-115 Laurel Street, in Newport, Arkansas

Dr. Welch: We have history on that campus of having a small amount of housing available for students. Merchants and Planters Bank has developed some apartments in Newport and are providing us

with an absolutely incredible partnership deal. I want to publicly say “thank you” to Merchants and Planters Bank for helping our students, and they are doing this at a cost that is unbelievable. This would allow for student housing for the Newport campus.

- Resolution 23-29 approving ASU-Newport to offer a Technical Certificate in Advanced Manufacturing Technology-Industrial Controls Technician
- Resolution 23-30 approving ASU-Newport to offer a Certificate of Proficiency in Corrections
- Resolution 23-31 approving ASU-Newport to offer a Certificate of Proficiency in Pre-Health Professions

Upon a motion by Bishop Rudolph, seconded by Mrs. Clark, ASU-Newport Resolutions 23-28 through 23-31 were approved.

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

Nays: None

ASU Mid-South Resolutions:

➤ Resolution 23-32 approving ASU Mid-South to adopt a Faculty Rank and Promotion Policy
Dr. Welch: They have not had a Faculty Rank and Promotion Policy, so, this would establish that track for ASU Mid-South.

- Resolution 23-33 approving ASU Mid-South to offer a Certificate of Proficiency in Cybersecurity Specialist and a Technical Certificate in Information Systems Technology

Upon a motion by Mr. Harpole, seconded by Mr. Gardner, ASU Mid-South Resolutions 23-32 and 23-33 were approved.

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

Nays: None

Henderson State University Resolution:

- Resolution 23-34 approving Henderson State to enter into agreements for private camps

Upon a motion by Bishop Rudolph, seconded by Mr. Rowton, Henderson State Resolution 23-34 was approved.

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

Nays: None

Dr. Welch: I would be remiss if I didn't say something about this Board. I have been on boards and have worked for boards that showed up to meetings and voted and went home. That is not this Board. The number of questions and calls and emails that I've had, or that Julie and Landen have had over the course of the last few weeks about this budget, has been absolutely unbelievable. They read these materials. In addition to the resolutions and budget materials, they get eight budget books, that are sometimes very thick, from the seven campuses and the System office. They go through the material. In fact, the husband of one of our Trustees sent me a photograph of her at her dining room table with her readers on, a magnifying glass, and an old school calculator, and he said, "I haven't seen my wife in a week. Get this meeting over with." She was poring through those books. They all do this. We should all be grateful for that. That's what a Board is supposed to do. They keep us on our toes, they find errors, they question things, and I'm enormously grateful for them.

Executive Session:

Upon a motion by Mr. Rowton, seconded by Mrs. Clark, the Board voted to retire into executive session at 11:25 a.m.

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

Nays: None

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

The Board reconvened at 12:12 p.m.

Personnel Actions:

Upon a motion by Mrs. Clark, seconded by Mr. Gardner, the contract revisions for the ASU System were approved.

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

Nays: None

Upon a motion by Mr. Rowton, seconded by Mr. Harpole, the tenure recommendations, promotion recommendations, academic reassignment, non-academic appointments, non-academic reassignments, and contract revision for A-State were approved.

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

Nays: None

Upon a motion by Bishop Rudolph, seconded by Mrs. Clark, the promotion recommendations, academic appointment, non-academic appointment, and non-academic reassignments for ASU-Beebe were approved.

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

Nays: None

Upon a motion by Mr. Gardner, seconded by Mr. Harpole, the promotion recommendations for ASU-Newport were approved.

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

Nays: None

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

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

Nays: None

Upon a motion by Mr. Rowton, seconded by Mr. Gardner, the promotion recommendations and non-academic reassignment for ASU Three Rivers were approved.

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

Nays: None

Upon a motion by Bishop Rudolph, seconded by Mrs. Clark, the non-academic appointments and non-academic reassignment for Henderson State were approved.

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

Nays: None

Adjournment:

Upon a motion by Mr. Harpole, seconded by Bishop Rudolph, the meeting was adjourned at 12:19 p.m.

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

Nays: None



Robert G. Rudolph Jr., Secretary



Jerry Morgan, Chair

**ARKANSAS STATE UNIVERSITY SYSTEM
CONTRACT REVISIONS
June 8, 2023**

AMBROSE, CHARLES

Chancellor, Henderson State University

Salary: \$250,000

Effective: July 1, 2023–June 30, 2026 (three-year contract)

METHVIN, JENNIFER

Chancellor, Arkansas State University-Beebe

Salary: \$216,168

Effective: July 1, 2023–June 30, 2026 (three-year contract)

MOORE, JOHNNY

Chancellor, Arkansas State University-Newport

Salary: \$203,104

Effective: July 1, 2023–June 30, 2026 (three-year contract)

ROOK, STEVE

Chancellor, Arkansas State University Three Rivers

Salary: \$183,600

Effective: July 1, 2023–June 30, 2026 (three-year contract)

SHIELDS, TODD

Chancellor, Arkansas State University-Jonesboro

Salary: \$459,000

Effective: July 1, 2023–June 30, 2026 (three-year contract)

WELCH, CHARLES

President, Arkansas State University System

Salary: \$433,725

Effective: July 1, 2023–June 30, 2028 (five-year contract)

WEST, DEBRA

Chancellor, Arkansas State University Mid-South

Salary: \$187,272

Effective: July 1, 2023–June 30, 2026 (three-year contract)

ARKANSAS STATE UNIVERSITY (A-STATE)

June 8, 2023

**Recommendations for Tenure
Effective AY 2023-2024**

College of Education and Behavioral Science

Timberly Baker	Tenure	Educational Leadership, Curriculum, and Special Education
Karen Graham	Tenure	Teacher Education
Kristin Johnson	Tenure	Psychology and Counseling
Weston Blake Sandusky	Tenure	Psychology and Counseling

College of Engineering and Computer Science

Jason Causey	Tenure	Computer Science
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College of Liberal Arts and Communication

Scott Anderson	Tenure	Communication
Andrea Davis	Tenure	History
Bruce Faske	Tenure	Music
Gabriel Horowitz	Tenure	English, Philosophy, and World Languages
Derek Jenkins	Tenure	Music
Caisa Sanburg	Tenure	Theatre
Cameron Wimpy	Tenure	Political Science

College of Nursing and Health Professions

Kacie Altom	Tenure	Nursing
Robert Bradley	Tenure	Athletic Training
Sarah Davidson	Tenure	Nursing
Kathryn Flannigan	Tenure	Nursing
Amy Hyman	Tenure	Emergency Management and Occupational Health
Cheryl Knight	Tenure	Social Work

College of Sciences and Mathematics

Lori Neuman-Lee	Tenure	Biological Sciences
Ansela Wijeratne	Tenure	Biological Sciences

ARKANSAS STATE UNIVERSITY (A-STATE)

June 8, 2023

**Recommendations for Professor
Effective AY 2023-2024**

College of Education and Behavioral Science

Annette Hux

Professor

Educational Leadership, Curriculum, and
Special Education

Natalie Johnson-Leslie

Professor

Teacher Education

College of Liberal Arts and Communication

Susan Whiteland

Professor

Music

College of Nursing and Health Professions

Stacy Walz

Professor

Clinical Laboratory Sciences

College of Sciences and Mathematics

Than Boves

Professor

Biological Sciences

ARKANSAS STATE UNIVERSITY (A-STATE)

June 8, 2023

**Recommendations for Associate Professor
Effective AY 2023-2024**

College of Education and Behavioral Science

Karen Graham	Associate Professor	Teacher Education
Kristin Johnson	Associate Professor	Psychology and Counseling
Weston Blake Sandusky	Associate Professor	Psychology and Counseling

College of Engineering and Computer Science

Jason Causey	Associate Professor	Computer Science
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College of Liberal Arts and Communication

Andrea Davis	Associate Professor	History
Bruce Faske	Associate Professor	Music
Gabriel Horowitz	Associate Professor	English, Philosophy, and World Languages
Derek Jenkins	Associate Professor	Music
Caisa Sanburg	Associate Professor	Theatre
Cameron Wimpy	Associate Professor	Political Science

College of Nursing and Health Professions

Kacie Altom	Associate Professor	Nursing
Andrea Brown	Associate Professor	Occupational Therapy
Sarah Davidson	Associate Professor	Nursing
Kathryn Flannigan	Associate Professor	Nursing
Amy Hyman	Associate Professor	Emergency Management and Occupational Health
Cheryl Knight	Associate Professor	Social Work

College of Sciences and Mathematics

Lori Neuman-Lee	Associate Professor	Biological Sciences
Anselma Wijeratne	Associate Professor	Biological Sciences

**ARKANSAS STATE UNIVERSITY (A-STATE)
ACADEMIC REASSIGNMENT
June 8, 2023**

CARPENTER, AMANDA

From: Assistant Professor (9-month), Occupational Therapy
To: Assistant Professor (9-month), A-State Online Public Health
Salary: \$65,405
Effective: March 16, 2023
Source of Funds: Education and General, A-State Online Revenues
Justification: New position, needed to serve as coordinator of the new online Public Health Program

ARKANSAS STATE UNIVERSITY (A-STATE)
NON-ACADEMIC APPOINTMENTS
June 8, 2023

BUTTERS, THOMAS

Assistant Coach, Men's Basketball

Salary: \$86,700

Effective: April 4, 2023

Source of Funds: Auxiliary, page 243, line 2, plus additional funds from the Red Wolves Foundation

Justification: Replacement for Ian Young, who resigned (\$55,000)

Education:

2011 B.S. Business Management, Clemson University, Clemson, SC

Employment:

2017-Present Associate Head Coach/Assistant Coach, Charleston Southern University, North Charleston, SC

2014-2017 Support Staff, Charleston Southern University, North Charleston, SC

CARRICO, JOHN

Assistant Director of Athletics, Football

Salary: \$80,000

Effective: February 27, 2023-February 28, 2025

Source of Funds: Auxiliary, page 241, line 12, plus additional funds from the Red Wolves Foundation

Justification: Replacement for Matthew Wilson, who resigned (\$76,500)

Education:

2020 B.S. General Studies, University of Alabama, Tuscaloosa, AL

Employment:

2022-Present Director of Scouting, East Carolina University, Greenville, NC

2021-2022 Regional Football Scout, University of Virginia, Charlottesville, VA

2018-2021 Recruiting Specialist/Student Assistant, University of Alabama Football, Tuscaloosa, AL

CONKLIN, JOSHUA

Assistant Coach, Football

Salary: \$105,000

Effective: March 13, 2023-January 15, 2025

Source of Funds: Auxiliary, page 241, line 8, plus additional funds from the Red Wolves Foundation

Justification: Replacement for Jacob Schoonover, who resigned (\$80,000)

Education:

2008 M.S. Sports Administration, South Dakota University, Brookings, SD
2003 B.S. Physical Education, Dakota State University, Madison, SD

Employment:

2018-2022 Head Football Coach, Woffard College, Spartanburg, SC
2015-2017 Defensive Coordinator, University of Pittsburgh, Pittsburgh, PA
2013-2014 Defensive Coordinator, Florida International University, Miami, FL

DALMARGO, GERMAN

Head Coach, Women's Tennis

Salary: \$75,000

Effective: January 30, 2023-June 30, 2026

Source of Funds: Auxiliary, page 251, line 1, plus additional funds from the Red Wolves Foundation

Justification: Replacement for Karl Lange, who is no longer employed (\$48,000), increase in salary for labor market adjustments

Education:

2006 B.S. Business Administration, University of West Florida, Pensacola, FL

Employment:

2018-Present Associate Head Coach, Women's Tennis, University of Illinois, Urbana-Champaign, IL
2013-2018 Associate Head Coach, Women's Tennis, University of Nebraska, Lincoln, NE

DIDIER, ALLYSON

Database Analyst, A-State Online Operations

Salary: \$60,000

Effective: March 26, 2023

Source of Funds: Education and General, salary savings (approximately \$15,000 for 3/26/23 – 6/30/23)

Justification: New position created to provide Banner System support for student and faculty modules; position will be included in FY24 budget

Education:

2016 B.A. Biological Sciences, Missouri University of Science and Technology, Rolla, MO

Employment:

2018-2019 Computer Support Technician, A-State
2017-2018 Administrative Specialist III, A-State
2016-2017 Registrar's Assistant, A-State

DUNN, ALEX

Research Assistant, Early College Programs

Salary: \$45,000

Effective: March 27, 2023

Source of Funds: Education and General, page 74, line 2, plus salary savings (\$9,300)

Justification: Replacement for Teisha Bagwell, who resigned (\$35,700)

Education:

2020 B.S. Middle Level Education, Arkansas Tech University, Russellville, AR

Employment:

2021-Present Social Studies Teacher, Jonesboro School District, Jonesboro, AR

2020-2021 Social Studies Teacher, Southside Junior High School, Batesville, AR

GRIMES, NICHOLAS

Assistant Head Coach, Football

Salary: \$97,000

Effective: February 23, 2023-January 15, 2025

Source of Funds: Auxiliary, page 241, line 10

Justification: Replacement for Matt Limegrover, who resigned (\$122,400)

Education:

2009 B.S. Kinesiology, Sam Houston State University, Huntsville, TX

Employment:

2021-Present Tight End Coach, Football, University of Alabama Birmingham, Birmingham, AL

2019-2021 Offensive Coordinator, Football, Campbell University, Buies Creek, NC

2017-2018 Co-Special Teams Coordinator, Football, Campbell University, Buies Creek, NC

2015-2016 Tight End Coach, Football, University of Cincinnati, Cincinnati, OH

GUYMON, AUSTIN

Development/Advancement Specialist, University Development

Salary: \$46,350

Effective: March 6, 2023

Source of Funds: Education and General, page 42, line 2

Justification: Replacement for Tristan Arquitt, who resigned (\$46,350)

Education:

2021 B.A. History, Ouachita Baptist University, Arkadelphia, AR

Employment:

2022-Present Graduate Assistant Football Coach, Ouachita Baptist University, Arkadelphia, AR

HODGSON, BRYAN

Head Coach, Men's Basketball

Salary: \$173,930

Effective: March 27, 2023-March 31, 2028

Source of Funds: Auxiliary, page 243, line 1

Justification: Replacement for Mike Balado, who is no longer employed (\$173,930)

Education:

2017 M.S.E. Education, University of the Southwest, Hobbs, NM

2010 B.S. Sports Management, Fredonia State University, Fredonia, NY

2007 A.S. Social Sciences, Jamestown Community College, Jamestown, NY

Employment:

2019-Present Assistant Coach/Recruiting Coordinator, Men's Basketball, University of Alabama, Tuscaloosa, AL

2015-2019 Assistant Coach/Recruiting Coordinator, Men's Basketball, University at Buffalo, Buffalo, NY

2013-2015 Assistant Coach, Men's Basketball, Midland College, Midland, TX

JONES, ERIC

Computer Support Specialist

Salary: \$50,000

Effective: March 27, 2023

Source of Funds: Education and General, page 232, line 5

Justification: Replacement for Shane Johnston, who transferred to another position (\$65,545)

Education:

2016 B.S. Computer Information Technology, Arkansas State University

Employment:

2022-Present Leasing Agent, First Capital Residential, Brookland, AR

2017-2022 Technology Accessibility and Support Administrator, A-State

2012-2016 Apprentice Tradesmen, A-State

KIDD, RICHARD

Associate Director of Athletics, Athletic Administration

Salary: \$52,000

Effective: May 22, 2023

Source of Funds: Auxiliary, page 237, line 3

Justification: Position repurposed within Athletics for fundraising management

Education:

2019 M.A. Sports Administration, Ball State University, Muncie, IN

2017 B.S. Sports Management, Eastern Kentucky University, Richmond, KY

Employment:

2021-Present Director of Development-Sponsorship/Assistant TD, Indiana State University, Terre Haute, IN

2020-2021 Assistant Director of Athletic Development, Indiana State University, Terre Haute, IN

2019-2020 Athletics Ticket Manager, Eastern Kentucky University, Richmond, KY

MCGREGOR, ROBERT

Computer Operator, A-State Online Faculty Support

Salary: \$45,000

Effective: April 3, 2023

Source of Funds: Education and General, page 67, A-State Online Operations revenue

Justification: New position created during FY23 to provide A-State Online Operations faculty support, due to the increased portfolio of online programs, specifically within the Nursing and Health Professions programs

Education:

2012 M.A. Educational Technology, Saginaw Valley State University, University Center, MI

2005 B.A. Elementary Education, Saginaw Valley State University, University Center, MI

Employment:

2013-2021 Director of Academic Technology, St. Clair County Community College, Port Huron, MI

NORTHCUTT, MANDY

Academic Advisor, Education and Behavioral Science

Salary: \$35,568

Effective: April 16, 2023

Source of Funds: Education and General, page 155, line 5

Justification: Replacement for Bowyn Hendrix, who resigned (\$36,371)

Education:

2014 M.S. Exercise Science, Arkansas State University
2003 B.A. Graphic Design, University of Central Arkansas, Conway, AR

Employment:

2020-Present Part-time Instructor, A-State
2015-2020 Temporary Instructor, A-State
2012-2015 Group Exercise Coordinator & Personal Trainer, St. Bernards Health & Wellness, Jonesboro, AR

QUARLES, JAMES

Assistant Coach, Men's Basketball

Salary: \$86,700

Effective: April 4, 2023

Source of Funds: Auxiliary, page 243, line 3, plus additional funds from the Red Wolves Foundation

Justification: Replacement for Casey Stanley, who resigned (\$59,160)

Education:

2013 M.S. Kinesiology, Augusta University, Augusta, GA
2008 B.S. Education, Augusta University, Augusta, GA

Employment:

2022-2023 Assistant Head Coach, University of Buffalo, Buffalo, NY
2017-2022 Assistant Coach, University of Buffalo, Buffalo, NY
2011-2017 Assistant Coach, Augusta University, Augusta, GA

VIVAR, KATHERYN

Project Program Specialist, University Centers

Salary: \$40,000

Effective: April 17, 2023

Source of Funds: Education and General, page 61, line 3

Justification: Replacement for Whitley Green, who resigned (\$40,000)

Education:

2022 B.S. Marketing, Arkansas State University

Employment:

2021-2022 Diversity/Education Leadership Student Worker, A-State

WRIGHT, MITCHELL

Assistant Coach, Women's Golf

Salary: \$35,600

Effective: May 1, 2023

Source of Funds: Auxiliary, page 252, line 2

Justification: Replacement for Josh Gorzney, who resigned (\$35,600)

Education:

2017 B.A. Physical Education, Crowley's Ridge College, Paragould, AR

Employment:

2019-Present Head Men's & Women's Golf Coach, Williams Baptist University, Walnut Ridge, AR

2018-2019 Head Golf Coach, Assistant Athletic Director, Ridgefield Christian School, Jonesboro, AR

ARKANSAS STATE UNIVERSITY (A-STATE)
NON-ACADEMIC REASSIGNMENTS
June 8, 2023

BARNHILL, CYNTHIA

From: Financial Aid Analyst, Financial Aid and Scholarships
To: Student Development Specialist, Financial Aid and Scholarships
Effective: May 1, 2023
Salary: \$40,000
Source of Funds: Education and General, page 27, line 5
Justification: Replacement for Christal Vines, who transferred to another position (\$47,952)

BEVLY, SHELBY

From: Project/Program Specialist, Financial Aid and Scholarships
To: Project/Program Manager, Financial Aid and Scholarships
Effective: April 1, 2023
Salary: \$55,505
Source of Funds: Education and General, page 27, line 3
Justification: Position was reallocated to serve as an Assistant Director of Financial Aid and Student Applications and to appropriately classify and address equity issues (\$59,954)

BLAKE, CRYSTAL

From: Assistant Registrar, Records and Retention
To: Assistant Director, Records and Retention
Effective: April 1, 2023
Salary: \$40,000
Source of Funds: Education and General, page 28, line 4
Justification: Replacement for Jesse Blankenship, who transferred to another position (\$42,261)

BLANKENSHIP, JESSE

From: Assistant Director of Records, Records and Retention
To: Associate Registrar, Records and Retention
Effective: February 16, 2023
Salary: \$55,000
Source of Funds: Education and General, page 28, line 2, plus salary savings (\$931)
Justification: Replacement for Himaja Balakrishnan, who transferred to another position (\$54,069)

JONES, SAVIGNON

From: Financial Aid Analyst, Financial Aid and Scholarships
To: Academic Advisor, Science and Mathematics
Salary: \$35,568
Effective: March 16, 2023
Source of Funds: Education and General, College of Math and Science Tuition Differential (\$10,374 for 3-16-23–6-30-23)
Justification: New position necessary to provide academic advising for STEM majors; position will be included in the FY24 budget

PAYNE, VICTORIA

From: Financial Aid Analyst, Financial Aid and Scholarships
To: Database Analyst, Financial Aid and Scholarships
Effective: April 16, 2023
Salary: \$55,505
Source of Funds: Education and General, salary savings
Justification: New position is a replacement for Ellena Cox (page 27, line 3), who transitioned to Database Analyst from Project/Program Manager; funds on page 27, line 3 (\$59,954) were used for Shelby Bevely, as reported above

REAVES, JOHNATHAN

From: Radio News Director, KASU
To: Academic Advisor, Liberal Arts Advising and Career Center
Effective: March 1, 2023
Salary: \$36,857
Source of Funds: Education and General, page 121, line 2
Justification: Replacement for Candance Evans, who transferred to a part-time position (\$36,857)

VIVAR, DANNY

From: Academic Advisor, Transition Studies
To: Assistant Dean of Students, Student Development and Leadership
Effective: April 1, 2023
Salary: \$45,000
Source of Funds: Education and General, page 31, line 3, plus salary savings (\$2,238)
Justification: Replacement for Booker Mays, who transferred to another position (\$42,762)

ZAVALA, SYLVIA

From: HEI Program Coordinator, A-State Online Operations
To: Director of Student Aid, A-State Online Operations
Effective: March 16, 2023
Salary: \$50,000
Source of Funds: Education and General, page 66, line 16, plus salary savings (\$5,000)
Justification: Replacement for Mandria Hammett, who transferred to another position (\$45,000)

ARKANSAS STATE UNIVERSITY (A-STATE)
Contract Revision
June 8, 2023

RAFFO, TOMMY

Head Coach, Baseball

Salary: \$77,000

Effective: June 5, 2023-June 1, 2025 (two-year contract)

ARKANSAS STATE UNIVERSITY-BEEBE
June 8, 2023

Promotion Recommendations for Assistant Professor
Effective AY 2023-2024

Division of Arts and Humanities

Penny Cook	Assistant Professor	Education
Korey Davis	Assistant Professor	Psychology

Promotion Recommendation for Advanced Instructor
Effective AY 2023-2024

Division of Mathematics and Sciences

Amber Dale	Advanced Instructor	Nursing
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Promotion Recommendation for Senior Instructor
Effective AY 2023-2024

Division of Career Education

Derrick Holobaugh	Senior Instructor	Computerized Machining Technology
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ARKANSAS STATE UNIVERSITY-BEEBE
ACADEMIC APPOINTMENT
June 8, 2023

BROWN, LACEY

Instructor of Nursing

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

Effective: May 16, 2023

Source of Funds: Education and General, page 30, line 1, plus salary savings (\$9,755)

Justification: Replacement for Amber Blot, who resigned (\$41,478); position was changed from a 9-month appointment to a 12-month appointment

Education:

2023 B.S. Nursing, Western Governors University, Salt Lake City, UT

2010 B.S. Management, Western Governors University, Salt Lake City, UT

2014 A.S. Nursing, Arkansas State University-Beebe

Employment:

2020-2022 R.N., White County Central School District, Judsonia, AR

2018-2019 R.N., Unity Health, Searcy AR

2016-2018 R.N., Kids Unlimited Learning Academy, Searcy, AR

2014-2016 R.N., Unity Health, Searcy, AR

**ARKANSAS STATE UNIVERSITY-BEEBE
NON-ACADEMIC APPOINTMENT
June 8, 2023**

FISHER, EMILY

Campus Operations Manager (Searcy/LRAFB)

Salary: \$64,000

Effective: March 16, 2023

Source of Funds: Education and General, page 70, line 2

Justification: Replacement for LaShanda Owens, who resigned (\$68,874)

Education:

2018 M.S. Student Personnel Services, Arkansas State University-Jonesboro
2016 B.S. Management, Arkansas State University-Jonesboro
2011 A.S. Business, Arkansas State University-Beebe
2007 A.A. Liberal Arts, Arkansas State University-Beebe

Employment:

2019-2023 Director of Purchasing, Inventory & Travel, U.A. Pulaski Technical College, North Little Rock, AR
2018-2019 Education Counselor, University of Central Arkansas, Conway, AR
2009-2018 Buyer, ASU-Beebe

ARKANSAS STATE UNIVERSITY-BEEBE
NON-ACADEMIC REASSIGNMENTS
June 8, 2023

BROWN, KATIE

From: Research Analyst
To: Data Base Analyst
Salary: \$45,000
Effective: May 1, 2023
Source of Funds: Education and General, page 75, line 11, salary savings (\$7,500 for May and June 2023)
Justification: Vacant position in the FY2023 budget

HALL, KIMLIN

From: Records Coordinator
To: Testing Administrator/Enrollment Counselor
Salary: \$38,000
Effective: March 1, 2023
Source of Funds: Education and General, page 46, line 2
Justification: Replacement for Heather Deaton, who resigned (\$38,000)

HENRY, BRYAN

From: Interim Director of Physical Plant
To: Director of Physical Plant
Salary: \$50,000
Effective: April 1, 2023
Source of Funds: Education and General, page 78, line 2
Justification: Replacement for Mark Hastings, who retired (\$67,626)

JONES, LISA

From: Records Manager
To: Verification Coordinator
Salary: \$37,740
Effective: May 16, 2023
Source of Funds: Education and General, page 58, line 1, plus salary savings (\$1,740)
Justification: Replacement for Alexandra Tubbs, who transferred to another position (\$36,000)

TUBBS, ALEXANDRA

From: Verification Coordinator
To: Director of Financial Aid
Salary: \$60,000
Effective: March 16, 2023
Source of Funds: Education and General, page 58, line 4, plus salary savings (\$1,217)
Justification: Replacement for Angela Jones, who resigned (\$58,783)

ARKANSAS STATE UNIVERSITY-NEWPORT
June 8, 2023

Promotion Recommendation for Professor
Effective AY 2023-2024

Division of General Education

Susan Cooper	Professor	Sociology
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Promotion Recommendations for Assistant Professor
Effective AY 2023-2024

Division of General Education

Amanda Spurlock	Assistant Professor	Psychology
Marti Little	Assistant Professor	Educator Preparation

**ARKANSAS STATE UNIVERSITY MID-SOUTH
NON-ACADEMIC APPOINTMENT
June 8, 2023**

MIDDLETON, JASON

Wellness Coordinator

Salary: \$25,755

Effective: April 24, 2023

Source of Funds: Education and General, page 29

Justification: Replacement for Cody Hastings, who transferred to a grant-funded position (\$25,755)

Education:

2008 B.S. Physical Education, University of Science & Arts of Oklahoma, Chickasha, OK

Employment:

2022-2023 Assistant Baseball Coach, Kansas City Kansas Community College, Kansas City, KS

2021-2022 Assistant Baseball Coach, Fort Scott Community College, Fort Scott, KS

2011-2021 Recruiting Coordinator, William Jewell College, Liberty, MO

**ARKANSAS STATE UNIVERSITY MID-SOUTH
NON-ACADEMIC REASSIGNMENT
June 8, 2023**

SIDES, EMILEE

From: Associate Vice President for Finance
To: Associate Vice President for Institutional Planning and Effectiveness
Effective: March 13, 2023
Salary: \$71,400
Source of Funds Education and General, salary savings (\$24,000 for March-June 2023)
Justification: New position to focus on the strategic and operational planning, effectiveness, and HLC accreditation liaison functions in advance of the college's 10-year Standard Pathway visit, and ongoing thereafter; position will be included in the FY24 budget

ARKANSAS STATE UNIVERSITY THREE RIVERS
June 8, 2023

Promotion Recommendation for Assistant Professor
Effective AY 2023-2024

Division of Arts & Sciences

Ronna Pennington Assistant Professor History

Promotion Recommendation for Master Instructor
Effective AY 2023-2024

Division of Health Sciences

Andera Goss Master Instructor Nursing

Promotion Recommendations for Senior Instructor
Effective AY 2023-2024

Division of Health Sciences

Jennifer Harrington Senior Instructor Nursing
Erica King Senior Instructor Nursing

**ARKANSAS STATE UNIVERSITY THREE RIVERS
NON-ACADEMIC REASSIGNMENT
June 8, 2023**

SIKORA, SCOTT

From: Workforce Instructor
To: Director of Workforce Development
Salary: \$65,000
Effective: February 20, 2023
Source of Funds: Educational and General, page 76, plus salary savings (\$3,000)
Justification: Replacement for Mason Robinson, who resigned (\$62,000)

**HENDERSON STATE UNIVERSITY
NON-ACADEMIC APPOINTMENTS
June 8, 2023**

CURRY, L'LIOTT

Assistant Coach, Football

Effective: March 21, 2023

Salary: \$48,500

Source of Funds: Auxiliary

Justification: Replacement for Hayden Hawk, who resigned (\$56,264)

Education:

2021 M.S. Sports Administration, Henderson State University

2019 B.S. Sports Administration, Henderson State University

Employment:

2022-Present Coach/Athletic Director, Jefferson Middle School, Oklahoma City, OK

2019-Present Site Supervisor for AAU Program, Sons of Ireland, Piedmont, OK

2018 Assistant Trainer, RC Fit Performance, Guthrie, OK

JACKSON, LLOYD

Director of Institutional Advancement, Alumni

Effective: May 8, 2023

Salary: \$120,000

Source of Funds: Private funds for FY2023 and FY2024, partially funded

Justification: Position reallocated from vacant AVC Development line

Education:

2020 Ph.D. Educational Leadership, University of Arkansas, Little Rock, AR

2006 M.S. Educational Leadership, Henderson State University

2002 B.S. Mathematics, Henderson State University

Employment:

2019-Present Assistant Superintendent of School Leadership, Kansas City Public Schools, Kansas City, MO

2017-2019 Deputy Superintendent, Hot Springs School District, Hot Springs, AR

2013-2017 High School Principal, Hot Springs School District, Hot Springs, AR

MCCFADDEN, RYAN

Assistant Coach, Football

Effective: February 13, 2013

Salary: \$48,500

Source of Funds: Education and General (\$12,125), plus Auxiliary (\$36,375)

Justification: Replacement for Quinn Brown, who resigned (\$ 48,500)

Education:

2009 B.S. Social Sciences, Washington State University, Pullman, WA

Employment:

2019-Present Offensive Line Coach/Recruiting Coordinator, Western Colorado University, Gunnison, CO

2018-2019 Co-Offensive Coordinator, Humboldt State University, Arcata, CA

2015-2017 Offensive Line Coach, Montana Tech, Butte, MT

2014-2015 Running Backs Coach, South Dakota School of Mines and Technology, Rapid City, SD

2013-2014 Offensive Line Coach, Simon Fraser University, Burnaby, British Columbia, Canada

PARKER, KIRKLAND

Assistant Coach, Football

Effective: April, 17, 2023

Salary: \$48,500

Source of Funds: Auxiliary

Justification: Replacement for Tevin Lakes, who resigned (\$48,500)

Education:

2017 B.S. General Studies, Washington State University, Pullman, WA

Employment:

2022-Present Defensive Backs Coach, East Central University, Ada, OK

2021-2022 Defensive Assistant Corner Backs Coach, West Texas A&M University, Canyon, TX

2021 Defensive Back Coach, Ottawa University, Ottawa, KS

**HENDERSON STATE UNIVERSITY
NON-ACADEMIC REASSIGNMENT
June 8, 2023**

JONES, DONALD

From: Public Safety Officer, University Police
To: HE Public Safety Commander I, University Police
Salary: \$62,000
Effective: March 1, 2023
Source of Funds: Education and General
Justification: Replacement for Jonathan Campbell, who resigned (\$62,981)