

**AGENDA**  
**ARKANSAS STATE UNIVERSITY SYSTEM**  
**BOARD OF TRUSTEES**  
**September 2, 2022**  
**10:00 a.m.**  
**ASU-Mountain Home Campus**

- I. Call to Order  
Christy Clark, Chair
- \*II. Approval of the Minutes of Past Meeting  
June 2, 2022
- III. President's Report  
Reports of the Chancellors
- \*IV. Agenda
  - Proposed ASU System Resolutions
    - Resolution approving the ASU System to revise its list of degree programs designated as "not eligible for employee tuition discounts" and to clarify international tuition deposits and rates for Arkansas State University
    - Resolution approving the ASU System to revise the Emeritus Status Policy
    - Resolution approving the ASU System to revise the Family Educational Rights and Privacy Act Policy
    - Resolution approving the ASU System to proceed with the Technical Center Expansion Capital Project at ASU-Mountain Home
    - Resolution approving the ASU System to proceed with the Caddo Center Renovation Capital Project at Henderson State
    - Resolution approving the ASU System to sell University-owned property located in Jonesboro, Craighead County, Arkansas
  - Proposed Arkansas State University (A-State) Resolutions
    - Resolution approving Arkansas State University to amend its agreement with Arkansas State University Campus Queretaro.
    - Resolution approving Arkansas State University to apply for a grant from the Arkansas Department of Human Services to continue participating in the Child and Adult Care Food Program
    - Resolution approving Arkansas State University to name Room 224 in the Business Building of the Neil Griffin College of Business, the "FORVIS AIS Lab"
  - Proposed ASU-Mountain Home Resolutions
    - Resolution approving ASU-Mountain Home to offer an Associate of Applied Science degree, a Technical Certificate, and a Certificate of Proficiency in Boat Manufacturing

- Resolution approving ASU-Mountain Home to offer a Certificate of Proficiency in Commercial Truck Driving
- Proposed ASU Mid-South Resolution
  - Resolution approving the ASU Mid-South Strategic Plan for 2022-2025
- Proposed Henderson State Resolutions
  - Resolution approving Henderson State's revised Mission Statement and affirming its Strategic Positioning Platform
  - Resolution approving Henderson State to name the dining hall, the "Malachi Smith Dining Hall"

V. Executive Session

\*VI. Approval of Personnel Actions

VII. Other Business

\*VIII. Adjournment

\*Action Items

**EXECUTIVE SUMMARY**

Contact: Jeff Hankins (501) 660-1004

**ACTION ITEM:** The Arkansas State University System requests approval to revise its list of degree programs designated as "not eligible for employee tuition discounts" and to clarify international tuition deposits and rates for Arkansas State University (A-State).

**ISSUE:** The Board of Trustees must approve all tuition and fees.

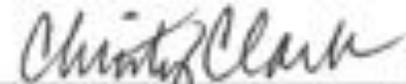
**BACKGROUND:**

- The Board of Trustees must authorize whether degree programs or fees may be subject to the Employee Discount of Tuition and Select Fees policy. Arkansas State University had previously exempted Arkansas State Online (AOS) degree programs from employee tuition discounts. The campus is requesting that all exemptions for AOS degrees be removed, effective Fall 2022. Discounts for AOS degree programs are limited to employees only.
- A-State is requesting that international students from Bangladesh be required to submit a \$3,000 deposit and the deposit be applied to the third semester tuition, effective fall semester of 2022. The University is further requesting that international tuition for students from Uganda and India be set at the rate approved by Resolution 20-15, effective fall semester of 2022.

**RECOMMENDATION/RESOLUTION:**

Be it resolved that the Arkansas State University System is approved to revise its list of degree programs designated as "not eligible for employees tuition discounts," and that international deposits and rates at Arkansas State University are approved as described herein, effective fall semester of 2022.

  
Neil Crowson, Secretary

  
Christy Clark, Chair

**EXECUTIVE SUMMARY**

Contact: Jeff Hankins (501) 660-1004

**ACTION ITEM:** The Arkansas State University System requests approval to revise the ASU System Emeritus Status Policy.

**ISSUE:** The Board of Trustees must approve changes to ASU System policies.

**BACKGROUND:**

- The ASU System Emeritus Status Policy provides that faculty and staff members, who have academic rank and have rendered ten or more years of service to an ASU System campus, are entitled to Emeritus Status.
- The Emeritus Status Policy was adopted on August 8, 1997 (Resolution 97-23). Since the time that the Emeritus Status Policy was adopted, the ASU System has grown to include seven campuses.
- With the growth of the ASU System, the emeritus status process is best managed by the Chancellor of each individual System campus, rather than through the Office of the ASU System President.
- This resolution revises the Emeritus Status Policy to provide that it will be administered by the Office of the Chancellor of each ASU System campus, allowing each System campus the flexibility to manage this procedure.
- The resolution also clarifies that, in addition to the current requirements for emeritus status, the faculty or staff member must be in good standing with the University.
- A copy of the revised ASU System Emeritus Status Policy is attached.

**RECOMMENDATION/RESOLUTION:**

Be it resolved that the Arkansas State University System is approved to revise the Emeritus Status Policy as outlined above, effective immediately.

  
Niel Crowson, Secretary

  
Christy Clark, Chair

# ASU System Policy

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**Effective Date: September 2, 2022**

**Subject: Emeritus Status**

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All faculty and staff members, with academic rank and who have rendered ten or more years of full-time service to an Arkansas State University System institution at the time of their retirement, and who are in good standing, are declared to have, and shall have, emeritus status, with special gratitude and honor granted from the Board of Trustees and the System President, with all the privileges, which the administration may bestow at its discretion.

This policy is administered by the Chancellor of each ASU System institution.

(Adopted by the Arkansas State University Board of Trustees on August 8, 1997, Resolution 97-23, revised September 2, 2022, Resolution 22-36)

**EXECUTIVE SUMMARY**

Contact: Jeff Hankins (501) 660-1004

**ACTION ITEM:** Arkansas State University System requests approval to revise the Family Educational Rights and Privacy Act (FERPA) Policy

**ISSUE:** The Board of Trustees must approve changes to all ASU System policies.

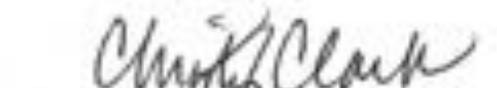
**BACKGROUND:**

- A review of the ASU System Family Educational Rights and Privacy Act Policy has identified the need for technical revisions and updates to naming conventions and definitions.
- Prior to these revisions, the policy used the name "Arkansas State University" or "ASU" to refer to any of the ASU System member institutions. These revisions will update that language to provide references to the ASU System or ASU System member institutions.
- Technical revisions include the following:
  - Updated definition of "school official" for purposes of disclosures without student consent;
  - Added notice that, upon request, institutions may disclose education records to other institutions where a student seeks to enroll without student consent;
  - Clarified limitation on rights that may be exercised by parents of students who are their financial dependents; and
  - Clarified that students may exercise their right to opt out of directory information disclosures without consent at any time.
- A copy of the revised ASU System Family Educational Rights and Privacy Act Policy is attached.

**RECOMMENDATION/RESOLUTION:**

Be it resolved that the Arkansas State University System is approved to revise the Family Educational Rights and Privacy Act Policy, effective immediately.

  
Niel Crowson, Secretary

  
Christy Clark, Chair

# ASU System Policy

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**Effective Date:** September 2, 2022

**Subject:** Family Educational Rights and Privacy Act

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## 1. Purpose

The Arkansas State University System will comply with the Family Educational Rights and Privacy Act (FERPA).

## 2. Definitions

**Arkansas State University System.** “The Arkansas State University System” (ASU System) includes all member institutions, as of now and in the future.

**Student.** “Student” means an individual who attends or has attended classes at an ASU System institution. This policy does not apply to the records of applicants for admission who are not accepted to an ASU System institution and does not apply to applicants who are accepted but choose not to attend.

**Education Record.** “Education Records” are those records, files, documents, and other materials, which contain information directly related to a student and which are maintained by the ASU System or a person acting for the ASU System.

**Directory Information.** “Directory Information” is designated to be the student’s name; local and permanent physical addresses; electronic mail addresses; telephone listings; photographs and electronic images; date and place of birth; major field of study; participation in officially recognized activities and sports; weight and height of members of athletic teams; dates of attendance; degrees and awards received; and the most recent previous educational agency or institution attended by the student.

## 3. Arkansas State University System Family Educational Rights and Privacy Act Policy

The Family Educational Rights and Privacy Act requires that institutions of higher education strictly protect the privacy rights of all students who are or who have been in attendance. Information contained in the student’s education records can be shared only with those persons or entities specified within the Act. The law also provides that students have the right to review their education records for the purpose of making any necessary corrections. The Office of the Registrar at each member institution maintains a copy of the full text of FERPA, posts

electronic information on FERPA, and processes all FERPA requests and challenges. The ASU System will utilize the following process to implement the provisions of the Family Educational Rights and Privacy Act.

#### 4. Process

##### A. Disclosure of Education Records

- I. **Disclosure with Student Consent.** A student may consent, in writing, to the disclosure of education records. The student's written consent must be signed, dated, and specify which records are to be disclosed, to whom, and for what purpose. The consent must be delivered to the Office of the Registrar at the ASU System institution where the student is or was enrolled. The student may retract the consent, in writing, at any time. Proper proof of identity may be required by the Registrar's Office before consent is retracted.
  
- II. **Disclosure without Student Consent.** An ASU System member institution may disclose education records, without the student's written consent, to any school official with a legitimate educational interest. School officials include administrators, supervisors, faculty members, instructors, support staff, members of the Board of Trustees, persons or companies with whom the ASU System or the relevant member institution has contracted or appointed for special tasks (e.g. National Student Clearinghouse), and University committee members. A school official has a legitimate educational interest if the official needs to review an education record in order to fulfill his or her professional responsibility.

Upon request, an ASU System institution may disclose education records, without consent, to officials of another college or school in which a student seeks or intends to enroll.

Disclosure, without student consent, may also be given to other persons and entities, as allowed by FERPA and its implementing regulations.

Faculty sponsors of registered honor societies may have access to student education records for the sole purpose of determining eligibility for membership, on the basis that they are acting in an official University capacity that is integral to the educational function of the ASU System institution.

The parents of students may exercise rights under FERPA if the student is claimed as a dependent by the parents for income tax purposes. Dependency must be proven by submission of a copy of income tax returns.

## **B. Disclosure of Directory Information**

Directory information may be disclosed to any person or entity, without student consent, unless the student submits a completed request form for non-disclosure of directory information to the Office of the Registrar at the ASU System institution where the student is enrolled. The written request for non-disclosure of directory information may be submitted to the Registrar at any time. If a student elects not to allow disclosure of directory information, the ASU System cannot share information regarding the student with any person or entity, including prospective employers, licensing agencies, government agencies, the media, and others, except as otherwise allowed by FERPA and its implementing regulations. The student may retract the directory information non-disclosure, in writing, at any time. Proper proof of identity may be required by the Registrar's Office before the directory information non-disclosure is retracted.

## **C. Inspection, Review, and Correction of Education Records**

Students have the right to inspect and review their education records, except for specific exclusions contained within the Family Educational Rights and Privacy Act. A student should contact the Office of the Registrar to arrange for inspection, review, and correction of an education record. The Registrar may charge a fee for copies of any education records.

## **D. Ownership of Education Records**

Education records are the property of the relevant ASU System institution. Education records, including transcripts and diplomas, will not be released to any student who has a delinquent financial obligation to an ASU System institution.

(Adopted by the Arkansas State University System Board of Trustees on December 11, 2009, Resolution 09-94; revised September 20, 2019, Resolution 19-34; revised September 2, 2022, Resolution 22-37)

**EXECUTIVE SUMMARY**

Contact: Jeff Hankins (501) 660-1004

**ACTION ITEM:** The Arkansas State University System requests approval to proceed with the Technical Center Expansion Capital Project at Arkansas State University-Mountain Home (ASUMH).

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

**BACKGROUND:**

- The ASUMH Technical Center Expansion will accommodate the new Boat Manufacturing program and the addition of injection molding and extrusion technologies to the Mechatronics program. The expansion will encompass an area of approximately 7,350 square feet.
- The capital project will be funded with a \$685,000 grant from the Office of Skills Development and a \$700,000 Regional Workforce grant from the Arkansas Division of Higher Education. These grants will provide funding to furnish and equip the expansion.

**RECOMMENDATION/RESOLUTION:**

Be it resolved that the Arkansas State University System is approved to proceed with the Technical Center Expansion Capital Project at Arkansas State University-Mountain Home.



Niel Crowson, Secretary



Christy Clark, Chair

# ASU System

## Capital Project Proposal Form

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

<b>Institution:</b>	Arkansas State University - MountainHome	<b>Date:</b> 9/2/22
<b>Project Name:</b>	Technical Center Expansion Project	

**Project Description: (in detail)**

ASUMH has received grant funding to expand the Technical Center to support our boat, injection molding and extrusion manufacturers. The boat manufacturing expansion include a 50 X 63 (3,150 square feet) area on the front of the building which will provide the space to house the new coat booth. The injection molding and extrusion expansion will also include a 50 X 63 area (3,150 square feet) on the front of the building.

<b>Estimated Date of Commencement:</b>	10/01/22
<b>Estimated Date of Completion:</b>	08/01/23
<b>Total Project Cost Estimate:</b>	\$1,385,000

**Please provide the detail of cost estimate below:**

	Estimated Project Cost
Construction: <i>(Include cost of built-in equipment)</i>	1,236,000
Architect/Engineer Fees:	99,000
Contingencies: <i>[Not to exceed 10% of Construction and A&amp;E]</i>	50,000
Land Purchases:	0
Movable Equipment and Furniture:	0
<b>Total Cost of Project:</b>	<b>1,385,000</b>

**Please provide detail of planned sources of funding:**

	Amount	Percentage
General Improvement:	0	0.0%
Institutional Reserves:	0	0.0%
Institutional Operating Funds:	0	0.0%
State Grant Funds: <i>Arkansas Office of Skills Development \$685,000 and Regional Workforce Grant \$700,000</i>	1,385,000	100.0%
Federal Grant Funds:	0	0.0%
Special Revenue Funds:	0	0.0%
Foundation or Other Private Monies:	0	0.0%
Bond Proceeds (If approved):	0	0.0%
<b>Total Proposed Funding:</b>	<b>1,385,000</b>	100.0%

**Notes:**

**EXECUTIVE SUMMARY**

Contact: Jeff Hankins (501) 660-1004

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

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

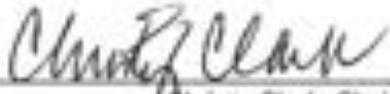
**BACKGROUND:**

- The Arkansas State University System is requesting to proceed with Phase II of the Caddo Center Renovation at HSU as a one-stop shop for students. At its September 10, 2021, meeting, the Board approved the original project of \$1,190,861, funded by a grant from the Arkansas Natural and Cultural Resources Commission (ANCRC). The project scope is to adapt the shell of the Caddo Building, allow continuation of the preservation of the historic Caddo Center, and provide space for offices that include Admissions, Financial Aid, Housing, and Advising and Tutoring.
- HSU has been awarded a grant of \$1,400,000 for FY2023 from the ANCRC to continue the Caddo Center Renovation Capital Project.

**RECOMMENDATION/RESOLUTION:**

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

  
Niel Crowson, Secretary

  
Christy Clark, Chair

# ASU System Capital Project Proposal Form

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

<b>Institution:</b>	Henderson State University	<b>Date:</b>	8/17/22
<b>Project Name:</b>	Caddo Center Renovations		

**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, and Advising and Tutoring.

<b>Estimated Date of Commencement:</b>	9/13/2021 (Phase I)
<b>Estimated Date of Completion:</b>	6/30/2023 (Phase II)
<b>Total Project Cost Estimate:</b>	\$1,400,000

**Please provide the detail of cost estimate below:**

	Estimated Project Cost
Construction: <i>(Include cost of built-in equipment)</i>	1,000,000
Architect/Engineer Fees:	85,000
Contingencies: <i>[Not to exceed 10% of Construction and A&amp;E]</i>	115,000
Land Purchases:	
Movable Equipment and Furniture:	200,000
<b>Total Cost of Project:</b>	<b>1,400,000</b>

**Please provide detail of planned sources of funding:**

	Amount	Percentage
General Improvement:		0.0%
Institutional Reserves:		0.0%
Institutional Operating Funds:		0.0%
State Grant Funds: (ANCRC grant)	1,400,000	100.0%
Federal Grant Funds:		0.0%
Special Revenue Funds:		0.0%
Foundation or Other Private Monies:		0.0%
Bond Proceeds (If approved):		0.0%
<b>Total Proposed Funding:</b>	<b>1,400,000</b>	<b>100.0%</b>

**Notes:**

Project received a grant of \$1,190,861 in FY2022 and was approved by the board of trustees in September 2021.

**EXECUTIVE SUMMARY**

Contact: Len Frey (870) 972-3303

**ACTION ITEM:** The Arkansas State University System requests approval to sell University-owned property located in Jonesboro, Craighead County, Arkansas.

**ISSUE:** The Board of Trustees must approve all sales of University property.

**BACKGROUND:**

- Arkansas State University (A-State) owns approximately 30 acres of undeveloped property, between Browns Lane and Race Street located in Jonesboro, Craighead County, Arkansas. The property is not essential to the operations of the institution and will not be needed in the future to carry out the mission of the educational institution. The property is surplus and appropriate for sale.
- The property shall be surveyed by an appraiser, and advertised for sale to the public.
- A diagram and photo of this property are attached to this resolution.

**RECOMMENDATION/RESOLUTION:**

Be it resolved that the Arkansas State University System is approved to sell University-owned property located in Jonesboro, Craighead County, Arkansas, referenced above, pursuant to the terms outlined above, and that the President of the ASU System, or the President's designee, is authorized to sign all documents necessary to close the sale of this transaction.

  
Niel Crewson, Secretary

  
Christy Clark, Chair



AR County Data Shows that the tract includes the Arkansas State Police



Data Scout Pro shows the tract as not including the Arkansas State Police



On X maps shows the tract as not including the Arkansas State Police but then does not specify if ASP is its own parcel either.

**EXECUTIVE SUMMARY**

Contact: Thilla Sivakumaran (870) 972-3149

**ACTION ITEM:** Arkansas State University (A-State) requests approval to amend its agreement with Arkansas State University Campus Queretaro (A-State CQ).

**ISSUE:** The Board of Trustees must approve any modifications to the agreement between Arkansas State University and Arkansas State University Campus Queretaro.

**BACKGROUND:**

- On February 24, 2017, the Board approved the agreement between Arkansas State University and A-State CQ (Resolution 17-09).
- Since the time of the 2017 agreement, A-State CQ has graduated four classes of students, and has a total enrollment approaching 1,000 students for Fall 2022.
- Both A-State and A-State CQ seek to make certain changes to the agreement, which will modify the current payment structure to base payment on credit hours, require A-State approval of the annual A-State CQ budget, and enhance communications and current processes between the campuses.
- The amendment to the current agreement is attached to this resolution.

**RECOMMENDATION/RESOLUTION:**

Be it resolved that Arkansas State University is approved to amend its agreement with Arkansas State University Campus Queretaro.

  
Niel Crowson, Secretary

  
Christy Clark, Chair

FIRST AMENDMENT TO COLLABORATION AGREEMENT

by and between

ARKANSAS STATE UNIVERSITY-JONESBORO

(“ASUJ”)

and

ARKANSAS STATE UNIVERSITY CQ, A.C.

(“ASUCQ”)

dated as of \_\_\_\_\_

This FIRST AMENDMENT TO COLLABORATION AGREEMENT (this “First Amendment”) is entered into effective as of the \_\_\_\_ day of \_\_\_\_\_, 2022 (the “First Amendment Effective Date”), by and among Arkansas State University-Jonesboro (“ASUJ”) and Arkansas State University CQ, A.C. (“ASUCQ,” together with ASUJ, the “Parties”) in consideration for the mutually-beneficial terms herein.

WHEREAS, on or about February 24, 2017 (the “Original Effective Date”), ASUJ and ASUCQ entered into a Collaboration Agreement (the “Agreement”), which set out certain terms regarding the relationship between the Parties;

WHEREAS, the Parties have operated pursuant to the Agreement since the Original Effective Date and now, for their mutual benefit, desire to amend the Agreement pursuant to the terms of this Amendment;

NOW THEREFORE, for the mutually beneficial terms contained herein, as well as for other good and valuable consideration, the receipt and sufficiency of which is acknowledged and admitted, the Parties agree as follows:

1. Except as expressly set forth herein, the terms of the Agreement shall remain in full force and effect. In the event of a conflict between the Agreement and this Amendment, the terms of this Amendment shall govern.

2. All capitalized terms in this Amendment that are not defined herein shall have the definition given to them in the Agreement.

3. For years 3-5 of the Agreement (specifically, 2019-2020, 2020-2021, and 2021-2022), amounts due to ASUJ shall be subject to the terms of the original Agreement, including the terms of the original Exhibit A thereto (the “Original Exhibit ‘A’”), with the exception that, the “Commission Rate” described by the Enrollment Payment Schedule of Original Exhibit “A” shall be one percent (1%) for year three, two percent (2%) for year four, three percent (3%) for year five and based on a tuition rate of \$218 per credit hour in recognition of actual student scholarship levels and challenges incurred from the worldwide pandemic. A payment schedule shall be provided to ASUJ immediately following execution of this agreement.

4. For all subsequent years of the agreement (specifically, beginning with year 6, the first day of which shall be July 1, 2022), the revenue that ASUJ shall receive from ASUCQ shall be governed by the attached First Amended Exhibit “A.” However, in the event that certain lab spaces and equipment for such labs are not finished and operational on or before June 30, 2023, then the First Amended Exhibit “A” shall be void and the Agreement shall revert to the terms of the Original Exhibit “A.” ASUCQ shall also ensure that adequate student study and lounge space, as well as space for a student success center, is provided at all times. ASUJ shall be provided with annual space programming plans to ensure that adequate space does exist. All required spaces and equipment shall be requested at least twelve (12) months in advance. Any disputes under this section shall be addressed pursuant to Section 30.2 of the original Agreement.

5. As part of the amendments to First Amended Exhibit “A,” a certain One Hundred and Fifty Thousand Dollar and NO/100 (\$150,000.00) lump sum payment to ASUJ, intended as payment for a Vice Rector, has been eliminated. The Parties agree that the Vice Rector shall be paid pursuant to their present practice.

6. ASUCQ shall, beginning in the year following the First Amendment Effective Date, submit annual budgets for approval by ASUJ at the same time as other institutions, which shall typically be in May/June of each relevant year.

7. Any changes to tuition and fees at ASUCQ shall be approved, prior to the effectiveness of such change, by ASUJ.

8. Any major budgetary decisions, such as those relating to personnel, instruction, or similar matters, shall be discussed with ASUJ prior to implementation.

9. Any grievances filed by students, staff, and/or faculty concerning ASUCQ shall be immediately reported to the Vice Rector of Academics.

10. Any contracts between ASUCQ and any third parties shall be provided to ASUJ upon request.

11. Any lawsuit filed against, or concerning in any way, ASUCQ shall be immediately reported to ASUJ legal counsel.

12. All data and information necessary or required by the Arkansas Department of Higher Education, the ASU System or the Higher Learning Commission in the possession or control of ASUCQ shall be promptly provided to ASUJ.

13. Other than the terms of the Agreement, this First Amendment contains the entire intent and agreement of the Parties and any prior oral or written declaration, representation, arrangement, or understanding between them, other than the Agreement, is of no effect.

IN WITNESS WHEREOF, the Parties have executed this First Amendment as of the First Amendment Effective Date.

“ASUJ”  
ARKANSAS STATE  
UNIVERSITY-JONESBORO

“ASUCQ”  
ARKANSAS STATE  
UNIVERSITY CQ, A.C.

By: \_\_\_\_\_  
Dr. Charles L. Welch, President

By: \_\_\_\_\_  
Ricardo Benjamin González Valdés,  
President

## FIRST AMENDED EXHIBIT “A”

### PAYMENTS TO ASUJ

Beginning with year six (6), any payment due to ASUJ shall be made no later than sixty (60) calendar days after ASUCQ has received the corresponding invoice from ASUJ or, in the case of the Accreditation Fee and the Additional Profit Fee, on or before the last business day of July of each relevant year. The invoices submitted by ASUJ shall comply with all Applicable Laws issued by the competent Taxing Authorities, and include a reasonable description of the concepts that support the payment of the amounts specified in the corresponding invoice. In the event any amount owed by ASUCQ to ASUJ is not received by ASUJ within sixty (60) days of the invoice being sent to ASUCQ, or in the case of the Accreditation Fee or the Additional Profit Fee, sixty (60) days after the date such fee is due, an additional One Percent (1%) of the amount owed shall be added to the amount owed and an additional One Percent (1%) of the amount owed shall be added to the amount owed for every additional sixty (60) day delay.

All payments to be made by ASUCQ to ASUJ under this Agreement shall be in Dollars to the bank account of ASUJ in the United States, identified in writing to ASUCQ. If for any reason, payments to be made by ASUCQ to ASUJ under this Agreement are required to be made in Mexico as per the provisions of Applicable Law or a resolution of a competent Governmental Authority, the Parties agree that the exchange rate to be used shall be the one published by the Bank of Mexico (*Banco de México*) on the Official Gazette (*Diario Oficial de la Federación*) for the date on which payment shall be made.

In case of devaluation or change in the exchange rate between the Mexican Peso and the Dollar of more than 10% (ten percent), the Parties agree to engage in negotiations to review the relevance and the payment feasibility included in this First Amended Exhibit "A" (Payments to ASUJ). The Parties shall reach a decision on whether or not changes must be made to the Agreement and its corresponding First Amended Exhibit "A" (Payments to ASUJ) to assure the financial viability of the project. If the Parties are not able to reach an agreement on the matter, they agree to submit their difference to the final resolution of an independent expert to be selected by the joint consent of the Parties, or by the ICC absent such consent. The resolution of the independent expert on the matter shall be final and binding on the Parties and not subject to arbitration or any other Dispute resolution mechanism as per the provision of Section 30.2. (Dispute Resolution) of this Agreement.

The total tuition generated by ASUCQ shall be calculated based on student credit hours. For the purpose of this First Amended Exhibit A, the semesters included in each relevant year shall include Summer 2, Fall, Spring, and Summer 1. For the purpose of clarity, all student credit hours shall be included in such calculation. Such clarification is made because, in a prior version of this First Amended Exhibit “A,” the relevant calculation was based on Ninety-Five Percent (95%) of student credit hours. For all years subject to this First Amended Exhibit “A,” beginning with year 6, the first day of which shall be July 1, 2022, ASUCQ shall charge a separate fee to its students (the “Accreditation Fee”), the purpose of which shall be payment to ASUJ in consideration for the terms of the Agreement. The Accreditation Fee shall be remitted to ASUJ pursuant to the terms of

the Agreement and this First Amended Exhibit A. The Accreditation Fee, for all years including year 6 and thereafter, shall be calculated by multiplying the Accreditation Fee Rate listed on the Accreditation Fee Table herein by the total tuition generated by ASUCQ in the relevant year listed on the Accreditation Fee Table.

**ACCREDITATION FEE TABLE**

<u>Year</u>	<u>Accreditation Fee Rate</u>
Year 6 (2022-2023)	3%
Year 7 (2023-2024)	5%
Year 8 (2024-2025)	7%
Year 9 (2025-2026)	9%
Year 10 (2026-2027)	10%
Year 11 (2027-2028)	10%
Year 12 (2028-2029)	11%
From 2029-2030 and beyond	11%

**ADDITIONAL PROFIT PAYMENT**

In addition to the other amounts described herein, at the end of any year of operations (designated as June 30 of each year of the Agreement), ASUCQ shall pay ASUJ a lump sum of an amount equivalent to Ten Percent (10%) of any profits (calculated and defined as audited revenue in excess of expenses) when ASUCQ's total profit is \$15,000,000.00 USD (fifteen million Dollars and 00/100) or more (the "Additional Profit Payment"). Such Additional Profit Payment shall be due and payable to ASUJ on or before the last business day of July of each relevant year.

**EXECUTIVE SUMMARY**

Contact: Len Frey (870) 972-3303

**ACTION ITEM:** Arkansas State University (A-State) requests approval to apply for a grant from the Arkansas Department of Human Services to continue participating in the Child and Adult Care Food Program (CACFP).

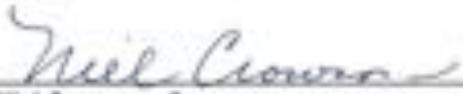
**ISSUE:** A resolution from the Board of Trustees is required to apply for this grant.

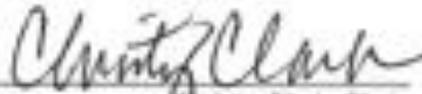
**BACKGROUND:**

- The CACFP provides food services to approximately 600 children in the Arkansas Delta Region.
- The Department of Childhood Services in the College of Education and Behavioral Sciences participates in this program.

**RECOMMENDATION/RESOLUTION:**

Be it resolved that A-State is approved to apply for a grant from the Arkansas Department of Human Services to continue participating in the Child and Adult Care Food Program.

  
Niel Crowson, Secretary

  
Christy Clark, Chair

**ARKANSAS STATE UNIVERSITY SYSTEM  
BOARD OF TRUSTEES**

A Resolution Recognizing the Significant Contributions of  
FORVIS LLP  
to Arkansas State University

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

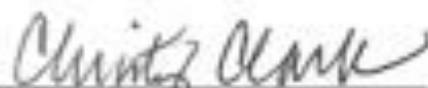
**WHEREAS**, FORVIS LLP, a national, top-ten, professional services firm with an office in Little Rock, Arkansas, employs many loyal A-State alumni, and is a supporter of Arkansas State University and the students we serve; and

**WHEREAS**, FORVIS LLP has made significant contributions to Arkansas State University of a magnitude worthy of special gratitude and lasting recognition, including a contribution to the Neil Griffin College of Business for a much-needed Accounting Information Systems (AIS) Lab;

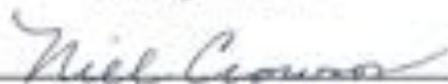
**NOW, THEREFORE, BE IT RESOLVED** by the Board of Trustees of the Arkansas State University System, that Room 224 in the Business Building of the Neil Griffin College of Business on the A-State campus shall be known henceforth as the:

**FORVIS AIS Lab**

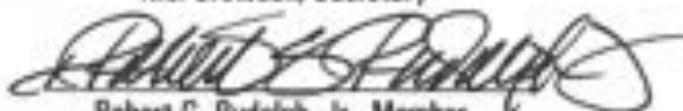
DULY ADOPTED AND APPROVED this 2<sup>nd</sup> day of September 2022



Christy Clark, Chair



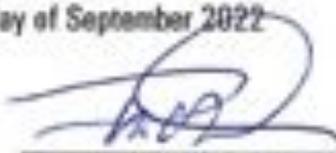
Niel Crowson, Secretary



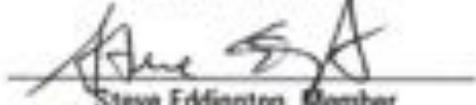
Robert G. Rudolph, Jr., Member



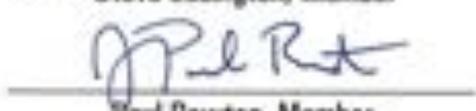
Jerry Morgan, Member



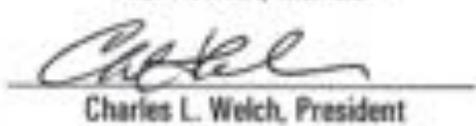
Price Gardner, Vice Chair



Steve Eddington, Member



Paul Rowton, Member



Charles L. Welch, President

**EXECUTIVE SUMMARY**

Contact: Tamara Daniel (870) 508-6102

**ACTION ITEM:** Arkansas State University Mountain Home (ASUMH) requests approval to offer an Associate of Applied Science degree, a Technical Certificate, and a Certificate of Proficiency in Boat Manufacturing.

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

**BACKGROUND:**

- The Twin Lakes region, where ASUMH is located, hosts four boat manufacturing companies, employing approximately 2,000 workers and creating \$500,000,000 in product each year.
- ASUMH has worked with the area boat manufacturers to design the degree and certificate programs that will prepare individuals to work using composites to construct boats.
- A Delta Regional Authority grant in the amount of \$200,000 has been awarded to support the development of the program and the faculty position for two years.
- An Office of Skills Development grant, in the amount of \$1,234,775, has been awarded to support the expansion of the ASUMH Technical Center, its equipment purchases, and an additional year of faculty salary for the program.
- No additional funding is required.

**RECOMMENDATION/RESOLUTION:**

Be it resolved that Arkansas State University Mountain Home is approved to offer an Associate of Applied Science degree, a Technical Certificate, and a Certificate of Proficiency in Boat Manufacturing, effective spring semester of 2023.

  
Niel Crowson, Secretary

  
Christy Clark, Chair

**EXECUTIVE SUMMARY**

Contact: Tamara Daniel (870) 508-6102

**ACTION ITEM:** Arkansas State University-Mountain Home (ASUMH) requests approval to offer a Certificate of Proficiency in Commercial Truck Driving.

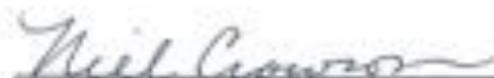
**ISSUE:** The Board of Trustees must approve the offering of any new degree program.

**BACKGROUND:**

- Commercial truck drivers continue to have some of the most highly-needed skills on the occupation demand list for the ASUMH service area.
- The seven-credit-hour course proposed in commercial truck driving will meet all requirements for certification as a commercial truck driver.
- The commercial truck driving course will also be accepted as an elective in the Technical Certificate in General Business.
- ASUMH has been awarded a \$500,000 Regional Workforce Grant to establish a Commercial Truck Driving training program. The grant will provide funding for the purchase of a semi truck, trailer, and a truck simulator to be used in the program.
- No additional funding is required.

**RECOMMENDATION/RESOLUTION:**

Be it resolved that Arkansas State University-Mountain Home is approved to offer a Certificate of Proficiency in Commercial Truck Driving, effective fall semester of 2022.

  
Niel Crowson, Secretary

  
Christy Clark, Chair

**EXECUTIVE SUMMARY**

Contact: Michael Lejman (870) 733-6782

**ACTION ITEM:** Arkansas State University Mid-South (ASU Mid-South) requests approval of its Strategic Plan for 2022-2025.

**ISSUE:** The ASU Board of Trustees must approve the strategic plans for all institutions in the Arkansas State University System.

**BACKGROUND:**

- The Arkansas State University Mid-South 2022-2025 Strategic Plan represents the culmination of an 18-month process. Led by the Institutional Effectiveness and Planning Committee, it included feedback from all faculty and staff, input from students and community stakeholders, and focused support from additional committees and working groups.
- The planning process consisted of three broad phases: Assess, Design, and Build. The Assess phase entailed a review of the previous strategic plan and a data-gathering effort that was extended, due to the committee's interest in gaining insights from knowledge gained during the Fall 2021 semester's disruptions of the previous academic year. The committee determined additional data needs and established an emphasis on measurable objectives and sustainability in developing the new plan. The committee members gathered data from the employer and labor market, as well as information from a student survey conducted specifically for the planning effort. Finally, the committee drafted the four strategic priorities and determined appropriate methods for engaging the rest of our campus in developing both objectives and assessment mechanisms.
- Moving into the Design Phase, the committee held a campus-wide, strategic-planning kickoff meeting, including a survey for faculty and staff in November of 2021. This was followed by a series of four open forums in the following weeks and in Spring 2022, where all faculty and staff were invited to discuss each priority in smaller focus groups and propose measurable objectives. In addition, the Chancellor hosted a series of "fireside chats," more informal conversations that helped faculty and staff reconnect, share their everyday work experiences, and propose new ideas to improve our college and better serve our students.
- In April through July of 2022, the committee finalized measurable objectives for each Strategic Priority and provided ideas and guidance in the development of Key Performance Indicators (KPI) for

**EXECUTIVE SUMMARY**

Contact: Michael Lejman (870) 733-6782

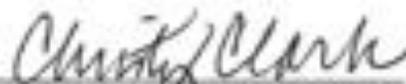
**Assessment Plans.** In July, the committee completed the Assessment Plans and approved the 2022-2025 Strategic Plan in its final form.

- The planning process leads to an ongoing Management phase, wherein the committee will assess the college's progress annually by reviewing KPI reports and Operational Plans from the previous academic year.
- A copy of the ASU Mid-South Strategic Plan for 2022-2025 is attached to this resolution.

**RECOMMENDATION/ RESOLUTION:**

Be it resolved that the Arkansas State University Mid-South Strategic Plan for 2022-2025 is approved.

  
Niel Crowson, Secretary

  
Christy Clark, Chair

# Strategic Plan

Arkansas State University Mid-South 2022-2025



ARKANSAS STATE UNIVERSITY  
**MID-SOUTH**

## Planning Narrative

The Arkansas State University Mid-South 2022-2025 Strategic Plan represents the culmination of an eighteen-month process that began at the height of the COVID-19 pandemic and concludes as the college absorbs and builds upon the lessons of the past two years. Led by the Institutional Effectiveness and Planning Committee, this process has expanded to include all faculty and staff, input from students and community stakeholders, and focused support from additional committees and working groups.

The planning process consisted of three broad phases: Assess, Design, and Build. The initial Assess phase entailed a review of the previous strategic plan and a data-gathering effort that was extended, due to the committee's interest in gaining insights from knowledge gained during the Fall 2021 semester's disruptions of the previous academic year. After reviewing the previous plan, as well as available data, the committee determined additional data needs and established an emphasis on measurable objectives and sustainability in developing the new plan. The committee members gathered data from the employer and labor market, as well as information from a student survey conducted specifically for the planning effort. The committee then drafted the four strategic priorities and determined appropriate methods for engaging the rest of our campus in developing both objectives and assessment mechanisms.

Moving into the Design Phase, the committee held a campus-wide, strategic-planning kickoff meeting, including a survey for faculty and staff, in November of 2021. This was followed by a series of four open forums in the following weeks, and in Spring 2022, where all faculty and staff were invited to discuss each priority in smaller focus groups and propose measurable objectives. The conversations arising from these forums provided excellent feedback, while allowing faculty and staff to evaluate the changes we have experienced as a college. In addition, our Chancellor hosted a series of "fireside chats," which while providing insights for the planning process, were more informal conversations that helped faculty and staff reconnect, share their everyday work experiences, and propose new ideas to improve our college and better serve our students.

Finally, in April through July of 2022, the committee worked to finalize measurable objectives for each Strategic Priority. The Academic Assessment Committee also provided ideas and guidance in the development of Key Performance Indicators for Assessment Plans. In July, the committee completed the Assessment Plans and approved the whole of the Strategic Plan in its final form. The planning process leads to an ongoing Management phase, in which the committee will assess the college's progress annually by reviewing KPI reports and Operational Plans from the previous academic year.

# Strategic Priorities and Objectives

## **Strategic Priority #1: Relevant, Accessible, High-Quality Education**

### **Objectives:**

- We will develop and provide high-value workforce programs and high-quality transfer degrees relevant to regional labor market demand.
- We will use creative and targeted marketing solutions to improve awareness of the college and promote program growth.
- We will implement flexible learning opportunities and assess current initiatives to enhance both in-person and online learning.
- We will expand opportunities for community engagement through assessment of local needs and the development of workforce training and community education initiatives.

## **Strategic Priority #2 Success through Responsiveness**

### **Objectives:**

- We will engage students, faculty, staff, and community partners to understand strengths, identify opportunities for improvements, and implement strategies designed to move our college and community forward.
- We will promote co-curricular educational activities that strengthen the relationship between instruction, student support, and community engagement.
- We will provide campus life opportunities, student services, and educational experiences that reflect the diverse backgrounds, experiences, and needs of our community.
- We will sustain and enhance effective practices in admissions, advising, and career services to support each step of a student's journey.

## **Strategic Priority #3 Community and Workforce Development**

### **Objectives:**

- We will advance workforce development through increased regional employer engagement and partnerships.
- We will serve the community through lifelong learning, civic engagement, and opportunities to enhance cultural and global awareness.
- We will produce employable graduates with the knowledge and essential skills desired to support regional workforce needs.

## **Strategic Priority #4: Culture of Growth and Engagement**

### **Objectives:**

- We will develop a culture of engagement that encourages employee participation in activities that promote and support our college and community.
- We will offer quality professional development to support a high level of performance and cultural competence for all employees.
- We will retain employees by promoting a positive work culture with an emphasis on open communication and transparency.
- We will recruit employees by strategically promoting our college to attract a diverse population reflective of our campus and community.

## Assessment Plans

### Strategic Priority #1: Relevant, Accessible, High-Quality Education

1. We will develop and provide high-value workforce programs and high-quality transfer degrees relevant to regional labor market demand.

#### Key Performance Indicators:

- Program Credit Hour Enrollment
- Program Completions
- Labor Market Demand for Workforce Programs from EMSI Analyst
- Transfer Rates for First-Time Entering Degree-Seeking Students
- Inventory of Program Additions, Modifications, and Improvements

#### Description:

Program viability and growth are important measures of success in this area. KPIs for this objective will draw from IPEDS and state productivity funding measures. However, assessment for this plan will take on a program-specific focus whenever possible. Effectively assessing this objective also requires reference to labor-market data and regional trends. Program modifications and improvements may include the addition of related, non-credit training adjustment of program requirements, in order to better align with student needs, and significant improvements in equipment or infrastructure.

2. We will use creative and targeted marketing solutions to improve awareness of the college and promote program growth.

#### Key Performance Indicators:

- Credit Hour Enrollment and Completions in Targeted Programs
- Enrollment in Targeted Non-Credit Programs
- Interactions with Targeted Services
- Website Traffic on Pages Linked through Advertising and Social Media

#### Description:

Assessment of this objective seeks to measure the impact of marketing strategies on the program or initiative in focus. This includes enrollment in both for-credit and non-credit programs. Website traffic, social media engagement, and advertisement clicks will also be used to provide data to support marketing efforts. These KPIs resemble those in SP1 Objective 1, but with a particular focus on understanding how marketing efforts draw stakeholder interest and promote growth.

3. We will implement flexible learning opportunities and assess current initiatives to enhance both in-person and online learning.

**Key Performance Indicators:**

- Credit Hour Enrollment in Short-Term, Hybrid, and Alternate Delivery Courses
- Student Success Rates in Short-Term, Hybrid and Alternate Delivery Courses
- Percentage of Online Courses Passing Quality Matters Evaluation
- Percentage of Courses Assessed under the Current Academic Assessment Plan
- Interactions with New, Expanded, and Online Student Support Services

**Description:** Assessment measures for this objective include enrollment and success rates in short-term, hybrid, and alternate delivery formats. We will monitor these results, while ensuring that flexible delivery is coupled with effective training and oversight. Quality Matters and related effectiveness initiatives, such as the Academic Assessment Plan, will demonstrate an appropriate level of accountability. Quantifying student interactions with targeted support measures will also enhance understanding of ways that new developments and online options for student services impact student success.

4. We will expand opportunities for community engagement through assessment of local needs and the development of workforce training and community education initiatives.

**Key Performance Indicators:**

- Workforce Training Courses Conducted
- Community Education Courses Offered
- Enrollment in Community Education Courses
- Community Engagement Initiatives and Events

**Description:**

To assess this objective, we will track offerings and enrollment in community education and non-credit workforce training courses. We will also track engagement with local stakeholders by number of contacts, as well as by quality of outcomes. We will identify and recognize examples of civic engagement that demonstrate ways that the college is embracing its role as a community leader. This includes effective review and assessment of initiatives and events led by the college to ensure quality and to identify areas of need.

## Strategic Priority #2: Success through Responsiveness

### Objectives:

1. We will engage students, faculty, staff, and community partners to understand strengths, identify opportunities for improvements, and implement strategies designed to move our college and community forward.

### Key Performance Indicators:

- Results Data from the Great Colleges Survey
- Students Satisfaction Data from Noel-Levitz, CCSSE, and Internal Surveys
- Number and Scope of Community and Employer Outreach Events
- Evidence of Stakeholder Engagement in Planning Efforts

### Description:

This objective focuses on stakeholder satisfaction with their experience at ASU Mid-South and the effective use of stakeholder feedback to improve institutional practices. Assessment for this objective will identify specific examples of how student, faculty, staff, and community partner feedback shapes planning and process improvement. Additional indicators of success will be examples of student, faculty, staff, and community partners' direct involvement in planning efforts, as well as initiatives that promote community and employer engagement with the college.

2. We will promote co-curricular educational activities that strengthen the relationship between instruction, student support, and community engagement.

### Key Performance Indicators:

- Counts of participants in Co-Curricular Activities
- Documented Assessment of Co-curricular Activities
- Evidence of the Incorporation of Co-Curricular Activities into Academic Curriculum

### Description:

Assessment for this objective will focus on co-curricular activities, defined as course or program-related activities that engage student support services or community resources as elements of teaching and learning. As such, co-curricular activities promote active learning and help support students' academic and professional growth. Development, deployment, and effective assessment of these activities will be measures of success for this objective. This effort will help to ensure that co-curricular activities receive appropriate attention as a dynamic part of the student experience.

3. We will provide campus life opportunities, student services, and educational experiences that reflect the diverse backgrounds, experiences, and needs of our community.

**Key Performance Indicators:**

- Participation in Active Student Organizations
- Usage Rates of On-Campus Student Support Resources
- Student Engagement with Campus Initiatives Supporting Diversity and Underserved Populations

**Description:**

Assessment for this objective will demonstrate the growth of campus life, use of student service resources, and engagement of diverse populations in each aspect of the student experience. The presence of viable campus organizations and extracurricular activities, as well as successful events that promote a vibrant student life on campus, will be signs of success for this objective. In addition, review of this objective will evaluate the effectiveness of campus activities and academic programs in engaging a diverse population in terms of race, gender, age, and the special populations identified under Perkins V.

4. We will sustain and enhance effective practices in admissions, advising, and career services to support each step of a student's journey.

**Key Performance Indicators:**

- Applicant to Enrolled Student Conversion Rates
- Time to Degree rates for Degree-Seeking Students
- 150% and 200% of Time Graduation Rates
- Evidence of Successful Job Placement or Career Enhancement after Graduation

**Description:**

Assessment for this objective will focus on the student experience in admissions, advising, and employment outcomes. Metrics in line with the state's productivity funding model, such as time to degree and gateway course completion, along with college and program-specific graduation rates, will be indicators of success for this objective. Finally, enhancements in the collection of employment-outcome data will be a sign of success for this objective, as will any improvements in quality of these outcomes over the course of the planning cycle. Due to the challenges associated with this effort, such as geography and other factors that hinder tracking, employment outcomes present a difficult, but important, opportunity for improved data collection.

## Strategic Priority #3: Community and Workforce Development

### Objectives:

1. We will advance workforce development through increased regional employer engagement and partnerships.

### Key Performance Indicators:

- Number of Employer Focused Non-Credit Trainings Completed
- Enrollment and Completions in Workforce Training Programs
- Resources Attained through Employer Specific Partnerships and Trainings

### Description:

Assessment for this objective will focus on employer engagement on multiple levels from collaboration, to training, to partnerships that provide resources and support. Successful initiatives, including instruction, employer-focused events hosted by the college, and other services that promote the college's role as a center for workforce development, will be markers of success for this objective. Enrollment and completion rates of for-credit programs in workforce-oriented fields are also key measures.

2. We will serve the community through lifelong learning, civic engagement, and opportunities to enhance cultural and global awareness.

### Key Performance Indicators:

- Enrollment in Community Education Courses
- Examples of the College's Participation in Area Civic Events
- Enrollment and Success of Non-Traditional and Underrepresented Learners in both For-Credit and Non-Credit Courses
- Programming on Civic Engagement, Cultural Awareness, and Local, Regional, or Global Issues.

### Description:

Assessment for this objective supports the college's role as a community leader and as a center for community-focused activities. Measures of success for this objective reflect the college's commitment to the traditional role of higher education institutions as centers of lifelong learning and cultural engagement. This includes the college offering and participating in community events, as well as ensuring that learners of all ages and backgrounds have access to a rich array of educational opportunities and community activities.

3. We will produce employable graduates with the knowledge and the essential skills desired to support regional workforce needs.

**Key Performance Indicators:**

- Success of Graduates on Key Assessments such as CRC and Industry Specific Examinations
- Successful Course Assessment and Program Review Practices
- Improved Tracking and Student Success for Employment Outcomes Following Graduation

**Description:**

Assessment of this objective evaluates the college's ability to produce employable graduates and track graduate data, as students use their newly earned credentials to advance their careers. Efforts, through the reporting of Perkins V data, are an example of approaches to better tracking of graduate success. Measures, such as the Career Readiness Certificate and industry-specific credentialing examinations, demonstrate student achievement and are recognized by employers. This objective reflects the college's commitment, both to support student attainment of recognized credentials and to track student outcomes, in order to better understand the college's impact. Due to the challenges associated with this effort, such as geography and other factors that hinder tracking, employment outcomes present a difficult, but important, opportunity for improved data collection.

## Strategic Priority #4: Culture of Growth and Engagement

### Objectives:

1. We will develop a culture of engagement that encourages employee participation in activities that promote and support our college and community.

### Key Performance Indicators:

- Count and Participation Rate for Employee Focused Activities
- Examples of College Led Activities that Support Community Engagement
- Internal and Third-Party Surveys of Employee Satisfaction

### Description:

Assessment of this objective will support growth and sustainability of employee engagement in campus activities and in the community that ASU Mid-South serves. Here, the goal of these measures is to ensure that the college is promoting these efforts and is sustaining an environment wherein employees see engagement in these activities as a positive and worthwhile experience. The college encourages leaders to take initiative in providing opportunities for faculty and staff to build relationships, both within the college and in the wider community.

2. We will offer quality professional development to support a high level of performance and cultural competence for all employees.

### Key Performance Indicators:

- Participation in Employee Professional Development Offerings
- Participation Rate for Employee Training related to Communication and Cultural Competence
- Internal Assessments of Employee Satisfaction with Professional Development Offerings
- Implementation of Initiatives that Support Employee Onboarding and Leadership Development

### Description:

Assessment of this objective focuses on the number, reach, and quality of professional-development opportunities. The core expectation is that the college will provide quality programming, or will connect employees to quality programming, that supports professional growth and leadership development. This objective also targets internal processes that prepare new employees and promote knowledge-sharing among faculty and staff members.

3. We will retain employees by promoting a positive work culture with an emphasis on open communication and transparency.

**Key Performance Indicators:**

- Results Data from the Great Colleges Survey
- Consistent Communication Regarding Campus Initiatives, Events and Developments
- Effective Operational Planning and Sharing of Results
- Faculty and Staff Retention Rates
- Employee Familiarity with Campus Resources

**Description:**

Assessment for this objective applies a range of measures to better inform the institution about the quality of work culture at the college. While acknowledging that workplace culture is a challenge to quantify, this plan assesses the objective by combining survey data, evidence of employee engagement in planning, evidence of effective internal communication, and employee retention rates. This holistic approach leverages the strategic plan to promote administrative accountability and transparency.

4. We will recruit employees by strategically promoting our college to attract a diverse population reflective of our campus and community.

**Key Performance Indicators:**

- Comparison of faculty and staff diversity with that the college's student population
- Diversity, Equity, and Inclusion Initiatives and Activities
- External and Internal Survey Results
- ASU System Scorecard Data on Employee Demographics

**Description:**

Assessment for this objective provides supporting data to better understand the college's success in attracting and retaining a diverse faculty and staff. As a higher education institution with a majority-minority student population, ASU Mid-South will regularly observe ways that the college's employee diversity compares to peer institutions, as well as to the regional population. These measures also allow college leaders to understand whether employee recruitment and retention initiatives are impactful across demographics.

**EXECUTIVE SUMMARY**

Contact: Charles Ambrose (870) 230-5062

**ACTION ITEM:** Henderson State University (HSU) requests approval of its revised Mission Statement and affirmation of its Strategic Positioning Platform.

**ISSUE:** The ASU System Board of Trustees must approve mission statements for all member institutions.

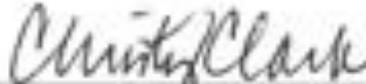
**BACKGROUND:**

- During Spring 2022, members of the Strategic Leadership Team, Academic Leadership Team, and the Huron Consulting group began discussions about Henderson's future, including the development of a draft of its Mission Statement and Strategic Positioning Platform.
- The proposed Mission Statement and Strategic Positioning Platform have been shared with faculty, staff, and students, as well as community and state stakeholders.
- The Mission Statement and Strategic Positioning Platform are available on the Future of Henderson website: [hsu.edu/futureofhenderson](http://hsu.edu/futureofhenderson).
- A copy of the Mission Statement is included in the Strategic Positioning Platform, which is attached to this resolution.

**RECOMMENDATION/RESOLUTION:**

Be it resolved that the Henderson State University Mission Statement is approved, and the HSU Strategic Positioning Platform is affirmed.

  
Niel Crowson, Secretary

  
Christy Clark, Chair

# Henderson State University Strategic Positioning Platform - College That Works For All Students

## Henderson Mission What We Want to Accomplish

Henderson State University is committed to helping every student be **#ReddieforWhatsNext** by opening the door of access and opportunity to college, mobilizing a learning community that builds seamless pathways from school to work, and preparing students to be career ready in high-demand fields that drive community and economic development.

## Henderson Positioning Statement Who We Are and What We Will Be Known For

Henderson State University is committed to student success and career readiness for high-demand fields in the communities we serve in Arkansas and in our region. Henderson works in partnership with the Arkansas Department of Education, K-12 public school districts, Arkansas State University System, Arkansas State University, Arkansas State University Three Rivers, and the New York Institute of Technology College of Osteopathic Medicine at Arkansas State University to create seamless P-20 Pathways that expand learning from school to work. Henderson and its learning community partners serve campuses in Arkadelphia, Malvern, and Benton with in-person, online, and hybrid instruction.

## Henderson Attributes What We Stand For

**Educational Opportunity:** Belief in the potential of all learners to acquire competencies and skills for career readiness.

**College Completion:** Accelerate credentials earned—certificates, licensures, associate, baccalaureate, and graduate degrees.

**Measurable Outcomes:** Align completion to high demand fields that drive community and economic development.

**Learning Community:** Learning can take place anywhere and everywhere in a learning ecosystem that bridges school to work with licensures, certificates, micro-credentials, associates and baccalaureate degrees.

**Innovation Driven by Partnerships:** K-12 schools, universities, and the community provide experiential learning opportunities to lower the cost of college and reduce time to earn degrees.

## Henderson Audiences Who We Are Addressing and Key Benefits

### Students and Parents:

- Degrees leading to career-readiness and employment in high-demand fields in our community, region and state.
- Affordability—Lowering the cost of college through partnerships, accelerated degrees, scholarships, on-campus and off-campus work opportunities, apprenticeships, and internships
- Credits earned through experiential learning opportunities mean less time to degree, less cost, and less reliance on loans
- Aggressive transfer of credits, expanded early college, and dual enrollment

### Community:

- Career-ready graduates in high-demand fields defined by the communities that are needed to drive economic development
- Vital programs in **(1) Business, Innovation and Entrepreneurship, (2) Applied Professional Science and Technology, (3) Health, Education, and Social Sustainability, and (4) Arts and Humanities**
- Partnerships that are focused on the educational, social, and economic mobility for every student from school to work



## Supporting Features of Henderson



## NEW YORK INSTITUTE OF TECHNOLOGY

College of Osteopathic  
Medicine  
at Arkansas State University

### Outcomes Driven by High Demand Skills and the Career Readiness of the Students We Serve

- Business students in the Beyond the Classroom program gain experience through internships, mentorships, and business plan competitions
- Graduate nursing students achieve 100 percent pass rate for national certification exams
- Arkansas's only four-year aviation degree program with emphasis areas in professional pilot and aviation management
- National recognition for the quality of the mentor-teacher program for new teachers
- Every student will have access to associate and bachelor degrees across high demand accelerated degree pathways

### Henderson's Legacy of Service to Our Community and State

- Continuous operation as an institution of higher learning since 1890
- Specialized in teacher formation from 1929-1967 as Henderson State Teachers College and continues to be known as a national leader in teacher education
- Health-care partnership with CHI St. Vincent for Career Pathways Program, which provides nursing students with scholarships and guaranteed employment upon graduation
- Partnership between City of Arkadelphia and aviation program to operate the Dexter B. Florence Memorial Field

### Future-Focused Partnerships to Expand and Advance Student Success and Learning Outcomes Across Public Education in Arkansas

- Introduce an Arkansas State University Three Rivers physical presence to Clark County and the Henderson campus to expand degree and non-degree training
- Create an I-30 Learning Community from Saline County to Arkadelphia with K-12 partners and utilizing the Saline County Career and Technical Campus in Benton, the Arkansas State University Three Rivers campus in Malvern, and Henderson State University in Arkadelphia
- Develop personalized learning plans for students designed and supported by student success data from the Arkansas Department of Education, Arkansas Department of Higher Education, and university partners

**ARKANSAS STATE UNIVERSITY SYSTEM  
BOARD OF TRUSTEES**

A Resolution Recognizing the Significant Contributions of  
Malachi Smith  
to Henderson State University

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

WHEREAS, Malachi Smith served the campus community of the previously named Arkadelphia Methodist College, Henderson College, Henderson-Brown College, and Henderson State Teachers College for more than 40 years; and

WHEREAS, Mr. Smith became the head cook at the college in 1903, and after the fire of 1914 destroyed much of the Henderson-Brown campus, Smith and his kitchen staff contributed \$25 to rebuild the college, an immense amount of money at the time; and

WHEREAS, Mr. Smith remained a respected fixture at the University until his retirement in 1947;

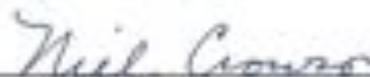
NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of the Arkansas State University System, that the dining hall of Henderson State University shall be known henceforth as the:

**Malachi Smith Dining Hall**

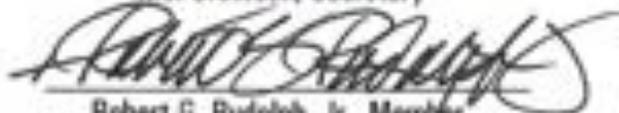
DULY ADOPTED AND APPROVED this 2<sup>nd</sup> day of September 2022



Christy Clark, Chair



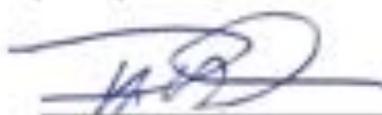
Neil Crowson, Secretary



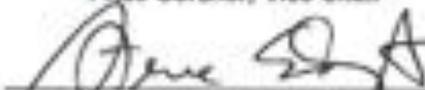
Robert G. Rudolph, Jr., Member



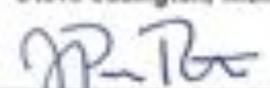
Jerry Morgan, Member



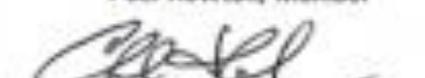
Price Gardner, Vice Chair



Steve Eddington, Member



Paul Rowton, Member



Charles L. Welch, President

Arkansas State University System  
Board of Trustees  
September 2, 2022

The Arkansas State University System Board of Trustees met on Friday, September 2, 2022, at the Arkansas State University-Mountain Home campus. Christy Clark, Chair of the Board, called the meeting to order at 10:00 a.m. Board members present were the following: Christy Clark, Price Gardner, Steve Eddington, Robert Rudolph, Paul Rowton, and Jerry Morgan. Trustee Niel Crowson participated by Zoom.

**Minutes:**

Upon a motion by Mr. Rowton, seconded by Mr. Gardner, the minutes of the June 2, 2022, meeting were approved.

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

Nays: None

**ASU System – Dr. Charles Welch, President**

- This is the time of the year when enrollment is on the minds of everyone. It has been a challenge for the last couple of years as we've tried to navigate COVID, but I'm really pleased with where our campuses are and the progress that they are making. You have to add in the fact that we were trying to prepare for fall semester, post-COVID, recouping some of that lost enrollment, and at the same time, six of our seven campuses were implementing a brand-new ERP system, which can be another nightmare. I want to thank publicly everyone on the campuses who worked on the ERP implementation process. I think we are starting to see some light at the end of the tunnel.
- We don't have final enrollment numbers, but the thing I want to highlight is the creativity that is occurring on our campuses, as well as an adherence to the missions that our institutions have. I will start with Mountain Home. When Dr. Myers arrived, this campus had one technical program. It now has seven, and will have nine if the Board approves the two programs proposed today. We hear criticisms that many community colleges across the state have gotten away from that mission of

technical education. That is certainly not the case for ours. I want to compliment Dr. Myers on that, as well as his foray into athletics, which I know he is going to talk about in a few minutes. That is the kind of creativity we are talking about. Dr. Myers tells me he thinks his SSCH numbers could be doubled when his head count number increases. Considering all Henderson has been through, the radical changes to their curriculum and staffing and such, to be up in the number of first-time freshmen is really a remarkable statistic. To be up in graduate students is a remarkable statistic. They stayed steady on their housing numbers. And even though we anticipated a drop overall, we're really pleased with where they are. We expect the Jonesboro campus to be up in first-time freshmen as well, which obviously is a good indicator for the long-term future. We expect to be up overall. Housing numbers are up. The Mexico campus is up, so we're feeling good about the different things that are happening there. When you look at campuses, like Newport and Mid-South, you are seeing significant increases in some of their technical programs. Dr. Moore's campus expanded their high voltage lineman technology program. Dr. West is doing some expansion in their aviation program. She's opened other technical programs, and, again, it's that adherence to mission and workforce education that is reflecting well on our campuses. Dr. Rook continues to see growth from the Saline County Career Center that will also coincide with significant growth in first-time freshmen on his campus. And then, we are also seeing the first-time freshmen growth at ASU-Beebe. Dr. Methvin told me she has a significant increase in transfer students, which we don't necessarily always see at two-year institutions, but again, I think that is some of the changing environment that we are in right now as we begin to come out of the major impacts of COVID. We are seeing students moving around in many different places. I want to commend all of our chancellors, but in particular, I commend our faculty and staff, who are really the ones doing the lion's share of the work. They are the ones who are navigating these process changes and these technology changes. They are the ones who are really trying to reach out on a one-on-one basis and talk to these students and bring them back to campus, or try to increase that college-going rate that we are seeing in the state of Arkansas. I look forward to hearing from the chancellors as they report on what is happening on their individual campuses.

### **ASU-Mountain Home – Dr. Robin Myers, Chancellor**

- I want to talk about athletics and introduce Matt Klinger, who is the Athletic Director. He has done a yeoman's task to get this athletic program moving and we appreciate what he is doing. A few of our baseball and softball players are here to represent 56 student athletes at ASU-Mountain Home. We are very excited. The baseball team will be going to Hot Springs in the morning to play National Park Community College, so good luck on that, guys.
- With the Banner implementation, and the registration process that we moved through, we've completely changed our registration process and our onboarding process here. It's made a significant change for us as an institution.
- I have a short video that will show you what happens on our campus on a day-to-day basis. VIDEO  
And with that, I will just say that we are completely immersed in our community, as a community college should be.
- The gifts that we gave each of you were produced by our Mechatronics Program's students and faculty. It is a simple computer-generated image from the Trustee official photos. Those photos were laid out, and it's a printing process where you melt plastic and just put one layer on at a time to make a three-dimensional image. Three-D is something students can do just from loading a picture and producing the print.

Mrs. Clark: I'm already invested in your athletic program and excited for you to get that going. You have one young man on the baseball team that I helped raise, so I'm excited to get to watch John White play.

### **Arkansas State University – Dr. Todd Shields, Chancellor**

- It has been a fantastic few weeks. I'm doing my best to get around the campus, and I think I can almost find every place on campus. We got here earlier this morning, because last night was the Order of the Pack. And, wow, what an event that was! I was cheering along with the students, and it made me exhausted and a little bit hoarse. But I do want to continue meeting everybody in the community and then trying to meet everybody on campus, as well as in Jonesboro.
- I have a video to show you now. VIDEO

A-State had a team of students who participated in the NASA Students Payload Opportunity with Citizen Science (SPOCS) program. There were teams from across the country, Harvard and MIT and Stanford, that took part, but Arkansas State and Stanford were the only ones actually there. In the video you could see our students' experiment, which uses worms to break down plastic. What those worms were doing is biodegrading the plastic waste that the astronauts generate when they open up their meals. The worms were eating it and producing something biologically that we can just put anywhere and that's great for the environment. They are thinking about how to expand that so they don't just accumulate a lot of trash, and that is a wonderful thing.

- Our 11<sup>th</sup> day is next Wednesday, but we are expecting a slightly higher freshman class, and slightly higher overall enrollment. Part of our first-year student growth includes our on-campus residential communities, which increased by 100 students, which we are really glad about. We are really trying to fill those dorms.
- By all accounts, our on-campus events and activities are at the pre-pandemic level. If last night's Order of the Pack is any indication, those students are there, and they are ready and excited. We are very excited about the fall.
- We are looking ahead to building new relationships with the community. I had a chance to visit with the Chamber of Commerce in Jonesboro. There is a lot of continued opportunity to reach out to the community, and combine win-win interests with Arkansas State and the Jonesboro community and the whole Northeast Arkansas region.
- One of the things we are working on is rebuilding connections with some of our online teachers. We have quite a few teachers across the state who have master's degrees in teaching, and they are Arkansas State alumni. We have one in just about every high school in the state, but we have yet to really use them as alumni and outreach coordinators and recruiters. That's one of the big things we are going to start trying to do. We want them to be our representatives and make sure they tell their students where they got their master's degrees and what it's meant to them. We are hoping that is going to be another great initiative to help enrollment growth to continue on the same path.

**ASU-Beebe – Dr. Jennifer Methvin, Chancellor**

- For the last two-and-a-half, -three years, we've been hunkered down between Banner conversion and COVID. We've challenged everyone to look up from their computer screens and welcome the students who are coming back on the campus, and it's been a great first couple of weeks. Our numbers are looking awesome. I will remind you, as I always do, that the numbers on fall census date do not tell the story of the whole year. I say that because I am really optimistic about our overall numbers for the year. We still have the opportunity to enroll students this fall in our second eight-week term and our off-schedule terms, and so the impact is real and we are very excited. In nearly every category, we look to be up, some more significantly than others. It looks like almost every campus is going to be up. The Air Force Base may be the one that may, or may not be, up very significantly. When you look at our high school count, we have a very large presence in regional career centers. In Lonoke, we have so many high school students that they had a busing nightmare, and we had to add a second health professions instructor. We have 40 first-year and 40 second-year students in health professions in the Lonoke area. We are up approximately 24% in incoming freshmen. And strangely enough, we are up in transfers. Right now, students' semester credit hours are up about 4.5%.
- We are very proud that our first graduating class of registered nurses had a 100% pass rate. That's a program that we are growing. We are so excited about our partnerships.
- You have heard me talk before about our ventures into automation and, in fact, you approved some degree changes for us. This work in automation is possible because of good grant writing. Dr. Jason Goodner and his team recently brought in another \$1 million in a Regional Workforce Grant, and remodeling of the area and expansion of the curriculum in automation is just very exciting. This will impact computerized machining, welding, and industrial technology, which is our industrial maintenance program for students on various campuses. This summer, our students placed seventh nationally in automated manufacturing in the SkillsUSA competition. And that was before we had the curriculum largely in place. We are very excited about the enthusiasm that our employers have. We hear from our employers every day that we have to move into automation and that we have to help them upskill their current workforce. It's just a very exciting time to be serving the employers of our area.

- It's been an exciting beginning to the fall semester. If you have looked at any of our social media over the last couple of weeks, students came out full force for everything as we welcomed them back. They are showing up for class, and we have a really engaged student body for this fall.

**ASU-Newport – Dr. Johnny Moore, Chancellor**

- This time of the year is very exciting. We all enjoy getting out and about on campus, interacting with our students, talking to them about their summers, talking to them about their goals. But this year, I'm doing something even more exciting. I am actually team-teaching a college algebra class. Students are very engaged and we are having fun.
- I will give a quick update on enrollment. We are up in technical programs. We are up about nine students in high voltage lineman technology, so we are hiring new instructors. We are up in nursing by 20 students. We are up in patient care technicians, due to the fact that we hired a new instructor. We are up by 16 in certified nursing assistants and up by 24 in phlebotomy. Our culinary program is back up and running, and we have 15 students. The beauty of that culinary program is that our students are running the food service program on the Jonesboro campus. We are down a bit in general education, but we are not at census date. I'm more interested in how we perform overall for the total year. I believe that we are going to catch up, and it's going to flatten out and be higher overall. We still have Fast Term 2, Flex 2 Term, Fast 3, Fast 4, and we have interim sessions. So we have a number of starts and stops, and a number of opportunities for students to enroll at our institutions.
- I gave you a copy of our strategic plan that you approved earlier this summer. It's a new five-year strategic plan. One of the things about the strategic plan that we talked about are the key factors of our institution, which are about enrollment, and about the number of degrees we offer. It talks about ethnicities and all sorts of things. But one of the things I wanted to point out is that a major priority of our institution is student success. I want to highlight some of the exciting things that our students are doing at our campus. Our students are in the national spotlight. We had several ASUN students who competed at the National Leadership and Skills Conference, and we got two bronze medals in

Cosmetology. Those students were invited, because they won gold medals at the Arkansas SkillsUSA competitions.

- I recently received an email notice from Phi Theta Kappa (PTK), that one of our students was named a 2022 PTK Coca-Cola Leaders of Promise Scholar. And that comes along with a \$1,000 scholarship that can help with education costs. Also, it enables that student to compete for an even larger prize, the Jack Kent Cooke Foundation Scholarship, which is the largest transfer scholarship that a community college student can get, and it covers up to \$40,000 for three years.
- Our institution recently received a \$1.17 million Regional Workforce Grant. One million dollars of that will go toward our commercial driving program, which is the largest and best truck driving program at a community college in the state of Arkansas. We will be resurfacing that program. In that program, we are turning out about 40 students per month, which is about 480 students per year.
- I am inviting all of you to participate in the third annual Finish Sydney's 5K Run/Walk that will be held on our campus on September 10. All proceeds benefit the Sydney Sutherland Memorial Scholarship for nursing students.

#### **ASU Mid-South – Dr. Debra West, Chancellor**

- ASU Mid-South's enrollment is going to be a little bit down this semester; however, we are currently within what we projected our enrollment to be. We have made some intentional decisions going into this fall that we knew would impact our enrollment. First, we had a couple of legacy programs on our campus that needed to be fully analyzed before we continued to admit students into them. One in which we needed to determine if the program was continuing to serve our students' needs and our industry needs. The other, we knew from talking to our industry partner that we needed to retool and potentially revise both what we were teaching in that program and how we were offering that program. We are having those discussions now and actually had our first meeting with the industry partner for that second program on Wednesday. So, we intentionally did not admit new students into those two programs this semester, knowing that it would impact our enrollment, but also knowing that it was the right thing to do to ensure that we were providing quality instruction and were serving our industry partners. A third program that we did not admit new students into this semester was

our Aviation Maintenance Technology Program. That was not intentional, but rather the result of not being able to find qualified faculty. That is a problem affecting many other institutions like ours throughout the country. In fact, there was an article this morning in "Inside Higher Ed" about the challenges community colleges are having finding qualified faculty. That is because the demand for employees right now is so strong that a faculty member in that program can go to work at a place like FedEx, and with overtime, can make easily six figures. So, it's a little hard for community college salaries to compete with that industry pay. We currently have three faculty members in that program, but we need a fourth to be able to run a full cohort of students through the program. Once we identify that person, we can get that cohort up and running pretty much immediately. We do have short-term semesters and we have some more sequential course offerings that we can start up at any time during the semester, so we still have a little bit of time to make up ground on enrollment in some of these programs. A couple of our programs that we've retooled recently have shown just tremendous growth this semester, and we are very encouraged by that. The enrollment in our Automotive Diesel program has skyrocketed. We are fully staffed currently in terms of faculty in that program with three full-time faculty, but if that program continues to see the type of demand that we are seeing now, we may have to look at how we add additional faculty to serve all of those students. The other program that we've seen tremendous growth in is our Information System Technology program. That's a program that had taken an especially hard hit during the pandemic, but our numbers are really up. We have new faculty in that program, and we are encouraged and excited by the growth that we are seeing there.

- Despite the enrollment challenges that we are facing, ASU Mid-South has done some tremendous work on the other side of that equation, which is student success. I think when I got to the college in 2015, our graduation rate was around 9%. We, as an institution, took steps to focus on all of the things that Complete College America says you should be doing to ensure that students come into your programs and leave with a degree or certificate. We added short-term semesters to make sure that students would be able to progress through their programs more quickly. We eliminated late registration because we know that students who register late tend to not be prepared to persist in their programs. We limited the number of credit hours for our associate degree programs, scaling

those back down to 60 hours, so that a full-time student could legitimately complete that program within two years. We provided wrap-around services and focused on quality advising. As a result, we have seen tremendous growth in all measures of student success, whether that's retention, persistence, or graduation rate. I believe that the last IPED report showed our graduation rate at around 33%, which is on par with most of the community colleges in the state of Arkansas. We still have a ways to go to get to where we want it to be, but we have made tremendous strides in our student success.

- Talking about enrollment and where we think that we have the ability to perhaps turn our enrollment trends around, we were recently awarded a \$1 million Regional Workforce Grant by the ADHE, and we are using that money to start a truck-driving program on our campus. We sit at the crossroads of two major interstate highway systems between I-40 and I-55. There is tremendous demand for truck drivers in our region, with several truck-driving companies located within a stone's throw of our campus. So, the addition of this program is in direct response to local industry demand for truck drivers. We will be meeting soon with the architect to look at the plan for developing that range on our campus and hope to be moving into that program in the fall. Additionally, we are looking at how we might expand another area that we see tremendous demand for, and that is in our Health Care programs. We have an EMT program right now. Our EMT instructor is just phenomenal, and he has increased demand in that program so significantly that now we are seeing increased demand to move into Paramedic Training. We have applied for a Department of Labor WORC (Workforce Opportunity for Rural Community Colleges) grant in partnership with CAEL (the Council for Adult and Experiential Learning), and with Coahoma Community College in northwest Mississippi. If that grant application proves successful, it will provide us with the funding that we need to launch into a Paramedic Training program, which we know is in high demand in our area.
- Finally, we have named our new Head Women's Basketball Coach, Ms. Addie Lees. She came to us from Kilgore College in Texas, where she led the Kilgore College Lady Rangers to a 75-42 record in three 20-win seasons, culminating in a Top 25 national ranking this past year. We are very excited to have Addie, and she has already hit the ground running. She had three weeks before the start of classes to recruit a basketball team, and she's managed to get a team assembled and on campus for

the fall semester. She is focused, not just on winning on the court, but also on the students' academic success. We look forward to great things from her.

Dr. Welch: I want to recognize Dr. West for being selected as a 2022 Northeast Arkansas Women in Business Award winner. It's a well-deserved honor and we're proud of her.

### **ASU Three Rivers – Dr. Steve Rook, Chancellor**

- Our enrollment is going to be up for the first time in college history. It looks like our headcount will be more than 2,000 students. That has to do with our involvement in the Saline County Center. They will be up to 650 students this year. We are still up in continuing students, in returning students, and we have about a 75% increase in our first-time entering freshmen. So, we are very excited about that. One of the things that we can attribute that to, first of all, is the hard work of our faculty and staff. Secondly, we received a \$200,000 anonymous donation back in the beginning of this year, and we had to spend it by December 31 of this year. We have spent almost \$130,000, and 43 of those scholarships went to first-time entering freshmen this semester in our technical programs. That is absolutely a good thing for us. Also, there's a little bit of a caveat on our enrollment numbers that I probably need to explain. Our first-time LPN students are not counted in our first-time entering students, because they start in May. That's a cohort this year between 50 and 60, because we added 30 new LPN students at our Saline County campus. We do that maybe to our detriment, but for the students' benefit. That is a comprehensive intense one-year program. By starting in May, they get two cycles of Pell. And if we started them in August, traditionally, they would just have one cycle. So it goes a long way in helping them pay for their education. We feel like we may be hurting ourselves on numbers, but we are certainly helping our students in giving them the benefit.
- I want to thank the Board for their support and for allowing us to start athletics. You have, in front of you, some of our promo material that we passed out for our announcement. Our announcement received great support, both statewide and especially locally. We believe this is going to be a positive enrollment impact for ASU Three Rivers.

- We have worked with Henderson on partnerships, and we have come together and decided on the location to offer non-credit Workforce Training for Clark County on the Henderson campus. We will be doing some professional development training for those folks in Clark County.
- We are not necessarily post-COVID, but there is something different in the air this year that we did not have these past two years. A great example of that is we generally have our in-service program, typically a morning meeting, and then we have lunch. In the past, people have taken their lunch and gone back to their offices or break rooms. Probably 90% of our faculty and staff came back into our great room and sat and visited while they ate lunch. The talking and the laughter were so good to hear. I've had instructors tell me that there is a different air and a different attitude in our classes with our students, who seem more engaged and happy to be there.

**Henderson State University - Dr. Chuck Ambrose, Chancellor (Virtually)**

- We've been through a spring semester with a modified cash budget and a lot of constraints. The academic restructuring was implemented in May, and as we ended the fiscal year, we have about \$9 million in annualized personnel savings. We are grateful for the partnerships that are available to all of us with the Arkansas Department of Education, and other partners like NYIT and the other ASU System campuses.
- Our students, who have enrolled and who are engaged and who have brought positive energy to our campus, are doing it because they would be at no other college than Henderson. That is an affirmation and a responsibility that each of us feels to put them into a position of completing their degrees and making a perfect school.
- The privilege of being virtual has allowed me to bring a group of leaders with me this morning who are actually representative of staff on all of our campuses. This is our core Banner implementation team, and the work that is going on has given that extraordinary lift that Henderson needed. We've lost staff, and I do want to acknowledge that our current staff members believe the work that they have been doing on the weekends and in the late hours, was absolutely critical to the ongoing survival of the institution. Our program directors and our faculty opened our fall with an incredible willingness to be very nimble and responsive to cover all of our classes through one of the largest restructuring

efforts for curriculum. The shared services with Jonesboro are making instruction available whenever and however we need it. To have ASU Three Rivers ready, not only for what is, but for what can be, and in partnership with our sister institution OBU across the street, that has allowed us to have a successful start this semester. Without question, when you think about the resources that the System office has provided, that the sister institutions have provided, this is a semester where, literally, we could have not done it by ourselves. We are off to a great start.

Dr. Welch: Dr. Ambrose mentioned the partnerships. That is a key part of a *Reimagined Henderson*, working with those institutions that he mentioned and working with external partners, and there are other partnerships that are being discussed, and it will be really exciting. We look forward to making some of those announcements. As we've said many times, this is a multi-year project.

Dr. Ambrose has been referring to this as "year zero." But we are definitely seeing progress. We do expect an increase in days cash on hand for Henderson over last year. We have seen a significant, I'm talking a multi-million dollar, reduction in the employee benefits, because of joining the ASU System. Two weeks ago, Dr. Ambrose received a letter from the HLC informing him that, because of their work and their efforts, they were removing the fiscal distress designation for the campus. They still have lots of work to do, but I want to thank him and his entire team. I know this has been a very difficult year, but we really appreciate that work and are encouraged by the results.

### **ASU System Resolutions:**

- Resolution 22-35 approving the ASU System to revise its list of degree programs designated as "not eligible for employee tuition discounts" and to clarify international tuition deposits and rates for Arkansas State University

Dr. Welch: We have a tuition discount program for our employees, and we want to allow some additional programs to be eligible for our employees, as well as special rates and deposits for students from certain countries that we are recruiting for our international programs.

- Resolution 22-36 approving the ASU System to revise the Emeritus Status Policy
- Resolution 22-37 approving the ASU System to revise the Family Educational Rights and Privacy Act Policy

- Resolution 22-38 approving the ASU System to proceed with the Technical Center Expansion Capital Project at ASU-Mountain Home

Dr. Welch: Dr. Myers received grants in the amount of \$1,385,000 to expand the Technical Center here in Mountain Home to allow him to add additional technical programs. It is entirely grant-funded.

- Resolution 22-39 approving the ASU System to proceed with the Caddo Center Renovation Project at Henderson State

Dr. Welch: Henderson received a \$1.4 million grant from the Arkansas Natural and Cultural Resources Council to continue the project. This is Phase II of the renovation of the old Caddo Building to allow for a one-stop center for student services, so the students can go to one location and have access to the offices that they need for admission purposes in that one location. It also is fully grant-funded.

- Resolution 22-40 approving the ASU System to sell University-owned property located in Jonesboro, Craighead County, Arkansas

Dr. Welch: This is property that is on Race Street. You may have read in media reports that there was an interest from the City of Jonesboro in possibly obtaining that land to build a multi-purpose sports facility. By state law, we have to get approval from this Board to advertise that land for sale and then receive bids. From there, we could make a determination as to whether or not we want to ultimately sell that land. We have determined that the land is not in the long-term plans for the University. It is not contemplated in our Master Plan for use by the University, and so we would ask today for your approval to list that property for sale and to begin to solicit bids.

Mr. Morgan: Due to a conflict of interest with my involvement in the Jonesboro Advertising and Promotion Commission, I will recuse myself from voting on Resolution 22-40.

Upon a motion by Mr. Gardner, seconded by Mr. Eddington, ASU System Resolutions 22-35 through 22-39 were approved.

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

Nays: None

Upon a motion by Mr. Rowton, seconded by Bishop Rudolph, ASU System Resolution 22-40 was approved.

Ayes: Clark, Gardner, Crowson, Eddington, Rudolph, Rowton

Nays: None

Recused: Morgan

### **ASU-Jonesboro Resolutions:**

- Resolution 22-41 approving Arkansas State University to amend its agreement with Arkansas State University Campus Queretaro

Dr. Welch: We are now moving into year six. After the first five years, we did a review of the contract and made some slight amendments with regard to the way we are calculating the formula and moving toward student semester credit hours.

Mr. Gardner: I would like to thank the whole team for their work on getting the ASUCQ agreement fine-tuned and realigned. It's been several years since that began, and it's obviously had some hiccups and some starts and stops as they've brought that campus along. I'm really pleased with the result and the accommodation to restructure on the front end and maintain the economics for us going forward. ASUCQ played Texas Wesleyan last week in football. The outcome wasn't what we had hoped for, but it was entertaining just to think that those kids were bused 1,000 miles to play football. It was exciting to watch.

- Resolution 22-42 approving Arkansas State University to apply for a grant from the Arkansas Department of Human Services to continue participating in the Child and Adult Care Food Program
- Resolution 22-43 approving Arkansas State University to name Room 224 in the Business Building of the Neil Griffin College of Business, the "FORVIS AIS Lab"

Dr. Welch: Many of you may recognize FORVIS as BKD. They have renamed it. But they made a generous contribution to allow us to reequip that particular room. So we would like to recognize that by naming the room after FORVIS AIS. I will tell you that effort was led by one of our recent graduates, and then passed up to one of their executives, who also is one of our graduates. We appreciate them very much for that contribution.

Upon a motion by Mr. Morgan, seconded by Mr. Gardner, A-State Resolutions 22-41 through 22-43 were approved.

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

Nays: None

**ASU-Mountain Home Resolutions:**

- Resolution 22-44 approving ASU-Mountain Home to offer an Associate of Applied Science degree, a Technical Certificate, and a Certificate of Proficiency in Boat Manufacturing

Dr. Welch: This is major boat-manufacturing country. Dr. Myers said there are \$500 million worth of boat products manufactured in Mountain Home annually. He received a grant to assist with getting this program started up. Obviously, there are jobs, and so we are excited for that possibility.

- Resolution 22-45 approving ASU-Mountain Home to offer a Certificate of Proficiency in Commercial Truck Driving

Dr. Welch: Dr. Moore and Dr. Rook are engaged in Truck Driving Programs. Dr. West mentioned earlier that there is a major need around the state, around the country. And again, Dr. Myers was able to use a grant to assist with a start-up for this particular program.

Upon a motion by Mr. Eddington, seconded by Bishop Rudolph, ASU-Mountain Home Resolutions 22-44 and 22-45 were approved.

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

Nays: None

**ASU Mid-South Resolution:**

- Resolution 22-46 approving the ASU Mid-South Strategic Plan for 2022-2025

Dr. Welch: The Board is responsible for approving all campus strategic plans. ASU Mid-South's strategic plan has been updated, and you have been provided with a copy of it.

Upon a motion by Mr. Rowton, seconded by Mr. Gardner, ASU Mid-South Resolution 22-46 was approved.

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

Nays: None

### **Henderson State University Resolutions:**

- Resolution 22-47 approving Henderson State’s revised Mission Statement and affirming its Strategic Positioning Platform

Dr. Welch: You have been made aware of these documents, as Dr. Ambrose and his team have begun to unveil changes. However, we do seek your approval, so that we would have that for the next Higher Learning Commission accreditation visit.

- Resolution 22-48 approving Henderson State to name the dining hall, the “Malachi Smith Dining Hall”

Dr. Welch: Malachi Smith is sort of a legendary figure on the Henderson campus, because of the spirit he portrayed, along with his staff, when Henderson had the major fire that jeopardized the very future of the institution. His family members, who mostly live in California, have remained involved and have set up a scholarship program. But it was brought to me as a request that we consider this naming opportunity. First of all, it would be the first facility on the campus, I believe, to be named after an African American. But secondly, it is symbolic. As Henderson enters another phase of rebirth and growth, I think it is important at this time to recognize that this isn’t the first time this has happened in the life of the University. And the very Reddie Spirit that’s talked about frequently lends to the ability to be able to overcome any major obstacle.

Mr. Rowton: I would just like to make a suggestion that we make a permanent marker or signage there to tell the Malachi Smith story. It was very interesting to me reading through the resolution and discussions we’ve had, and I think that is something we need to do as a token of our appreciation. What a wonderful story for that money being given to revive the campus!

Upon a motion by Bishop Rudolph, seconded by Mr. Rowton, Henderson State Resolutions 22-47 and 22-48 were approved.

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

Nays: None

**Executive Session:**

Upon a motion by Mr. Gardner, seconded by Mr. Morgan, the Board voted to retire into executive session at 11:17 a.m.

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

Nays: None

Mrs. Clark 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 11:59 a.m.

Mr. Morgan: Madam Chair, this is a comment regarding Resolution 22-40 to sell the property ASU owns. I would like to make a clarification that, if and when we do receive those funds, that we consider setting them aside for agreed-upon future projects for strategic purposes.

Dr. Welch: Did you hear that, Chancellor Shields? If we sell that land, we could possibly use the funds for strategic purposes.

**Personnel Actions:**

Upon a motion by Mr. Morgan, seconded by Bishop Rudolph, the non-academic appointments for the ASU System were approved.

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

Nays: None

Upon a motion by Mr. Gardner, seconded by Mr. Eddington, the academic appointments, non-academic appointments, and non-academic reassignments for A-State were approved.

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

Nays: None

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

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

Nays: None

Upon a motion by Mr. Eddington, seconded by Mr. Morgan, the academic appointment and non-academic appointments ASU-Mountain Home were approved.

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

Nays: None

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

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

Nays: None

Upon a motion by Mr. Gardner, seconded by Bishop Rudolph, the academic appointments for ASU Mid-South were approved.

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

Nays: None

Upon a motion by Mr. Morgan, seconded by Mr. Rowton, the academic appointments and non-academic appointments for ASU Three Rivers were approved.

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

Nays: None

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

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

Nays: None

**Other Business:**

Dr. Welch: Madam Chair, I just want to make an introduction. Alex Steed is here with us today. He is a legislative correspondent and the Education Policy Advisor for Congressman Bruce Westerman. We have two campuses in the Fourth Congressional District, with Three Rivers and Henderson. Congressman Westerman is the lead sponsor on a bill in Congress called Boosting University Investments in Low-income Districts. Actually, A-State and Henderson will be eligible for that. We appreciate the support of Alex and the Congressman, and thank them for all they do for our state and our institutions.

**Adjournment:**

Upon a motion by Mr. Crowson, seconded by Mr. Rowton, the meeting was adjourned at 12:05 p.m.

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

Nays: None

  
Niel Crowson, Secretary

  
Christy Clark, Chair

**ARKANSAS STATE UNIVERSITY SYSTEM**  
**NON-ACADEMIC APPOINTMENTS**  
**September 2, 2022**

**MATTHEWS, LEE**

Senior Internal Auditor

Salary: \$81,600

Effective Date: October 1, 2022

Source of Funds: Education and General, page 5, line 2, plus salary savings (\$6,600)

Justification: Replacement of Renee Perkins, who transferred to ASU Beebe (\$75,000)

Education:

1998 M.B.A. Business Administration, Henderson State University, Arkadelphia, AR

1997 B.S. Accounting, Henderson State University, Arkadelphia, AR

Employment:

2021-Present Controller, ASU Three Rivers

2008-2021 Director of Revenue Requirements, Arkansas Public Service Commission (Audit Department), Little Rock, AR

**SHIELDS, TODD**

Chancellor, ASU-Jonesboro

Salary: \$450,000

Effective: August 15, 2022

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

Justification: Replacement for Kelly Damphousse, who resigned (\$372,000)

Education:

1994 Ph.D. Political Science, University of Kentucky, Lexington, KY

1991 M.A. Political Science, University of Kentucky, Lexington, KY

1990 B.A. Political Science, Miami University, Oxford, OH

1990 B.A. Psychology, Miami University, Oxford, OH

Employment:

2014-Present Dean, J. William Fulbright College of Arts and Science, Fayetteville, AR

2005-Present Professor, University of Arkansas, Fayetteville, AR

2011-2014 Dean, Graduate School and International Education, University of Arkansas, Fayetteville, AR

2010-2011 Interim Associate Dean, President William J. Clinton School of Public Service, Little Rock, AR

**ARKANSAS STATE UNIVERSITY (A-STATE)**  
**ACADEMIC APPOINTMENTS**  
**September 2, 2022**

**BERRY, KEVIN**

Instructor, Global Initiatives ELA

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

Effective: August 16, 2022

Source of Funds: Education and General, page 69, line 3

Justification: New position in FY2023 budget (\$35,000)

Education:

2012 M.Ed. Curriculum and Instruction, Cleveland State University, Cleveland, OH

2007 CELTA English Language Teaching to Adults, University of Cambridge, Bangkok, Thailand

2004 B.A. Communication Arts, Malone College, Canton, OH

Employment:

2019- Present Part-time ESL Instructor, Arkansas State University, Jonesboro

2015-2018 ESL Specialist, Cleveland State University, Cleveland, OH

2013-2008 Language Instructor, Case Western Reserve Campus, Cleveland, OH

**GRAISER, BRIAN**

Temporary Instructor, Music/Percussion

Salary: \$47,500 (9-month)

Effective: August 16, 2022

Source of Funds: Education and General, page 129, line 15

Justification: Replacement for Craig Collison, who retired (\$61,762)

Education:

2015 D.M.A. Percussion Performance, University of Cincinnati College, Cincinnati, OH

2010 M.M. Percussion Performance, University of Toronto, Ontario, Canada

2008 B.A. Composition and Performance, University of Georgia, Athens, GA

Employment:

2016-Present Percussion Instructor and Guest Clinician, Montgomery Independent School District,  
Montgomery, TX

2012-2016 Music Teacher, Leaves of Learning Private School, Deer Park, OH

**KANA, ELISSA**

Temporary Instructor, Music/Saxophone

Salary: \$47,500

Effective: August 16, 2022

Source of Funds: Education and General, page 129, line 9

Justification: Replacement for Ken Carroll, who retired (\$62,230)

**Education:**

- 2022 D.M.A. Music Performance and Pedagogy, University of Iowa, Iowa City, IA
- 2012 M.M. Music Performance, Bowling Green State University, Bowling Green, OH
- 2009 B.A. Music Performance and Music Education, Northwestern University, Evanston, IL

**Employment:**

- 2021-Present Instructor of Saxophone, School of Music, University of Northern Iowa, Cedar Falls, IA
- 2019 Visiting Saxophone Instructor, School of Performing Arts, South Dakota State University, Brookings, SD
- 2016-2018 Saxophone Teaching Assistant, University of Iowa School of Music, Iowa City, IA
- 2017-2019 Teaching Assistant and Coordinator, American Saxophone Academy, University of Iowa, Iowa City, IA

**MARTINEZ, DALLAS**

Assistant Professor, Theatre

Salary: \$47,500 (9-month)

Effective: August 16, 2022

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

Justification: New position in FY2023 budget (47,500)

**Education:**

- 2020 M.F.A. Directing, Florida State University, Tallahassee, FL
- 2006 M.S. Theatre History, Theory, Criticism, Illinois State University, Normal, IL
- 2003 B.A. Theatre Performance, Communication, West Texas A&M University, Canyon, TX
- 2000 A.A. Theatre, Western Texas College, Snyder, TX

**Employment:**

- 2006-Present Associate Professor of Theatre & Humanities, Eastern New Mexico University, Roswell, NM

**NEAL, SUSAN**

Assistant Professor, A-State Online Political Science

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

Effective: August 16, 2022

Source of Funds: Education and General, page 112, line 1

Justification: Replacement for Susan Handley, who resigned (\$60,908/\$55,000 in FY2023 budget)

**Education:**

2021 D.P.A. Public Administration, West Chester University of Pennsylvania, Chester County, PA

2021 M.S. Geography, West Chester University of Pennsylvania, Chester County, PA

2018 M.P.A. Nonprofit Management, Arkansas State University

2009 B.A. Natural Science/Mathematics, Thomas Edison State College, Trenton, NJ

**Employment:**

2022-Present Adjunct Instructor, Southern Utah University, Cedar City, UT

2022-Present Adjunct Instructor, Rochester University, Rochester Hills, MI

2019-Present Adjunct Instructor, Eastern Gateway Community College, Steubenville, OH

2020-Present Adjunct Instructor, Arkansas State University

2018-2020 Academic Coach, Instructional Connections LLC, Dallas, TX

2000-Present Research Specialist, American Pets Alive!, Austin, TX

2000-Present Executive Director, Dinosaur Hill Nature Preserve, Rochester Hills, MI

**PITTMAN, NATALIE**

Assistant Professor, A-State Online Art & Design

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

Effective: August 16, 2022

Source of Funds: Education and General, page 128, line 4

Justification: New position in FY2023 budget (\$60,000)

**Education:**

2012 M.F.A. Visualization Sciences, Texas A&M University, College Station, TX

2008 B.S. Architecture, Environmental Design, Visualization Sciences, Texas A&M University, College Station, TX

**Employment:**

2022-Present Lecturer of Digital Media, University of Houston, Houston, TX

2013-2021 Instructor of Digital Media & Simulation and Game Design, Wharton County Junior College, Wharton, TX

2008-2012 Faculty on Record & Graduate Teaching Assistant, Texas A&M University, College Station, TX

**TATE, ZACHARY**

Temporary Instructor, Art and Design

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

Effective: August 16, 2022

Source of Funds: Education and General, page 127, line 3

Justification: Replacement for William Rowe, who retired (\$89,634)

**Education:**

2013 M.F.A. Ceramics, Texas Tech University, Lubbock, TX

2010 B.F.A. Ceramics, Missouri State University, Springfield, MO

**Employment:**

2019-Present Professor, Ceramics, Northwestern Michigan College, Traverse City, MI

2013-2018 Adjunct Professor, Art Appreciation, Indiana University, South Bend, IN

2011-2013 Instructor, Texas Tech University, Lubbock, TX

**WEBB, MARY**

Temporary Instructor, English & Philosophy

Salary: \$30,000 (9-month)

Effective: August 16, 2022

Source of Funds: Education and General, page 103, line 30

Justification: Replacement for Deborah Daniel, who retired (\$69,941)

**Education:**

2021 Ph.D. English, Louisiana State University, Baton Rouge, LA

2016 M.A. Program in Humanities with Concentration in English, Digital Humanities, University of Chicago, Chicago, IL

2014 B.A. English, University of Arkansas at Little Rock, Little Rock, AR

**Employment:**

2016-Present Instructor, Louisiana State University, Baton Rouge, LA

**WELLBORN, REBECCA**

Temporary Assistant Professor, Social Work

Salary: \$61,200 (9-month)

Effective: August 16, 2022

Source of Funds: Education and General, page 192, line 8 (\$60,831), plus faculty salary pool (\$369)

Justification: Replacement for Jody Long, who resigned (\$60,831)

Education:

2007 M.S.W. Social Work, University of Arkansas Little Rock, Little Rock, AR  
2004 B.S. Social Work, Arkansas State University  
2002 A.A. General Education, Black River Technical College, Pocahontas, AR  
2001 A.S. Applied Science, Black River Technical College, Pocahontas, AR

Employment:

2011-Present Mental Health Professional/LCSW, Families Inc., Pocahontas, AR  
2011-2021 Licensed Clinical Social Worker, Caring Hands Hospice, Batesville, AR

**ZENG, HEATHER**

Assistant Professor, A-State Online Psychology & Counseling

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

Effective: August 16, 2022

Source of Funds: Education and General, page 165, line 2

Justification: Replacement for Julie Yliniemi , who resigned (\$62,000)

Education:

2014 M.S. Instructional Design for Online Learning, Capella University, Minneapolis, MN  
2000 Ph.D. Counseling & Career Development, Colorado State University, Fort Collins, CO  
1994 M.S. Counseling & Human Development, Troy State University, Troy, AL  
1990 B.A. Communications, Loyola University, New Orleans, LA

Employment:

2010-Present Professor, Capella University, Minneapolis, MN  
2008-2010 Assistant Professor/Online Instructor Evaluator, Park University, Parkville, MO  
2007-2010 Adjunct Professor, Capella University, Minneapolis, MN

**ARKANSAS STATE UNIVERSITY (A-STATE)**  
**NON-ACADEMIC APPOINTMENTS**  
**September 2, 2022**

**COOMES, JORDAN**

Assistant Coach, Volleyball

Salary: \$35,000

Effective: July 16, 2022

Source of Funds: Auxiliary, page 249, new line 3

Justification: New position in FY2023 budget (\$35,000)

Education:

2021 B.S. Mathematics, Radford University, Radford, VA

Employment:

2021-Present Assistant Volleyball Coach, Jacksonville State University, Jacksonville, AL

2020 Assistant IT Consultant on Federal Operations, Owen Unangst, Fort Wayne, CO

2018-2019 Instructor, Division 1 Volleyball Skills Camp, Radford University, Radford, VA

**JACKSON, ZHEDRICK**

Student Development Specialist, Dean of Students-Educational Programs

Salary: \$36,000

Effective: July 7, 2022

Source of Funds: Education and General, page 30, line 13

Justification: Replacement for Gabrielle Laureano, who transferred to another position (\$36,000)

Education:

2010 B.A. World Languages, Arkansas State University

Employment:

2016-Present Bank Teller, First Community Bank, Jonesboro, AR

2017-2020 Resident Assistant, Arkansas State University

**LASEY, BRIAN**

Assistant Vice Chancellor, Facilities Management Administration

Salary: \$126,000

Effective: July 25, 2022

Source of Funds: Education and General, page 214, line 1, plus salary savings (\$3,831)

Justification: Replacement for David Handwork, who resigned (\$122,169); additional funding based on experience and market equity

Education:

1996 B.S. Mechanical Engineering, Missouri University for Science and Technology, Rolla, MO

Employment:

2007-Present Facilities Management Director & Plant Engineering, Arkansas Tech University, Russellville, AR

**LEONARD, ALEXUS**

Student Development Specialist, Dean of Students-Educational Programs

Salary: \$36,000

Effective: July 5, 2022

Source of Funds: Education and General, page 30, line 8

Justification: Replacement for Jennifer Keller, who transferred to another position (\$36,000)

Education:

2021 B.A. English, Arkansas State University, Jonesboro, AR

Employment:

2019- Present Senior Financial Wellness Intern, Scarlet to Black Program, Arkansas State University, Jonesboro, AR

2020 Financial Inclusion Intern, Hope Credit Union, Jackson, MS

**LYNN, LAURA**

Trainer, Sports Medicine

Salary: \$35,000

Effective: July 16, 2022

Source of Funds: Auxiliary, page 240, line 3

Justification: Replacement for Stacia Coleman, who resigned (\$38,000)

Education:

2021 M.A.T. Athletic Training, Arkansas State University

2020 B.S. Biological Sciences, Arkansas State University

Employment:

2021-Present Intern Athletic Trainer, University of Georgia, Athens, GA

2021 Resident Athletic Trainer, Coastal Carolina University, Conway, SC

**MAYTON, MATTHEW**

Archivist, Library Operations

Salary: \$60,000

Effective: August 9, 2022

Source of Funds: Education and General, page 205, line 2

Justification: Replacement for Brady Banta, who retired (\$104,849)

Education:

2019 M.S. Library and Science Information, University of Illinois, Urbana-Champaign, IL

2010 B.A. History, Northern Illinois University, DeKalb, IL

Employment:

2018-2020 Tutor, Sylvan Learning Center, Champaign, IL

2015-2017 Assistant Director, Huntington Learning Center, Oswego, IL

2011-2015 Substitute Teacher, Township High School, Palatine, IL

**MCMAHAN, MADELINE**

Project Program Specialist, Bradbury Art Museum

Salary: \$36,155

Effective: July 1, 2022

Source of Funds: Education and General, page 125, line 2

Justification: Replacement for Hillary Brooks, who resigned (\$37,616)

Education:

2022 M.F.A. Studio Art, The University of Mississippi, Oxford, MS

2019 B.A. Studio Art, Arkansas State University

Employment:

2021-2022 Instructor of Record, The University of Mississippi, Oxford, MS

2019-2022 Gallery Crew, The University of Mississippi, Oxford, MS

**SHAW, DOMINIC**

Head Coach, Club Sports- Rugby

Salary: \$35,700

Effective: July 16, 2022

Source of Funds: Education and General, page 35, line 1

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

Education:

2014 B.S. Sports Science, University of South Wales, Wales UK

Employment:

2021-Present Graduate Assistant, Arkansas State University  
2018-2020 Strength & Conditioning Coach, Golden Lions Rugby Union, Johannesburg, RSA  
2017-2020 Head of Strength & Conditioning, Jeppe High School for Boys, Johannesburg, RSA  
2015-2016 Head of Sports Science, LifeMax Ltd., Johannesburg, RSA  
2011-2014 Strength & Conditioning Coach, University of South Wales, Wales UK

**TAYLOR, RYAN**

Systems Analyst, Information and Technology Services

Salary: \$36,636

Effective: June 20, 2022

Source of Funds: Education and General, page 233, line 47

Justification: Replacement for Brian Stapleton, who transferred to another position (\$43,251)

Education:

2019 B.S. Cyber Security, Champlain College, Burlington, VT

Employment:

2017-Present Security Analyst, Oncor Electric Delivery, Dallas, TX  
2016-2017 Senior Network Security Analyst, NTT Data/ Dell Services, Plano, TX  
2015-2016 Associate Information Security Analyst, On-Line Strategies, Dallas, TX  
2014-2015 IT Help Desk Support Technician, Inwood National Bank, Richardson, TX  
2013-2014 Technical Support Specialist, Southwest Airlines, Dallas, TX  
2008-2013 Technical Support Specialist, Chicago Mercantile Exchange Group, Chicago, IL

**WILLIAMS, ALISHA**

Associate Director Academic Outreach and Field Placement, Professional Education Programs

Salary: \$60,000

Effective: June 1, 2022

Source of Funds: Education and General, page 156, line 2

Justification: Replacement for Kristyn Salehi, who resigned (\$60,000)

Education:

2010 M.Ed. Early Childhood Teaching, Arkansas State University  
2003 M.P.A. Public Administration, Arkansas State University  
2001 B.S. Agriculture Business, Tennessee State University, Nashville, TN

Employment:

2015-Present Program Operation Specialist, Head Start Program, Blytheville, AR  
2013-2015 Education Coordinator, MCAEOC, Inc., Blytheville, AR  
2005-2013 Center Coordinator, MCAEOC, Inc., Blytheville, AR

**ARKANSAS STATE UNIVERSITY (A-STATE)**  
**NON-ACADEMIC REASSIGNMENTS**  
**September 2, 2022**

**HICKS, CHARLES**

From: Special Events Manager, WOLF Recreation Center  
To: Director of Student Activities, Intramurals  
Effective: July 1, 2022  
Salary: \$42,000  
Source of Funds: Education and General, page 34, line 2 (\$31,759), plus Graduate Assistant funds (\$10,241)  
Justification: Replacement for Andrew Hooper, who resigned (\$31,759)

**MARTIN, AMBER**

From: Counselor, Counseling Center  
To: Director of Counseling, Counseling Center  
Effective: June 16, 2022  
Salary: \$75,000  
Source of Funds: Education and General, page 37, line 1  
Justification: Replacement for Philip Hestand, who retired (\$77,240)

**MAYS, BOOKER**

From: Assistant Dean of Students, Student Development & Leadership  
To: Director of Red Wolf Center, WOLF Recreation Center  
Effective: June 1, 2022  
Salary: \$62,000  
Source of Funds: Education and General, page 33, line 1  
Justification: Replacement for Matthew Huckaby, who transferred to another position (\$65,214)

**WASHAM, JAMES**

From: Associate Professor, Economics & Finance  
To: Dean, Neil Griffin College of Business  
Salary: \$200,000  
Effective: July 1, 2022  
Source of Funds: Education and General, page 133, line 1 (\$140,000), and page 134, line 1 (\$60,000)  
Justification: Replacement for Melody Lo, who resigned (\$200,000)

**WEAVER, ALYSSA**

**From:** Student Development Specialist, Dean of Students-Educational Programs

**To:** Assistant Dean of Students, Student Development & Leadership

**Effective:** July 1, 2022

**Salary:** \$36,000

**Source of Funds:** Education and General, page 31, line 2

**Justification:** Replacement for Emily Hope, who resigned (\$36,000)

**ARKANSAS STATE UNIVERSITY-BEEBE**  
**ACADEMIC APPOINTMENTS**  
**September 2, 2022**

**BANDY, MELINDA**

Instructor of Industrial Maintenance Technology

Salary: \$42,694 (10-month)

Effective: August 1, 2022

Source of Funds: Education and General, page 7, line 20, Reserve for Operations

Justification: Replacement for Clay Fires, who is no longer employed (\$41,525); position was vacant in FY2022

Education:

2019 A.A.S. Computerized Machining Technology, ASU-Beebe

Employment:

2021-2022 Adjunct Instructor, ASU-Beebe

2021-2022 Heading Technician, Remington Ammunition, Lonoke, AR

2020-2022 Part-time Diesel Lab Assistant, ASU-Beebe

2018-2020 Technical Assistant, Saint Jean Industries, Heber Springs, AR

2017-2018 Machinist, Eaton Corporation, Searcy, AR

**CASTLE, BARBARA**

Instructor of English

Salary: \$38,425 (9-month)

Effective: August 15, 2022

Source of Funds: Education and General, page 84, line 1

Justification: Replacement for Mary Comstock, who retired (\$49,639)

Education:

2019 M.A. English Literature, University of Central Arkansas, Conway, AR

2015 B.S. Worldview Philosophy, Summit University, Clarksville, PA

Employment:

2020-2022 Adjunct Instructor, ASU-Beebe

2015-2022 Adjunct Instructor, Oral Roberts University, Tulsa, OK

2015-2020 Owner/Instructor, Castle & Shire, Vilonia, AR

2015-2015 Online Teaching Assistant, Summit University, Clarksville, PA

**CHANG-SHIK, LEON**

Assistant Professor of Spanish

Salary: \$48,125 (9-month)

Effective: August 15, 2022

Source of Funds: Education and General, page 20, line 9, plus salary savings (\$8,148)

Justification: Vacant position in FY2023 budget (\$39,977)

Education:

2008 Ph.D. Spanish, Florida State University, Tallahassee, FL

2000 M.A. Hispanic Literature, Marquette University, Milwaukee, WI

1996 B.A. Spanish, University of Wisconsin, Milwaukee, WI

Employment:

2018-2022 Instructor, University of Arkansas-Pulaski Technical College, North Little Rock, AR

2017-2017 Adjunct Instructor, Arkansas Tech University, Russellville, AR

2009-2016 Assistant Professor, Claflin University, Orangeburg, SC

**CULWELL, DAVID**

Instructor of Marine Technology

Salary: \$42,694 (10-month)

Effective: August 1, 2022

Source of Funds: Education and General, page 86, line 1

Justification: Replacement for Jeffrey Bennett, who resigned (\$43,548)

Education:

2019 Cert. Power Sports Technology, ASU-Beebe, Searcy

2016 A.A.S. Human Resource Management, Community College of the Air Force, Montgomery, AL

Employment:

2020-2022 Service Manager, Sunrise Yamaha, Searcy, AR

2019-2019 Service Writer, Sunrise Honda, Searcy, AR

2015-2017 Services Superintendent, Arkansas Air National Guard, Little Rock Air Force Base, AR

2011-2015 Human Resource Superintendent, Arkansas Air National Guard, Little Rock Air Force Base, AR

**GOODWIN, DANA**

Instructor of Mathematics

Salary: \$38,425 (9-month)

Effective: August 15, 2022

Source of Funds: Education and General, page 7, line 20, Reserve for Operations

Justification: Replacement for Landon Grows, who resigned (\$39,194); position was vacant in FY2022

Education:

2001 M.A. Mathematics, University of Central Arkansas, Conway, AR  
2000 B.S. Mathematics, University of Central Arkansas, Conway, AR

Employment:

2020-2022 Visiting Lecturer, University of Central Arkansas, Conway, AR  
2020-2020 Adjunct Instructor, Harding University, Searcy, AR  
2019-2019 Adjunct Instructor, University of Arkansas-Pulaski Technical College, North Little Rock, AR  
2019-2019 Math Tutor, Self-Employed, Searcy, AR  
2015-2019 Online Instructor, University of Central Arkansas, Conway, AR  
2014-2019 Adjunct Instructor, ASU-Beebe  
2013-2014 Assistant Professor, ASU-Beebe

**SANGSTER, JUSTIN**

Instructor of English

Salary: \$38,425 (9-month)

Effective: August 15, 2022

Source of Funds: Education and General, page 7, line 20, Reserve for Operations

Justification: Replacement for Stephanie Williams, who resigned (\$38,425); position was vacant in Spring 2022

Education:

2013 M.A. Liberal Studies, University of Arkansas, Little Rock, AR  
2006 B.A. Liberal Arts, University of Arkansas, Little Rock, AR

Employment:

2017-2022 Teacher/Tutor, University of Arkansas-Pulaski Technical College, Little Rock, AR  
2019-2022 Adjunct Instructor, ASU-Beebe  
2007-2022 Teacher/Tutor, Sylvan Learning Center, Little Rock, AR

**ARKANSAS STATE UNIVERSITY-BEEBE**  
**ACADEMIC REASSIGNMENT**  
**September 2, 2022**

**SMITH, THOMAS**

From: Academic Dean of Math & Science  
To: Associate Professor of Biological Sciences  
Salary: \$52,658 (9-month)  
Effective: August 15, 2022  
Source of Funds: Education and General, page 26, line 1, plus salary savings (\$1,525)  
Justification: Replacement for Lisa Bryant, who retired (\$51,133)

**ARKANSAS STATE UNIVERSITY-BEEBE**  
**NON-ACADEMIC APPOINTMENTS**  
**September 2, 2022**

**JONES, TYLER**

Coordinator of Student Life

Salary: \$36,000

Effective: July 1, 2022

Source of Funds: Education and General, page 60, line 2

Justification: Vacant position in FY2023 budget (\$36,000)

Education:

2022 B.A. Theatre, Arkansas State University

2020 A.F.A. Theatre, ASU-Beebe

Employment:

2021-2022 Resident Assistant, A-State

2021-2021 Lifeguard, Cabot Water Parks, Cabot, AR

2021-2021 Host, Chili's, Jonesboro, AR

2020-2020 Sales Associate, Old Navy, Jonesboro, AR

2020-2020 Student Worker, ASU-Beebe

2019-2019 Volunteer, ASU-Beebe

2019-2019 Media Distributor, Textbook Corner, Beebe, AR

**PERKINS, BLAKE**

Associate Vice Chancellor for Academics

Salary: \$75,000

Effective: September 1, 2022

Source of Funds: Education and General, page 66, line 2

Justification: Vacant position in FY2023 budget (\$75,000)

Education:

2014 Ph.D. History, West Virginia University, Morgantown, WV

2010 M.A. History, Missouri State University, Springfield, MO

Employment:

2013-2022 Chair/Associate Professor of History, Williams Baptist University, Walnut Ridge, AR

**ARKANSAS STATE UNIVERSITY-BEEBE**  
**NON-ACADEMIC REASSIGNMENT**  
**September 2, 2022**

**KIRK, JUDY**

From: Assistant Professor of Mathematics  
To: Interim Academic Dean of Math & Science  
Salary: \$80,000  
Effective: June 1, 2022  
Source of Funds: Education and General, page 21, line 4  
Justification: Replacement for Thomas Smith, who was reassigned (\$80,580)

**ARKANSAS STATE UNIVERSITY-MOUNTAIN HOME  
ACADEMIC APPOINTMENT  
September 2, 2022**

**GIBSON, JODI**

RN Nursing Instructor

Salary: \$43,200 (9-month)

Effective: August 15, 2022

Source of Funds: Education and General, page 70

Justification: Replacement for Catherine Leppold, who transferred to another position (\$54,710)

Education

2009 M.S. Nursing, Family Practice, University of Alabama, Birmingham, AL

1998 B.S. Nursing, California State University, Bakersfield, CA

Employment

2022-Present Adjunct Instructor, ASU-Mountain Home

2016-2022 Family Nurse Practitioner, Stone County Primary Care Clinic, Mountain View, AR

**ARKANSAS STATE UNIVERSITY-MOUNTAIN HOME**  
**NON-ACADEMIC APPOINTMENTS**  
**September 2, 2022**

**HICKS, JEFFREY**

Director of Funeral Science

Salary: \$61,200

Effective: August 1, 2022

Source of Funds: Education and General, page 56, plus salary savings (\$6,200)

Justification: Vacant position in FY2023 Budget (\$55,000)

Education

2022 Ph.D. Organizational Leadership, Columbia International University, Columbia, SC

2014 M.B.A. University of Southwest, Hobbs, NM

2009 B.S. Human Resources, Evangel University, Springfield, MO

Employment

2018-2022 Regional Representative, MBCH Foundation, Bridgeton, MO

2011-2018 Senior Trainer/Adult Educator, Graystone Associates, Inc., Webster, TX

**PREYER, TALMON**

Assistant Coach, Softball

Salary: \$5,000

Effective: August 15, 2022

Source of Fun: Auxiliary, page 100

Justification: Part-time coach for new softball program

Employment:

1970-2010 Engineer, Union Pacific Railroad, Little Rock, AR

**STEVENS, JAMES**

Technical Director/Media Specialist, Vada Sheid Community Development Center

Salary: \$40,500

Effective: June 1, 2022

Source of Funds: Education and General, page 88

Justification: Replacement for Rickey Crawford, who resigned (\$46,664)

Education

2008 A.A. General Studies, North Arkansas College, Harrison, AR

Employment

2017-2022 Adjunct Photography Instructor, North Arkansas College, Harrison, AR

2011-2017 Media Specialist, North Arkansas College, Harrison, AR

**ARKANSAS STATE UNIVERSITY-NEWPORT**  
**ACADEMIC APPOINTMENTS**  
**September 2, 2022**

**ALTOM, ZACHARY**

Instructor of Nursing

Salary: \$50,000 (10.5-month)

Effective: August 16, 2022

Source of Funds: Education and General, page 29, line 5

Justification: Vacant position in FY2023 budget (\$51,000)

Education:

2021 B.S. Nursing, Arkansas State University

2020 A.S. Registered Nursing, ASU-Newport

Employment:

2020-present Registered Nurse, Unity Health Harris Medical Center, Newport, AR

**BILBREY, ZACHARY**

Instructor of High Voltage Lineman Technology

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

Effective: July 16, 2022

Source of Funds: Education and General, page 50, line 4

Justification: New position created to accommodate program expansion; addition of 10 program seats will fund salary

Education:

2013 T.C. High Voltage Lineman Technology, ASU-Newport

Employment:

2016-2022 Journeyman Lineman, Craighead Electric Cooperative, Jonesboro, AR

2014-2016 Apprentice Lineman, Southern Electric, Flowood, MS

2013-2014 Class 1 and 2 Apprentice, Osceola Light & Power, Osceola, AR

**LEE, ANNA**

Instructor of Life Sciences

Salary: \$42,000 (9-month)

Effective: August 16, 2022

Source of Funds: Education and General, page 21, line 5

Justification: Vacant position in FY2023 budget (\$44,000)

Education:

2021 M.A. Biological Sciences, Arkansas State University  
2017 B.A. Biology, Hendrix College, Conway, AR

Employment:

2022 Teller, First National Bank, Paragould, AR  
2021 Substitute Teacher, ESS-South Central, Paragould, AR  
2021 Lab/Field Assistant, A-State  
2018-2021 Graduate Teaching Assistant, A-State  
2017-2018 Lab Technician, A-State  
2016 Intern, Veterinary Healthcare Clinic, Paragould, AR  
2015 Intern, Congressman Rick Crawford's Office, Jonesboro, AR  
2015 Intern, Prosecutor's Office, Paragould, AR

**MARBLE, CHARLEY**

Instructor of Automotive Service Technology

Salary: \$43,000 (12-month)  
Effective: August 16, 2022  
Source of Funds: Education and General, page 57, line 1  
Justification: Replacement for Michael Nowlin, who was reassigned (\$64,734)

Education:

2019 A.A.S. Automotive Service Technology, ASU-Newport

Employment:

2022-present Owner/Operator, Alpha Automotive Solutions, Jonesboro, AR  
2019-2022 Technician, Honda, Jonesboro, AR  
2009-2019 Production Operator/Material Handler, Unilever, Jonesboro, AR

**MASHBURN, TIMOTHY**

Instructor of Commercial Driver Training

Salary: \$44,000 (12-month)  
Effective: July 1, 2022  
Source of Funds: Education and General, page 47, line 6  
Justification: Replacement for Edgar Pineda, who resigned (\$44,880)

Employment:

2022-present Part-time Instructor, Commercial Driver Training, ASU-Newport  
2015-2022 Truck Driver, Triple T&M Trucking, Tuckerman, AR  
1991-2015 Truck Driver, Arnold Brothers, Batesville, AR

**MURDOCK, CAITLIN**

Instructor of Surgical Technology

Salary: \$44,000 (12-month)

Effective: August 16, 2022

Source of Funds: Education and General, page 39, line 2

Justification: Replacement for Shannon Riley, who was reassigned (\$52,211)

Education:

2018 T.C. Surgical Technology, ASU-Newport

2015 A.A. General Education, Black River Technical College, Pocahontas, AR

Employment:

2018-2022 Certified Surgical Technologist, St. Bernards Regional Medical Center, Jonesboro, AR

2015-2017 Sales Assistant, Custom Pak, Jonesboro, AR

**NELDON, LOGAN**

Instructor of Diesel Technology

Salary: \$47,000 (12-month)

Effective: August 1, 2022

Source of Funds: Education and General, page 48, line 1

Justification: Replacement for Jerry Tracy, who resigned (\$58,274)

Education:

2014 T.C. Diesel Technology, ASU-Newport

Employment:

2015-2022 Diesel Technician, Greenway Equipment, Augusta, AR

2014-2015 Diesel Mechanic, Eldridge Supply Company, Augusta, AR

2012-2014 Cashier/Stockier, Fred's Super Dollar, Augusta, AR

**PATTERSON, DONNA**

Instructor of Nursing

Salary: \$50,000 (10.5-month)

Effective: August 16, 2022

Source of Funds: Education and General, page 30, line 2

Justification: Replacement for Roxanne Montgomery, who resigned (\$53,581)

Education:

2018 A.A.S. Registered Nursing, Arkansas Rural Nursing Education Consortium, ASU-Newport

2015 T.C. Practical Nursing, ASU-Newport

Employment:

2020-2022 Registered Nurse, NEA Baptist Memorial Hospital, Jonesboro, AR  
2020-2021 COVID-19 Case Investigator, Arkansas Department of Health, Jonesboro, AR  
2016-2021 Part-time Clinical Adjunct Instructor, ASU-Newport  
2016-2019 Staff Nurse, Arkansas Methodist Medical Center, Paragould, AR

**TATE, WILLIAM**

Instructor of Agriculture Technology

Salary: \$42,000 (9-month)

Effective: August 12, 2022

Source of Funds: Education and General, page 49, line 2

Justification: Replacement for Matthew Hardin, who resigned (\$45,420)

Education:

2009 B.S.A. Agricultural Business, Arkansas State University

Employment:

1995-present Row Crop Farmer, Tate Farms, Amagon, AR

**ARKANSAS STATE UNIVERSITY-NEWPORT**  
**ACADEMIC REASSIGNMENT**  
**September 2, 2022**

**RILEY, SHANNON**

From: Senior Instructor of Surgical Technology  
To: Director of Surgical Technology  
Salary: \$58,650 (12-month)  
Effective: May 16, 2022  
Source of Funds: Education and General, page 38, line 1, and page 39, line 1  
Justification: Replacement for Chris Madden, who resigned (\$62,178)

**ARKANSAS STATE UNIVERSITY-NEWPORT**  
**NON-ACADEMIC APPOINTMENTS**  
**September 2, 2022**

**BRYANT, JERI**

Dean for Academic Success

Salary: \$75,000

Effective: August 16, 2022

Source of Funds: Education and General, page 173, Reserve for Operations Capital

Justification: New position created to support growth in Applied Science programs and to pursue additional grant funding to support academic programs

**Education:**

2013 Certificate in College Teaching, Vanderbilt University Center for Teaching and Learning, Nashville, TN

2019 Ph.D. Biomedical Science, University of Tennessee – Health Science Center, Memphis, TN

2004 B.S. Biology, Wake Forest University, Winston-Salem, NC

**Employment:**

2021-2022 Director of STEM Student Leadership, University of Wisconsin-Madison, Madison, WI

2021-2022 PEOPLE Program WISCIENCE Partnership Co-coordinator, University of Wisconsin-Madison, Madison, WI

2017-2022 BioCommons Program Director, University of Wisconsin-Madison, Madison, WI

2020 STEM Immersion Interim Director, University of Wisconsin-Madison, Madison, WI

2016-2017 Student Services Coordinator, University of Wisconsin-Madison, Madison, WI

2013-2016 Postdoctoral Fellow, Center for Science Outreach, Peabody College of Education Department of Teaching and Learning, Vanderbilt University, Nashville, TN

2010-2014 Postdoctoral Fellow, Division of Genetic Medicine, Vanderbilt University Medical Center, Nashville, TN

**GRADY, AMBER**

Dean for Diversity, Equity, and Inclusion

Salary: \$64,000

Effective: July 16, 2022

Source of Funds: Education and General, page 77, line 1, plus salary savings (\$4,000)

Justification: Vacant position in FY2023 budget (\$60,000)

**Education:**

2021 Ed.D. Higher Education, University of Mississippi, Oxford, MS

2007 M.S. College Student Personnel Services, Arkansas State University

2003 B.A. English, Williams Baptist College, Walnut Ridge, AR

Employment:

2015-2021 Dean of Students, Williams Baptist College, Walnut Ridge, AR  
2014-2015 Associate Director for College Readiness/Academic Outreach Specialist, University of Arkansas, Fayetteville, AR  
2007-2014 Counselor for Student Services, ASU-Newport

**HARDY, DEBBIE**

Dean for Student Services

Salary: \$65,000  
Effective: August 1, 2022  
Source of Funds: Education and General, page 92, line 1  
Justification: Vacant position in FY2023 budget (\$66,300)

Education:

2001 M.E. Education, University of Arkansas, Fayetteville, AR  
1999 B.S. Education, University of Arkansas, Fayetteville, AR

Employment:

2001-2022 Director of Student Success and Institutional Effectiveness, Phillips Community College of the University of Arkansas, Helena-West Helena, AR  
2017-2022 Perkins Grant Coordinator, Phillips Community College of the University of Arkansas, Helena-West Helena, AR  
2000-2018 Adjunct Instructor, Phillips Community College of the University of Arkansas, Helena-West Helena, AR

**JONES, ANDREA**

Admissions and College Engagement Coordinator

Salary: \$40,000  
Effective: August 1, 2022  
Source of Funds: Education and General, page 86, line 5, plus salary savings (\$10,000)  
Justification: Vacant position in FY2023 budget ((\$30,000)

Education:

2021 M.S. College Student Personnel Services, Arkansas State University  
2018 B.S. Interdisciplinary Studies, Arkansas State University

Employment:

2012-2022 Program Coordinator, Financial Aid and Scholarships, A-State  
2010-2012 Financial Aid Assistant, ASU-Newport

**ARKANSAS STATE UNIVERSITY-NEWPORT**  
**NON-ACADEMIC REASSIGNMENTS**  
**September 2, 2022**

**MYERS, TYPHANIE**

From: Dean for Nursing and Health Professions  
To: Vice Chancellor for Academic Affairs  
Salary: \$117,000  
Effective: July 16, 2022  
Source of Funds: Education and General, page 109, line 2  
Justification: Replacement for Holly Smith, who resigned (\$120,345)

**NOWLIN, MICHAEL**

From: Associate Dean of Applied Sciences/Advanced Instructor of Automotive Service  
Technology  
To: Dean for Applied Sciences  
Salary: \$75,000  
Effective: July 1, 2022  
Source of Funds: Education and General, page 74, line 2  
Justification: Replacement for Rob Burgess, who resigned (\$76,500)

**ARKANSAS STATE UNIVERSITY MID-SOUTH  
ACADEMIC APPOINTMENTS  
September 2, 2022**

**JOHNSON, ALBERT**

Instructor, Automotive and Diesel Maintenance Technology

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

Effective: July 11, 2022

Source of Funds: Education and General, page 14, plus salary savings (\$4,100)

Justification: Replacement for Bradford Roe, who resigned (\$45,900)

**Education:**

2006 Diesel Program for one year, Mid-South Community College, West Memphis, AR

**Employment:**

2020-2021 Diesel Mechanic, Frito-Lay, Memphis, TN

2018-2019 Diesel Instructor, Vatterott College, Memphis, TN

2016-2020 Technician, Tag Truck Center, Memphis, TN

**LEES, ADDIE**

Instructor, Physical Education

Salary: \$38,250 (10-month)

Effective: August 1, 2022

Source of Funds: Education and General, page 12

Justification: Replacement for Mercedes Corona, who resigned (\$38,250)

**Education:**

2011 M.S. Science-Sport Administration, Eastern New Mexico University, Portales, NM

2009 B.A. Health/Physical Education, University of Arkansas, Monticello, AR

**Employment:**

2018-2022 Kinesiology Instructor/Head Women's Basketball Coach, Kilgore College, Kilgore, TX

2015-2017 Texas State University, Women's Basketball Recruiting Coordinator, San Marcos, TX

**SULLINS, SUSAN**

Instructor, Mathematics

Salary: \$40,000 (10-month)

Effective: August 4, 2022

Source of Funds: Education and General, page 20

Justification: Replacement for Mario Martinez, who resigned (\$38,250)

Education:

2022 M.S. Mathematics, Arkansas State University  
2020 B.A. Mathematics, Lyon College, Batesville, AR

Employment:

2022-Current Teaching Assistant, A-State  
2016-Current House Person, North East AR Regional Recovery, Jonesboro, AR  
2020-2021 Graduate Assistant, A-State

**ARKANSAS STATE UNIVERSITY THREE RIVERS**  
**ACADEMIC APPOINTMENTS**  
**September 2, 2022**

**BLEDSON, ZACH**

Assessment Coordinator/Education Instructor

Salary: \$44,368 (10-month)

Effective: August 1, 2022

Source of Funds: Education and General, page 76

Justification: New position in FY2023 budget (\$50,000)

Education:

2007 M.S. Education, Henderson State University, Arkadelphia, AR

Employment:

2019-Present Instructor of Political Science, University of Arkansas Pulaski Technical College, Little Rock, AR

2017-Present Adjunct Instructor, ASU Three Rivers

**GLENN, BRIAN**

Automotive Instructor, Saline County Career Technical Campus

Salary: \$40,792 (10-month)

Effective: August 8, 2022

Source of Funds: Education and General, Saline County Career Technical Campus, Faculty, Page 77

Justification: New position in FY2023 budget (\$45,000)

Education:

2021 A.A.S. Automotive Technology, University of Arkansas Pulaski Technical College, Little Rock, AR

Employment:

2021-Present Automotive Instructor, ASU-Beebe, Searcy Campus

2020-2021 Automotive Instructor, University of Arkansas Pulaski Technical College, Little Rock, AR

**MCNEIL, DELANEY**

Health Sciences Instructor, Saline County Career Technical Campus

Salary: \$42,357 (10-month)

Effective: August 8, 2022

Source of Funds: Education and General, page 77

Justification: New position in FY2023 budget (\$45,000)

Education:

2022 B.S. Registered Nursing, Aspen University, Denver, CO

Employment:

2021-Present Team Lead RN for ECT, University of Arkansas for Medical Sciences  
2019-2021 Charge Nurse/Team Lead, University of Arkansas for Medical Sciences  
2018-2019 Charge RN/PRN, Canon Lodge Care Center, Canon City, CO

**WHITMAN, MITCHELL**

Welding Instructor, Saline County Career Technical Center

Salary: \$37,663 (10-month)

Effective: August 8, 2022

Source of Funds: Education and General, page 77

Justification: New position in FY2023 budget (\$45,000)

Education:

2011 Welding Certification, Department of Career Education

Employment:

2018-Present Welder/Fabricator, Caterpillar, INC, Little Rock, AR

**WOOD, LORI**

Health Sciences Instructor, Saline County Career Technical Campus

Salary: \$53,998 (12-month)

Effective: July 11, 2022

Source of Funds: Education and General, page 76, plus salary savings (\$3,998)

Justification: New position in FY2023 budget (\$50,000)

Education:

1993 A.A.S. Nursing, Baptist School of Nursing, Little Rock, AR

Employment:

2021-Presesnt RN House Supervisor, Arkansas Health Center, Benton, AR

2017-2021 Cardiac Cath Lab Nurse/Operating Room Circulator, Saline Memorial Hospital, Benton, AR

**ARKANSAS STATE UNIVERSITY THREE RIVERS  
NON-ACADEMIC APPOINTMENTS  
September 2, 2022**

**VAUGHN, JENNIFER**

Director of Human Resources

Salary: \$62,000

Effective: July 11, 2022

Source of Funds: Education and General, page 75, plus salary savings (\$2,000)

Justification: Replacement for Janet Hunt, who resigned (\$60,000)

Education:

2002 B.A. Sociology, Western Oregon University, Monmouth, OR

Employment:

2020-Present Human Resources Business Partner, ARAUCO, Malvern, AR

2019-2020 Human Resources Generalist, ARAUCO, Malvern, AR

2014-2019 Remote Account Representative, ComPsych, Chicago, IL

**WHITMIRE, LACI**

Executive Assistant to the Chancellor and Board of Visitors

Salary: \$38,000

Effective: August 15, 2022

Source of Funds: Education and General, page 75

Justification: Replacement for Mitzi Overturf, who resigned (\$39,780)

Employment:

2017-Present Operation Support Specialist, Diamond Lakes Federal Credit Union, Malvern, AR

2014-2016 Teller Coordinator, U.S. Bank, Malvern, AR

**HENDERSON STATE UNIVERSITY**  
**September 2, 2022**

**Promotion Recommendation for Professor**  
**Effective AY 2022-2023**

**Business Innovation and Entrepreneurship**

Edward Akoto

Professor

Management

Note: This promotion will be granted without a change in compensation.

**HENDERSON STATE UNIVERSITY  
ACADEMIC APPOINTMENTS  
September 2, 2022**

**SHELTON, KRISTINA**

Department Chairperson (Chief Nursing Academic Officer), Nursing

Effective: August 8, 2022 (12-month)

Salary: \$97,000

Source of Funds: Education and General

Justification: Replacement for Shelley Austin, who resigned (\$147,000)

Education:

2020 M.S. Nursing, Henderson State University

2002 B.S. Nursing, Henderson State University

Employment:

2021- Present Adjunct Faculty, Henderson State University

2017-Present Assistant Professor, National Park College, Hot Springs, AR

2002-2019 Registered Nurse IV, Arkansas Children's Hospital, Little Rock, AR

**SIMMONS, ASHELY**

Assistant Professor, Health, Education, and Social Sustainability

Salary: \$63,000 (9-month)

Effective: August 8, 2022

Source of Funds: Education and General

Justification: Replacement for Patricia Loy, who is no longer employed (\$59,111)

Education:

2022 D.N.P. Nursing Practice, Aspen University, Denver, CO

2020 M.S. Nursing, Henderson State University, Arkadelphia, AR

2017 B.S. Nursing, Arkansas Tech University, Russellville, AR

Employment:

2016- Present Practical Nursing Instructor, National Park College, Hot Springs, AR

2016-2018 Adjunct Clinical Instructor, College of the Ouachitas, Malvern, AR

2013-2017 RN Case Manager, Kindred at Home, Hot Springs, AR

2011-2013 RN Case Manager, Dierksen Memorial Hospice, Hot Springs, AR

**HENDERSON STATE UNIVERSITY**  
**ACADEMIC REASSIGNMENTS**  
**September 2, 2022**

**UNRUH, CHRISTOPHER**

From: Temporary Instructor, Aviation  
To: Instructor, Aviation  
Salary: \$60,000 (9-month)  
Effective: August 15, 2022  
Source of Funds: Education and General  
Justification: Replacement for Jordan Dennis, who was promoted to Chief Flight Instructor (\$72,500)

**WILLIAMS, ORVEN**

From: STEM Center Specialist/Instructor, Curriculum & Instruction  
To: Instructor, STEM Center  
Salary: \$67,500 (9-month)  
Effective: July 1, 2022  
Source of Funds: Education and General  
Justification: Transferred from a provisional instructor line to a full-time position

**WYMAN, RICHARD**

From: Instructor of Aviation and Chief Flight Instructor  
To: Director of Aviation  
Effective: July 16, 2022  
Salary: \$87,000  
Source of Funds: Education and General  
Justification: Replacement for Troy Hogue, who resigned (\$87,378)

**HENDERSON STATE UNIVERSITY  
NON-ACADEMIC APPOINTMENTS  
September 2, 2022**

**BALENTINE, DENNIS**

Assistant Coach, Men's Basketball

Effective: July 1, 2022

Salary: \$34,070

Source of Funds: Auxiliary

Justification: Replacement for Mark Rutledge, who resigned (\$34,070)

Education:

2016 B.S. Sports Advertising and Management, University of Evansville, Evansville, IN

Employment:

2020-Present Head Assistant Coach, Indiana University of Kokomo, Kokomo, IN

**COLUM, DONTE'**

Assistant Coach, Football-Safeties

Effective: July 1, 2022

Salary: \$48,500

Source of Funds: Auxiliary

Justification: Replacement for Raleigh Jackson, who resigned (\$48,500)

Education:

2017 A.A. Garden City Community College, Garden City, KS

Employment:

2021-Present Graduate Assistant DB Coach, University of Central Missouri, Warrensburg, MO

Jan-July 2021 Graduate Assistant DB Coach, McKendree University, Lebanon, IL

July-Dec 2020 Assistant DB Coach, Blue Valley North High School, Overland Park, KS

**GOLD, BRIAN**

Assistant Coach, Volleyball

Effective: August 1, 2022

Salary: \$29,751

Source of Funds: Auxiliary

Justification: Replacement for Aubrey Wilson, who resigned (\$29,751)

Education:

2016 B.S. Sports Management, Grand Valley State University, Allendale, MI

2016 B.S. Broadcasting, Grand Valley State University, Allendale, MI

Employment:

2020-2021 Head Coach, The Academy of Volleyball, Cleveland, OH  
2020 Varsity Assistant, Nordon High School, Macedonia, OH  
March-Dec 2020 Assistant Volleyball Coach, Notre Dame College, South Euclid, OH  
Aug-Dec 2019 Assistant Volleyball Coach, Baldwin Wallace University, Berea, OH  
2018-2019 Head Coach, Legacy Volleyball Club, Detroit, MI  
2016 JV Coach/ Varsity Assistant, Forest Hills Northern, Grand Rapids, MI  
2015 Varsity Assistant, Allendale High School, Allendale, MI

**HAYGARTH, COURTLIN**

Director of Athletic Communication, Multimedia, and Marketing

Effective: July 1, 2022  
Salary: \$36,000  
Source of Funds: Auxiliary  
Justification: Replacement for Kristen Taylor, who resigned (\$36,000)

Education:

2020 B.A. Communication, Oklahoma Baptist University, Shawnee, OK  
2022 M.S. Sports Administration, Henderson State University, Arkadelphia, AR

Employment:

2020-Present Sports Information Director (part-time), Henderson State University, Arkadelphia, AR  
2017-2020 Sports Communication Assistant Worker, Oklahoma Baptist University, Shawnee, OK

**LAKES, TEVIN**

Assistant Coach, Football-Cornerbacks

Effective: July 1, 2022  
Salary: \$48,500  
Source of Funds: Auxiliary  
Justification: Replacement for Cameron O'Neil, who resigned (\$48,500)

Education:

2019 M.S. Sports Administration, Mississippi Valley State University, Itta Bena, MS  
2016 B.S. Health, Physical, Education & Recreation, Mississippi Valley State University, Itta Bena, MS

Employment:

2019-2021 Graduate Assistant, Augustana University, Sioux Falls, SD  
2017-2019 Defensive Backs Coach/Receivers Coach/ Running Back Coach, Coahoma Community College, Coahoma County, MS  
2017 Defensive Backs Coach, Yazoo Municipal School District, Yazoo City, MS  
2016 Defensive Backs Coach, West Bolivar Consolidated School District, Rosedale, MS

**LOUDENBACK, ANDREW**

Assistant Coach, Football-Wide Receivers

Effective: July 18, 2022

Salary: \$48,500

Source of Funds: Auxiliary

Justification: Replacement for Dominic Mirocke, who resigned (\$48,500)

**Education:**

2022 M.S. Leadership in Physical Education and Sport, North Dakota State University, Fargo, ND

2017 B.S. Business Information and Technology Management, Montana Tech of the University of Montana, Butte, MT

**Employment:**

2021-Present Offensive Coordinator and QB Coach, Dakota State University, Madison, SD

2020-2021 Offensive Coordinator and QB Coach, Mayville State University, Mayville, ND

2019-2020 Wide Receivers and Tight Ends Coach, Colorado School of Mines, Golden CO

2018-2019 Wide Receivers Coach, St. Cloud State University, St. Cloud, MN

**HENDERSON STATE UNIVERSITY  
NON-ACADEMIC REASSIGNMENT  
September 2, 2022**

**MITCHNER, ERIC**

From: Coordinator of Intermural Sports and Outdoor Sports, Campus Recreation  
To: Director of Campus Recreation, Campus Recreation  
Effective: July 20, 2022  
Salary: \$48,000  
Source of Funds: Auxiliary  
Justification: Replacement for Kristopher Dunn, who resigned (\$52,583)