



Board of Trustees Meeting

Arkansas State University System

Friday, September 12, 2025, at 10:00 AM CDT to 1:00 PM CDT

A-State

Agenda

I. Call to Order

II. Welcome

III. Approval of the Minutes of the Past Meetings: June 5, 2025 and June 27, 2025

IV. President's Report

V. Agenda

A. Proposed ASU System Resolutions

1. Resolution #25-27 approving the ASU System to revise the ASU System Conflict of Interest and/or Conflict of Commitment Policy
2. Resolution #25-28 approving the ASU System to create the Disposition of Real Property Policy
3. Resolution #25-29 approving the ASU System to rescind the current Telecommuting Policy and replace it with a new Remote Work Policy
4. Resolution #25-30 approving the ASU System to adopt a New Hire and Annual Employee Training Policy
5. Resolution #25-31 approving the ASU System to modify the Title IX hearing and appeals process
6. Resolution #25-32 approving the ASU System to proceed with the CREST Center Capital Project at Arkansas State University

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

1. Resolution #25-33 approving A-State to apply for an Arkansas Department of Human Resources grant to continue participation in the Child and Adult Care Food Program (CACFP)

VI. Proposed ASU-Beebe Resolution

- ##### **A. Resolution #25-34 approving ASU-Beebe to offer a Technical Certificate and a Certificate of Proficiency in Precision Agriculture**

VII. Proposed ASU-Mountain Home Resolution

- A.** Resolution #25-35 approving ASU-Mountain Home to enter in agreements for private camps

VIII. Proposed ASU-Newport Resolution

- A.** Resolution #25-36 approving ASU-Newport to offer an Associate of Applied Science Degree in Automation and Electrical Technology

IX. Proposed ASU Mid-South Resolutions

- A.** Resolution #25-37 approving ASU Mid-South to offer courses to students located on West Memphis School District (WMSD) campuses
- B.** Resolution #25-38 approving ASU Mid-South to offer courses to students located on Marion School District (MSD) campuses
- C.** Resolution #25-39 approving ASU Mid-South to offer courses to students located on West Memphis Christian School (WMCS) campuses

X. Proposed ASU Three Rivers Resolution

- A.** Resolution #25-40 approving ASU Three Rivers to name a facility the West Fraser Workforce Training Center for the next 10 years

XI. Proposed Henderson State Resolutions

- A.** Resolution #25-41 approving Henderson State University to confer the honorary degree, Bachelor of Business Administration, to Anita and Charles Cabe
- B.** Resolution #25-42 approving Henderson State University to name the Intramural Field Project the Georgia-Pacific Reddie Recreation Complex

XII. Executive Session

XIII. Approval of Personnel Actions

XIV. Other Business

XV. Adjournment

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1000

ACTION ITEM: The Arkansas State University System seeks approval to revise the Conflict of Interest and/or Conflict of Commitment Policy.

ISSUE: Board of Trustees approval is required for any revisions to ASU System policies.

BACKGROUND:

- The ASU System requires all full-time employees—including administration, faculty, and staff—to disclose any actual, potential, or perceived conflicts of interest or conflicts of commitment.
- Resolution 25-02, adopted on March 14, 2025, amended the policy to eliminate the requirement for paper form submissions by introducing an electronic submission system.
- The ASU System proposes to revise the entire policy to include expanded definitions, clarification of procedures, detailed responsibilities for employees seeking outside employment approval, and additional examples, in order to reduce ambiguity and to ensure consistent interpretation and application.
- The revised policy is attached to this resolution.

RECOMMENDATION/RESOLUTION:

Be it resolved that the Arkansas State University System is approved to revise the Conflict of Interest and/or Conflict of Commitment Policy, as outlined above, effective September 12, 2025.

Paul Rowton, Secretary

Steve Eddington, Chair

ASU System Policy

Effective Date: _____

Subject: Conflict of Interest and/or Conflict of Commitment

Introduction

All full-time employees of the Arkansas State University System, whether administration, faculty, or staff, are obligated to devote their working time and efforts to the activities of the System institution of his/her employment. However, involvement of employees in outside pursuits, both public and private, often serves the interests of the individual, the institutions of the System, and the general public. Participation in activities outside the institution of employment is encouraged so long as these activities do not create either a conflict of interest or a conflict of commitment.

The State of Arkansas has passed specific laws governing the actions of state employees with respect to ethical and employment conflicts of interest. Under those laws, conflicts of interest and conflicts of commitment are not always unethical or illegal. If the interests of the System institution are served by an arrangement in which the conflict of interest or conflict of commitment may exist, or if the conflict is insubstantial or remote, the System institution may allow the employee to participate in the outside activity but only after obtaining express written permission.

Definitions

Conflict Management Plan (CMP): A document detailing the steps that will be taken by the conflicted party to minimize or eliminate real or perceived conflicts of interest or commitment. A CMP must be created when an actual or potential conflict of interest or commitment is disclosed in order to ensure that an employee's conflict is managed to protect the university's interests as well as those of other faculty, staff, and students.

Conflict of Commitment (COC): A conflict of commitment exists when an employee's time and effort to outside activities interferes with that employee's obligations and responsibilities to the university.

Conflict of Interest (COI): A conflict of interest exists when an employee has the opportunity, directly, or indirectly, to secure personal gain or financial benefit to self or others through influencing decisions of the university.

Externally Reimbursed Travel: Travel which is paid for either directly or by reimbursing the employee through a means other than the university's Travel Claim.

Faculty Start-up Company: A company in its initial phases of development with founders including at least one faculty member. Typically, founders initially support such companies financially as they search for additional funding from investors, loans, grants or other sources of capital. Faculty start-ups are unique in that they often seek to commercialize a product or service that resulted from technology developed by a faculty member while performing their university job duties. The university recognizes and desires to encourage and stimulate the development of a high-tech economy and job growth in the State of Arkansas through faculty start-up companies, subject to the safeguards contained in this policy.

Financial Conflict of Interest (FCOI): FCOI may exist when a faculty or staff member receives or has the potential to receive compensation (directly or indirectly) from an outside entity or holds an equity position (or any other form of controlling or ownership interest) in a company that may influence university administrative, business, or academic decisions in ways that could lead to personal gain, give improper advantage to self or others, or interfere with the objective preservation, generation, and/or dissemination of knowledge. Financial conflicts of interest include significant financial interests that could directly and significantly affect the design, conduct, or reporting for U. S. Public Health Service (PHS)-funded research.

Financial Interest: A financial interest means anything of monetary value, whether or not the value is readily ascertainable.

Foreign Entity: A foreign entity is a business, government or government agency, institution, non-governmental organization, talent recruitment or similar program, or other entity created under the laws of, headquartered, or located outside the United States or supported by funds from outside the U. S. Certain affiliations, scientific research collaborations in connection with federally funded projects, support or funding from foreign entities or persons may create conflicts of interest or federal research reporting issues, or may be regulated under state law, and are required to be disclosed.

Immediate Family Member: An immediate family member shall include those defined as a relative (see below) and shall also include an employee's domestic partner, a person with whom an employee is in a romantic relationship, children of an employee's domestic partner, and relatives of an employee's spouse or domestic partner.

Institutional Responsibilities: Institutional responsibilities shall mean an individual's professional responsibilities to the appropriate System institution, including, but not limited to, research, research consultation, teaching, professional practice, administrative responsibilities, committee memberships, and service on professional review panels or advisory boards.

Personal Relationships that May Involve Conflicts of Interest: A personal relationship that may involve conflicts of interest refers to any relationship, whether past or present, which is romantic, physically intimate, or sexual in nature, and to which both parties consent or consented, including marriage. In the case of past relationships, they

should be disclosed and addressed if a current contractual and/or financial relationship continues to exist.

Relative: A relative is defined as a spouse, parent, sibling, stepparent, stepsibling, in-law, half-sibling, child, stepchild, uncle, aunt, first cousin, nephew, or niece.

Significant Financial Interest (SFI): A significant financial interest consists of one or more of the following interests of the employee (and those of the employee's spouse, domestic partner, parents, siblings, and dependent children) that reasonably appears to be related to the employee's institutional responsibilities:

- A. With regard to any publicly traded entity, a significant financial interest exists if salary and other payments received from the entity in the past twelve months and the value of any equity interest in the entity, when aggregated, exceeds \$5,000.
 - 1. Payments include, but are not limited to, consulting fees, Honoraria, and paid authorship;
 - 2. Equity interests include, but are not limited, any stock, stock option, or other ownership interest, as determined through reference to public prices or other reasonable measures of fair market value.
- B. With regard to any non-publicly traded entity, a significant financial interest exists if:
 - 1. The salary and other payments received from the entity (whether directly or indirectly) in the past twelve (12) months, when aggregated, exceed \$5,000, or
 - 2. When any equity or ownership interest exists.
- C. Receipt of income related to intellectual property rights and interests (e.g. patents or copyrights);
- D. Externally reimbursed travel; or
- E. Service as senior executive or board member of an entity, regardless of current value or compensation received, if there is a potential for future compensation or equity.
- F. Significant Financial Relationships with Other Employees (e.g., rental agreements, business co-ownership, etc. that in the past twelve months, when aggregated, exceeds \$5,000).

Significant financial interests shall not include:

- A. Salary, royalties, or other remuneration paid by one of the System's institutions, including intellectual property rights assigned by the System and agreements to share in royalties from such related rights:
- B. Income from the following types of activities for a U.S. federal, state, or local government agency, an accredited institution of higher education in the U.S., or an academic teaching hospital, medical center, or research institute that is affiliated with an accredited institution of higher education in the U.S.:
 - 1. Seminars, lectures, or teaching engagements; or

2. Service on advisory committees or review panels.
- C. Income from investment vehicles, such as mutual funds and retirement accounts, as long as the employee does not directly control the investment decisions made in these vehicles.

Procedure

This conflict of interest and commitment policy applies generally to all full-time employees of each Arkansas State University member institution and is subject to all applicable System and BOT policies and governing law.

Disclosure of Potential Conflicts of Interest and/or Commitment: It is the responsibility of all employees covered under this policy to disclose, annually, any potential conflicts of interest and commitment, including, but not limited to, any SFIs, as defined in this policy, by submitting the required disclosure using the appropriate channels at the institution of employment.

All employees at each of the System's member institutions shall receive an annual notice, with completion instructions, regarding this policy and the deadline for completion and submission. The form shall be available throughout the year for employees who need to report a conflict of interest and/or commitment or potential conflict of interest and/or commitment that arises during the reporting period.

Any conflicts of interest or conflicts of commitment associated with sponsored research must be reported to the Sponsor in accordance with federal regulations and/or sponsor policy by the appropriate member institution.

For sponsored research, if a conflict of interest or conflict of commitment is not identified or managed in a timely manner, member institution shall, within 120 days of determination of noncompliance, conduct a retrospective review of the employee's activities to determine whether such research was biased in design, conduct or reporting, and take such other steps as required by federal regulations and/or sponsor policy. Review of noncompliance should be conducted at the administrative levels of the institution, as appropriate: department, college/administrative unit, and university.

Prior Approval of Outside Employment

When an employee desires to participate in an activity in which a potential or actual conflict of interest or conflict of commitment exists, that employee shall complete the Prior Approval of Outside Employment form and submit the form to his/her direct report. After consulting with the employee, determining whether an actual or potential conflict of interest or conflict of commitment exists, and considering the ramifications for the institution, the supervisor will return a copy of the form to the employee within five (5) working days with an approval and management plan, if required, or disapproval.

Conflict Management Plan (CMP):

A CMP establishes all necessary measures to address and/or mitigate any potential or actual conflicts of interest or conflicts of commitment. The management plan may include, but is not limited to, the following actions:

1. Monitoring of the employee's responsibilities, duties, or tasks;
2. Modification of the employee's responsibilities, duties, or tasks;
3. Public disclosure of the conflict of interest or conflict of commitment;
4. Divestiture of a financial interest creating a conflict of interest or conflict of commitment; and
5. Severance of the relationship creating the conflict of interest or conflict of commitment if primary work responsibilities are adversely affected.
6. Provisions for student advising, hiring other companies, employee roles in start-up companies, purchasing rules, intellectual property ownership, and facility use.

The employee's direct report will submit the management plan to his or her supervisor who will take final action within five (5) additional working days and notify the employee's direct report and the employee of the final decision.

Conditions or restrictions in the CMP might include public disclosure of conflicts, such as when presenting or publishing research, appointment of an independent monitor, modification of the research plan, change of personnel or responsibilities, full or partial disqualification of personnel, reduction or elimination of the financial interest, or severance of relationships that create a conflict. Other provisions may be added when appropriate or as needed.

A CMP will be generated for an employee for each activity that presents a potential, apparent, or actual conflict. For example, a faculty member involved in two different start-up companies would have a CMP for each company.

Each CMP should be reviewed annually, at a minimum. It should also be reviewed and revised, if necessary, if the potential, apparent, or actual conflict changes. The CMP will be terminated when the conflict is removed.

If the employee receives a disapproval of the prior approval of outside employment request, the employee may appeal the decision to the chancellor or his/her designee, while system employees may appeal the decision to the president or his/her designee. The chancellor, in consultation with the provost or appropriate vice chancellor, as necessary, will review, with the chancellor making the decision. The decision of the chancellor or his or her designee, on any of the member institutions, is final. The decision of the president or his or her designee is final.

No agreements may be entered into between employees of the Arkansas State University System member institutions and outside entities until such time as approval

has been granted to engage in activities constituting a conflict of interest or conflict of commitment.

Summer Employment for 9-month Faculty:

Summer employment for 9-month faculty must be disclosed in advance through the appropriate request/disclosure process if the summer employment involves the following:

- 1) Involves teaching, research/creative activity, or an appointment with another institution
- 2) Pertains to institutional research
- 3) Otherwise relates to the faculty member's expertise or responsibilities as a institution employee
- 4) Involves compensation or support from a foreign entity, or furnishing of research or services to a foreign entity

Conflict of Interest or Conflict of Commitment Examples

The following list provides examples of situations which may involve conflicts of interest or conflicts of commitment and must be disclosed; however, the list is not exhaustive. Any situation which has the appearance of or potential for a conflict of interest or conflict of commitment must be disclosed.

- Employee or immediate family member ownership, management, or other relationship with an organization doing business with a member institution in the Arkansas State University System
- Participation in outside business activities including a personal commercial enterprise
- Teaching credit or noncredit courses, seminars, or workshops—whether full-time or part-time—at institutions other than the employee's primary Arkansas State University System institution, including both ASU System and non-ASU System institutions
- Fees provided for professional services including consulting, honoraria, royalties, or expert testimony
- Private payment, income, gifts, or other benefits associated with the employee's Arkansas State University System institution's research
- Income from and ownership of intellectual property
- Time away from work to attend extracurricular events
- Use of the employee's Arkansas State University System member institution's facilities, employees, or students in personal or commercial activities
- Acceptance of gifts, gratuities, or special favors offered because of position in an Arkansas State University System institution
- Influencing an Arkansas State University System institution's decisions or purchases to obtain personal benefit or benefit for others; receipt of royalties from the sale of textbooks or course materials for classes taught by the faculty member has been determined by law to constitute a conflict of interest. Royalties

so received will be paid to the campus at which the faculty member teaches for the purpose of funding programs that benefit students academically.

(Adopted by the Arkansas State University Board of Trustees on September 7, 2007, Resolution 07-58. Revised March 14, 2025, Resolution 25-02).

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

ACTION ITEM: The Arkansas State University System (ASU System) requests approval to create a Disposition of Real Property Policy.

ISSUE: The Board of Trustees must approve all System policies.

BACKGROUND:

- To ensure the efficient disposition of real property, ASU System seeks to create a Disposition of Real Property Policy to assist System institutions when buying, selling, or leasing real property.
- The policy includes:
 - The process for purchasing and selling real property, including requesting Board approval, providing notice to the System General Counsel's office, obtaining an appraisal and survey, and entering into negotiated agreements;
 - The process for entering into lease agreements as either lessor or lessee, including providing notice to the System General Counsel's office, entering into negotiated agreements, and assessing institutional campus space utilization;
 - Clarifying that all easements are subject to Board approval; and
 - Clarifying that short-term rentals of institutional facilities or grounds are exempted.
- A copy of the proposed Disposition of Real Property Policy is attached.

RECOMMENDATION/RESOLUTION:

Be it resolved that the Arkansas State University System is approved to create a Disposition of Real Property Policy, effective immediately.

Paul Rowton, Secretary

Steve Eddington, Chair

ASU System Policy

Effective Date: [*]

Subject: Disposition of Real Property

1. Purpose

The Arkansas State University System (the “System”) Board of Trustees (the “Board”) seeks to establish a formal policy governing the sale, purchase or leasing of real property in the System and its member institutions.

2. Definitions

- A. “Easement” shall mean a nonpossessory legal right to enter onto the real property of another person or entity for a particular purpose.
- B. “Leasing” of real property shall mean the entering into of a contract between a lessor and lessee that conveys control of the right to use the property for a specified period of time in exchange for consideration. Subleasing of real property is included in this definition and policy. Contracts between an institution and a student or employee for housing is not included in this definition and policy.
- C. “Lessee” shall mean the tenant, the person or entity who holds a lease of a property.
- D. “Lessor” shall mean the landlord, the person or entity who is the owner of a property and leases it to another person or entity.
- E. “Purchase” of real property shall mean a transaction in which a System institution acquires any interest in real property held by another party.
- F. “Sale” of real property shall mean a transaction that transfers any interest in real property, other than a leasehold interest or an easement, held by a System institution to another party.

3. Purchases of Real Property

- A. Prior to making an offer to purchase real property, the institution seeking to purchase a property shall provide written notice to the System General Counsel’s office of the intent to purchase.

- B. The institution shall obtain at least one appraisal of the relevant real property from a licensed appraiser qualified to appraise the property, as well as a survey from a licensed surveyor.
- C. In consultation with the System General Counsel's office, a negotiation of the terms of the purchase with the seller shall be conducted.
- D. Upon agreement of terms and subject to Board approval, which will be conferred by a formal Board resolution, the institution and the seller may execute a sales agreement and other closing documents required to finalize the transaction. The institution is responsible for arranging the closing. All agreements and closing documents shall be reviewed by the System General Counsel's office prior to the closing.

4. **Sales of Real Property**

- A. Prior to offering real property for sale, the institution selling the property shall provide written notice to the System General Counsel's office of the intent to sell, and the institution and System General Counsel's office will collaborate on preparing any necessary Board resolutions.
- B. The institution shall obtain at least one appraisal of the relevant real property from a licensed appraiser qualified to appraise the property, as well as a survey from a licensed surveyor.
- C. In consultation with the System General Counsel's office, the method of sale most advantageous to the institution and pursuant to applicable law will be selected, including a negotiated sale with or without the services of a licensed real estate agent, or a public sale utilizing sealed bids. Any contracts procured for the services of a licensed real estate agent shall be pursuant to applicable contracting authority policies and procedures and applicable law.
- D. Sales of property should be in cash, unless otherwise authorized by the System President, and should be equal to at least the appraised value. In the event of unique circumstances justifying a sale for less than appraised value, the institution should provide documented reasoning and justification to the System General Counsel's office.
- E. All sales of real property are subject to Board approval, which will be conferred by a formal Board resolution.
- F. The Board may delegate by a formal Board resolution the authority to the institution to finalize a sale of real property transfer, including the execution of contracts and legal instruments necessary to effectuate the sale.

G. Upon agreement of terms and subject to Board approval, the institution and the buyer may execute a sales agreement and other closing documents required to finalize the transaction. The institution is responsible for arranging the closing. All agreements and closing documents shall be reviewed by the System General Counsel's office prior to the closing.

~~H. Upon receiving the sale proceeds, the institution shall pay to the System []% of the sale price, unless otherwise authorized by the System President.~~

5. **Leasing**

A. Prior to entering into any leases, whether the institution is lessor or lessee, and including any renewals or amendments to existing leases, the institution seeking to enter into a lease shall provide written notice to the System General Counsel's office of the intent to lease.

B. In consultation with the System General Counsel's office, a negotiation of the terms of the lease shall be conducted. All leases and related documents shall be reviewed by the System General Counsel's office prior to execution.

C. **Campus Space Utilization**

- (1) Each institution shall designate one (1) or more persons to act as a lease manager for leases in which the institution is the lessor.
- (2) Lease managers shall assess their respective institution's space utilization and consider opportunities to lease or rent underutilized campus space or property, including long term leases and short term rental arrangements.
- (3) Lease managers shall determine applicable market rates, as well as ensure the prioritization of academic uses and campus safety, before making any recommendations to the chancellor.

6. **Easements**

A. All conveyances of easements are subject to Board approval, which will be conferred by a formal Board resolution.

7. **Short Term Rentals of Institutional Facilities and Grounds Excluded**

This Disposition of Real Property policy does not apply to short term rentals of institutional facilities or grounds, to include but not be limited to sporting events, rodeos, concerts, performance arts events, conventions, conferences, and other short term events.

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

ACTION ITEM: The Arkansas State University System (ASU System) requests approval to rescind the current Telecommuting Policy and replace it with a new Remote Work Policy.

ISSUE: The Board of Trustees must approve all System policies.

BACKGROUND:

- The Board adopted the ASU System Telecommuting Policy in June of 2021, in the midst of the global COVID-19 epidemic. Through implementation of that policy over the last four years, it has been found that the policy contains portions that could be clarified for more practical applications that have emerged.
- The proposed Remote Work Policy recognizes a more comprehensive view of the ways in which remote work operates within the ASU System. It provides a stratified framework to address concerns across three distinct categories of remote work arrangements, identified as “Fully Remote Work,” “Hybrid Remote Work,” and “Temporary Remote Work.”
- The proposed Remote Work Policy retains the requirement from the previous Telecommuting Policy that the employee and their home institution will execute, and annually review, a written agreement, specifying the terms and expectations of the remote work assignment. The Remote Work Policy also retains the core mandates of the original Telecommuting Policy in areas that include adherence to IT security standards and respect for data-privacy obligations.
- A copy of the proposed Remote Work Policy is attached.

RECOMMENDATION/RESOLUTION:

Be it resolved that the Arkansas State University System is approved to rescind the System Telecommuting Policy and replace it with a new Remote Work Policy, effective September 12, 2025.

Paul Rowton, Secretary

Steve Eddington, Chair



Remote Work Policy	
Policy Section: [To Be Assigned] Policy Number: [To Be Assigned]	Effective Date: 01/01/2026

1. Policy Statement

The Arkansas State University System (ASU System) Board of Trustees (Board) recognizes that in the modern workforce, arrangements for various levels of remote work may be beneficial to the System and its institutions as well as to their employees. Through this policy, the Board seeks to categorize common varieties of remote work arrangements and provide a framework and authority under which individual System institutions may implement remote work arrangements. This policy does not require any ASU System institution to permit or utilize remote work, and the extent to which remote is implemented at any ASU System institution remains at the discretion of the institution's chancellor.

2. Definitions

"Remote Work" refers to a formal arrangement between a System institution and an employee of that institution under which the employee is authorized to perform some or all of their job duties from a location other than a campus of the institution. A Remote Work arrangement will be designated as (1) Fully Remote Work, (2) Hybrid Remote Work, or (3) Temporary Remote Work. For purposes of this policy, Remote Work excludes Transitory Work, as that term is defined below.

"Fully Remote Work" refers to a Remote Work arrangement under which an employee of a System institution performs all or essentially all of their job duties from a location other than a campus of the institution.

"Hybrid Remote Work" refers to a Remote Work arrangement under which an employee of a System institution regularly performs some of their job duties on the institution's campus and some of their job duties from a location other than a campus of the institution.

"Temporary Remote Work" refers to a Remote Work arrangement under which an employee of a System institution typically performs all of their job duties on the institution's campus, but the employee is permitted or required to perform their job duties from a location other than a

campus of the institution on a temporary or intermittent basis. For example, an arrangement in which an employee requests and is permitted to work from home for a period of weeks while recovering from a medical procedure once the employee has recovered sufficiently to perform their job duties would constitute a Temporary Remote Work arrangement. As another example, an arrangement in which an employee requests and is permitted to work from home for an afternoon while a plumber or electrician performs services at the employee's home would constitute a Temporary Remote Work Arrangement.

"Transitory Work" refers to work performed from a location other than the campus of a System institution during brief periods of travel. For example, work performed by an institution employee while attending a professional conference, engaged in a site visit or participating in meetings at the offices of an institutional partner.

"Remote Work Agreement" refers to a written document executed by an employee, their immediate supervisor, a campus Human Resources official, and the campus chancellor (or the System president in the case of a System office employee) or the chancellor's designee that memorializes the terms under which the employee is permitted to engage in Remote Work.

"Remote Worksite" refers to the off-campus location designated for an employee to perform Remote Work, which shall be approved and identified in the Remote Work Agreement.

3. Policy Details

I. Fair Labor Standards Act Compliance

All instances of Remote Work and Transitory Work must be conducted in accordance with the Fair Labor Standards Act ("FLSA"). FLSA non-exempt employees may only engage in Remote Work or Transitory Work as authorized by their supervisor, and all time spent performing such work shall be accurately recorded, reported, and compensated.

II. At-Will Employment

Unless otherwise limited under the terms of an individual employment contract, employment within the System and its member institutions is employment "at will." The Remote Work Agreement provided for under this policy does not guarantee continued employment for any period of time, impose any limitation on the termination of the employment relationship, or otherwise alter the at-will nature of the employment relationship.

III. General Authority of Chancellors

Except as required or prohibited by the terms of this policy, the chancellor of each System institution (and the System president with respect to the System office) possesses the authority to decide the extent to which any category of Remote Work will be implemented on their campus. They may also impose additional institution-specific requirements for Remote Work

arrangements involving employees of their campus, provided such additional requirements do not conflict with this policy. Any campus-specific requirements pertaining to Remote Work shall be memorialized in a campus operating procedure.

IV. Requirements for All Categories of Remote Work

The following requirements apply to all categories of Remote Work:

- A. Suitability of Remote Work: Remote Work shall only be authorized upon determination by the appropriate official or supervisor that the Remote Work arrangement is suitable under the specific circumstances presented and will of benefit to the institution. This includes consideration of:
 - 1. The adaptability of the work to its performance from a Remote Worksite;
 - 2. The ability of the employee's supervisor to conduct adequate supervision of the work being performed remotely;
 - 3. The dependability of the employee to perform the work remotely in a dedicated and productive manner; and
 - 4. The anticipated distractions from the employee's work being performed remotely that would not exist to the same extent on the institution's campus.
- B. Each ASU System institution that elects to permit Remote Work arrangements shall have in place a process in which each Remote Work arrangement is reevaluated in writing not less often than one time per fiscal year. This process shall ensure that the Remote Work arrangement continues to be mutually beneficial and the employee's job performance under this arrangement remains satisfactory and suitable.
- C. Remote Work Agreement
 - 1. The conditions and expectations of any Remote Work arrangement shall be set out in a Remote Work Agreement executed by the employee, their immediate supervisor, a campus Human Resources representative, and the campus chancellor (or the System president in the case of a System office employee) or the chancellor's designee.
 - 2. All requirements governing Remote Work generally and the employee's particular category of Remote Work set out in this policy and any related campus operating procedure are considered to be incorporated into the Remote Work Agreement, even if they are not expressly repeated or specifically referenced in the Remote Work Agreement.

3. Entering into a Remote Work Agreement is voluntary on the part of the employee and permitted as a matter of discretion – not a matter of right – by the employee’s institution. Unless the employee’s position is a Fully Remote Work position, the employee may terminate the Remote Work Agreement at any time and resume completely in-person work. Likewise, the employee’s supervisor or the campus chancellor may terminate the Remote Work Agreement at any time, with or without notice and with or without cause.

D. Training

1. All employees engaging in Remote Work must receive training in (1) IT and data security and (2) the Family Educational Rights and Privacy Act (“FERPA”) at the commencement of any Remote Work Agreement or must have completed institution-provided training in these subjects within the six-month period immediately preceding commencement of a Remote Work Agreement. For new employees, this training will be provided during the onboarding process.
2. Refresher training in (1) IT and data security and (2) FERPA must be completed annually throughout the existence of any Remote Work arrangement.
3. Completion of the initial and refresher training shall be documented and kept as part of the employee’s personnel records.

E. IT Capability and Security

1. A set of minimum standards for information technology and security applicable to Remote Work shall be agreed upon, published, and updated on a regular basis by the Chief Information Officer (CIO) for the ASU System or, in the event of a vacancy in that position, the Chief Information Officers or their designees from all System institutions.
2. Prior to the commencement of any Remote Work arrangement, the CIO from the employee’s institution must assess the employee’s IT capability and security set-up and confirm in writing that the set-up conforms to the published minimum standards.
3. An employee engaged in Remote Work shall update their IT capability and security set up as the established ASU System minimum standards may require from time to time.

F. Remote Worksite

1. Any remote work arrangement shall be tied to a specific Remote Worksite where the employee will regularly conduct all of their Remote Work duties.
2. The employee shall not conduct in-person meetings at the Remote Worksite.
3. The Remote Worksite shall be agreed upon at the establishment of the Remote Work arrangement and shall be identified in the Remote Work Agreement.
4. If the employee wishes to change their Remote Worksite, they shall notify their supervisor and request the change, which may be accepted or rejected depending on the circumstances and the suitability of the proposed new Remote Worksite. The Remote Work Agreement shall be updated to reflect the newly authorized Remote Worksite. An employee may be subject to discipline, up to and including termination of employment, for changing their Remote Worksite without advance notice to and approval from their direct supervisor, campus Human Resources, and the campus chancellor.
5. The Remote Worksite shall be a clean and safe location and shall be free of excessive distractions from the employee conducting their Remote Work duties.
6. The employee shall allow reasonable access to the Remote Worksite for purposes of inspection as to the location's initial and continuing suitability as a Remote Worksite to their immediate supervisor and any other institutional representative designated by the chancellor.

G. Equipment and Supplies

1. The Remote Work Agreement shall specify which parties are responsible for providing and maintaining equipment and supplies necessary for carrying out the Remote Work.
2. The employee is responsible for providing a stable and secure internet connection for purposes of carrying out their Remote Work.
3. Any equipment provided by a System institution shall be inventoried by a representative of the institution and used exclusively for carrying out the employee's Remote Work duties. The employee shall be personally liable for the failure to return any equipment owned by the institution and for any damage to equipment owned by the institution other than normal wear and tear or damage resulting from the reasonable performance of the employee's Remote Work duties.

- H. Compliance with Applicable Law and Policy: All Remote Work shall be conducted in compliance with all applicable laws, System policies, and the operating procedures of the employee's institution.
- I. Inclement Weather: Requirements regarding Remote Work during periods of inclement weather are governed by the System Inclement Weather Procedure.

V. Provisions Specific to Fully Remote Work

- A. Position Designation: Although an on-campus position may be converted to a Fully Remote Work position when appropriate, most positions with Fully Remote Work arrangements will be advertised as such, and continued Fully Remote Work may be a condition of employment. If an on-campus position is converted to a Fully Remote Work position, the job description for that position will be updated to reflect that change.
- B. Remote Worksite:
 - 1. For employees hired on or after January 1, 2026, the Remote Worksite must be within the State of Arkansas or in a state contiguous to Arkansas. Any exception to this limitation must be justified in writing by the supervisor requesting the exception, and approval is at the discretion of the ASU System Vice President for Human Resources.
 - 2. Employees who are already in Fully Remote Work positions and working from approved Remote Worksites outside of Arkansas and its contiguous states prior to January 1, 2026 may continue working from their approved Remote Worksite and may request approval of new Remote Worksites within their current state or province in the event they choose to relocate. Approval of any new Remote Worksite may be rejected by the ASU System Vice President for Human Resources in consideration of issues that could arise from applicable tax or employment laws or IT security concerns.
- C. Travel to Campus
 - 1. A Fully Remote Work position may require occasional travel to a System institution's campus for in-person meetings or trainings.
 - 2. The anticipated frequency of any such in-person attendance requirements and which party will be responsible for travel costs should be set out in the Remote Work Agreement.

VI. Provisions Specific to Hybrid Remote Work

- A. Position Designation: A Hybrid Remote Work position may be advertised as such, or an employee in an in-person position may be permitted to enter into a Hybrid Remote Work arrangement when appropriate and at the discretion of the employee's institution.
- B. Remote Worksite: The Remote Worksite for a Hybrid Remote Work arrangement must be located within the United States. The Remote Worksite generally must be located within a reasonable driving distance of the employee's on-campus worksite, or the employee must agree that they will personally bear the cost of traveling to their on-campus worksite as necessary.
- C. Travel to Campus
 - 1. The supervisor of an employee in a Hybrid Remote Work arrangement should generally endeavor to avoid scheduling meetings for which in-person attendance is required on days when the Hybrid Remote Work employee is scheduled to work from their Remote Worksite.
 - 2. An employee in a Hybrid Remote Work arrangement may be required to attend in-person meetings on days when they are scheduled to work from their Remote Worksite if their supervisor deems such requirement necessary.
 - 3. An employee in a Hybrid Remote Work arrangement is responsible for the cost of traveling to campus as required to perform in-person job duties.

VII. Provisions Specific to Temporary Remote Work

- A. Remote Worksite: The Remote Worksite for a Temporary Remote Work arrangement must be located within the United States.
- B. Relationship to FMLA: An employee who is covered by the Family and Medical Leave Act ("FMLA") and plans to take FMLA-protected leave may be offered the opportunity to enter into a Temporary Remote Work arrangement. However, the employee may not be requested, pressured, or required to enter into such an arrangement.

(Adopted by the Arkansas State University System Board of Trustees on September 12, 2025, Resolution 25-__, Supersedes Telecommuting Policy of June 3, 2021.)

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

ACTION ITEM: The Arkansas State University System (ASU System) requests approval to create a New Hire and Annual Employee Training Policy.

ISSUE: The Board of Trustees must approve all System policies.

BACKGROUND:

- The ASU System does not currently have a mandatory training policy.
- The New Hire and Annual Employee Training Policy is proposed to ensure compliance with federal and state laws, promote safety, and support a welcoming and professional workplace. It is further intended to promote awareness, legal compliance, risk mitigation, and alignment with ASU System values.
- If approved, the New Hire and Annual Employee Training Policy will establish a uniform, mandatory employee training regimen applicable to all employees within the ASU System, during the onboarding process and annually thereafter.
- A copy of the proposed New Hire and Annual Employee Training Policy is attached.

RECOMMENDATION/RESOLUTION:

Be it resolved that the Arkansas State University System is approved to create the New Hire and Annual Employee Training Policy, effective January 1, 2026.

Paul Rowton, Secretary

Steve Eddington, Chair



New Hire and Annual Employee Training Policy	
Policy Section: [To Be Assigned] Policy Number: [To Be Assigned]	Effective Date: 01/01/2026

1. Policy Statement

To ensure compliance with federal and state laws, promote safety, and support a welcoming and professional workplace, this policy outlines the mandatory training requirements for all newly hired employees and annual refresher training requirements for all continuing employees within the Arkansas State University System (ASU System).

All employees must complete mandatory training as part of their onboarding process and on an annual basis thereafter. Training promotes awareness, legal compliance, risk mitigation, and alignment with ASU System values.

Completion of the mandatory training required by this policy is a condition of employment within the ASU System and is subject to verification.

2. Policy Details

I. Applicability, Exceptions, and Accommodations

- A. This policy applies to all newly hired employees and all continuing employees within the ASU System, regardless of whether the position is designated as faculty or staff, fulltime or part-time, or whether the position is permanent, temporary, or provisional.
- B. Requests for disability and religious accommodations may be presented to the Human Resources department or Title IX Coordinator, as applicable, at each individual ASU System institution and will be considered in accordance with state and federal law.
- C. Subject to approval by the ASU System Vice President for Human Resources, the chancellor of an ASU System institution may implement a modified training

list for adjunct faculty and part-time employees.

II. Required Training Programs

A. Within thirty calendar days following a new employee's official start date, and annually during each calendar year thereafter, every employee within the ASU System shall complete a prescribed training course in each of the following subjects:

1. Nondiscrimination Law and Policy
2. Title IX
3. Anti-Hazing Law and Policy
4. Family Educational Rights and Privacy Act (FERPA)
5. Drug-Free Workplace
6. Arkansas Child Maltreatment Act
7. Arkansas Freedom of Information Act
8. Conflict of Interest/Conflict of Commitment
9. Information Technology/Data Security
10. Active Shooter Awareness and Response

III. ASU System Operating Procedure

- A. The ASU System Vice President for Human Resources shall develop and recommend to the ASU System President for adoption an ASU System operating procedure to implement this policy.
- B. The operating procedure should establish a uniform slate of courses in the subject areas identified in this policy to be implemented at all institutions throughout the ASU System. However, the ASU System Vice President for Human Resources may leave the selection of the active shooter awareness and response course for each ASU System institution to the discretion of that institution's police chief or highest ranking security officer.
- C. In selecting the training courses for each subject area, the ASU System Vice President for Human Resources should consult with the relevant ASU System

vice president or institution-level managers for that subject area.

- D. The ASU System Vice President for Human Resources shall review the operating procedure and recommend any updates to the ASU System President as need but not less often than once annually.

IV. Administration and Tracking

- A. The required training courses shall be delivered and their completion tracked through a Learning Management System (LMS) approved by the ASU System Vice President for Human Resources.
- B. The Human Resources office of each ASU System institution is responsible for tracking and ensuring completion of required training courses for that institution's employees. Each institution's Human Resources office should ensure that notifications and reminders of due dates are sent to all employees.
- C. An employee within an ASU System institution may be subject to disciplinary action, up to and including termination of employment, for failure to complete all required training courses within the designated timelines.

V. Supplemental Training

- A. Each institution within the ASU System may add job-specific training requirements in addition to those mandated by this policy.
- B. In-person and virtual training at events such as an annual faculty seminar or new faculty orientation are considered supplementary training and do not satisfy the training requirements established in this policy and related operating procedure.

(Adopted by the Arkansas State University System Board of Trustees on September 12, 2025, Resolution 25-__)

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

ACTION ITEM: The Arkansas State University System (ASU System) requests approval to modify the Title IX hearing and appeals processes.

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

BACKGROUND:

- The ASU System Title IX Grievance Procedure is contained in the ASU System Handbook. This procedure governs the ways that Title IX investigations are to be conducted and that hearings and appeals will be handled.
- The current procedure provides that a Title IX Discrimination Hearing Committee shall be composed of five voting members and one non-voting chair for each respective ASU System institution, and it has proven to be administratively challenging for scheduling and committee-member retention.
- The ASU System proposes to modify the Grievance Procedure to allow the ASU System to retain third-party hearing officers, who are trained in administering Title IX hearings under current guidelines. These third-party hearing officers will conduct the Title IX hearings and issue the decisions. These third-party hearing officers are not to be employees of any ASU System institution.
- The ASU System also proposes to modify the Grievance Procedure to have appeals of Title IX decisions routed to the ASU System President, rather than to the Title IX Discrimination Appeal Committee.
- These changes will relieve each institution of the responsibility of maintaining Title IX hearing panels, adjudicating Title IX cases, and handling appeals. The proposed changes will not impact the day-to-day investigatory work performed by Title IX Coordinators at each institution.

RECOMMENDATION/RESOLUTION:

Be it resolved that the Arkansas State University System is approved to modify the Title IX hearing and appeals processes, as described above, effective immediately.

Paul Rowton, Secretary

Steve Eddington, Chair

ASU System

Capital Project Proposal Form

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

Institution	Arkansas State University Jonesboro	Date	8/25/25
Project Name	CREST Center Project		

Project Description (in detail)

The CREST Center project is designed as an approximately 70,000 square-foot-facility in a three-phase construction option, with roughly 20,000 square feet in the initial construction.

Estimated Date of Commencement	10/01/25
Estimated Date of Completion	12/31/26
Total Project Cost Estimate	\$ 10,500,000

Please provide the detail of cost estimate below:

	Estimated Project Cost
Construction (include cost of built-in equipment)	\$ 9,000,000
Architect/Engineer Fees	1,500,000
Contingencies (not to exceed 10% of Construction and A&E)	-
Land Purchases	-
Movable Equipment and Furniture	-
Total Cost of Project	\$ 10,500,000

Please provide details of planned sources of funding:

	Amount	Percentage
General Improvement	-	0.0%
Institutional Reserves	-	0.0%
Institutional Operating Funds	-	0.0%
Federal Grant Funds	\$ 7,500,000	71.4%
Special Revenue Funds	-	0.0%
Foundation or Other Private Monies	3,000,000	28.6%
Loan Proceeds (if approved)	-	0.0%
Total Proposed Funding	\$ 10,500,000	100.0%

Notes

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

ACTION ITEM: The Arkansas State University System (ASU System) requests approval to proceed with Phase I of the CREST Center Capital Project at Arkansas State University (A-State).

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

BACKGROUND:

- The ASU System is requesting approval to complete Phase I of the CREST Center Capital Project at A-State. The CREST Center Capital Project is designed as an approximately 70,000-square-foot facility that will be constructed in a three-phase construction option. Phase I will consist of the creation of 20,000 square feet of the Project.
- A-State received a grant of \$7,500,000 from the Arkansas Department of Commerce HIRED Grant Program and \$3,000,000 in other private, or public, funds, which will allow for completion of Phase I of the CREST Center Capital Project.
- A copy of the Capital Project Proposal Form is attached to this resolution.

RECOMMENDATION/RESOLUTION:

Be it resolved that the Arkansas State University System is approved to proceed with Phase I of the CREST Center Capital Project at Arkansas State University.

Paul Rowton, Secretary

Steve Eddington, Chair

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.

Paul Rowton, Secretary

Steve Eddington, Chair

EXECUTIVE SUMMARY

Contact: Blake Perkins (501) 882-8830

ACTION ITEM: Arkansas State University-Beebe (ASUB) requests approval to offer a Technical Certificate and a Certificate of Proficiency in Precision Agriculture.

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

BACKGROUND:

- ASU-Beebe proposes adding a Certificate of Proficiency (CP) and a Technical Certificate (TC) in Precision Agriculture to support its portfolio of workforce education programs in Career Education. ASUB received a \$2.3 million HIRED (Higher Industry Readiness through Educational Development) grant (Track 1) from the state to develop a Precision Agriculture program and training center.
- The CP will be a stackable nine-credit-hour credential that will train students in applications of geospatial technologies, including GPS, GIS, and remote sensing, in order to collect, analyze, and interpret agricultural data for crop and livestock systems and equip students to operate and maintain precision agriculture equipment and software, including unmanned aerial vehicles (UAVs), variable rate applicators, planting monitors, and livestock sensors.
- The TC will be a 31-credit-hour credential that will train students in applications of geospatial technologies, including GPS, GIS, and remote sensing, in order to collect, analyze, and interpret agricultural data for crop and livestock systems and equip students to operate and maintain precision agriculture equipment and software, including UAVs, variable rate applicators, planting monitors, and livestock sensors. Students earning the TC will demonstrate an understanding of agronomic and livestock production principles, and how they integrate with precision technologies to improve efficiency and sustainability. Students will also exhibit abilities that evaluate and troubleshoot precision systems. These include

EXECUTIVE SUMMARY

Contact: Blake Perkins (501) 882-8830

application control, sensor networks, and automated monitoring tools, which ensure optimal performance in agricultural operations. Finally, students will be able to communicate technical information effectively, using appropriate terminology and digital tools to support decision-making in precision agriculture environments.

- No new funding, beyond the \$2.3 million HIRED grant, is required.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University-Beebe is approved to offer a Technical Certificate and a Certificate of Proficiency in Precision Agriculture, effective Spring 2026.

Paul Rowton, Secretary

Steve Eddington, Chair

EXECUTIVE SUMMARY

Contact: Bentley Wallace (870) 508-6120

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

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

BACKGROUND:

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

RECOMMENDATION/RESOLUTION:

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

Paul Rowton, Secretary

Steve Eddington, Chair

EXECUTIVE SUMMARY

Contact: Typhanie Myers (870) 512-7704

ACTION ITEM: Arkansas State University-Newport (ASUN) requests approval to offer an Associate of Applied Science degree in Automation and Electrical Technology.

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

BACKGROUND:

- The proposal for an Associate of Science (A.A.S.) degree in Automation and Electrical Technology will prepare students to install, calibrate, modify, and maintain automated systems. Graduates will also be equipped to maintain and troubleshoot electrical and computer-based equipment.
- These roles are crucial in ensuring the smooth operation of all automated systems and equipment. Such in-demand skills are required across multiple industries, including food processing, durable-goods manufacturing, and consumer-goods production, all of which are found within ASUN's Applied Science program.
- No new funding is required.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University-Newport is approved to offer an Associate of Applied Science degree in Automation and Electrical Technology, effective August 2026.

Paul Rowton, Secretary

Steve Eddington, Chair

EXECUTIVE SUMMARY

Contact: Jeff Gray (870) 733-6731

ACTION ITEM: Arkansas State University Mid-South requests approval to offer courses to students located on West Memphis School District (WMSD) campuses.

ISSUE: The Board of Trustees must approve a new program location.

BACKGROUND:

- In response to the Arkansas ACCESS Act, the Arkansas Division of Higher Education will allow public school students, in grades nine through twelve, to earn up to 30 concurrent credit hours each academic year with no out-of-pocket costs to the students or their families.
- ASU Mid-South has historically taught all concurrent credit courses on the ASU Mid-South campus or online, using ASU Mid-South faculty.
- As a longstanding partner of ASU Mid-South, the West Memphis School District has expressed a strong desire for ASU Mid-South to offer General Education courses on their campuses.
- As a result of the expanded scope of accelerated learning offered by the Arkansas ACCESS Act, continuing to offer concurrent courses, solely on the College campus, would put an additional logistical burden on our partner school district and leave ASU Mid-South inadequately resourced.
- If approved, the courses will be taught by a WMSD instructor, who meets or exceeds ASU Mid-South's standards for qualified faculty, using the syllabi, course materials, and learning outcomes required in the same courses delivered on the ASU Mid-South campus, as required by ADHE's Concurrent Enrollment policy, ensuring that the integrity and the quality of the coursework are maintained.
- The campus of the Academies of West Memphis (AWM, previously West Memphis High School) is approximately 1.3 miles from the ASU Mid-South campus, allowing for adequate support and regular, ongoing oversight of the program.

EXECUTIVE SUMMARY

Contact: Jeff Gray (870) 733-6731

- The proposed expanded partnership would allow WMSD students the opportunity to gain necessary coursework toward a Certificate of General Studies and an Associate of Arts, beginning as early as the ninth grade, without leaving the school district campus each day.
- Because successful completion of the courses offered at the AWM campus would result in a student earning more than 50% of a Certificate of General Studies, this proposed expanded partnership meets the Higher Learning Commission's definition of an additional location.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University Mid-South is approved to offer courses to students located on the West Memphis School District campuses, effective spring semester of 2026.

Paul Rowton, Secretary

Steve Eddington, Chair

EXECUTIVE SUMMARY

Contact: Jeff Gray (870) 733-6731

ACTION ITEM: Arkansas State University Mid-South requests approval to offer courses to students located on Marion School District (MSD) campuses.

ISSUE: The Board of Trustees must approve a new program location.

BACKGROUND:

- In response to the Arkansas ACCESS Act, the Arkansas Division of Higher Education will allow public school students, in grades nine through twelve, to earn up to 30 concurrent credit hours each academic year with no out-of-pocket costs to the students or their families.
- ASU Mid-South has historically taught all concurrent credit courses on the ASU Mid-South campus or online, using ASU Mid-South faculty.
- As a longstanding partner of ASU Mid-South, the Marion School District has expressed a strong desire for ASU Mid-South to offer General Education courses on their campuses.
- As a result of the expanded scope of accelerated learning offered by the Arkansas ACCESS Act, continuing to offer concurrent courses, solely on the College campus, would put an additional logistical burden on our partner school district and leave ASU Mid-South inadequately resourced.
- If approved, the courses will be taught by an MSD instructor, who meets or exceeds ASU Mid-South's standards for qualified faculty, using the syllabi, course materials, and learning outcomes required in the same courses delivered on the ASU Mid-South campus, as required by ADHE's Concurrent Enrollment policy, ensuring that the integrity and the quality of the coursework are maintained.
- The Marion High School campus is approximately 3.5 miles from the ASU Mid-South campus, allowing for adequate support and regular, ongoing oversight of the program.

EXECUTIVE SUMMARY

Contact: Jeff Gray (870) 733-6731

- The proposed expanded partnership would allow MSD students the opportunity to gain necessary coursework toward a Certificate of General Studies and an Associate of Arts, beginning as early as the ninth grade, without leaving the school district campus each day.
- Because successful completion of the courses offered at the Marion High School campus would result in a student earning more than 50% of a Certificate of General Studies, this proposed expanded partnership meets the Higher Learning Commission's definition of an additional location.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University Mid-South is approved to offer the courses to students located on Marion School District campuses, effective spring semester of 2026.

Paul Rowton, Secretary

Steve Eddington, Chair

EXECUTIVE SUMMARY

Contact: Jeff Gray (870) 733-6731

ACTION ITEM: Arkansas State University Mid-South requests approval to offer courses to students located on the campus of West Memphis Christian School (WMCS).

ISSUE: The Board of Trustees must approve a new program location.

BACKGROUND:

- In response to the Arkansas ACCESS Act, the Arkansas Division of Higher Education will allow public school students, in grades nine through twelve, to earn up to 30 concurrent credit hours each academic year with no out-of-pocket costs to the students or their families.
- ASU Mid-South has historically taught all concurrent credit courses on the ASU Mid-South campus or online using ASU Mid-South faculty.
- As a longstanding partner of ASU Mid-South, the West Memphis Christian School has expressed a strong desire for ASU Mid-South to offer General Education courses on their campus.
- As a result of the expanded scope of accelerated learning offered by the Arkansas ACCESS Act, continuing to offer concurrent courses, solely on the College campus, would put an additional logistical burden on our partner school district and leave ASU Mid-South inadequately resourced.
- If approved, the courses will be taught by a WMCS instructor, who meets or exceeds ASU Mid-South's standards for qualified faculty, using the syllabi, course materials, and learning outcomes required in the same courses delivered on the ASU Mid-South campus, as required by ADHE's Concurrent Enrollment policy, ensuring that the integrity and the quality of the coursework are maintained.

EXECUTIVE SUMMARY

Contact: Jeff Gray (870) 733-6731

- The WMCS campus is approximately 3.4 miles from the ASU Mid-South campus, allowing for adequate support and regular, ongoing oversight of the program.
- The proposed expanded partnership would allow WMCS students the opportunity to gain necessary coursework toward a Certificate of General Studies and an Associate of Arts, beginning as early as the ninth grade, without leaving the school campus each day.
- Because successful completion of the courses offered at the WMCS campus would result in a student earning more than 50% of a Certificate of General Studies, this proposed expanded partnership meets the Higher Learning Commission's definition of an additional location.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University Mid-South is approved to offer courses to students located at West Memphis Christian School, effective spring semester of 2026.

Paul Rowton, Secretary

Steve Eddington, Chair

**ARKANSAS STATE UNIVERSITY SYSTEM
BOARD OF TRUSTEES**

A Resolution Recognizing the Significant Contributions of
West Fraser
to Arkansas State University Three Rivers

WHEREAS, the Board of Trustees has retained unto itself the authority to name facilities and programs of the campuses within the Arkansas State University System; and

WHEREAS, the West Fraser facility serves as an important resource and is the cornerstone for the renewal and advancement of workforce training; and

WHEREAS, West Fraser has made significant contributions to ASU Three Rivers, of a magnitude worthy of special gratitude and lasting recognition, including funding that will provide program support for workforce development and generous support through sponsorships, donations, resources, and collaboration that has created significant revenue for the College.

NOW, THEREFORE, BE IT RESOLVED by the Arkansas State University System Board of Trustees, that the facility located at 823 Martin Luther King Boulevard, shall be known for the next ten (10) years as the

West Fraser Workforce Training Center

DULY ADOPTED AND APPROVED this 12th day of September 2025

Steve Eddington, Chair

Robert G. Rudolph, Jr., Vice Chair

Paul Rowton, Secretary

Price Gardner, Member

Gary Harpole, Member

Jerry Morgan, Member

Carole Farmer, Member

Brendan B. Kelly, President

**ARKANSAS STATE UNIVERSITY SYSTEM
BOARD OF TRUSTEES**

**A Resolution Conferring the Honorary Degree of Bachelor of Business Administration
upon Anita and the late Charles Cabe**

WHEREAS, the Board of Trustees has retained unto itself the authority to confer honorary degrees upon individuals who have an extraordinary difference in the lives of so many;
and

WHEREAS, Anita Cabe and her late husband, Charles Cabe, have demonstrated generosity, tremendous leadership, enduring service, and transformational philanthropy in support of Henderson State University. Their vision and personal commitment have inspired countless others to support the university, while directly enriching the academic, cultural, and student life experiences at Henderson. They represent the very spirit and values of Henderson State University—truly embodying its identity as the School with a Heart; and Their legacy of love and service to Henderson stands as a lasting symbol of the transformative power of philanthropy and community leadership in higher education.

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of the Arkansas State University System, that Anita Cabe and the late Charles Cabe shall be granted the honorary degree, Bachelor of Business Administration, from Henderson State University.

DULY ADOPTED AND APPROVED this 12th day of September 2025

Steve Eddington, Chair

Robert G. Rudolph Jr, Vice Chair

Paul Rowton, Secretary

Price Gardner, Member

Gary Harpole, Member

Jerry Morgan, Member

Carole Farmer, Member

Brendan B. Kelly, ASU
System President

**ARKANSAS STATE UNIVERSITY SYSTEM
BOARD OF TRUSTEES**

A Resolution Recognizing the Significant Contributions of
Georgia-Pacific Corporation
to Henderson State University (HSU)

WHEREAS, the Board of Trustees has retained unto itself the authority to name facilities and programs on the campuses within the Arkansas State University System; and

WHEREAS, Georgia-Pacific Corporation has demonstrated a longstanding commitment to supporting higher education and student success at Henderson State University; and

WHEREAS, Georgia-Pacific has previously contributed to HSU through scholarship funding and other student-focused initiatives that have positively impacted the campus and surrounding community, and they have made a significant commitment to the Henderson State University Foundation to support the Intramural Field Project, which will enhance the campus, community, and region by providing a critical venue for intramural sports, campus activities, community events; and

WHEREAS, the leadership and generosity of Georgia-Pacific are worthy of special recognition and the enduring gratitude of the Henderson State University community;

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of the Arkansas State University System, that the Intramural Field Project on the Henderson State University campus shall be known henceforth as:

Georgia-Pacific Reddie Recreation Complex

DULY ADOPTED AND APPROVED this 12th day of September 2025

Steve Eddington, Chair

Robert G. Rudolph, Jr., Vice Chair

Paul Rowton, Secretary

Price Gardner, Member

Gary Harpole, Member

Jerry Morgan, Member

Carole Farmer, Member

Brendan B. Kelly, ASU System
President

Resolution 25-42