



Board of Trustees Meeting

Arkansas State University System

Friday, September 6, 2024, at 10:00 a.m.

Arkansas State University Mid-South

I. Call to Order

II. Approval of the Minutes of the Past Meetings: June 5, 2024, and June 6, 2024

III. President's Report

IV. Agenda

A. Proposed ASU System Resolutions

- 1. Resolution #24-39 approving the ASU System to adopt and implement a Title IX policy that is compliant with applicable law**
- 2. Resolution #24-40 approving the ASU System to add A-State's Doctor of Veterinary Medicine to the list of programs of study that are exempt from tuition discounts**
- 3. Resolution #24-41 accepting the resignation of Cadence Bank as trustee for bonds and appointing Bank OZK as successor trustee**
- 4. Resolution #24-42 approving the ASU System to proceed with the A-State Baseball Turf Capital Project**

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

- 1. Resolution #24-43 approving A-State to apply for a grant from the Arkansas Department of Human Services to continue participating in the Child and Adult Care Food Program**
- 2. Resolution #24-44 approving A-State to name the baseball field, the "Slayton Family Field"**

C. Proposed Henderson State Resolutions

- 1. Resolution #24-45 approving Henderson State to offer reduced credit-hour degrees**
- 2. Resolution #24-46 approving Henderson State to rename the Henderson Aviation Flight Operations Center to become the "Arkansas Aviation Academy"**

V. Executive Session

VI. Approval of Personnel Actions

A. ASU System Personnel

B. A-State Personnel

C. ASU-Beebe Personnel

D. ASU-Mountain Home Personnel

E. ASU-Newport Personnel

- F. ASU Mid-South Personnel**
- G. ASU Three Rivers Personnel**
- H. Henderson State Personnel**

VII. Other Business

VIII. Adjournment

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

ACTION ITEM: The Arkansas State University System requests approval to adopt and implement a Title IX policy that is compliant with applicable law.

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

BACKGROUND:

- Title IX is a comprehensive federal law prohibiting discrimination on the basis of sex by institutions of higher education that receive federal funds.
- The Arkansas State University System has maintained a policy prohibiting sexual discrimination in any program or activity and has also maintained a grievance procedure that complies with the requirements of Title IX.
- On August 12, 2020, the Board of Trustees approved a revised Title IX policy that is currently in effect today.
- On April 19, 2024, the U.S. Department of Education released revised regulations governing campus compliance with Title IX.
- Institutions of higher education were ordered to implement these new regulations on or before August 1, 2024.
- The revised Title IX regulations are being challenged in multiple courts across the United States. Some courts have issued injunctions prohibiting the new regulations from taking place in certain jurisdictions and for certain campuses. Currently, the Department of Education has been enjoined from enforcing the new Title IX regulations in the State of Arkansas.
- The ASU System must operate in compliance with applicable law.
- The ASU System Office will continue to monitor legal developments in the current Title IX litigation and ensure that the System's Title IX policies and procedures are legally compliant.
- Additionally, regardless of the outcome of the aforementioned Title IX litigation, the ASU System campuses will continue to utilize hearing panels to adjudicate Title IX claims. In order to ensure that

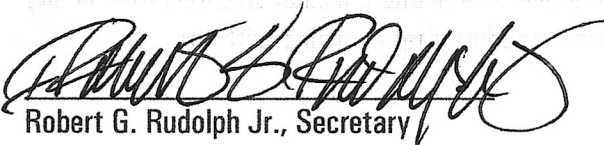
EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

each campus has a sufficient number of trained panelists to promptly conduct Title IX hearings, each ASU System campus is authorized to use hearing panelists from other ASU System campuses to adjudicate claims.

RECOMMENDATION/RESOLUTION:

Be it resolved that the Arkansas State University System Office is ordered to ensure that the ASU System campuses have in place a Title IX policy that is compliant with applicable law. Additionally, the ASU System campuses are authorized to have employees from each ASU System campus serve on hearing panels for any campus within the ASU System.


Robert G. Rudolph Jr., Secretary


Christy Clark, Chair

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

ACTION ITEM: The Arkansas State University System (System) requests approval for Arkansas State University (A-State) to add the Doctor of Veterinary Medicine (DVM) to the list of programs of study that are exempt from tuition discounts.

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

BACKGROUND:

- The Board of Trustees has granted tuition discounts to System employees and their eligible spouses and dependents for specified undergraduate and graduate courses.
- Each campus within the System may submit requests to the Board to approve programs of study that are not subject to tuition discounts.
- A-State's list of programs that are exempt from tuition discounts will be as follows:
 - O.T.D., Occupational Therapy
 - A.A.S., Occupational Therapy Assistant
 - D.P.T., Physical Therapy
 - A.A.S., Physical Therapist Assistant
 - D.N.P., Nurse Anesthesia
 - D.V.M., Veterinary Medicine

RECOMMENDATION/RESOLUTION:

Be it resolved that the Arkansas State University System is approved to add A-State's Doctor of Veterinary Medicine to the list of programs of study that are exempt from tuition discounts, effective immediately.


Robert G. Rudolph Jr., Secretary


Christy Clark, Chair

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

ACTION ITEM: The Arkansas State University System (the "ASU System") requests approval to accept the resignation of Cadence Bank (formerly BancorpSouth Bank) as trustee for certain housing bonds and to appoint a successor trustee.

ISSUE: The Board of Trustees of the ASU System (the "Board") must approve the appointment of a successor trustee.

BACKGROUND:

- Pursuant to a Trust Indenture, dated as of December 1, 2010, as supplemented by a First Supplemental Trust Indenture, dated as of March 1, 2012; a Second Supplemental Trust Indenture, dated as of December 1, 2012; a Third Supplemental Trust Indenture, dated as of March 1, 2013; a Fourth Supplemental Trust Indenture, dated as of November 17, 2016; a Fifth Supplemental Trust Indenture, dated as of December 20, 2017; a Sixth Supplemental Trust Indenture, dated as of December 18, 2019; and a Seventh Supplemental Trust Indenture, dated as of March 15, 2021 (collectively, the "Indenture"); between the Board and Cadence Bank (formerly BancorpSouth Bank), the following bonds have been issued for the benefit of Arkansas State University-Jonesboro and are currently outstanding: (a) Board of Trustees of Arkansas State University Housing System Revenue Refunding Bonds (Jonesboro Campus), Series 2013; (b) Board of Trustees of Arkansas State University Housing System Revenue Refunding Bonds (Jonesboro Campus), Series 2016; (c) Board of Trustees of Arkansas State University Housing System Revenue Refunding Bonds (Jonesboro Campus), Series 2017; (d) Board of Trustees of Arkansas State University Housing System Revenue Refunding Bonds (Jonesboro Campus), Taxable Series 2019; and (e) Board of Trustees of the Arkansas State University System Housing System Revenue Refunding Bonds (Jonesboro Campus), Taxable Series 2021 (collectively, the "Bonds").
- Cadence Bank (formerly BancorpSouth Bank) currently serves as trustee for the registered owners of the Bonds.
- Bank OZK has entered into an agreement to purchase the corporate and municipal bond trustee business of Cadence Bank, and Cadence Bank is resigning as trustee under the Indenture.
- The Board desires to appoint Bank OZK as successor trustee for the Bonds.

Arkansas State University System

Board of Trustees

September 6, 2024

Resolution 24-41

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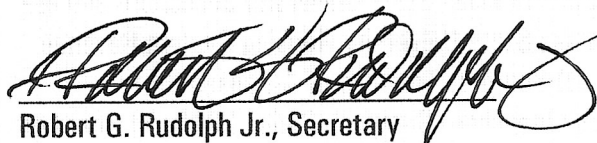
EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

- Pursuant to an Agreement of Resignation, Appointment and Acceptance among the Board, Cadence Bank and Bank OZK (the "Agreement"), which has been presented to and is before this meeting, Bank OZK will become successor trustee and will be vested with all rights, powers, duties, and obligations, as if originally named the initial trustee in the Indenture.

RECOMMENDATION/RESOLUTION:

Be it resolved that the Board accepts the resignation of Cadence Bank as trustee for the Bonds and appoints Bank OZK as successor trustee. The Chair and Secretary of the Board, the President, the Executive Vice President and CFO, and the Vice Chancellor for Finance and Administration of Arkansas State University-Jonesboro are hereby authorized (a) to take such action required by the Indenture and (b) to execute and deliver such agreements and other instruments, including, without limitation, the Agreement, which is approved in substantially the form presented to this meeting, with such changes as the Chair shall approve, as may be necessary to effectuate the removal of Cadence Bank as trustee and the appointment of Bank OZK as successor trustee.


Robert G. Rudolph Jr., Secretary


Christy Clark, Chair

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

ACTION ITEM: The Arkansas State University System (System) requests approval to proceed with the Arkansas State University (A-State) Baseball Turf Capital Project.

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

BACKGROUND:

- The System is requesting to proceed with the installation of turf on the baseball field at A-State.
- This capital project will be financed through institutional reserves of \$2,200,000.

RECOMMENDATION/RESOLUTION:

Be it resolved that the Arkansas State University System is approved to proceed with the Arkansas State University Baseball Turf Capital Project.


Robert G. Rudolph Jr., Secretary


Christy Clark, Chair

ASU System

Capital Project Proposal Form

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

Institution	Arkansas State University-Jonesboro(A-State)	Date	8/16/24
Project Name	Baseball Turf		

Project Description (in detail)

Installation of turf at the baseball field.

Estimated Date of Commencement	09/01/24
Estimated Date of Completion	01/31/25
Total Project Cost Estimate	\$ 2,200,000

Please provide the detail of cost estimate below:

	Estimated Project Cost
Construction (include cost of built-in equipment)	\$ 2,108,387
Architect/Engineer Fees	0
Contingencies (not to exceed 10% of Construction and A&E)	91,613
Land Purchases	0
Movable Equipment and Furniture	
Total Cost of Project	2,200,000

Please provide details of planned sources of funding:

	Amount	Percentage
General Improvement	0	0.0%
Institutional Reserves	2,200,000	100.0%
Institutional Operating Funds	0	0.0%
Federal Grant Funds	0	0.0%
Special Revenue Funds	0	0.0%
Foundation or Other Private Monies	0	0.0%
Loan Proceeds (if approved)		0.0%
Total Proposed Funding	2,200,000	100.0%

Notes

EXECUTIVE SUMMARY

Contact: Russ Hannah (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).

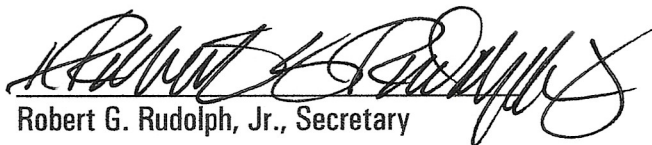
ISSUE: A resolution from the Board of Trustees is required to apply for this grant.

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.


Robert G. Rudolph, Jr., Secretary


Christy Clark, Chair

**ARKANSAS STATE UNIVERSITY SYSTEM
BOARD OF TRUSTEES**

**A Resolution Recognizing the Significant Contributions of
The Slayton Family Foundation
to Arkansas State University (A-State)**

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

WHEREAS, the Slayton Family Foundation is a highly respected organization in the community, supporting A-State and the students we serve; and

WHEREAS, the Slayton Family Foundation has made significant contributions to A-State of a magnitude worthy of special gratitude and lasting recognition, including a donation to the Red Wolves Foundation to provide programmatic support for the A-State Baseball Program;

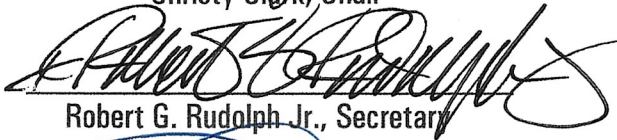
NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of the Arkansas State University System, that the baseball field on the A-State campus shall be known henceforth through December 31, 2044, as the:

Slayton Family Field

DULY ADOPTED AND APPROVED this 6th day of September 2024



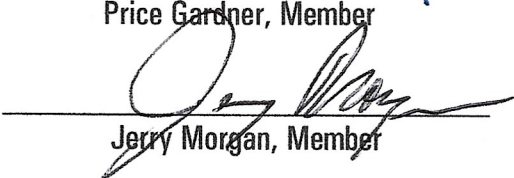
Christy Clark, Chair



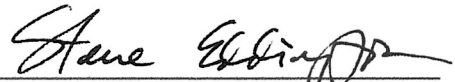
Robert G. Rudolph Jr., Secretary



Price Gardner, Member



Jerry Morgan, Member



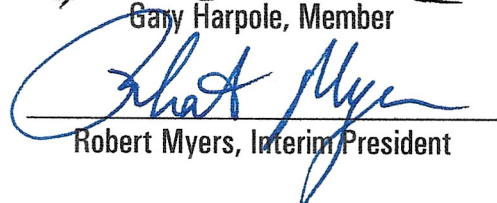
Steve Eddington, Vice Chair



Paul Rowton, Member



Gary Harpole, Member



Robert Myers, Interim President

EXECUTIVE SUMMARY

Contact: TaLisha Givan (870) 230-5187

ACTION ITEM:

Henderson State University (HSU) requests approval to offer reduced credit-hour degrees in the following programs: Bachelor of Arts degree in Digital Media Production (accelerated pathway); Bachelor of Arts degree in Sociology (accelerated pathway); Bachelor of Science degree in Criminal Justice (accelerated pathway); Bachelor of Science degree in Natural Science Pre-Dental Hygiene (accelerated pathway); Bachelor of Science degree in Natural Science Pre-Pharmacy (accelerated pathway); and Bachelor of Science degree in Natural Science Pre-Veterinary (accelerated pathway).

ISSUE:

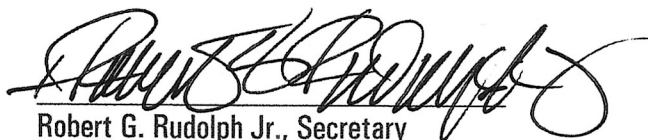
The Board of Trustees must approve the offering of any new degree.

BACKGROUND:

- In March 2024, the Higher Learning Commission released information concerning the acceptance of applications for reduced credit-hour programs. Conversations with the Arkansas Division of Higher Education indicated that HSU may serve as the pilot program for the state of Arkansas.
- The proposed reduced credit-hour degrees can be completed in six (6) semesters. In addition to the required courses listed for each degree, all students must complete the General Education Core Requirements, as specified by the University and required by the state.
- The proposed reduced credit-hour degrees do not replace the currently offered bachelor's degree in each discipline. Therefore, no new faculty or courses will be required. With the expected growth, there will be further conversations about faculty resources needed to maintain sustainability in the future.
- The proposed reduced credit-hour degrees support the mission of the University by providing fundamental knowledge, concepts, and practical skills acquired through both study of concepts and theory. This knowledge is applicable immediately upon successful completion of the respective programs, for both immediate employment in the workforce and subsequent success in graduate school.

RECOMMENDATION/RESOLUTION:

Be it resolved that Henderson State University is approved to offer reduced credit-hour degrees in the following programs: Bachelor of Arts degree in Digital Media Production (accelerated pathway); Bachelor of Arts degree in Sociology (accelerated pathway); Bachelor of Science degree in Criminal Justice (accelerated pathway); Bachelor of Science degree in Natural Science Pre-Dental Hygiene (accelerated pathway); Bachelor of Science degree in Natural Science Pre-Pharmacy (accelerated pathway); and Bachelor of Science degree in Natural Science Pre-Veterinary (accelerated pathway), effective Fall 2025.



Robert G. Rudolph Jr., Secretary



Christy Clark, Chair

EXECUTIVE SUMMARY

Contact: TaLisha Givan (870) 230-5187

ACTION ITEM: Henderson State University (HSU) requests approval to rename the Henderson Aviation Flight Operations Center to become the "Arkansas Aviation Academy."

ISSUE: The Board of Trustees must approve the naming of academic programs and facilities.

BACKGROUND:

- On June 6, 2024, the Arkansas State University System Board of Trustees approved the fees related to the HSU Aviation Flight Operations Center.
- Since the time of the June resolution, HSU has considered a name change to more accurately describe the activities conducted in the flight operations portion of the aviation program, separate from the Bachelor of Science degree in Aviation.
- The Arkansas Aviation Academy will continue to offer multi-engine certification for existing pilots in a non-credit program format.

RECOMMENDATION/RESOLUTION:

Be it resolved that Henderson State University is approved to rename the Henderson Aviation Flight Operations Center to become the "Arkansas Aviation Academy," effective immediately.


Robert G. Rudolph Jr., Secretary


Christy Clark, Chair

ARKANSAS STATE UNIVERSITY SYSTEM
NON-ACADEMIC APPOINTMENT
September 6, 2024

HOWLETT, CHRIS

Associate Vice President, Benefits

Salary: \$133,000

Effective Date: July 1, 2024

Source of Funds: Education and General, page 5, line 2

Justification: Replacement for LeAnn Perkins, who resigned (\$133,000)

Education:

1994 Business & Psychology, University of Central Arkansas, Conway, AR
(100 credit hours completed)

Employment:

2022-Present	State Director, Masa Global, Inc., Little Rock, AR
2021-2022	Managing Partner, EB Consulting Division, Evidence Based HealthCare Solutions, Little Rock, AR
2016-2021	Director, Employee Benefits Division, State of Arkansas
2015-2016	Account Manager, BPO Contract Dell Computers, Teletech Holdings, Little Rock, AR
2014-2015	Owner/Business Consultant, Business Builders, Little Rock, AR
2012-2014	Operations Manager, Medical Management, Arkansas Blue Cross Blue Shield, Little Rock, AR
2009-2012	Manager, Customer Service, Arkansas Blue Cross Blue Shield, Little Rock, AR

ARKANSAS STATE UNIVERSITY (A-STATE)
ACADEMIC REASSIGNMENTS
September 6, 2024

BRYANT, LANCE

From: Associate Dean of Schools, Dean of Education and Behavioral Science
To: Professor, Health Physical Education and Sports Science
Salary: \$100,420 (9-month)
Effective: August 16, 2024
Source of Funds: Education and General, page 172, line 6, plus AAR salary pool (\$27,902)
Justification: Replacement for Claudia Benavides-Espinoza, who resigned (\$72,518)

EVANS, LAVONDA

From: Administrative Specialist III, Department of Sociology and Criminology
To: Instructor, Department of Sociology and Criminology
Salary: \$47,000 (9-month)
Effective: August 16, 2024
Source of Funds: Education and General, page 119, line 10, plus AAR salary pool (\$10,561)
Justification: Replacement for Linda Brady, who is no longer employed (\$36,439)

FARRIS, JAMES

From: Temporary Associate Professor, Physical Therapy
To: Associate Professor, Physical Therapy
Salary: \$106,842 (9-month)
Effective: August 16, 2024
Source of Funds: Education and General, page 183, line 34, and page 196, line 6, plus AAR salary pool (\$29,921)
Justification: Replacement for Cristy Phillips, who resigned (\$70,921)

GARCIA-WATSON, JOSEPHINE

From: Temporary Instructor, English and Philosophy
To: Instructor, English and Philosophy
Salary: \$42,000 (9-month)
Effective: August 16, 2024
Source of Funds: Education and General, page 110, line 1
Justification: Replacement for Steven Weimer, who resigned (\$42,000)

QUALLS, JAKE

From: Associate Professor, Computer Science
To: Department Chair, Computer Science
Salary: \$115,518 (12-month)
Effective: July 1, 2024
Source of Funds: Educational and General, page 180, line 1
Justification: Replacement for Christos Graikos, who resigned (\$127,469)

VANGILDER, JOSHUA

From: Temporary Instructor, Electrical Engineering
To: Instructor, Engineering Instruction
Salary: \$55,000 (9-month)
Effective: August 16, 2024
Source of Funds: Education and General, page 179, line 1
Justification: Replacement for Steven Minor, who resigned (\$79,060)

WEBB, MARY

From: Temporary Instructor, English and Philosophy
To: Instructor, Transition Studies
Salary: \$40,155 (9-month)
Effective: August 16, 2024
Source of Funds: Education and General, page 79, line 8
Justification: Replacement for Sabrina Cravens, who transferred to another position (\$40,155)

ARKANSAS STATE UNIVERSITY (A-STATE)
NON-ACADEMIC APPOINTMENTS
September 6, 2024

ALEXANDER-STEELE, MOLLY

Coordinator of Organized Research, Research and Technology Transfer

Salary: \$110,000

Effective: August 12, 2024

Source of Funds: Education and General, page 55, line 2, and page 54, line 5; plus Provost salary pool (\$29,043)

Justification: Replacement for Ashley Pinkard, who resigned (\$80,957)

Education:

2017 M.P.A. Public Administration, Arkansas State University

2014 B.A. Mass Communications, University of South Florida, Tampa, FL

Employment:

2022-Present Lead Grants and Contracts Administrator, St. Jude Children's Research Hospital, Memphis, TN

2014-2022 Program Manager, A-State

BROOKS, JAMES

Assistant Director of Strength and Conditioning

Salary: \$30,000

Effective: June 21, 2024

Source of Funds: Auxiliary, page 253, line 3

Justification: Replacement for Tyler Summers, who resigned (\$33,000)

Education:

2023 B.S. Exercise Science, Appalachian State University, Boone, NC

Employment:

2023-Present Graduate Assistant, University of West Georgia, Carroll County, GA

2023-2023 Performance Intern, Appalachian State University, Boone, NC

2021-2022 Intern, Appalachian State University, Boone, NC

CERVANTEZ, GERAROD

Assistant Coach, Baseball

Salary: \$31,212

Effective: June 20, 2024

Source of Funds: Auxiliary, page 255, line 2

Justification: Replacement for Patrick Traywick, who resigned (\$31,212)

Education:

2009 B.A. Applied Arts and Sciences, Texas State University, San Marcos, TX

Employment:

2018-Present Assistant Coach, Texas State University, San Marcos, TX

2015-2018 Assistant Coach/Pitching Coach, Western Texas College, Snyder, TX

2012-2015 Assistant Coach/Hitting Coach, Clarendon College, Clarendon, TX

COCHERELL, RYKEN

Research Analyst, Office of Assessment Services

Salary: \$42,000

Effective: August 5, 2024

Source of Funds: Education and General, page 61, line 4

Justification: New position in FY25 budget (\$42,000)

Education:

2017 B.S. Psychology, Arkansas State University

Employment:

2022-Present Graduate Assistant, A-State

2020-2022 Tour Guide, Powhatan Historic State Park, Powhatan, AR

CROWDER, COLTON

Assistant Coach, Women's Basketball

Salary: \$40,000

Effective: June 16, 2024

Source of Funds: Auxiliary, page 261, line 2

Justification: Replacement for Connor McNelis, who resigned (\$55,000)

Education:

2021 M.S. Sport Product Management, University of Oregon, Eugene, OR

2017 B.S. Recreation & Sports Management, University of Arkansas, Fayetteville, AR

Employment:

2024-Present Women's Basketball Video Coordinator, University of Arkansas at Little Rock, Little Rock, AR

2022-2023 Junior Product Line Manager, Puma, Somerville, MA

2021-2022 Assistant Coach, Farmington High School, Farmington, AR

2018-2019 Women's Basketball Video Coordinator, University of Arkansas at Little Rock, Little Rock, AR

DENNY, MEGHAN

Benefits Coordinator, Human Resources

Salary: \$45,000

Effective: June 10, 2024

Source of Funds: Education and General, page 17, line 3

Justification: Replacement for Kristin Helms, who transferred to another position (\$45,000)

Education:

2023 B.S. Administration/Management, Arkansas State University

Employment:

2020-Present Manager, Buff City Soap, Jonesboro, AR

2018-2020 Supervisor, Hounds Hideaway, Jonesboro, AR

ECHOLS, BRIA

Coordinator of ASU Community College Degree Centers, Professional Education Programs

Salary: \$61,703

Effective: August 12, 2024

Source of Funds: Education and General, page 163, line 2

Justification: Replacement for Dawn Tucker, who resigned (\$61,703)

Education:

2024 M.S. Education, Franklin University, Columbus, Ohio

2018 B.S. Business, Arkansas State University

Employment:

2023-Present Intermediate Technology/Computer Science Teacher, Nettleton School District, Jonesboro, AR

2019-2023 Third Grade Math/Science Teacher, Osceola School District, Osceola, AR

2017-2019 Infusion Reimbursement Coordinator, St. Bernards Regional Medical Center, Jonesboro, AR

GIBBS, JASON

Assistant Coach, Volleyball

Salary: \$40,000

Effective: June 16, 2024

Source of Funds: Auxiliary, page 260, line 2

Justification: Replacement for Carlisa May, who resigned (\$48,000)

Education:

2023 B.A. Organizational Communication, Lewis University, Romeoville, IL

Employment:

2023-Present Graduate Assistant, Lewis University, Romeoville, IL

HEREKAMP, DYLAN

Research Assistant, A-State Online Operations

Salary: \$40,000

Effective: August 1, 2024

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

Justification: Replacement for Aubrie Burnette, who transferred to another position (\$40,800)

Education:

2021 M.A. Public Administration, Arkansas State University

2019 B. A. Political Science, Arkansas State University

Employment:

2021-Present Registrar, Ozarka College, Melbourne, AR

2020-2021 Student Conduct Coordinator, A-State

2019-2020 Residence Education Coordinator, A-State

HINKSON, KOURTNEY

Student Development Specialist, Recruitment

Salary: \$50,000

Effective: June 24, 2024

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

Justification: Replacement for Sydney Blankenship, who transferred to another position (\$51,100)

Education:

2020 B.S. Psychology, Arkansas State University

Employment:

2021-Present Education Program Coordinator, University of Arkansas for Medical Sciences, Little Rock, AR

2020-2021 Access Coordinator II, University of Arkansas for Medical Sciences, Little Rock, AR

HOLLIS, JOHNNY (TYLER)

Student Development Specialist, Recruitment

Salary: \$55,000

Effective: July 8, 2024

Source of Funds: Education and General, page 29, line 13, plus salary savings (\$3,790)

Justification: Replacement for Murphy Tabor, who transferred to another position (\$51,210)

Education:

2019 B.S. Sports Management and Marketing, Arkansas State University

Employment:

2016-Present Assistant Manager, Play It Again Sports, Jonesboro, AR

JOBLIN, CHRISTOPHER

Assistant Coach, Baseball

Salary: \$30,600

Effective: June 19, 2024

Source of Funds: Auxiliary, page 255, line 3

Justification: Replacement for Richard LaBounty, who resigned (\$30,600)

Education:

2018 M.S. Sports Administration, East Central University, Ada, OK

2009 B.S. Physical Education, University of Central Missouri, Warrensburg, MO

Employment:

2018-Present Area Scout South Texas and South Louisiana, Miami Marlins, Miami, FL

2012-2018 Head Baseball Coach, Galveston College, Galveston, TX

2011-2012 Head Baseball Coach, Clarendon College, Clarendon, TX

2010-2011 Assistant Baseball Coach, Clarendon College, Clarendon, TX

KEYS, KRISTOPHER

Data Base Analyst, A-State Online Operations

Salary: \$55,000

Effective: July 1, 2024

Source of Funds: Education and General, page 70, line 21

Justification: Replacement for Allyson Didier, who resigned (\$55,000)

Education:

2018 B.A. Digital Art and Design, Henderson State University

Employment:

2021-Present Instructional Technology Designer, Henderson State University

2021-2021 Remote Computer Technician, Henderson State University

2018-2021 Administrative Specialist, Henderson State University

LEE, DONOVAN

Student Development Specialist, Recruitment

Salary: \$40,000

Effective: June 24, 2024

Source of Funds: Education and General, page 29, line 16

Justification: Replacement for Kassandra Meyer, who resigned (\$40,000)

Education:

2022 B.A. Communications, Henderson State University

Employment:

2023-2024 Greek Life Coordinator, Henderson State University

LIVINGSTON, CODY

Assistant Coach, Baseball

Salary: \$50,000

Effective: June 25, 2024

Source of Funds: Auxiliary, page 255, line 4, Athletics operating budget reallocation (\$50,000)

Justification: New position reallocated for use by Baseball

Education:

2017 M.S. Sports Management, University of Southern Mississippi, Hattiesburg, MS

2015 BS Sports Management, University of Southern Mississippi, Hattiesburg, MS

Employment:

2021-2024 Assistant Baseball Coach, Nicholls State University, Thibodaux, LA

2021-2021 Assistant Baseball Coach/Recruiting Coordinator, Jones College, Ellisville, MS

2019-2021 Assistant Baseball Coach/Recruiting Coordinator, Mississippi Gulf Coast Community College, Perkinston, MS

2017-2019 Volunteer Assistant Baseball Coach, University of Arkansas at Little Rock, Little Rock, AR

MULLEN, JOHN

Assistant Director of Athletics, Football

Salary: \$70,000

Effective: July 16, 2024

Source of Funds: Auxiliary, page 252, line 12

Justification: Replacement for John Carrico, who resigned (\$80,000)

Education:

2019 B.S. Sport Management, Bowling Green State University, Bowling Green, OH

Employment:

2022-2023 Defensive Backs Quality Control Coach, A-State

2021-2021 Assistant Defensive Backs Coach & GA, University of Central Oklahoma, Edmond, OK

2020-2021 Defensive Backs Coach, Northeastern State University, Tahlequah, OK

POWELL, MICAH

Network Support Analyst, Information and Technology Services

Salary: \$50,000

Effective: June 17, 2024

Source of Funds: Education and General, page 243, line 35, plus salary savings (\$2,500)

Justification: Replacement for Carlena Adams, who resigned (\$47,500)

Education:

2018 B.S. Physics, Arkansas State University

Employment:

2023-Present Project Engineer, UrbanFX, Mountain View, AR
2019-2023 Project Design/Service Technician, Gateway Sight & Sound, Jonesboro, AR
2016-2019 Audio/Visual Specialist, A-State
2011-2016 Program Coordinator, A-State

PRIMM, JENNIFER

Project Program Specialist, Payroll Services

Salary: \$70,000

Effective: August 12, 2024

Source of Funds: Education and General, page 19, salary savings (\$70,000)

Justification: New position to support institutional payroll tax compliance

Education:

2002 M.B.A. Business Administration, Arkansas State University

2000 B. S. Accounting, Arkansas State University

Employment:

2005-Present Senior Tax Analyst, H & R Block, Jonesboro, AR

2000-2004 Senior Grants and Contract Account, A-State

RIVAS SOSA, MIRIAM

Project Program Specialist, Recruitment

Salary: \$50,000

Effective: August 5, 2024

Source of Funds: Education and General, page 29, line 3, plus unbudgeted University funds (\$20,000)

Justification: Position reallocated to serve as a recruiter for Hispanic/Latino students (\$30,000)

Education:

2022 B.S. Creative Media Production, Arkansas State University

Employment:

2022-Present Marketing Specialist, AceOne Technologies, Jonesboro, AR

2022-2022 Marketing Manager, Textbook Brokers, Jonesboro, AR

2022-2022 Marketing Associate, El Centro Hispano, Jonesboro, AR

SILVA, MICHAEL

Head Coach, Baseball

Salary: \$135,000

Effective: June 16, 2024-June 20, 2030

Source of Funds: Auxiliary, page 255, line 1, plus Red Wolf Foundation funds (\$58,000)

Justification: Replacement for Thomas Raffo, who is no longer employed (\$77,000)

Education:

2009 M.Ed. Sports Administration, East Central University, Ada, OK
2006 B.A. Leadership, Bellevue University, Bellevue, NE

Employment:

2021-Present Head Baseball Coach, Nicholls State University, Thibodeaux, LA
2018-2021 Associate Head Baseball Coach/Pitching Coach, Louisiana Tech University, Ruston, LA
2016-2018 Assistant Baseball Coach/Pitching Coach, University of Arkansas at Little Rock, Little Rock, AR
2015-2016 Area Scout, San Diego Padres, San Diego, CA
2012-2015 Assistant Baseball Coach, Texas State University, San Marcos, TX
2011-2012 Head Baseball Coach, Galveston College, Galveston, TX
2008-2011 Head Baseball Coach, Clarendon College, Clarendon, TX

SMITH, JORDAN

Student Development Specialist, Recruitment

Salary: \$40,000

Effective: June 24, 2024

Source of Funds: Education and General, page 29, line 30

Justification: Vacant unfilled position from FY24 (\$40,960)

Education:

2024 B.A. Criminology, Arkansas State University

Employment:

2021-Present Student Worker, A-State

SNEARLY, JULIE

Project Program Specialist, Treasurer

Salary: \$52,000

Effective: August 5, 2024

Source of Funds: Education and General, page 7, line 2, plus salary savings (\$2,160)

Justification: Replacement for Jennifer Benson, who resigned (\$49,840)

Education:

2006 M.B.A. Business, Arkansas State University
2004 B.S. Accounting, Arkansas State University

Employment:

2019-2024 Treasurer, The Rock of NEA Church of God, Jonesboro, AR
2010-2024 Children's Ministry Director, The Rock of NEA Church of God, Jonesboro, AR
2004-2010 Accounting Supervisor, A-State

ARKANSAS STATE UNIVERSITY (A-STATE)
NON-ACADEMIC REASSIGNMENTS
September 6, 2024

BLANKENSHIP, SYDNEY

From: Student Development Specialist, Admissions
To: Academic Counselor, A-State Online Operations
Effective: June 16, 2024
Salary: \$40,000
Source of Funds: Education and General, page 70, line 23
Justification: Replacement for Akuri Lingenfelter, who transferred to another position (\$40,000)

BOOTHMAN, CHRISTOPHER

From: Assistant Vice Chancellor, A-State Online
To: Vice President, Information and Technology Services
Effective: July 16, 2024
Salary: \$225,000
Source of Funds: Education and General, page 242, line 1, plus unbudgeted University funds (\$82,884)
Justification: Replacement for Henry Torres, who retired (\$142,116)

BURNETTE, AUBRIE

From: Assistant Vice Chancellor, A-State Online
To: Instructional Designer, A-State Online Faculty Support
Effective: July 1, 2024
Salary: \$45,000
Source of Funds: Education and General, page 72, line 9, plus salary savings (\$2,169)
Justification: Replacement for Wesley Edwards, who resigned (\$42,831)

CLARK, CHRISTOPHER TODD

From: Development/Advancement Manager, Digital and Creative Media
To: Development/Advancement Director, Chief Communications Officer
Effective: July 16, 2024
Salary: \$140,000
Source of Funds: Education and General, page 45, line 1, plus unbudgeted University funds (\$25,760)
Justification: Replacement for William Smith, who resigned (\$114,240)

COPELIN, JAMES

From: Skilled Tradesman, Safety Office
To: Student Development Specialist, Student Conduct
Effective: July 16, 2024
Salary: \$45,000
Source of Funds: Education and General, page 32, line 8
Justification: Replacement for Matthew Huckaby, who transferred to another position (\$47,841)

ENGEL, ELISABETH

From: Curator, Museum
To: Project Program Director, Museum
Effective: July 1, 2024
Salary: \$79,096
Source of Funds: Education and General, page 221, line 1
Justification: Replacement for Michael Reinschmidt, who resigned (\$91,461)

FREY, LEN

From: Executive Vice Chancellor, Finance and Administration
To: Executive Vice Chancellor (Associate Dean), College of Veterinary Medicine
Effective: July 1, 2024
Salary: \$269,464
Source of Funds: Education and General, University Reserves
Justification: New position for the development of the College of Veterinary Medicine

GUNN, KIMBERLY (PEYTON)

From: Administrative Analyst, Dean of Nursing and Health Professions
To: Human Resources Analyst, Human Resources
Effective: June 16, 2024
Salary: \$45,000
Source of Funds: Education and General, page 17, line 4
Justification: Replacement for Kimberly Smith, who transferred to a grant-funded position (\$45,000)

HANNAH, CHARLES (RUSS)

From: Associate Vice Chancellor, Finance and Administration
To: Vice Chancellor for Finance and Administration
Effective: July 16, 2024
Salary: \$225,000
Source of Funds: Education and General, page 5, line 1
Justification: Replacement for Len Frey, who transferred to another position (\$269,464)

HARRIS, AMBER

From: Administrative Specialist II, A-State Online Operations
To: Academic Counselor/Advisor, A-State Online Operations
Effective: July 1, 2024
Salary: \$40,000
Source of Funds: Education and General, page 70, line 3
Justification: Replacement for Natalie Hanna, who transferred to another position (\$40,800)

JOHNSON, LAURA

From: Fiscal Support Supervisor, Payroll Services
To: Project Program Specialist, Department
Effective: July 1, 2024
Salary: \$52,000
Source of Funds: Education and General, page 5, line 6
Justification: Replacement for Amber McElhaney, who transferred to another position (\$55,000)

LISTENBEE, KELLI

From: Project Program Manager, Learning Commons
To: Project Program Director, Assessment Services
Effective: August 1, 2024
Salary: \$70,250
Source of Funds: Education and General, page 61, line 1
Justification: Replacement for Mary Elizabeth Spence, who transferred to another (\$78,122)

McELHANEY, AMBER

From: Project Program Specialist, Vice Chancellor for Finance Administration
To: Project Program Manager, Vice Chancellor for Finance and Administration
Effective: July 1, 2024
Salary: \$65,000
Source of Funds: Education and General, page 5, line 7, plus salary savings (\$2,576)
Justification: Replacement for Tara Watson, who transferred to another position (\$62,424)

MOORE, CARLITTA

From: Associate Professor, Athletic Training
To: Vice Chancellor, Division of Access and Institutional Engagement
Effective: July 1, 2024
Salary: \$140,000
Source of Funds: Education and General, page 2, line 1
Justification: Replacement for Lonnie Williams, who retired (\$149,866)

OLIVE, BELINDA

From: Administrative Specialist III, Arkansas Biosciences Institute
To: Project Program Specialist, Arkansas Biosciences Institute
Effective: July 1, 2024
Salary: \$40,000
Source of Funds: Education and General, page 52, line 3
Justification: Replacement for Linda Despain, who retired (\$42,048)

SABIN, KELLY

From: Project Program Specialist (Advisor), CSM Smart Center
To: Project Program Specialist, Office of Institutional Integrity and Title IX
Effective: August 1, 2024
Salary: \$50,000
Source of Funds: Education and General, page 24, line 4
Justification: New position in FY25 budget (\$50,000)

SHANNON, NICOLE

From: Project Program Manager, Records and Registration
To: Assistant Director of Athletics, Academic Support Center for Athletes
Effective: August 1, 2024
Salary: \$60,000
Source of Funds: Auxiliary, page 249, Athletics operating budget reallocation (\$60,000)
Justification: New position to support student athletes

SINGLETARY, HARLEY

From: Apprentice Tradesman, Athletic Administration
To: Assistant Director of Athletics, Athletic Administration
Effective: August 1, 2024
Salary: \$55,000
Source of Funds: Auxiliary, page 246, line 9
Justification: Replacement for Nicholas Grevas, who is no longer employed (\$59,590)

SPENCE, MARY ELIZABETH

From: Project Program Director, Assessment Services
To: Instructor/Professional Education Program Director, Professional Education Programs
Effective: August 1, 2024
Salary: \$101,000
Source of Funds: Education and General, page 163, line 1
Justification: Replacement for Audrey Bowser, who transferred to a grant-funded position (\$101,819)

ARKANSAS STATE UNIVERSITY (A-STATE)
CONTRACT REVISIONS
September 6, 2024

DOOLEY, BRIAN

Head Coach, Women's Soccer

Salary: \$75,000

Effective: January 1, 2024-December 31, 2026

DESVIENS SHAW, MJ

Head Coach, Women's Golf

Salary: \$80,000

Effective: July 1, 2024-June 30, 2027

KOSTICK, JUSTIN

Head Coach, Bowling

Salary: \$80,000

Effective: July 1, 2024-June 30, 2027

ARKANSAS STATE UNIVERSITY-BEEBE
ACADEMIC APPOINTMENTS
September 6, 2024

BUCKLEY, SHARON

Instructor of Nursing

Salary: \$51,233 (12-month)
Effective: August 16, 2024
Source of Funds: Education and General, page 29, line 5
Justification: Replacement for Kevin Newsom, who resigned (\$57,468)

Education:

1987 B.S. Nursing, Oregon Institute of Technology, Klamath Falls, OR

Employment:

2019-2024 Telehealth Triage Nurse, Legacy Orthopedics & Sports Medicine Clinic, Portland, OR
2011-2019 Clinic/Nurse Supervisor, Rosewood Family Health Center, Portland, OR

CRENSHAW, JORDAN

Instructor of History

Salary: \$38,425 (9-month)
Effective: August 16, 2024
Source of Funds: Education and General, page 81, line 2
Justification: Vacant position in FY25 budget (\$48,125)

Education:

2019 M.A. History, University of Memphis, Memphis, TN
2015 B.A. History, Harding University, Searcy, AR

Employment:

2017-2024 Part-time Instructor, ASU-Beebe
2007-2024 Master Instructor/Director, Impact 360 Martial Arts, Searcy, AR

DUFF, BENJAMIN

Instructor of Psychology

Salary: \$39,000 (9-month)
Effective: August 16, 2024
Source of Funds: Education and General, page 14, line 2
Justification: Vacant position in FY25 budget (\$48,125)

Education:

2014 M.A. Worldview Studies, Summit University, Clarks Summit, PA
2012 B.P.S. Professional Studies, Arkansas Tech University, Russellville, AR
2005 A.A.S. Computer-Aided Drafting & Design, Arkansas State University-Beebe

Employment:

2017-2024 Teacher, Vilonia High School, Vilonia, AR
2016-2017 Product Manager/Sales Representative, Sentinel Manufacturing, Knoxville, AR
2013-2016 Estimator, Lumber One Home Center, Mayflower, AR

HOLLERAN, LISA

Assistant Professor of Criminal Justice

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

Effective: August 16, 2024

Source of Funds: Education and General, page 35, line 2

Justification: Vacant position in FY25 budget (\$48,125)

Education:

2016 Ph.D. Criminal Justice, Texas State University, San Marcos, TX
1998 M.A. Sociology, Texas State University, San Marcos, TX
1990 B.A. Sociology, University of Northern Colorado, Greeley, CO

Employment:

2023-2024 Associate Professor, St. Edward's University, Austin, TX
2017-2023 Assistant Professor, St. Edward's University, Austin, TX
2017-2017 Adjunct Faculty, Texas State University, San Marcos, TX
2014-2016 Doctoral Teaching Assistant, Texas State University, San Marcos, TX

SIBLEY, CANDI

Instructor of Nursing

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

Effective: August 16, 2024

Source of Funds: Education and General, page 84, line 2

Justification: Vacant position in FY25 budget (\$51,233)

Education:

2014 B.S. Nursing, Grand Canyon University, Phoenix, AZ
1998 Diploma Registered Nurse, Baptist Health College, Little Rock, AR
1992 Diploma Licensed Practical Nurse, Crowley's Ridge Technical School, Forrest City, AR

Employment:

2023-2024	RN/Charge Nurse, Unity Health, Jacksonville, AR
2020-2024	Staff RN/PRN, Arkansas Heart Hospital, Little Rock, AR
2023-2023	Travel RN, Kaiser Permanente Zion Medical Center, San Diego, CA
2022-2023	Travel RN, Clovis Community Medical Center, Clovis, CA
2022-2022	Travel RN, Baptist Health, Conway, AR
2022-2022	Travel RN, Community Regional Medical Center, Fresno, CA
2020-2020	Staff RN, UAMS, Little Rock, AR
2020-2020	Director of Nursing, Little Creek Behavioral Health, Conway, AR
2019-2020	RN Manager, Slidell Memorial Hospital, Slidell, LA
2019-2019	Travel RN, Morehouse General Hospital, Bastrop, LA
2017-2019	Director of Nursing, Spring Creek Health and Rehab, Cabot, AR

ARKANSAS STATE UNIVERSITY-MOUNTAIN HOME
NON-ACADEMIC APPOINTMENTS
September 6, 2024

BECK, VICTOR

Director of Financial Aid

Salary: \$55,000

Effective: August 1, 2024

Source of Funds: Education and General, page 77, line 1

Justification: Replacement for Clay Berry, who passed away (\$64,044)

Education:

2004 M.B.A. Technology Management, University of Phoenix, Phoenix, AZ

1997 B.S. Vocational Education & Training, Southern Illinois University, Carbondale, IL

Employment:

2023-2024 Program Manager, Northrop Grumman Aeronautical Systems, luka, MS

2022-2023 Director of Workforce Development, ASU-Mountain Home

2021 General Manager, Driftwood Lanes Bowling Center, Mountain Home, AR

2015-2020 Capture Manager, Northrop Grumman Mission Systems, Canberra, Australia

REYNOLDS, DONALD

Registrar

Salary: \$55,000

Effective: August 1, 2024

Source of Funds: Education and General, page 83, line 1, plus salary savings (\$5,000)

Justification: Vacant position in FY25 budget (\$50,000)

Education:

2002 Ed.S. Educational Administration, Missouri State University, Springfield, MO

1984 M.S. Athletic Administration, Eastern New Mexico University, Portales, NM

1979 B.S. Education, Lubbock Christian University, Lubbock, TX

Employment:

2006-2022 University Registrar, Faulkner University, Montgomery, AL

ARKANSAS STATE UNIVERSITY-MOUNTAIN HOME
NON-ACADEMIC REASSIGNMENTS
September 6, 2024

BEAVERS, STEPHANIE

From: Director of Enrollment Services
To: Dean of Students
Salary: \$65,000
Effective: July 1, 2024
Source of Funds: Education and General, page 73, line 1
Justification: New position in the FY25 budget (\$65,000)

DOCKINS, WAYNNA

From: Chief Financial Officer
To: Vice Chancellor for Finance and Administration/Chief Financial Officer
Salary: \$105,000
Effective: July 1, 2024
Source of Funds: Education and General, page 16, line 1
Justification: New position in the FY25 budget (\$105,000)

KEIRN, CHRISTY

From: Associate Vice Chancellor of Marketing and Community Relations
To: Vice Chancellor for Institutional Advancement
Salary: \$95,000
Effective: July 1, 2024
Source of Funds: Education and General, page 87, line 1
Justification: New position in the FY25 budget (\$95,000)

SHURLEY, ROBERT

From: Interim Dean for the School of Arts and Sciences
To: Dean of Business, Arts & Sciences
Salary: \$75,000
Effective: July 1, 2024
Source of Funds: Education and General, page 38, line 1
Justification: New position in the FY25 budget (\$75,000)

ARKANSAS STATE UNIVERSITY-NEWPORT
ACADEMIC APPOINTMENTS
September 6, 2024

ANTWINE, KATELYN

Instructor of Cosmetology

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

Effective: June 16, 2024

Source of Funds: Education and General, page 43, line 4, plus salary savings (\$2,000)

Justification: Vacant position in the FY25 budget (\$45,000)

Education:

2017 A.S. Cosmetology, Arkansas State University-Newport

Employment:

2017-Present Adjunct Instructor of Cosmetology, ASU-Newport

2018-2021 Full-Time Stylist, Urban Runway, Trumann, AR

HUFFMASTER, SONYA

Instructor of Mathematics

Salary: \$48,000 (9-month)

Effective: August 13, 2024

Source of Funds: Education and General, page 14, line 4

Justification: Replacement for Anthony Burkhammer, who resigned (\$48,644)

Education:

2019 M.A. Mathematics Education, Western Governors University, Salt Lake City, UT

1991 B.S. Business Administration, Williams Baptist College, Walnut Ridge, AR

Employment:

2021-Present Classroom Teacher, Bay School District, Bay, AR

2012-2021 Private Tutor, Paragould, AR

2008-2011 Classroom Teacher, Marked Tree High School, Marked Tree, AR

IMBODEN, AMY

Instructor of Radiologic Technology

Salary: \$58,000 (9-month)

Effective: September 1, 2024

Source of Funds: Education and General, page 63, line 1, plus salary savings (\$3,000)

Justification: New position in the FY25 budget (\$55,000)

Education:

2005 B.S. Radiologic Sciences, Arkansas State University
2001 A.S. Radiologic Sciences, Arkansas State University
1998 A.A. General Education, Crowley's Ridge Christian College, Paragould, AR

Employment:

2020-Present Radiologic Technologist/Medical Assistant, Baptist Urgent Care
2018-2020 Radiologic Technologist, Pain Treatment Center
2008-2018 Radiologic Technologist, Unity Health Hospital
2005-2008 Radiologic Technology Program Coordinator/Faculty, East Arkansas Community College, Forrest City, AR

MOUSER, WILLIAM

Instructor of High Voltage Lineman Technology

Salary: \$ 70,000 (12-month)

Effective: August 1, 2024

Source of Funds: Education and General, page 34, line 3, plus salary savings (\$5,000)

Justification: Replacement for Zachary Bilbrey, who resigned (\$65,000)

Education:

2019 Cert. Gas Metal Arc Welding Certification
2005 Cert. Arc Bridge Code All Position Certification Welder

Employment:

2019-Present High Voltage Lineman, City Water & Light, Jonesboro, AR

TACKER, TANNA

Director of Cosmetology

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

Effective: August 1, 2024

Source of Funds: Education and General, page 43, line 2

Justification: Replacement for Melinda Odom, who retired (\$70,780)

Education:

2016 A.S. Cosmetology, Arkansas State University-Newport

Employment:

2021-Present Instructor of Cosmetology, ASU-Newport
2016-2021 Cosmetologist, T & Co. Beauty Lounge, Marked Tree, AR

THOMASON, DARIN

Instructor of Advanced Manufacturing

Salary: \$65,000 (12-month)

Effective: August 15, 2024

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

Justification: Replacement for Johnathan Ambs, who resigned (65,650)

Education:

2019 T.C. High Voltage Lineman Technology, Arkansas State University-Newport

Employment:

2022-Present Owner/Operator, 5T Welding, Imboden, AR
2020-2022 Machinist Instructor, Manus Welding, Walnut Ridge, AR
2014-2020 Owner/Operator, 5T Farms, Imboden, AR
2005-2017 Owner/Operator, Precision Fabrication, Pocahontas, AR
2000-2005 Owner/Operator, Thomason Welding, Imboden, AR
2000-2005 Shop Foreman, McDowell Machine, Pocahontas, AR
1993-2000 Shop Foreman, West Machine, Walnut Ridge, AR

WHITE, REGENA

Director of Nursing

Salary: \$65,000 (12-month)

Effective: August 1, 2024

Source of Funds: Education and General, page 48, line 1, and page 51, line 1

Justification: New position in the FY25 budget (\$65,000)

Education:

2024 M.S. Nursing Education, Arkansas State University
2013 B.S. Nursing, University of Central Arkansas, Conway, AR

Employment:

2021 Instructor of Nursing, ASU-Newport
2013-Present Registered Nurse, Emergency Department, Unity Health White County Medical Center, Searcy, AR
2018-2019 Registered Nurse, Cardiac Observation Unit, White River Medical Center, Batesville, AR
2017 Adjunct Clinical Faculty, University of Arkansas Community College, Batesville, AR
2012-2013 Licensed Practical Nurse, Oakdale Nursing Facility, Judsonia, AR

ARKANSAS STATE UNIVERSITY MID-SOUTH
ACADEMIC APPOINTMENTS
September 6, 2024

SULLENS, SUSAN

Instructor, Mathematics

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

Effective: August 8, 2024

Source of Funds: Education and General, page 23

Justification: New position needed due to increased enrollment

Education:

2022 M.S. Mathematics, Arkansas State University

2020 B.A. Mathematics, Lyon College, Batesville, AR

Employment:

2023-2024 Instructor, Mathematics, University of Arkansas Community College at Batesville,
Batesville, AR

2022-2023 Instructor, Mathematics, ASU Mid-South

2022-2022 Teaching Assistant, A-State

IMBODEN, KAREN MICHELLE

Instructor, Life Sciences

Salary: \$45,000 (10-month)

Effective: August 1, 2024

Source of Funds: Education and General, page 21

Justification: Replacement for Dr. Craig Lafferty, who resigned (\$48,840)

Education:

1992 D.D.S. Dental Surgery, University of Tennessee, Memphis, TN

1984 B.S. Education, Arkansas State University

Employment:

1992-2021 Dentist, Private Practice, Forrest City, AR

1984-1988 Teacher, Forrest City High School, Forrest City, AR

ARKANSAS STATE UNIVERSITY THREE RIVERS
ACADEMIC APPOINTMENT
September 6, 2024

HUCKABY, JOHN

Automotive Instructor, Saline County Career and Technical Center

Salary: \$52,862 (10-month)

Effective: August 12, 2024

Source of Funds: Education and General, Restricted Funds, page 6

Justification: New position added, due to student demand and increased enrollment

Employment:

2024-Present Lube and Oil Section Shop Foreman, Everett Buick GMC, Bryant, AR

2023-Present Part-time adjunct Automotive Instructor, ASU Three Rivers

2010-2017 Mechanic, Everett Buick GMC, Bryant, AR

1999-2009 Shop owner, Huck's Complete Auto Repair, Rockport, AR

ARKANSAS STATE UNIVERSITY THREE RIVERS
ACADEMIC REASSIGNMENT
September 6, 2024

BROCK, CASSON

From: Director of Adult Education
To: Director of Assessment/Education Lecturer
Salary: \$55,098 (10-month)
Effective: July 29, 2024
Source of Funds: Education and General, page 74, plus salary savings (\$4,642)
Justification: Replacement for Zach Bledsoe, who resigned (\$50,456)

ARKANSAS STATE UNIVERSITY THREE RIVERS
NON-ACADEMIC APPOINTMENT
September 6, 2024

WILLIAMS, BLAIR

Program/Project Manager for Workforce-Saline County Career Technical Center

Salary: \$60,000

Effective: August 12, 2024 (12-month)

Source of Funds: Educational and General, fees from Workforce Training (\$60,000)

Justification: New position needed, due to workforce development demand in Saline County

Education:

2022 M.S. Operations Management, University of Arkansas, Fayetteville, AR

2011 B.S. Public Administration, University of Arkansas, Fayetteville, AR

Employment:

2023-Present Plant Manager, Seguin Moreau, Malvern, AR

2021-2023 Supervisor, Veranda Luxury Pontoon, Malvern, AR

HENDERSON STATE UNIVERSITY
ACADEMIC APPOINTMENTS
September 6, 2024

AL-HAMDANI, HUSSEIN

Assistant Professor, Engineering and Physics

Salary: \$78,000 (9-month)

Effective: August 16, 2024

Source of Funds: Education and General, page 40

Justification: Vacant position in the FY25 budget (\$79,540)

Education:

2022 Ph.D. Telecommunications and Network Engineering, University of Arkansas at Little Rock, Little Rock, Arkansas

2010 M.S. Electronics and Communications Engineering, Mustansiriyah University, Baghdad, Iraq

Employment:

2022-2023 Lecturer, University of Karbala, Karbala, Iraq

2021-2022 Teacher Assistant, University of Arkansas at Little Rock, Little Rock, Arkansas

2011-2016 Assistant Lecturer, University of Karbala, Karbala, Iraq

CAMPBELL, JOSEPH

Assistant Professor/Counselor Education Program Coordinator, Counselor Education

Salary: \$61,925 (12-month)

Effective: May 16, 2024

Source of Funds: Education and General, page 22

Justification: Replacement for Hannah Maust, who transferred to another position (\$61,925)

Education:

2017 Ed.D. Counseling Education and Supervision, Argosy University, Chicago, IL

2012 M.A. School Counseling, Concordia University Chicago, River Forest, IL

Employment:

2024 Adjunct Faculty, Henderson State University

2023-2024 Core Faculty, Capella University, Minneapolis, MN

2022-2023 Health, Education, and Social Sustainability Program Coordinator, Henderson State University

2021-2022 Department Chair/Associate Director of Online Teaching Academy, Henderson State University

2019-2021 Practicum/Internship Coordinator, Henderson State University

2017-2019 Director of Training, Argosy University Chicago, Chicago, IL

FELTES, CHRISTOPHER

Assistant Professor, College of Business

Salary: \$92,000 (9-month)

Effective: August 16, 2024

Source of Funds: Education and General, page 26

Justification: Replacement for Jennifer Zarzosa, who resigned (\$106,800)

Education:

2023 Ph.D. Business Administration, Liberty University, Lynchburg, VA

2014 MBA Business Administration, Western Michigan University, Kalamazoo, MI

Employment:

2009-2020 Feltes Financial Planning & Analysis, Kalamazoo, MI

FINLEY, TOMMY

Assistant Professor, College of Aviation, Science, and Nursing

Salary: \$54,000 (9-month)

Effective: August 16, 2024

Source of Funds: Education and General, page 37

Justification: Vacant position in the FY25 budget (\$54,000)

Education:

2007 Ph.D. Applied Sciences, University of Arkansas at Little Rock, Little Rock, AR

2003 M.S. Biology, University of Arkansas at Little Rock, Little Rock, AR

2000 B.S. Biology, Henderson State University

Employment:

2022-Present Associate Professor of Biology, National Park College, Hot Springs, AR

2008-2022 Professor of Biology, Henderson State University

MELLON, JERRY

Instructor, Aviation

Salary: \$62,000 (9-month)

Effective: August 16, 2024

Source of Funds: Education and General, page 70

Justification: Vacant position in the FY25 budget (\$62,000)

Education:

2005 B.S. Aviation, Henderson State University

Employment:

2019-Present First Officer B777, FedEx Express, Memphis, TN
2016-2019 First Officer B757/B767, FedEx Express, Memphis, TN
2014-2016 Captain Airbus A320 series, Spirit Airlines, Miramar, FL

POPPE-GALE, KELLY

Assistant Professor, College of Business

Salary: \$92,000 (9-month)

Effective: August 16, 2024

Source of Funds: Education and General, page 26

Justification: Vacant position in FY25 budget (\$97,000)

Education:

2021 Ph.D. International Business, Northcentral University, Minneapolis, MN
1998 MBA Business Administration, Winona State University, Winona, MN
1996 B.A. Economics, Winona State University, Winona, MN

Employment:

2020-Present Faculty, Northcentral Technical College, Wausau, WI
2017-2020 Department Chair, Wausau East High School, Wausau, WI
2017-2019 Adjunct Instructor, University of Wisconsin-Stout, Menomonie, WI
2013-2015 Project Manager/Lecturer, University of Wisconsin-Stout, Menomonie, WI
2011-2013 Coordinator for Entrepreneurship and Business Incubation/Instructor, Indian Hill
 Community College, Ottumwa, IA

**HENDERSON STATE UNIVERSITY
NON-ACADEMIC APPOINTMENTS
September 6, 2024**

BOWMAN, SYDNEY

Project Program Specialist, Marketing and Communication

Effective May 28, 2024

Salary \$40,000

Source of Funds: Education and General, page 69, reallocated from page 68

Justification: Vacant position in FY25 budget (\$40,000)

Education:

2020 B.A. Communication, Henderson State University

Employment

2023-Present Photojournalist, Nexstar Media Group, Little Rock, AR

2022-2022 News Intern, *Saline Courier*, Benton, AR

BROOKS, GEORGE

Institutional Assistant, Academic Advising Center

Effective July 29, 2024

Salary \$50,000

Source of Funds: Education and General, page 47, and Auxiliary, page 71

Justification: Replacement for Kelci Martinez, who resigned (\$50,000)

Education:

2022 M.S. Student Affairs and Administration, Arkansas Tech University, Russellville, AR

2021 B.S. Mathematical Education, Arkansas Tech University, Russellville, AR

Employment

2023-Present Admissions Officer, Arkansas Tech University, Russellville, AR

2022-2022 Graduate Assistant, Arkansas Tech University, Russellville, AR

FREEMAN, DERON

Project Program Director, Business Office

Effective July 10, 2024

Salary \$50,000

Source of Funds: Education and General, page 53, plus funds from Business Office supplies and services (\$16,000)

Justification: Reclassification of vacant Fiscal Support Accountant I (\$34,000)

Education:

1991 B.S. Business Management, Henderson State University

Employment

2021-Present Business Office Manager, Southern Arkansas University, Magnolia, AR
1999-2021 Director of Student Accounts, Henderson State University

HARTSELL, CHASE

Project Program Director, Athletic Administration

Effective July 16, 2024

Salary \$44,000

Source of Funds: Auxiliary, page 71, plus funds from page 93, Cheer supplies and services (\$4,000)

Justification: Replacement for Courtlin Haygarth, who resigned (\$40,000)

Education:

2024 B.A. Communications and Media, Ouachita Baptist University, Arkadelphia, AR

Employment

2020-2024 Student Director, Ouachita Sports Digital Network, Arkadelphia, AR

2022-2023 Color Analyst, Field Reporter, Host, Great American Conference, Russellville, AR

2020-2023 Color Analyst, On-Field Reporter, Writer, Host, *The Arkadelphian*, Arkadelphia, AR

JESTES, HOPE

Assistant Coach, Swimming

Effective May 16, 2024

Salary \$29,469

Source of Funds: Auxiliary, page 79, and page 86, and Education and General, page 24

Justification: Replacement for Guy Buls, who resigned (\$29,469)

Education:

2024 MBA Management, Henderson State University

2022 B.S. Human Development Family Studies, Colorado State University, Fort Collins, CO

Employment

2022-2024 Graduate Assistant Swimming and Diving Coach, Henderson State University

KEE, JOSH

Vice Chancellor, Development Office

Effective June 1, 2024

Salary \$146,000

Source of Funds: Education and General, page 68

Justification: Vacant position in the FY25 budget (\$146,000)

Education:

2002 B.S. Recreation, Southern Arkansas University, Magnolia, AR

Employment

2004-Present Vice President for Advancement, Southern Arkansas University Foundation, Magnolia, AR

LASSITER, EVAN

Assistant Coach-Offensive Coordinator, Football

Effective July 2, 2024

Salary \$63,000

Source of Funds: Auxiliary, page 77

Justification: Replacement for Greg Holsworth, who transferred to another position (\$66,528)

Education:

2021 M.S. Sport Administration, Henderson State University

2017 B.S. Business Marketing, Henderson State University

Employment

2022-Present Offensive Coordinator/Recruiting Coordinator/Academic Coordinator, Northeastern Oklahoma A&M College, Miami, OK

2022-2023 Assistant Offensive Line Coach, Midland Legacy High School, Midland, TX

2020-2022 Special Teams Coordinator, Dodge City Community College, Dodge City, KS

2019-2020 Running Backs Coach, Henderson State University

2018-2019 Quarterbacks/Wide Receivers Coach, Coffeyville Community College, Coffeyville, KS

NOBLE, KALON

Assistant Dean of Student Services, Housing and Community Standards

Effective August 1, 2024

Salary \$50,000

Source of Funds: Auxiliary, page 94, Housing and Community Standards supplies and services (\$50,000)

Justification: New position to serve as Assistant Director for Housing Operations and Student Conduct

Education:

2023 M.E. Adult and Lifelong Education, Southern Arkansas University, Magnolia, AR

2021 B.S. University Studies, Southern Arkansas University, Magnolia, AR

Employment

2023-Present Education Specialist, Southern Arkansas University, Magnolia, AR

2021-2023 Teacher, Arch Ford Educational Services Cooperative, Plumerville, AR

2021-2021 Residence Hall Director, University of Dubuque, Dubuque, IA

2018-2021 Upward Bound Hall Director, Southern Arkansas University, Magnolia, AR

POWELL, WILLIAM

Project Program Specialist, Enrollment Services & Admissions

Effective July 22, 2024

Salary \$50,000

Source of Funds: Education and General, page 48, plus salary savings (\$7,750) from line 4 (vacant position held by Garner that will not be filled)

Justification: Vacant position in the FY25 budget (\$42,250)

Education:

2018 M.E. Kinesiology, Harding University, Searcy, AR

2016 B.S. Physical Education and Health, Henderson State University

Employment

2021-Present Production Manager, Palletone One, Inc., New Boston, TX

2019-2021 Head Baseball Coach, Queen City Independent School District, Queen City, TX

2018-2019 Physical Education/Health Teacher/Baseball and Football Coach, Jackson Christian School, Jackson, TN

2018-2018 Head Baseball Coach, Kansas Cannons, Augusta, KS

2016-2018 Graduate Assistant Baseball Coach, Harding University, Searcy, AR

RYAN, DANNI

Assistant Coach, Softball

Effective July 16, 2024

Salary \$30,000

Source of Funds: Auxiliary, page 90

Justification: Replacement for Kristin Hamilton, who resigned (\$29,744)

Education:

2020 B.S. Psychology, Idaho State University, Pocatello, ID

Employment

2021-Present Assistant Softball Coach, Lane College, Jackson, TN

2020-Present Instructor, Softball University/Los Angeles Dodgers Training Academy, Thousand Oaks, CA

2020-2021 Volleyball Assistant Coach, Hillcrest Christian School, Thousand Oaks, CA

STREEPEY, KAYLA

Project Program Specialist, Enrollment Services and Admissions

Effective May 30, 2024

Salary \$35,568

Source of Funds: Education and General, page 48

Justification: Replacement for Tyler Strain, who resigned (\$35,568)

Education:

2020 B.S. Communication, Henderson State University

Employment

2021-Present On-Air Talent and Social Media Coordinator, Henderson Television, Arkadelphia, AR

2016-2023 Producer, Editor, and Camera Operator, Lakeside TV, Hot Springs, AR

VANCE, SYDNEY

Assistant Coach, Volleyball

Effective July 16, 2024

Salary \$29,751

Source of Funds: Auxiliary, page 84

Justification: Replacement for Mirela Polete Vasconcelos, who resigned (\$29,751)

Education:

2020 M.S. Sports Administration, Henderson State University

2018 B.S. Sport Management, Henderson State University

Employment:

2021-Present Personal Trainer, 3Sixty Personal Training, LLC, El Dorado, AR

2020-2021 Assistant Club Manager, Planet Fitness, El Dorado, AR

2019-2020 Junior High Head Volleyball Coach, Wynne High School, Wynne, AR

2018-2019 Graduate Assistant, Henderson State University

WARD, MATTHEW

Coach, Men's and Women's Golf

Effective July 24, 2024

Salary \$50,000

Source of Funds: Education and General, page 17, and Auxiliary, pages 82 and 85

Justification: Replacement for Colton Cowan, who resigned (\$50,000)

Education:

2016 M.A. Sports Management, Minnesota State University, Mankato, MN

2005 M.A. Liberal Studies, University of Minnesota, Minneapolis, MN

1998 B.S. Recreation, Park, and Leisure Studies, University of Minnesota, Minneapolis, MN

Employment

2022-2024 Head Golf Coach, University of New Haven, West Haven, CT

2020-2022 Head Golf Coach, San Diego Christian College, Santee, CA

2018-2019 Head Golf Coach, Texas A&M University-Commerce, Commerce, TX

2014-2018 Head Men's Golf Coach, Colorado Mesa University, Grand Junction, CO

2013-2014 Teaching Professional/Master Club Fitter, Minnesota Golf Academy, Eden Prairie, MN

**HENDERSON STATE UNIVERSITY
NON-ACADEMIC REASSIGNMENT
September 6, 2024**

HOLSWORTH, GREG

From: Assistant Coach, Football

To: Head Coach, Football

Effective: August 6, 2024

Salary: \$118,000

Source of Funds: Auxiliary, page 77, and Education and General, page 17

Justification: Replacement for Matthew Maxfield, who resigned (\$130,103)