

AGENDA
ARKANSAS STATE UNIVERSITY
BOARD OF TRUSTEES
December 4, 2020
10:00 a.m.
ASU System Office

- I. Call to Order
Stacy Crawford, Chair
- *II. Approval of the Minutes of Past Meetings
September 18, 2020
November 4, 2020
- III. President's Report
Reports of the Chancellors
- *IV. Agenda
 - Proposed ASU System Resolutions
 - Resolution approving the ASU System to provide staff tuition discounts for Academic Partnership Online Programs
 - Resolution approving ASU-Jonesboro to set a tuition rate for the Doctor of Nursing Practice (DNP) – Nurse Anesthesia program
 - Resolution approving the ASU System to refund certain outstanding bonds through the issuance of housing system revenue refunding bonds and to execute the official statement, bond purchase agreement, supplemental trust indenture, and related documents
 - Proposed ASU-Jonesboro Resolutions
 - Resolution approving the ASU-Jonesboro Strategic Plan for 2020-2025
 - Resolution approving ASU-Jonesboro to offer a Bachelor of Science degree in Occupational and Environmental Safety and Health
 - Proposed ASU Mid-South Resolution
 - Resolution approving ASU Mid-South to offer an Associate of Applied Science degree, a Technical Certificate, and a Certificate of Proficiency in Computer Programming, and a Certificate of Proficiency in Database Programming
- V. Executive Session
- *VI. Approval of Personnel Actions
- VII. Other Business

***VIII. Election of Officers**

***IX. Adjournment**

***Action Items**

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

ACTION ITEM: The Arkansas State University System requests approval to offer staff tuition discounts for Academic Partnership online programs.

ISSUE: The Board of Trustees must approve all tuition discounts.

BACKGROUND:

- ASU System employees, and their eligible spouses and dependents, have previously been granted, by the Board of Trustees, tuition discounts of 75% on undergraduate courses and 50% on graduate courses for on-campus programs.
- However, online Academic Partnership degree programs have previously been excluded from the ASU System employee discount.
- A-State would like to expand the tuition discount program to include a 50% discount on select undergraduate and graduate Academic Partnership online degree programs for regular full-time ASU System employees.
- ASU System employees' spouses and dependents are not eligible for the discount.
- Degree programs that are not economically feasible to be offered at a discounted tuition rate will be excluded.

RECOMMENDATION/RESOLUTION:

Be it resolved that the Arkansas State University System is approved to offer a 50% tuition discount to regular full-time ASU System employees (excluding spouses and dependents) for select Academic Partnership online undergraduate and graduate degree programs.

Christy Clark, Secretary

Stacy Crawford, Chair

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

ACTION ITEM: The Arkansas State University System requests approval for Arkansas State University-Jonesboro (ASUJ) to set a tuition rate for the Doctor of Nursing Practice (DNP) – Nurse Anesthesia program.

ISSUE: The Board of Trustees must approve tuition rates.

BACKGROUND:

The Arkansas State University System requests approval for the tuition rate for the ASUJ Doctor of Nursing Practice (DNP) – Nurse Anesthesia program.

ARKANSAS STATE UNIVERSITY-JONESBORO

Tuition (effective Summer 2021)

	<u>Program Flat-Rate</u>
Doctor of Nursing Practice (DNP) – Nurse Anesthesia	\$45,000

RECOMMENDATION/RESOLUTION:

Be it resolved that the tuition rate for the Arkansas State University-Jonesboro Doctor of Nursing Practice (DNP) – Nurse Anesthesia program is approved as stated herein.

Christy Clark, Secretary

Stacy Crawford, Chair

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

ACTION ITEM: The Arkansas State University System ("ASU System") requests approval to refund certain outstanding bonds through the issuance of housing system revenue refunding bonds and to execute an official statement, bond purchase agreement, supplemental trust indenture, and related documents.

ISSUE: The Board of Trustees (the "Board") of Arkansas State University (the "University") is authorized under the Constitution and laws of the State of Arkansas, including particularly Act No. 62 of 1947, as amended (codified at Arkansas Code Annotated Sections 6-62-301 *et seq.*) (the "Act") to borrow money for the purpose of acquiring, constructing, and equipping capital improvements for use by the University and to refund bonds issued under the Act to finance such capital improvements.

BACKGROUND:

- The Board has previously issued (a) its Housing System Revenue Bonds (Jonesboro Campus), Series 2012A (Federally Taxable) (the "2012A Bonds"), in the original principal amount of \$6,510,000; (b) its Housing System Revenue Bonds (Jonesboro Campus), Series 2012B (the "2012B Bonds"), in the original principal amount of \$6,875,000; and (c) its Housing System Revenue Bonds (Jonesboro Campus), Series 2012D (the "2012D Bonds"), in the original principal amount of \$1,255,000, for the purpose of financing capital improvements on the campus of Arkansas State University-Jonesboro ("ASU-Jonesboro").
- The 2012A Bonds are in the outstanding principal amount of \$5,525,000 and are subject to optional redemption by the Board without penalty on and after March 1, 2022.
- The 2012B Bonds are in the outstanding principal amount of \$5,705,000 and are subject to optional redemption by the Board without penalty on and after March 1, 2022.
- The 2012D Bonds are in the outstanding principal amount of \$1,040,000 and are subject to optional redemption by the Board without penalty at any time.
- The ASU System and ASU-Jonesboro have recommended the refunding of the 2012A Bonds, the 2012B Bonds, and the 2012D Bonds (collectively, the "Bonds Refunded"), and the Board has determined that the refunding of the Bonds Refunded (the "Refunding") should be accomplished and

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financed through the issuance of the Board's Housing System Revenue Refunding Bonds (Jonesboro Campus) (the "Bonds").

- The Bonds are to be secured pursuant to a Trust Indenture dated as of December 1, 2010, as supplemented, between the Board and BancorpSouth Bank, as trustee (the "Trustee").
- The Bonds are to be issued on the terms and in the form set forth in a Supplemental Trust Indenture (the "Supplemental Indenture").
- In order to proceed with the financing, it is necessary for the Board (i) to authorize the issuance and marketing of the Bonds; (ii) to authorize the President to deem final the Preliminary Official Statement and to authorize its use; (iii) to authorize the pricing of the Bonds and the execution of a Bond Purchase Agreement in connection therewith; and (iv) to authorize the execution of the Supplemental Indenture and related documents, all relating to the security and issuance of the Bonds.
- The Board intends to work with Friday, Eldredge & Clark, LLP as bond counsel and Crews & Associates, Inc. and Stephens Inc. as underwriters (collectively, the "Underwriters") for the Bonds.

RECOMMENDATION/RESOLUTION:

Be it resolved that, so long as the Refunding will produce an aggregate net present value savings of at least 4% of the refunded principal balance of the Bonds Refunded, the Board hereby approves, authorizes, and directs the issuance, execution, and delivery of the Bonds in an aggregate principal amount not greater than the amount needed to accomplish the Refunding and to pay the costs of issuing the Bonds and accomplishing the Refunding. The Bonds shall mature not later than the final maturity date of the Bonds Refunded.

The Chair and Secretary of the Board and the President are hereby authorized to execute all documents necessary to the issuance of the Bonds, including without limitation:

- (a) the Supplemental Indenture, to be dated as of the date of the Bonds, between the Board and the Trustee, setting forth the terms and conditions of the Bonds and providing for the issuance of the Bonds;

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- (b) a Bond Purchase Agreement, dated as of the date of execution, between the Board and the Underwriters, setting forth the purchase price (which shall include an Underwriters' discount not greater than 0.90%) and the other terms and conditions upon which the Bonds will be sold to the Underwriters; and
- (c) a Continuing Disclosure Agreement, dated as of the date of the Bonds, between the Board and the Trustee, setting forth certain obligations of the Board to make continuing disclosure of financial information and listed events to the secondary municipal marketplace, as set forth in Rule 15c2-12 of the Securities and Exchange Commission.

The Supplemental Indenture, the Bond Purchase Agreement, and the Continuing Disclosure Agreement shall be in substantially the form presented to the Board, but with such changes therein as shall be approved by the Chair or the President. The Board recognizes that certain revisions may be made to the Supplemental Indenture, the Bond Purchase Agreement, and the Continuing Disclosure Agreement prior to the issuance of the Bonds, and hereby authorizes the Chair or President to approve and accept such revisions, their signatures on each of such documents to constitute proof of their acceptance of such revisions. Specifically, the President is hereby authorized to (i) accept the final maturity schedule and interest rates for the Bonds if he deems such rates and maturity schedule to be appropriate and within the authority granted by this Resolution and execute the final Bond Purchase Agreement, and (ii) execute the Continuing Disclosure Agreement.

In order to provide credit enhancement for the Bonds, the Board recognizes that it may be economically desirable to obtain a municipal bond insurance policy (the "Policy"). The Board hereby authorizes the President to solicit proposals from municipal bond insurers, and if the terms and conditions of such Policy are favorable and provide economic benefit to the Board, to obtain such Policy. The Chair or President is hereby authorized and directed to execute all documents in connection with the Policy, provided that the Chair or President determines that the terms and conditions of the Policy are favorable and provide economic benefit to the Board.

The Board hereby authorizes and ratifies the use of a Preliminary Official Statement in the marketing of the Bonds. The Preliminary Official Statement for the Bonds is hereby approved in substantially the form presented to the Board. The Board hereby authorizes the President to "deem final" for purposes of Rule 15c2-12 of the Securities and Exchange Commission the Preliminary Official Statement with such revisions as may be accepted by the President. The Board hereby further authorizes and approves the

EXECUTIVE SUMMARY

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production of a final Official Statement, and authorizes and directs the President to execute and deliver the Official Statement, in such form as he deems acceptable and necessary to accomplish the issuance of the Bonds.

The Chair and Secretary of the Board, the President, the Executive Vice President, and the Vice Chancellor for Finance and Administration of ASU-Jonesboro are hereby authorized and directed to do any and all lawful things to effect the execution and delivery of the Bonds, the performance of all obligations of the Board and of ASU-Jonesboro, and the execution and delivery of all papers, documents, certificates, and other instruments of whatever nature that may be necessary or desirable for carrying out the authority conferred by this Resolution or evidencing the authority and its exercise. The Secretary of the Board is hereby authorized to acknowledge and attest the signatures of the Chair and to execute such other documents as may be required in connection with the issuance of the Bonds.

Christy Clark, Secretary

Stacy Crawford, Chair

EXECUTIVE SUMMARY

Contact: Kelly Damphousse (870) 972-3030

ACTION ITEM: Arkansas State University-Jonesboro (ASUJ) requests approval of its Strategic Plan for 2020-2025.

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

BACKGROUND:

- ASUJ conducted a six-phase Strategic Planning Project, beginning in February 2019, with the formation of the Strategic Planning Steering Committee. During Phase 1, Chancellor Kelly Damphousse charged a diverse group of members of the administration, faculty, staff, and student body to organize the process and to begin an initial environmental assessment. In Phase 2, from March to May 2019, the steering committee launched the public phase of the project by hosting focus groups comprised of a wide range of participants, including faculty, staff, students, alumni, and community leaders. Feedback from the focus groups drove decisions in Phase 3 to re-imagine a framework of emerging “pillars” of the plan. Beginning with Fall 2019 semester, Phase 4 included taking these five pillars and related goals to a series of stakeholder engagement events, which were hosted by the committee for community leaders, students, staff, faculty, and alumni. The feedback from the stakeholder engagement events led to the selection of Task Forces and to the creation of the draft of a final plan in November 2019. The sixth and final phase of confirming and launching the plan was delayed and conducted virtually, due to the onset of the coronavirus pandemic in Spring and Summer 2020. Upon the students returning to campus, the process of drafting the final plan and establishing the implementation framework was completed with additional input from the Dean’s and the Chair’s Councils. In compliance with COVID-19 protocols, an in-person launch event will not be held. In its place, there will be a roll-out over the late Fall 2020 and early Spring 2021 semesters through the AState.edu/Discover2025 website and a series of video discussions online.
- As a result of this extensive and thorough series of events, discussions, and collected feedback, the Strategic Planning Committee, along with Chancellor Damphousse and members of the Executive Cabinet, developed the University’s overall Strategic Plan. This Plan supports and aligns with ASUJ’s existing mission, and will charge each college, department, and division to create its own individual Discover 2025 implementation plan.
- A copy of Arkansas State University-Jonesboro’s Discover 2025 Strategic Plan for 2020-2025 is attached to this resolution.

EXECUTIVE SUMMARY

Contact: Kelly Damphousse (870) 972-3030

RECOMMENDATION/ RESOLUTION:

Be it resolved that Arkansas State University-Jonesboro's Strategic Plan for 2020-2025 is approved.

Christy Clark, Secretary

Stacy Crawford, Chair



Strategic Plan Arkansas State University

FINAL DRAFT

#Discover2025



ARKANSAS STATE
UNIVERSITY

Overview and Background

Following his first year leading Arkansas State University, Chancellor Kelly Damphousse launched a strategic planning project to engage the university community in establishing critical pathways for the next decade. This inclusive, collaborative project was a convening opportunity to engage the university's key stakeholders – faculty, staff, students, administration, university partners, alumni and other external stakeholders – to discover and define how the university would leverage its opportunities and tackle its challenges for the next five years.

Founded in 1909, Arkansas State University is a Carnegie Research 2 institution and the second-largest university in the state. It hosts the first osteopathic medical school in the state of Arkansas, NYIT's College of Osteopathic Medicine, and opened the first U.S.-style residential campus in Mexico in Fall 2017. A-State is the heart of activity for its hometown of Jonesboro, starting with its FBS Division I athletic program, and is the economic and research hub for the region.

Dedicated to teaching, research and service, the university provides students with the broad educational foundations that help them develop critical thinking, decision-making, analytical, and communication skills. With more than 90,000 living alumni, the university is the state's leading provider of nursing graduates, early childhood educators, and agricultural business graduates.

Despite these advantages and growth during the early 21st century, several leadership transitions at the university, demographic changes across Arkansas, and downward state funding brought new challenges to be addressed through a comprehensive strategic vision for A-State's future. Identified as an important need by incoming Chancellor Damphousse, the current Faculty and Staff Senates, and the Higher Learning Commission, the creation of the first comprehensive strategic plan update since 2004 became a high priority for the institution.

Arkansas, like many states, is experiencing “two economies,” with strong population and economic growth in urban areas and with fewer jobs in rural and smaller communities. Further, Arkansas was recently cited among the five states with the highest share of jobs at risk because of automation.

In response, “Momentum Jonesboro,” a local public-private partnership, targeted areas for job growth in changing business sectors requiring new skill sets, such as agribusiness, health care, manufacturing and logistics. Along with the university's more global mindset and the desire for a more dynamic on-campus experience for students, faculty, staff and the community, the university has embraced the need for positive advances in several areas.



#Discover2025

The Strategic Planning Process

The formal strategic planning process began in early 2019 as the chancellor appointed a Steering Committee that represented the primary on-campus constituencies, including the Staff Senate, Faculty Senate, Student Government Association, Chairs Council, Deans Council, Research Office and Administrators in Finance, Enrollment, Student Affairs, Athletics and Advancement. The chancellor charged the committee to incorporate a “university-centric” approach to A-State’s future. Executive Vice Chancellor for Finance and Administration and Chief Operating Officer Len Frey chaired the Steering Committee.

The inaugural Steering Committee members

- Chair, Len Frey (Executive Vice Chancellor for Finance and Administration, and Chief Operating Officer)
- Lynita Cooksey (Executive Vice Chancellor for Academic Affairs and Provost)
- Maurice Gipson (VC for Diversity and Community Engagement)
- Rob Gordon (President of Staff Senate)
- Russ Hannah (Associate VC for Business)
- Susan Hanrahan (Dean of the College of Nursing and Health Professions)
- Loretta McGregor (President of Faculty Senate)
- Will McLean (Chair of the Chairs Council)
- Terry Mohajir (VC of Intercollegiate Athletics and Athletic Director)
- Jason Penry (VC for University Advancement)
- Tom Risch (Vice Provost for Research)
- Drew Roberson (Vice President, Student Government Association)
- Thilla Sivakumaran (VC for Global Engagement and Outreach)
- Bill Smith (Chief Communications Officer)
- Martha Spack (VC for Student Affairs and Dean of Students)
- Bryan Terry (VC for Enrollment Management)

During the process, Steering Committee members changed to include:

- Alan Utter, appointed as Provost and Executive Vice Chancellor for Academic Affairs to replace the retiring Lynita Cooksey
- Jon Carvell was elected as the new Staff Senate President, replacing Rob Gordon
- Erika Krennerich Chudy was appointed Vice Chancellor for University Advancement, replacing Jason Penry
- Summer DeProw, Assistant Vice Chancellor for Assessment & Accreditation, was added as a co-facilitator for the Public Forums Phase along with Russ Hannah
- Erika Tuck, SGA President

The project’s opening phases were facilitated by The Napa Group, a national firm specializing in higher education strategy, leadership and organizational design. The firm’s six-phase planning process equips universities to develop strategic solutions, supporting resource plans and an implementation roadmap informed by enterprise thinking and integration.

Summary: Project Activities & Outcomes

Phases 1 and 2 - Project Launch and Organizational Assessment and Compelling Vision: The Steering Committee met to develop strategic themes for the university, based on an internal and external situational assessment of the university's positioning in the state and region, trends driving higher education and employers' needs for the future, aspirational "big ideas" and scenarios for growth, and realistic financial and demographic forecasts for the next several years. Steering Committee discussions were framed by high-level "design thinking," strategic insights about global needs for talent, and career preparation priorities by local business and industry. Underscoring the university's goals was a desire to boldly and distinctively position the institution's impact as a regional university with a far more extensive reach.

Phases 3 and 4 - Realistic Strategies and Stakeholder Engagement: As the Steering Committee developed the plan's draft goals and objectives, constituencies within the university had the opportunity to provide input and perspectives at milestones in the process. These included focus groups in Spring 2019 and expansive deep-dive town hall sessions with internal and external constituencies (students, staff, faculty, alumni and Jonesboro community) in Fall 2019. Feedback from these constituent sessions influenced the next planning sessions and the plan draft. To build out the emerging plan, Task Forces drawn from the university's key stakeholder groups met in late Fall 2019 and developed the emerging plan's tactics, timelines, metrics and resources needed over five years.

Phases 5 and 6 – Draft and Final Strategic Plan, Business Plan and Implementation Framework: The Steering Committee met in early December 2019 to finalize the plan, based on the Task Force recommendations and other stakeholder input. This also enabled development of an accompanying business and financial plan, a five-year implementation framework and a dashboard tracking progress of key performance indicators, with the initial focus on the first two years. These supporting tools are essential to ensuring the Strategic Plan outcomes are accomplished, and also allow for reforecasting as situations change.

Launch Phase: Compiling feedback from the initial phases, the executive committee of the Steering Committee completed final changes and prepared a draft for adoption by the entire committee. Upon return to campus for Fall 2020, the Steering Committee reviewed and approved the plan for issuance to the entire university community for Fall 2020 implementation.

Throughout this interactive and inclusive process, more than 300 individuals representing the university community participated and gave voice to their perspectives about the university's future pathways and the priorities and activities to successfully achieve this Strategic Plan. Throughout the project, opportunities were provided for all stakeholders to submit comments and perspectives through the project's dedicated website and other online vehicles.

Discover 2025: Arkansas State University Strategic Plan

Goals and Objectives

Mission

*Arkansas State
educates leaders,
enhances intellectual growth
and enriches lives.*

Vision

To be a university that is a
recognized leader in the
power of higher education to
transform lives at an
inclusive research institution

Goal: Student Success

Develop a diverse learning community and innovative environment that provides engaged and continuous support for future and current students to pursue lifelong goals.

Goal: Teaching & Learning

Invest in viable and relevant academic programs designed to meet the needs of our students and their future employers.

Goal: Research & Creative Activities

Invest in academic research, scholarly activities and creative endeavors (faculty and student) that build on academic strengths and leverage regional opportunities.

Goal: Community Engagement

Strengthen the university's engagement with the community through economic and cultural endeavors.

Goal: Campus Culture & Shared Values

Improve campus culture and promote shared values.



#Discover2025

Goal: Student Success

Develop a diverse learning community and innovative environment that provides engaged and continuous support for future and current students to pursue lifelong goals.

1. Optimize undergraduate and graduate student recruitment in Arkansas and beyond (regional, national, international) through customized, targeted promotion
2. Build an agile system of linked communication and tracking to support undergraduate and graduate student success and improve retention
3. Create opportunities for P-12 students to engage with the university

Examples of Actionable Objectives

By 2025, strategic enrollment efforts will result in increase in specific groups including:

First-year, first-time on-campus students
Undergraduate and graduate online students
International students
Transfer students
Military and veteran students

Retention from Freshman-to-Sophomore:
79% by FY 22
85% by FY 25

Graduation rates:
4-year graduation rate will be 45%
6-year graduation rate will be 65%

Reestablish the University College and promote student success by:

- Identifying populations most at-risk for attrition and provide a comprehensive support program to lessen the graduate gap at A-State.
- Adopting best practices in campus-wide support services including academic advising
- Increasing nontraditional pathways for adult learners to return to college and graduate in a timely manner
- Increasing avenues for financial assistance for students experiencing financial hardships

#Discover2025

Goal: Teaching & Learning

Invest in viable and relevant academic programs designed to meet the needs of our students and their future employers.

1. Foster and promote general education to expand the learning experiences of students in an ever-changing society
2. Assess the viability and relevance of new and current academic programs that promote excellence in teaching and learning
3. Actively encourage academic programs to utilize interdisciplinary approaches to enhance creativity and critical thinking
4. Increase high-impact opportunities for all students such as study abroad, internships, and student research
5. Create educational programs that are responsive to the employment needs in the region

Examples of Actionable Objectives

By 2025:

- The university will redesign its general education program with updated language fully integrated into the campus culture.
- All academic degree programs will be reviewed for viability.
- Identifying potential undergraduate and graduate degree programs.
- All degrees will offer at least one high-impact opportunity.
- All degrees will include at least one interdisciplinary activity, course or co-curricular opportunity.
- Establishing a College of Veterinary Medicine



Goal: Research & Creative Activities

Invest in academic research, scholarly activities and creative endeavors (faculty and student) that build on academic strengths and leverage regional opportunities.

1. Invest in faculty research, student research and administrative research capacity
2. Incentivize entrepreneurial ventures through faculty startups, industry partnerships, private sector, government, public and non-profit organizations/ spaces
3. Invest in new and innovative research areas
4. Build and equip adequate facilities
5. Identify research areas to enhance and expand graduate programs

Examples of Actionable Objectives

Create a comprehensive position strategy to leverage academic research investments through encouragement of greater collaboration across all academic areas as measured by:

- 20% increase in total research expenditures
- 25% increase in master's degrees conferred
- 100% increase in doctoral degrees conferred
- 50% increase in student participation for Create@State and internal student funding opportunities
- Reestablish Graduate School with Dean of Graduate School
- Establish Innovation Campus
- Identify cluster hiring opportunities to enhance research areas
- Develop competitive research start-up packages
- Creation of Interdisciplinary projects including centers or institutes:
 - Rural Studies/Communities
 - P20 Initiative
 - No Boundary Thinking

Goal: Community Engagement



Strengthen the university’s engagement with the community through economic and cultural endeavors.

1. Leverage our current role as a cultural center to become the recognized and valued cultural hub for the Jonesboro region and Northeast Arkansas
2. Designate and invest resources in areas necessary to oversee and champion the university’s overall role in the community
3. Partner with community stakeholders to advance and create diversity initiatives
4. Increase workforce placement and partnerships through collaborations with business, industry, nonprofit and other educational organizations
5. Create organizational structures to coordinate and centralize community engagement activities


Examples of Actionable Objectives

By 2025, A-State will strengthen the university’s role in the community by:

- Creating campus-wide committees to coordinate lectures, concert series and entertainment opportunities, thereby increasing community participation on campus by 10%.
- Fostering greater coordination between the university’s cultural initiatives with organizations in the region.
- Increase internships, cooperative agreements, and business and industry engagement with academic programs by 10%.
- Increasing number of MOUs, working agreements and formal interactions with local and regional organizations by 10%.
- Increasing participation by students and potential students in diversity initiatives by 15%.
- Establishing advisory councils in all colleges, departments and programs.
- Seeking endorsement by the Carnegie Foundation as a Community Engaged institution.



Goal: Campus Culture & Shared Values

 *Improve
campus culture and
promote shared values*

1. Incorporate the Every Red Wolf Counts philosophy in all areas of the campus community
2. Embrace diversity, inclusion, and civility as important values
3. Invest in professional development and recognize employees for their commitment to campus service
4. Encourage increased health and wellness program participation
5. Foster a greater commitment to environmental impact and sustainability
6. Establish and promote campus traditions

Examples of Actionable Objectives

By 2025, an increase in overall satisfaction expressed among key campus constituencies as measured by:

- Increasing participation in campus health and wellness programs by 10%
- Conducting annual campus climate surveys by FY 22 as a baseline analysis
- Conducting annual workplace satisfaction surveys by FY 22 as a baseline analysis
- Achieving improvement of 15% in identified surveys
- Developing remote working policy
- Promoting campus leadership opportunities
- Promoting the importance of sustainability initiatives on campus

EXECUTIVE SUMMARY

Contact: Alan Utter (870) 972-2030

ACTION ITEM: Arkansas State University-Jonesboro (ASUJ) requests approval to offer a Bachelor of Science degree in Occupational and Environmental Safety and Health.

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

BACKGROUND:

- Occupational and Environmental Safety and Health is a degree that encompasses a broad range of areas, including worker health and safety, community health, and environmental health. In response to increasing government oversight and regulation of these areas, the fields of occupational and environmental safety and health are continuing to grow and they require a trained and educated workforce. Access to comprehensive, accredited academic programs at any level in these areas remains extremely scarce within Arkansas. ASUJ is establishing this program to support the demand for occupational safety and environmental health professionals.
- Students wishing to receive this degree must meet demands by a variety of industries within Arkansas, of an interdisciplinary curriculum of core studies, including biology, chemistry, and statistics, along with specialized courses in occupational and environmental safety and health. This degree will include 58 hours of upper-level courses in occupational and environmental safety and health. It will culminate in the practical experience of a required 180-hour internship. Students will be admitted to the program after completion of the required basic sciences and required support courses that are usually taken at the beginning of their junior year.
- Graduates of this program will find employment in industries such as manufacturing, construction, utilities, chemical plants, hospitals, and oil and gas. Also, upon completion of the program, students will be qualified to take the Associate Safety Professional (ASP) exam, which is the precursor to the Certified Safety Professional Exam (CSP). While professional certification is not necessary to enter the fields of occupational and environmental safety and health, this program will aid students in being successful on certification exams, including the Certified Safety Director (CSD) and Certified Industrial Hygiene (CIH) exams.
- This program will be accredited by the National Environmental Health Science and Protection Accreditation Council (NEHSPAC/EHAC), whose role it is to enhance the education and training of students who intend to become environmental health science and protection practitioners and professionals. This will allow students the unique opportunity to intern with the United States Public Health Service and the Centers for Disease Control and Prevention. Students graduating from EHAC-accredited programs are also eligible to enter the U.S. Public Health Service as environmental health officers.

EXECUTIVE SUMMARY

Contact: Alan Utter (870) 972-2030

- New costs to support the degree program, over a three-year period, include two faculty lines and a .5 administrative assistant; faculty costs: one 12-month FTE (who has already been hired and is on site) in year one (\$85,500 + fringes); and one 9-month faculty line in year one (\$60,000- salary and fringes) to support additional coursework at all levels. Adjunct faculty will be added as necessary. The program will also be supported by existing faculty within the College and University.
- Tuition will be the primary source of income for program operations. Tuition and fees, currently identified for an in-state resident of the OESH program, are \$297 per credit hour (\$218 tuition/\$79 fees). The resulting source of funding from tuition for 10 students is projected at \$65,400 tuition for one year. After year one, 14-20 students are expected to be participating in the program, resulting in \$130,800 from tuition. Additional funding for the program, to make up the difference between tuition revenues and program cost, will be funded by the College of Nursing and Health Professions.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University-Jonesboro is approved to offer a Bachelor of Science degree in Occupational and Environmental Safety and Health, effective Summer 2021.

Christy Clark, Secretary

Stacy Crawford, Chair

EXECUTIVE SUMMARY

Contact: Jeff Gray (870) 733-6731

ACTION ITEM: Arkansas State University Mid-South requests approval to offer an Associate of Applied Science (AAS) degree, a Technical Certificate (TC), and a Certificate of Proficiency (CP) in Computer Programming, and a Certificate of Proficiency in Database Programming.

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

BACKGROUND:

- The AAS in Computer Programming, consisting of 60 hours in Computer Programming, Information Systems Technology, and General Education courses, includes stackable and latticed credentials with multiple CP and TC entry and exit points. The TC is designed to be inclusive of either of the CPs.
- This career pathway provides an additional technology-related major for ASU Mid-South students. Emphasis is placed on object-oriented programming applications, configuration of servers, creation and navigation of databases, and reusable software components. Career opportunities available, after the completion of this degree, include software engineering, cloud development, front and back end development, and database development. The program aligns with various certifications.
- The need for this Computer Programming major is validated by regional and state labor market data. The purpose of the program is to help meet industry workforce needs related to computer programming/development, to provide an additional technology-related program option for students in addition to ASU Mid-South's existing CCNA and A+ programs, and to increase capacity for career pathways, which align with the State of Arkansas workforce and economic development priorities related to Information Technology and Governor Asa Hutchinson's Computer Science Initiative, which has a focus on coding.
- The cost of the development and implementation of the program will be covered by ASU Mid-South's Title III Strengthening Institutions grant, "Increasing Student Success through Technology," awarded by the U.S. Department of Education in October 2019.

EXECUTIVE SUMMARY

Contact: Jeff Gray (870) 733-6731

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University Mid-South is approved to offer an Associate of Applied Science degree, a Technical Certificate, and a Certificate of Proficiency in Computer Programming, and a Certificate of Proficiency in Database Programming, effective July 2021.

Christy Clark, Secretary

Stacy Crawford, Chair