

AGENDA
ARKANSAS STATE UNIVERSITY
BOARD OF TRUSTEES
December 6, 2019
10:00 a.m.
ASU System Office

- I. Call to Order
Niel Crowson, Chair
- *II. Approval of the Minutes of Past Meeting
September 20, 2019
- III. President's Report
Reports of the Chancellors
- *IV. Agenda
 - Proposed ASU System Resolutions
 - Resolution approving the execution of the Agreement of Merger and Plan of Transition between the Arkansas State University System and Henderson State University
 - Resolution approving the ASU System to revise the Investment Collateralization Policy
 - Proposed ASU Newport Resolution
 - Resolution approving ASU-Newport to name the High Voltage Lineman Technology Building the Electric Cooperatives of Arkansas High Voltage Lineman Technology Building
- V. Executive Session
- *VI. Approval of Personnel Actions
- VII. Other Business
- *VIII. Election of Officers
- *IX. Adjournment
- *Action Items

EXECUTIVE SUMMARY

Contact: Jeff Hankins 501-660-1000

ACTION ITEM: The Arkansas State University System requests approval to execute the Agreement of Merger and Plan of Transition between the Arkansas State University System and Henderson State University.

ISSUE: The Board of Trustees must approve all agreements that allow institutions to join the Arkansas State University System.

BACKGROUND:

- On July 29, 2019, the Arkansas State University System and Henderson State University executed a Memorandum of Understanding (MOU), which specified that the Arkansas State University System would provide certain assistance to Henderson State University through December 31, 2019.
- Since the time the MOU was executed, both the Arkansas State University System and Henderson State University have realized that membership in the Arkansas State University System would be of significant benefit to both Henderson State University and the Arkansas State University System.
- The respective leadership teams of the Arkansas State University System and Henderson State University collaborated on the Agreement of Merger and Plan of Transition (attached).
- On October 21, 2019, the Board of Trustees of Henderson State University voted unanimously to execute the Agreement of Merger and Plan of Transition.

RECOMMENDATION/RESOLUTION:

Be it resolved that the Arkansas State University Board of Trustees approves the execution of the Agreement of Merger and Plan of Transition between the Arkansas State University System and Henderson State University, effective December 6, 2019.



Price Gardner, Secretary



Niel Crowson, Chair

**AGREEMENT OF MERGER AND PLAN OF TRANSITION
BETWEEN
THE ARKANSAS STATE UNIVERSITY SYSTEM
AND HENDERSON STATE UNIVERSITY**

This Agreement of Merger and Plan of Transition (referred to as Agreement and/or Plan) is made and entered into on the date of full execution, indicated by all required signatures herein, between the Board of Trustees of the Arkansas State University System (ASU System), a state higher education system created pursuant to the laws of Arkansas, and the Board of Trustees of Henderson State University (Henderson), a state higher education institution created pursuant to the laws of Arkansas.

WHEREAS, the Board of Trustees of the Arkansas State University System has been vitally concerned with increasing educational opportunities in Arkansas and with providing an appropriate response to the need for expanded higher education opportunities for all citizens of the state; and

WHEREAS, the Board of Trustees of Henderson State University has expressed a similar concern for providing more accessible quality higher education opportunities suitable to the economic and cultural development of its service area; and

WHEREAS, there are cogent reasons for taking measures to increase and improve the efficient delivery of higher education in Arkansas for the benefit of the State of Arkansas, including those increased efforts which will produce the educational, scientific, technical, and cultural contributions required to correspond with the development of the state; and

WHEREAS, this Plan has been agreed upon for the expansion of both entities to more effectively and efficiently serve the increasing needs of the region and of the State of Arkansas as a whole, with additional educational opportunities for citizens, directly benefiting civic, business, and economic development interests of the region; and

WHEREAS, this Plan will enhance educational opportunities for the citizens in the specified region by providing the benefits of the Arkansas State University System while retaining the community commitment of Henderson State University as well as the loyalty, support, and contribution so demonstratively evidenced by alumni and supporters of Henderson State University; and

WHEREAS, this Plan will underscore and enhance the work, contributions, and aspirations of all who, with justified pride, are responsible for the fine institution known as Henderson State University and will achieve economy for the region and for the State of Arkansas as it meets increasing enrollments and educational demands without the initial outlay required to start a new institution by incorporating an established institution into the Arkansas State University System of higher education; and

WHEREAS, it has been determined that it is in the best interests of the parties, of the citizens served by Henderson State University, and of the State of Arkansas that the Board of Trustees of Henderson State University transfer to the Board of Trustees of the Arkansas State University System the assets and liabilities herein described, so that Henderson State University will become part of the Arkansas State University System, to be managed and controlled by the Board of Trustees of the Arkansas State University System for the benefit of citizens of the State of Arkansas; and

WHEREAS, the Arkansas State University System and Henderson State University have been collaborating on certain financial, budgetary and legal matters pursuant to a Memorandum of Understanding (“MOU”) executed by both parties on July 29, 2019; and

WHEREAS, since the time of the execution of the MOU both the Arkansas State University System and Henderson State University have realized that membership in the Arkansas State University System would be of significant benefit to Henderson State University; and

WHEREAS, the Board of Trustees of the Arkansas State University System is willing to accept the transfer of said assets, liabilities, and responsibilities, and the Board of Trustees of

Henderson State University is willing to transfer them upon the terms and conditions of this Agreement; and

WHEREAS, A.C.A. §6-60-102 authorizes and encourages the voluntary consolidation and merger of public higher education institutions, including existing systems of public higher education institutions that add four-year institutions to the system;

THEREFORE, the respective Boards of these entities hereby agree as follows:

I. Merger and System Governance

Henderson State University will become a member campus of the Arkansas State University System and, as a member of the System, will not be a branch campus or satellite campus of any institution in the ASU System at any time, unless required by a state or federal law or by an accrediting body. The ASU System agrees to maintain and oversee operations of Henderson State University as an institution of higher learning in the state of Arkansas and in the ASU System. This Agreement is entered into so that both parties can provide for sound growth of and sustain Henderson as a first-class university according to a plan of transition calling for specific action by the ASU System and Henderson. This Agreement is entered into so that Henderson will be fully merged into the Arkansas State University System, which will be the surviving legal institution and which will continue to be governed by the laws of the State of Arkansas with the ASU System receiving and assuming, upon the date of transfer, the assets and liabilities of Henderson to the extent provided herein.

The ASU System recognizes the importance and significance of adding a university such as Henderson to the System. It is also recognized that the ASU System Board of Trustees should be of an appropriate size and composition to ensure suitable representation of the member campuses. Upon Henderson becoming a member of the ASU System, the ASU System Board of Trustees agrees to seek to expand the size of the Board of Trustees from five members to seven members. Recognizing that such a change will require action by the

Arkansas General Assembly, ASU System and Henderson officials agree to work with the General Assembly and the Governor of the state of Arkansas (Governor) to support these necessary changes in as prompt a manner as is possible. The two additional members of the enlarged ASU System Board of Trustees will be appointed by the Governor, and the ASU System President agrees to encourage the Governor to fill these two appointments with individuals who have significant familiarity with the Henderson campus, including those who attended Henderson. ASU System and Henderson officials also agree to work with policymakers to develop long-term criteria for use by the Governor in making all Board of Trustee appointments.

II. Institutional Programming and Traditions

Henderson, as a campus in the Arkansas State University System, utilizing the facilities, faculty, staff, and other Henderson resources, will continue to offer a full array of programming consistent with any other comprehensive public university. These offerings will include, but are not limited to, academic degree programming as designed and directed by the faculty and academic administration, academic research initiatives, public service activities, student activities and services, and intercollegiate athletics.

The ASU System also recognizes that Henderson is the second oldest university in Arkansas under state control. This long history has resulted in multiple important traditions which should be preserved. These traditions include, but are not limited to, the “Reddie” mascot, “The School With A Heart” motto, institutional colors and logos, the institutional alma mater and spirit fight song, and the “Pine Tree Speech.” The ASU System realizes both the importance of the institution’s rich history and the significant interest in allowing the university to establish and continue its own customs and rituals.

III. Institution Name

The Henderson Board of Trustees voted on October 24, 2019, to retain the name of Henderson State University. Where appropriate, the name will be followed by language indicating the University is a member of the ASU System. The ASU System recognizes the

importance to the Henderson State community that the name Henderson State University be retained. The ASU System shall at all times use reasonable efforts to maintain the name Henderson State University. The name Henderson State University shall not be changed by the ASU System unless it is required to be changed by law or unless the Henderson State University Board of Visitors and the ASU System Board of Trustees jointly agree to a change.

IV. Board of Visitors

A Board of Visitors for Henderson will be constituted. It is the expectation of the ASU System and Henderson that the Board of Visitors will be appointed by the Governor pursuant to legislative enactment. Both the ASU System and Henderson anticipate that legislation detailing this process, and establishing this Board of Visitors, will be presented to the General Assembly. Should efforts to establish a gubernatorially-appointed Board of Visitors not be successful, the ASU System and Henderson agree to develop an alternative process for establishing a Board of Visitors. The general purpose of the Board of Visitors will be to perform a liaison and advisory function between Henderson and residents of the state of Arkansas, to aid in securing financial support, to advise upon the educational and service needs of the university, to assist the ASU System as it endeavors to aid in the orderly transition of Henderson as it becomes an ASU System campus, and to furnish counsel and guidance for the resulting institution. The ASU System agrees that the Chairperson of the Henderson Board of Visitors or his/her designee will be invited to attend all meetings of the ASU System Board of Trustees to support effective representation of the interests of Henderson and so that the Henderson Board of Visitors will have an enhanced understanding of the policies, procedures, and operation of the ASU System Board of Trustees. All communication, including advice and recommendations, from the Henderson Board of Visitors will be transmitted through the Chancellor of Henderson to the President of the Arkansas State University System, who may then provide that communication to the Arkansas State University System Board of Trustees. The Chancellor of Henderson will be an executive employee of the Arkansas State University System and will report to the President of the ASU System.

The parties recognize that Henderson cannot be an autonomous institution and yet be a part of the ASU System. The legal relationship and the desirable educational direction required by this Agreement and the integration of the resulting institution into the ASU System are understood to include the governance of Henderson by the ASU System Board of Trustees and the President of the Arkansas State University System.

V. Mission, Executive Role, Accreditation, and Intellectual Property

The ASU System accepts and supports the comprehensive mission and purposes of Henderson State University. The ASU System accepts and supports the current mission, goals, strategic and operational plans, and productivity plan of Henderson State University as well as the state-assigned role and scope of Henderson State University and commits to continuation of the same.

Henderson will be led by a Chancellor who will be the chief executive officer. On the date that Henderson becomes a member of the ASU System, the President (acting, interim or permanent) of Henderson State University will become the Chancellor of Henderson. The Chancellor of Henderson will be responsible to the President of the ASU System and, through the President, to the ASU System Board of Trustees. The Chancellor's powers and responsibilities, prescribed by the ASU System President and the ASU System Board of Trustees, will be those usually associated with the chief executive officer of a four-year university. The Henderson Board of Visitors, the President of the ASU System, and the ASU Board of Trustees will establish the expectation that and assure that, in any future vacancies of the Chancellor position, all finalists for the position understand, appreciate, and commit to support and continue the unique mission and philosophy of Henderson. Effective immediately upon execution of this Agreement, the ASU System President shall chair the search committee for any search for the position of President of Henderson. The ASU System President shall appoint members to the search committee with representation from the ASU System and the Henderson campus consistent with the spirit of shared governance principles. The search committee will interview and recommend candidates to the ASU System President,

who will confer with the Henderson State University Board of Trustees, or Board of Visitors, prior to finalizing the hiring of a new President. This provision shall remain in effect after the date of transfer and shall apply to all vacancies of the Chancellor position.

Henderson will strive to deliver a broad program of undergraduate and graduate educational services. Henderson will sustain and/or achieve any required full accreditation for such programs. The ultimate determination by Henderson of the exact programs to be established or maintained, including curricula, scope of educational services, and community service are matters of informed educational judgment in relation to identified needs of the state. The ASU System will, in good faith and taking into full consideration any recommendation of the Henderson Chancellor and Board of Visitors, exercise judgment with a view toward the best welfare of Henderson regarding the educational offerings.

Henderson will be responsible for sustaining regional accreditation of Henderson by the Higher Learning Commission of the North Central Association and for program specific accreditations as well. Any and all costs associated with securing accreditation approval for this merger shall be borne solely by Henderson.

Income generated from intellectual property created by employees at Henderson, as well as any created by employees of Henderson State University which is carried forward with the merger, will be distributed to the Originator and to Henderson with any/all realized institutional revenues remaining on the Henderson campus.

VI. Policies, Operating Procedures, Internal Governance, Budget, and Personnel

As specified in this Agreement and its attachments, the ASU Board of Trustees will initially accept Henderson's current operating procedures and procedures for internal governance. Established traditions, which may differ from those specified for other ASU System campuses, will also be accepted. Retirement plans/providers for current employees will be continued for existing Henderson employees; however, any employees hired after the official merger date will be enrolled in ASU System retirement plans. Both the ASU System and Henderson will work in good faith to align policies and procedures of Henderson with the

ASU System in a timely manner after completion of the merger.

The Henderson Board of Visitors will have advisory responsibility to the Henderson Chancellor for the college's operating budget, including the establishment of tuition and fees and organizational model changes. The Henderson Chancellor will present recommendations to the ASU System President, who will be responsible for making recommendations to the ASU System Board of Trustees for final consideration and approval. In the same manner as other ASU chancellors, under delegated authority by the ASU System President, the Chancellor of Henderson will retain all rights and responsibilities pertaining to the employment of qualified faculty and staff to operate Henderson and to deliver quality educational programming and workforce training in support of the unique mission, purposes, and goals of the institution. The ASU System recognizes that Henderson will continue in its role and scope as officially designated by the Arkansas Department of Higher Education Coordinating Board. Henderson State University represents and affirms that its current and future faculty will possess the appropriate credentials for that institution.

Both parties recognize that formalization of this agreement will not occur until final approval is granted by the Higher Learning Commission (HLC). Because this approval process typically takes multiple months, and because of Henderson's need for immediate support services from the ASU System, both parties agree that it is necessary to have an interim management arrangement. Henderson will compensate the ASU System for this management agreement under the same financial formula used to determine payment under the MOU signed on July 29, 2019. Immediately upon execution of this agreement, the ASU System President shall be responsible for overseeing operations of Henderson in concert with the Henderson CEO. It is recognized that the Henderson Board of Trustees must remain as the official governing body of the university until final approval is received from HLC, but immediately upon execution of this agreement the Henderson CEO will report through the ASU System President to the Henderson Board of Trustees during this interim management process.

VII. Transferability of Credit within the ASU System

Once Henderson becomes a member of the ASU System, credit will be freely transferrable between Henderson and other ASU System campuses. The specific application of credits to the various degree programs of ASU System campuses will be determined by the respective colleges of the receiving campuses, which will make diligent efforts to assure that Henderson students will be advised of the extent to which credits will apply to various degree programs.

The ASU System will consider Henderson students to be students of the ASU System; and, as such, they will enroll with the same full faith, credit, and opportunity for success that they would have at any other ASU System campus, including access to scholarships, if they meet the academic criteria.

VIII. Equality of Treatment within the ASU System

The ASU System declares its intent that the System policies and procedures applied in operating the Henderson campus will be the same as those applied to other campuses and divisions of the ASU System with the purpose that there will be no unwarranted distinctions which might operate to discriminate against Henderson. This equality of treatment among campuses and divisions of the ASU System will, as a principle, be observed by the ASU System Board of Trustees; and any distinctions in policy and procedure germane to Henderson now or in the future will be made only when there is a considered, rational foundation supporting the difference in classification or related changes in this Agreement.

IX. Transfer of Assets and Liabilities

Henderson will transfer and assign to the ASU System, and the ASU System will accept and assume, all assets and liabilities of Henderson on the date of transfer. Henderson represents and warrants to the ASU System that as of the date of execution of this Agreement, there are no undisclosed liabilities which are material and the existence of which would materially affect the performance of this Agreement by the ASU System and

Henderson. The ASU System assumes liabilities of Henderson on outstanding bonded indebtedness, not as a general obligation of the ASU System, but as solely secured by a pledge of the revenues of Henderson set forth in the respective resolutions, agreements, and other documents and instruments in connection with such bond issues. In the event that Henderson becomes aware of a previously undisclosed liability which is material, or a new liability which is material, Henderson shall promptly notify the President of the ASU System in writing. A new liability, or a previously undisclosed material liability, shall be a sufficient justification for the ASU System not to proceed with this merger.

Henderson accepts that the university will be assessed an annual ASU System membership fee. Henderson will be assessed based on a formula utilized by the ASU System to assess all member campuses. The ASU System agrees that all current and future property and funds conveyed or transferred to it by Henderson under the terms of this Agreement or the proceeds thereof, will be used after the date of transfer by the ASU System only for the programs, purposes, and obligations of Henderson and its current and future students, and not for any other campus of the ASU System or System operations, to assure the continued high quality and excellence of Henderson.

X. Henderson State University Foundation

The ASU System is aware that Henderson currently has a charitable foundation used to support its mission. The ASU System Board of Trustees has recognized the autonomy of separate 501 (c)(3) organizations devoted to specific constituent groups of the ASU System. The ASU System acknowledges the Henderson Foundation, its status as an independent entity, its policies and procedures, and continuation of its right to continue on behalf of its chartered purposes and to manage the assets and expenditures under the direction of the Henderson State University Foundation Board of Directors. The sections of this Agreement that discuss transfer of Henderson State University assets to the ASU System shall have no application to the Henderson State University Foundation.

XI. Service of Process

The ASU System, as the institution of which Henderson will be a constituent institution, agrees that it may be served with process in the State of Arkansas in any proceeding for enforcement of any obligation of Henderson State University assumed pursuant to this Agreement, as well as for enforcement of any obligation arising from this Agreement of Merger and Plan of Transition. The Board of Trustees of the Arkansas State University System appoints the President of the Arkansas State University System as agent to accept service of process at the following address: President, Arkansas State University System, 501 Woodlane, Suite 600, Little Rock, AR 72201. The President of the Arkansas State University System will inform the Chancellor of Henderson of any service of process and the nature of the proceedings. Nothing within this Agreement will be deemed to waive the sovereign immunity of Henderson State University, the Arkansas State University System, or the State of Arkansas.

XII. Transfer of Assets Documents

To facilitate the transfer of assets from Henderson State University to the Arkansas State University System, Henderson will furnish the following:

- A) Acceptable abstracts of title or policies of title insurance to all tracts of real property owned by or under Henderson control, showing marketable title, and the originals or true copies of all instruments under which Henderson holds endowment, trust, pledge, bequest, or gift funds;
- B) Documents showing unpaid accounts to contractors, laborers, and materialmen for which mechanics, laborers, or materialmen liens may be established against Henderson and/or its property and evidence showing bond or other protection thereon;
- C) Minute books of the Board of Trustees of Henderson State University for review and determination that all proceedings have been duly, legally, and properly held or taken;

- D) Documentation of all patents, trademarks, trade names, copyrights, policies of insurance, contracts, and commitments of Henderson State University which have not been completely performed;
- E) A Phase I environmental assessment acceptable to ASU System for all real property to be transferred to ASU System pursuant to this Agreement;
- F) Any other data or information needed by ASU System in order to plan an orderly transition and merger including, but not limited to, financial data, enrollment data, and budgets; and
- G) Copies of all audits for the past three (3) years performed by the State Office of Legislative Audit or by any outside auditor together with balance sheets, income statements, and other financial books and records of Henderson including those showing all securities held by Henderson.

XIII. Certification of Funds and Assets

On the date of transfer, Henderson will certify that all funds and assets shown in the certificate of State Office of Legislative Audit described above are intact and on hand less and except expenditures for normal operations since the date of examination and said expenditures will be accounted for in full to the ASU System.

XIV. Transfer of Title

Henderson will transfer title to all real, personal, tangible, and intangible assets, held in its name, whether of record or not, on the date of transfer to the ASU System, which will receive and use such properties and their proceeds for the sole use and benefit of Henderson, including all books, papers, records, and files under custody or control for the use of Henderson together with all funds, bank accounts, accounts receivable, bequests, trusts, endowments, investments, securities, grants, pledges, contracts, and other entitlements of Henderson. Said transfers are to be executed by appropriate instruments of transfer made by Henderson and accepted by the ASU System, provided that any assets originally received

by bequest, pledge, devise, gift or trust, containing conditions and restrictions, if assignable to Henderson without incurring liability thereby, will, if accepted by the ASU System, be accepted and held upon the same conditions and restrictions as imposed by the donor or donors. Henderson will furnish a complete inventory of all the assets prior to the date of transfer.

XV. Relinquishment of Control, Responsibility, and Supervision

From and after the date of transfer, the Henderson State University Board of Trustees will relinquish all control, responsibility and supervision vested by law, or exercised in fact, over and to the institution and assets now known as Henderson State University which will thereafter be both owned and operated by the ASU System as provided for in this Agreement. ASU System personnel understand that Henderson institutional funds should be invested and deposited locally when local opportunities are reflective of/equivalent to best investment options.

XVI. Conditions

The obligation of the ASU System and Henderson to effect the agreed merger will be subject to the following conditions:

- 1) The representations herein contained will be substantially accurate in all material respects, and each institution will have performed or complied with them prior to the applicable date.
- 2) No material adverse change in financial conditions will have occurred, nor any material loss or damage to property or assets, whether or not covered by insurance, which change, loss or damage would materially affect or impair the ability of the other institution on the date of transfer.
- 3) ASU System maintains the right to retain a third party to review any and all aspects of Henderson's operations and financial standing. The ASU System may terminate this Agreement at any time prior to final approval of the Higher Learning Commission if the

ASU System's or third party's review makes a finding related to Henderson's operations or financial condition that, in the view of the ASU System, represents a significant risk to the ASU System. Termination under this section shall be at the sole discretion of the ASU System.

- 4) The execution of the terms of this Agreement will not conflict with, or result in a breach of, or constitute a default under, any agreement or instrument to which the other institution is a party except to the extent that the same will have been cured by written waiver, written consent of the other institution, or otherwise.

XVII. Amendments

The President of the ASU System and the Chair of the Henderson State University Board of Trustees both understand and agree that further refinement of this Agreement may be desirable as policies and procedures affected by the merger are explored over the next few months. Therefore, both parties pledge themselves to finalize any additional clarifications or modifications, including appropriate Board approvals, prior to the date of transfer. Upon mutual acceptance of any subsequent amendments by the President of the ASU System and the Chair of the Henderson State University Board of Trustees, a revised document shall be executed in writing and signed by both parties, thereto reflecting the final agreement.

Notwithstanding any terms of this Agreement, or subsequent modifications executed over the next few months, the Agreement of Merger and Plan of Transition may be terminated and abandoned by the parties hereto at any time prior to the date of transfer by their mutual consent and thereafter neither party will have any further rights, obligations, or liabilities under this Agreement.

XVIII. Obligation of Execution

Upon mutual agreement, the Chair of the Henderson State University Board of Trustees and the President of the ASU System each obligate themselves, prior to the effective date of the merger, to execute all necessary papers, documents, legal conveyances, and

other instruments required to effectuate the purposes and intents of this Agreement. This merger is contingent upon approval by the Board of Trustees of the Higher Learning Commission, a commission of the North Central Association.

XIX. Disclosure

This Agreement, together with agreed upon modifications, once accepted by both parties, and ratified by both Boards, will embody the entire agreement between the ASU System and Henderson with respect to this merger, and there have been and there are currently no agreements, representations, or warranties relating thereto between the parties other than those set forth herein or herein provided.

XX. Communication


All notices, requests, demands, and other communication regarding this Agreement will be made in writing and will be directed to President, Arkansas State University System, 501 Woodlane, Suite 600, Little Rock, AR 72201 and, if to Henderson, to Board of Trustees Chair, Henderson State University, 1100 Henderson Street, Arkadelphia, AR 71999. With respect to this Agreement, the ASU System and Henderson agree that each member of the ASU Board of Trustees and the Henderson State University Board of Trustees is acting in his or her official and representative capacity and not as an individual.

XXI. Collaborative Effort

The parties are deeply sensitive to the reality that the success of the merger depends upon the good faith and integrity of the respective Boards and their executive officers, and to the end that opportunities for quality higher education in Arkansas be made available to the citizens of the State of Arkansas, the parties hereto will work closely together for the accomplishment of the aims of this Agreement.

IN WITNESS WHEREOF, the parties hereto, pursuant to authority given to their respective Boards, have caused this Agreement of Merger and Plan of Transition to be entered into and signed by their respective officers in their corporate names, and to be attested by the respective Secretaries, all in accordance with their respective resolutions, of which copies are attached, which authorize this action and designate the officers so executing to act in that capacity, all as of the day and date set forth.

HENDERSON STATE UNIVERSITY



Johnny Hudson, Chair
Board of Trustees
Henderson State University

ATTEST:




Eddie Arnold, Secretary
Board of Trustees
Henderson State University

ARKANSAS STATE UNIVERSITY SYSTEM



Niel Crowson, Chair
Board of Trustees
ASU System

ATTEST:



Price Gardner, Secretary
Board of Trustees
ASU System

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

ACTION ITEM: The Arkansas State University System requests approval to revise the Investment Collateralization Policy and to change its name to Investment and Cash Deposits Collateralization Policy.

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

BACKGROUND:

- The Arkansas State University System requests approval to revise the Investment Collateralization Policy to include cash deposits. This will ensure that cash deposits, along with investments, are secure with no risk of loss.
- A copy of the revised ASU System Investment and Cash Deposits Collateralization Policy is attached.

RECOMMENDATION/RESOLUTION:

Be it resolved that the Arkansas State University System is approved to revise the Investment Collateralization Policy to include cash deposits, and to change the name to Investment and Cash Deposits Collateralization Policy, effective immediately.



Price Gardner, Secretary



Niel Crowson, Chair

ASU System Policy

Effective Date: December 6, 2019

Subject: Investment and Cash Deposits Collateralization

1. Purpose

Investments and cash deposits made by Arkansas State University, excluding those funds donated for endowment purposes, should be secure with no risk of loss.

2. Arkansas State University System Investment Collateralization Policy

All investments and cash deposits made by Arkansas State University must be fully collateralized with such collateral being evidenced by a bonded, third-party custody receipt provided to the Arkansas State University campus making the investment. Collateral pledges may include the following:

- A. United States government securities;
- B. securities of agencies of the United States ;
- C. irrevocable letters of credit issued by a Federal Home Loan Bank; or
- D. eligible securities defined under A.C.A. §19-8-203.

(Adopted by the Arkansas State University Board of Trustees on December 6, 2019, Resolution 19-54; supersedes the Investment Collateralization Policy, December 8, 2016, Resolution 16-51 and May 15, 2009, Resolution 09-25; which superseded the Collateralization of Investments Policy of December 20, 1986.)

**ARKANSAS STATE UNIVERSITY
BOARD OF TRUSTEES**

**A Resolution Recognizing the Significant Contributions of
Electric Cooperatives of Arkansas
to Arkansas State University-Newport**

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

WHEREAS, Electric Cooperatives of Arkansas has partnered with the ASU-Newport High Voltage Lineman Technology Program for 16 years and has contributed \$1,350,000 in student scholarships, allowing 246 students to attend the ASU-Newport High Voltage Lineman Technology Program free of charge; and

WHEREAS, Electric Cooperatives of Arkansas has also played an instrumental role in ASU-Newport's High Voltage Lineman Technology Program Advisory Board, ensuring that the program's curriculum and training stay current and meet the needs and expectations of prospective industry employers;

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of Arkansas State University that the High Voltage Lineman Technology Building on the campus of ASU-Newport shall be known henceforth as the:

Electric Cooperatives of Arkansas High Voltage Lineman Technology Building

DULY ADOPTED AND APPROVED this 6th day of December 2019



Niel Crowson, Chair



Stacy Crawford, Vice Chair



Price Gardner, Secretary



Christy Clark, Member



Tim Langford, Member



Charles L. Welch, President

**ARKANSAS STATE UNIVERSITY SYSTEM
NON-ACADEMIC APPOINTMENTS
December 6, 2019**

HOFFMAN, JOHNNA

Legal Research Assistant

Salary: \$52,000

Effective Date: October 29, 2019

Source of Funds: Education and General, page 9, line 4

Justification: Replacement for Wendy Clark, who resigned (\$52,000)

Education:

2020 B.S. Human Resource Management, Central Baptist College, Conway, AR (Expected May 2020)

Employment:

2018-2019 Litigation Support Specialist, Association of Arkansas Counties, Little Rock, AR

2007-2018 Lead Legal Assistant, Civil Litigation Division, Office of the Arkansas Attorney General, Little Rock, AR

PERKINS, RENEE

Senior Internal Auditor

Salary: \$63,000

Effective Date: October 1, 2019

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

Justification: Replacement for Laura Davidson, who resigned (\$64,260)

Education:

1992 MBA Business Administration, Arkansas State University-Jonesboro

1989 B.S. Business Administration, Arkansas State University-Jonesboro

Employment:

2014-Present Director of Finance, College of Business, University of Arkansas at Little Rock, Little Rock, AR

1998-2014 Accounts Payable Manager, Division of Agriculture Cooperative Extension, University of Arkansas, Little Rock, AR

ARKANSAS STATE UNIVERSITY-JONESBORO
ACADEMIC APPOINTMENTS
December 6, 2019

AHMED, MD SALAUDDIN

Instructor, Chemistry

Salary: \$48,000 (12-month)

Effective: August 16, 2019

Source of Funds: Education and General, page 96, line 19 (\$47,573), and page 91, line 41 (\$427)

Justification: Replacement for Tabetha Osborn, who resigned (\$48,375)

Education:

2018 Ph.D. Chemistry, Florida International University, Miami, FL
2016 M.S. Chemistry, Florida International University, Miami, FL
2012 M.S. Applied Chemistry and Chemical Engineering, University of Dhaka, Dhaka, Bangladesh
2010 B.S. Applied Chemistry and Chemical Engineering, University of Dhaka, Dhaka, Bangladesh

Employment:

2019-Present Adjunct Faculty, Chemistry, Florida International University, Miami, FL
2019-Present Adjunct Faculty, Chemistry, Miami Dade College, Miami, FL
2018-2019 Visiting Assistant Professor, West Virginia Wesleyan College, Buckhannon, WV
May-Aug 2018 Visiting Postdoctoral Associate, Florida International University, Miami, FL
2012-2018 Teaching Assistant, Florida International University, Miami, FL

BELLIS, EMILY

Research Assistant Professor of Bioinformatics, ABI

Salary: \$75,000 (9-month)

Effective: October 16, 2019

Source of Funds: Education and General, page 49, line 20

Justification: New position in FY20 budget that will bring new opportunities that will tie artificial intelligence (AI) with biology and agriculture

Education:

2017 Ph.D. Integrative Biology, Oregon State University, Corvallis, OR
2010 B.S. Biochemistry and Genetics, Texas A&M University, College Station, TX

Employment:

2018-Present NSF Postdoctoral Research Fellow, Pennsylvania State University, State College, PA
2017 Postdoctoral Research Associate, Reed College, Portland, OR
2011-2016 NSF Graduate Research Fellow, Oregon State University, Corvallis, OR

BERRY, KEVIN

Instructor, Global Initiatives ELA

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

Effective: September 3, 2019

Source of Funds: Education and General, page 71, line 7

Justification: Replacement for Morgan Patkos, who resigned (\$35,000)

Education:

- 2012 M.Ed. Curriculum and Instruction-Literacy Development, Cleveland State University, Cleveland, OH
- 2007 CELTA Certification of English Language Teaching to Adults, University of Cambridge, ECC Thai: Bangkok, Thailand
- 2003 B.A. Communication Arts, Malone College, Canton, OH

Employment:

- 2019-Present Adjunct ESL Instructor, Cuyahoga Community College, Corporate College West, Westlake, OH
- 2015-2018 ESL Specialist, Cleveland State University, Cleveland, OH
- 2014 ESL and Humanities Instructor, El Centro Community College, Dallas, TX
- ESL and Humanities Instructor, University of North Texas, Denton, TX
- 2008-2013 ESL and Humanities Instructor, ESL Language Center, Case Western Reserve Campus, Cleveland, OH

CARPENTER, AMANDA

Assistant Professor, Occupational Therapy

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

Effective: August 16, 2019

Source of Funds: Education and General, page 186, line 6 (\$48,543) and page 167, line 71 (\$14,457)

Justification: Replacement for Amanda Mohler, who was promoted (\$66,000)

Education:

- 2017 Ph.D. Communication, Rutgers University, New Brunswick, NJ
- 2011 M.A. Health and Risk Communication, Michigan State University, East Lansing, MI
- 2008 B.A. Communication, Michigan State University, East Lansing, MI

Employment:

- 2016-Present Researcher, Fors Marsh Group, Arlington, VA
- 2015-2016 Research Fellow, Rutgers University School of Communication & Information, New Brunswick, NJ
- 2014-2015 Research Fellow, Rutgers University Cancer Institute, New Brunswick, NJ
- 2011-2015 Graduate Research and Teaching Assistant, Rutgers University School of Communication & Information, New Brunswick, NJ

2009-2011 Research Assistant, Department of Communication, Michigan State University,
East Lansing, MI
2010-2011 Public Health Intern, Department of Health & Human Services, East Lansing, MI
2009-2010 Project Manager, College of Nursing, Michigan State University, East Lansing, MI

JONES, ANTONIA

Online Course Builder, A-State Online Faculty Support

Salary: \$42,000 (12-month)
Effective: September 1, 2019
Source of Funds: Education and General, page 65, line 3
Justification: Replacement for Tommy Shawn Long, who resigned (\$47,284)

Education:

2014 B.S. Interdisciplinary Studies, Arkansas State University-Jonesboro

Employment:

2018-Present Part-time Instructional Technology Support, ASU-Jonesboro
2014-2018 Sales Manager, Best Buy, Jonesboro, AR
2012-2014 Store Manager, Target Mobile, Jonesboro, AR
2007-2012 Assistant Manager, Zaxby's, Jonesboro, AR

LONG, JOHNNA

Temporary Instructor, Nursing

Salary: \$49,000 (9-month)
Effective: August 16, 2019
Source of Funds: Education and General, page 168, line 11
Justification: Replacement for Teresa Fisher, who was promoted (\$53,000)

Education:

2015 B.S.N. Nursing, Arkansas State University-Jonesboro

Employment:

2018-Present Adjunct Instructor, ASU-Newport
2015-Present Registered Nurse, St. Bernards Surgical Associates, Jonesboro, AR
2015-Present Registered Nurse, Flo and Phil Jones Hospice House, Jonesboro, AR
May-Aug 2015 Registered Nurse, St. Bernards Medical Center, Jonesboro, AR
2014-2015 Senior Nursing Supplemental Instructor, ASU-Jonesboro

PETROSYAN, SUREN

Temporary Instructor, Orchestra/String Education

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

Effective: August 16, 2019

Source of Funds: Education and General, page 127, line 2

Justification: Replacement for Kyle Chandler, who resigned (\$50,732)

Education:

2015 D.M.A. Cello Performance, Michigan State University, East Lansing, MI
2012 M.M. Orchestral Conducting, Michigan State University, East Lansing, MI
1999 B.M. Opera and Orchestral Conducting, Yerevan State Conservatory, Yerevan, Armenia
1998 B.M. Cello Performance, Yerevan State Conservatory, Yerevan, Armenia

Employment:

2015-Present Music Director and Conductor, Mason Symphony Orchestra, Mason, MI
2006-Present Faculty/Conductor, Blue Lake Arts Camp, Twin Lake, MI
2017-2019 Faculty, Cello & Base, Creighton University, Omaha, NE
2016-2019 Music Coach, Omaha Area Youth Orchestras, Omaha, NE
2016 Teacher/Conductor, Omaha Conservatory of Music Institute, Omaha, NE
2007-2016 Cello Instructor, Marshall Music, East Lansing, MI

PULLAM, TRINITY

Temporary Assistant Professor, Nursing

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

Effective: August 16, 2019

Source of Funds: Off Budget Nursing Faculty Salary Pool

Justification: Replacement for Savannah Hailey, who was promoted (\$55,000)

Education:

2016 M.S. Nursing Education, University of Central Missouri, Warrensburg, MO
2002 B.S. Nursing, Southeast Missouri State University, Cape Girardeau, MO

Employment:

2014-2018 Nursing Instructor, Three Rivers College, Poplar Bluff and Sikeston, MO
2002-2014 Director of Infection Control, Southeast Health of Stoddard County, Dexter, MO
2008-2011 Director of Case Management, Nursing Informatics, and Swingbed MDS Coordinator, Southeast Health of Stoddard County, Dexter, MO

SOKOLOV, ALEXANDR

MEM CECS Global Program Coordinator/Assistant Professor, A-State Online Engineering

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

Effective: November 1, 2019

Source of Funds: Education and General, page 162, line 1

Justification: New position in FY20 budget to serve as Master of Engineering Management Program Coordinator whose duties will include evaluation of program applicants, recruitment of students, assessment of program, HLC accreditation activities, and state mandate program reviews

Education:

2019 Ph.D. Industrial Systems Engineering, Engineering Management, University of Tennessee, Knoxville, TN

2013 M.B.A. Finance, Lincoln Memorial University, Knoxville, TN

2011 B.S. Biological Sciences, Microbiology, University of Tennessee, Knoxville, TN

Employment:

2017-Present Visiting Assistant Professor, Department of Engineering Management & Technology, University of Tennessee, Chattanooga, TN

2017-Present Adjunct Faculty, Department of Engineering & Information Technology, Chattanooga State Community College, Chattanooga, TN

Jan-Jun 2017 Graduate Research Assistant, University of Tennessee Center for International Education, Knoxville, TN

Jan-May 2011 Undergraduate Research Assistant, University of Tennessee Zhulin Lab Joint Institute for Computational Sciences, Knoxville, TN

TERRY, STEPHENIA

Instructor, Physical Therapy-ASU-Mountain Home

Salary: \$56,000 (9-month)

Effective: August 16, 2019

Source of Funds: Education and General, page 179, line 2

Justification: Replacement for Rhonda Boeckman, who resigned (\$57,450)

Education:

1998 B.S. Physical Therapy, Arkansas State University-Jonesboro

Employment:

2002-Present Owner/Supervising Physical Therapist, Physical Therapy Works Inc., Highland, AR

WADE, RASHELE

Temporary Assistant Professor, Social Work

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

Effective: August 16, 2019

Source of Funds: Education and General, page 180, line 9

Justification: Replacement for Jody Long, who resigned (\$60,851)

Education:

2012 M.S.W. Social Work, Arkansas State University-Jonesboro

2005 B.S.W. Social Work, Arkansas State University-Jonesboro

Employment:

2012-Present Therapist, Mid-South Health Systems, Jonesboro, AR

2007-2012 School-Based Case Manager, Mid-South Health Systems, Jonesboro, AR

**ARKANSAS STATE UNIVERSITY-JONESBORO
ACADEMIC REASSIGNMENTS
December 6, 2019**

HARMON, MATTHEW

From: Assistant Professor, Nursing, A-State Online
To: Assistant Professor, Nursing
Salary: \$58,434 (9-month)
Effective: August 16, 2019
Source of Funds: Education and General, page 168, line 20
Justification: Replacement for Paige Wimberley, who retired (\$68,641)

KULKARNI, VEENA

From: Department Chairperson, Criminology, Sociology & Geography
To: Associate Professor, Sociology
Salary: \$65,883 (9-month)
Effective: August 16, 2019
Source of Funds: Education and General, page 111, line 7 (\$52,059), plus VCAAR Salary Pool (\$13,824)
Justification: Replacement for Jhoon Kim, who resigned (\$52,059)

LAVETTER, DAVID

From: Assistant Professor, Health, P.E. & Sport Sciences
To: A-State Online HPESS Program Coordinator
Salary: \$69,176 (9-month)
Effective: August 16, 2019
Source of Funds: Education and General, page 157, line 2, salaries previously paid for adjuncts and overloads will cover the cost of this position
Justification: Budgeted new position for A-State Online

ARKANSAS STATE UNIVERSITY-JONESBORO
NON-ACADEMIC APPOINTMENTS
December 6, 2019

ARTBERRY, SHAHADA

Assistant Director of Strength & Conditioning, Athletics

Salary: \$20,800

Effective: October 1, 2019

Source of Funds: Auxiliary, page 230, line 4, plus Auxiliary Revenue

Justification: Replacement for Andrew Drummond, who resigned (\$20,800)

Education:

2017 B.A. Training/Strength Conditioning, Oklahoma Baptist University, Shawnee, OK

Employment:

2019-Present Sports Performance Coach, Performance Course, Carroll, TX

2017-2019 Head Strength Conditioning Coach, University of Arkansas-Fort Smith, Fort Smith, AR

2015-2017 Student Assistant/Graduate Assistant Strength Coach/Football Coach, Oklahoma Baptist University, Shawnee, OK

BANKS, KIFFANY

Temporary Coordinator of Teaching Internships and Field Experiences

Salary: \$40,000

Effective: September 3, 2019

Source of Funds: Education and General, page 148, line 2

Justification: Replacement for Cindy Hinson, who retired (\$51,510)

Education:

2009 B.S. Early Childhood Education, Arkansas State University-Jonesboro

Employment:

2017-Present 3rd Grade Literacy Teacher, Bragg Elementary School, West Memphis, AR

2015-2017 6th Grade Math and Science Teacher, Marked Tree Elementary School, Marked Tree, AR

2009-2015 Financial Aid and Scholarship Program Coordinator, A-State Online, ASU-Jonesboro

GAINES, CHRISTOPHER

Research Assistant, Provost/Academic Affairs and Research

Salary: \$40,000

Effective: August 1, 2019

Source of Funds: Education and General, page 46, line 6

Justification: Replacement for Cathy Naylor, who transferred (\$40,800)

Education:

2016 B.A. Mass Communication Public Relations, Southeast Missouri State University, Cape Girardeau, MO

Employment:

2018-Present Director of Human Resources, Access Medical Clinics of Arkansas, Jonesboro, AR
2017-2018 Human Resource Manager, Kroger, Conway, AR
2014-2016 Behavioral Health Assistant, Gibson Recovery Center, Cape Girardeau, MO
2012-2014 Contact Center Representative, Enterprise Holdings, St. Louis, MO
2010-2012 Assistant Human Resource Manager, Family Dollar, St. Louis, MO

NELSON, KAREN

Coordinator of ASU Community College Degree Center, A-State Mid-South

Salary: \$40,000

Effective: November 1, 2019

Source of Funds: Education and General, page 56, line 1

Justification: Replacement for Kennidi Ridgell, who resigned (\$41,867)

Education:

2006 B.S. Health Sciences, University of Arkansas at Little Rock, Little Rock, AR

Employment:

2017-Present Academic Coach, ASU Mid-South
2009-2017 Associate Director, University of Arkansas at Little Rock, Little Rock, AR
2006-2009 Advisor, University of Arkansas at Little Rock, Little Rock, AR

PIERCE, TRAVIS

Director of Residence Life

Salary: \$90,000

Effective: September 16, 2019

Source of Funds: Education and General, page 25, line 3 (\$76,037), plus VCFA Salary Pool (\$5,240) and Dean of Students Salary Savings (\$8,723)

Justification: Replacement for Patrick Dixon, deceased (\$76,037)

Education:

2003 M.P.A. Executive Development, Drake University, Des Moines, IA

2001 B.M. Instrumental Music Education, University of Iowa, Iowa City IA

Employment:

2008-Present Chief Housing Officer & Director, Housing & Residential Life, Michigan Technological University, Houghton, MI

RAINES, RYAN

Research Assistant, Study Abroad

Salary: \$38,000

Effective: October 1, 2019

Source of Funds: Education and General, page 72, line 1

Justification: Replacement for Jeanne D'Arc Gomis, who resigned (\$61,800)

Education:

2019 B.F.A. Graphic Design, Arkansas State University-Jonesboro

Employment:

2019-Present Marketing Consultant, Chick-fil-A, Jonesboro, AR

2018-Present Freelance Designer, Jonesboro, AR

Jul-Aug 2018 Design Intern, KAIT Region 8 News, Jonesboro, AR

2016-2018 Freelance Designer, Jonesboro, AR

2015-2018 Shift Manager, Tropical Smoothie Café, Cabot, AR

SNOW, ELIZABETH

Temporary HOWL Comprehensive Transition Program Coordinator, Psychology & Counseling

Salary: \$36,000

Effective: September 16, 2019

Source of Funds: Off Budget Temporary Position funded from Dean of Education and Behavioral Science
Indirect Funds

Justification: New program for the director position for the HOWL CTPC through Psychology and
Counseling

Education:

2014 Ed.S Clinical Mental Health Counseling, Arkansas State University-Jonesboro

2011 B.S. Psychology, Arkansas State University-Jonesboro

2011 B.A. Communications Studies, Arkansas State University-Jonesboro

Employment:

2019-Present Homebased/School-based Contract Therapist, Families Inc., Jonesboro, AR

2018-2019 Assertive Community Treatment Therapist, MidSouth Health Systems, Jonesboro, AR

2017-2018 Day Treatment Coordinator, MidSouth Health Systems, Jonesboro, AR

2015-2017 School-based Therapy GCT and Day Rehabilitation Therapist, MidSouth Health
Systems, Jonesboro, AR

2013-2014 Teaching Assistant, Psychology Department, ASU-Jonesboro

2012-2014 Graduate Assistant, Psychology Department, ASU-Jonesboro

STEPHENS, CHANDLER

Trainer, Sports Medicine

Salary: \$30,600

Effective: August 1, 2019

Source of Funds: Auxiliary, page 228, line 4

Justification: Replacement for Austin Kuhl, who resigned (\$30,600)

Education:

2019 M.S. Sport Administration, Arkansas State University-Jonesboro

2017 B.S.E. Athletic Training, University of Georgia, Athens, GA

2017 B.S.E. Exercise & Sports Science, University of Georgia, Athens, GA

Employment:

2018-Present Graduate Assistant, Head Athletic Trainer for fall baseball and spring women's soccer, ASU-Jonesboro

2017-2018 Athletic Trainer, University of Louisiana at Lafayette, Lafayette, LA

May 2017 UGA Athletic Training Representative, NCAA Division I Tennis National Championship Tournaments, Athens, GA

2012-2013 Assistant, North Georgia Physical Therapy Associates, Ellijay, GA

ARKANSAS STATE UNIVERSITY-JONESBORO
NON-ACADEMIC REASSIGNMENTS
December 6, 2019

EVERETT, ADRIAN

From: Academic Counselor, Advising Services
To: Director of Transfer Student Services, Admissions
Effective: August 16, 2019
Salary: \$61,500
Source of Funds: Education and General, page 22, line 1
Justification: Replacement for Polly Marshall, who resigned (\$62,893)

SHANNON, NICOLE

From: Administrative Analyst, Athletics
To: Eligibility Specialist, Records & Registration
Effective: September 16, 2019
Salary: \$45,000
Source of Funds: Education and General, page 63, line 3
Justification: Replacement for Crimsyn Dover, who resigned (\$49,326)

THRASHER, ANDREW

From: HE Public Safety Commander I, University Police
To: Lieutenant, University Police
Effective: October 1, 2019
Salary: \$48,621
Source of Funds: Education and General, page 35, line 3 (\$46,000), plus VCFA Salary Pool (\$2,621)
Justification: Replacement for Brian Shelton, who resigned (\$46,000)

**ARKANSAS STATE UNIVERSITY-BEEBE
ACADEMIC APPOINTMENTS
December 6, 2019**

SMITH, CINDY

Director of Nursing

Salary: \$79,000 (12-month rate)

Effective: December 1, 2019

Source of Funds: Education and General, page 31, line 1, plus salary savings

Justification: Vacant position in FY2020 budget (\$65,000), salary in budget was increased to \$79,000 with the salary savings

Education:

2017 M.S. Nursing, University of Texas at Arlington, Arlington, TX
2016 B.S. Nursing, University of Texas at Arlington, Arlington, TX
2012 B.S. Education, University of Arkansas at Fayetteville, Fayetteville, AR
1992 A.A.S. Nursing, Arkansas State University-Beebe

Employment:

2018-2019 Clinical Operations Manager, Unity Health Searcy Medical Center, Searcy, AR
2015-2018 Director of Allied Health, ASU-Beebe
2014-2015 Practical Nursing Lead Instructor, ASU-Newport
1997-2014 Practical Nursing Lead Instructor, ASU-Beebe

WIEDMAIER, CHERYL

Academic Dean of Career Education

Salary: \$79,000 (12-month rate)

Effective: November 1, 2019

Source of Funds: Education and General, page 42, line 6

Justification: Replacement for Suzanne Bailey, who resigned (\$80,580)

Education:

1997 Ph.D. Business Education, University of Missouri-Columbia, Columbia, MO
1994 M.S. Business Education, University of Missouri-Columbia, Columbia, MO
1984 B.S. Secondary Education/Office Administration, Northwest Missouri State University, Maryville, MO

Employment:

2016-2019 Associate Director, Arkansas Department of Education/Division of Career and Technical Education, Little Rock, AR

2013-2016 Program Coordinator, Arkansas Department of Education, Little Rock, AR

2010-2013 Associate Professor, University of Central Arkansas, Conway, AR

2007-2010 Department Chair, University of Central Arkansas, Conway, AR

ARKANSAS STATE UNIVERSITY-BEEBE
NON-ACADEMIC APPOINTMENTS
December 6, 2019

GEORGE, KENNA

Student Development Specialist

Salary: \$34,680

Effective: October 16, 2019

Source of Funds: Education and General, page 64, line 4

Justification: Replacement for Cynthia Mosley, who was reassigned (\$34,680)

Education:

2017 B.A. General Studies, Harding University, Searcy, AR

Employment:

2017-2019 Pharmacy Technician, AllCare Specialty Pharmacy, Little Rock, AR

2013-2017 Private Tutor, Searcy, AR

2015-2017 Laboratory Assistant/Tutor, Harding University, Searcy, AR

Aug-Dec 2015 Peer Guide, Harding University, Searcy, AR

2013-2016 Camp Counselor, Gander Brook Christian Camp, Raymond, ME

VAUGHN, KATHERINE

Associate Vice Chancellor for Institutional Effectiveness

Salary: \$80,000

Effective: November 1, 2019

Source of Funds: Education and General, page 85, line 2 (\$80,000 in FY2020 budget)

Justification: Replacement for Bonnie Smyth McGaha, who resigned (\$58,000), position was reclassified from Director to Associate Vice Chancellor

Education:

2003 M.S. Biological and Agricultural Engineering, University of Arkansas at Fayetteville, Fayetteville, AR

2001 B.S. Biological and Agricultural Engineering, University of Arkansas at Fayetteville, Fayetteville, AR

Employment:

2008-2019 Director of Institutional Research/Effectiveness, North Arkansas College, Harrison, AR

ARKANSAS STATE UNIVERSITY-NEWPORT
NON-ACADEMIC APPOINTMENT
December 6, 2019

DEAN, BRANDILYNN

Payroll Services Manager

Salary: \$42,000

Effective: November 1, 2019

Source of Funds: Education and General, page 72, line 3, plus salary savings

Justification: Replacement for Connie Cooper, who was reassigned (\$36,395), title changed from Payroll Analyst and the position classification changed from classified to non-classified

Education:

1993 Diploma Columbia High School, Lake City, Florida

Employment:

2017-Present Payroll Services Coordinator, ASU-Jonesboro
2016 Payroll Clerk, Richmond County Board of Education, Augusta, Georgia
2016 Bookkeeper, Richmond County School, Augusta, Georgia
2012-2015 Recreation Aid, US Army MWR, Fort Gordon, Georgia
2012 Recreational Program Coordinator, City of Lauderdale Lakes, Florida
2011-2012 Tutor, Eastside Elementary, Lake City, Florida
2009-2011 Assistant Manager, Catherine's Clothing Store, Toledo, Ohio

**ARKANSAS STATE UNIVERSITY-NEWPORT
NON-ACADEMIC REASSIGNMENT
December 6, 2019**

KEYTON, DEBBIE

From: Information Systems Manager

To: Interim Director of IT Services

Salary: \$68,000

Effective: October 16, 2019

Source of Funds: Educational and General, page 45, line 1

Justification: Replacement for Tamyia Stallings, who resigned (\$72,162)

**ARKANSAS STATE UNIVERSITY MID-SOUTH
NON-ACADEMIC REASSIGNMENT
December 6, 2019**

PATTERSON, JAIMIE

From: Career Coach

To: Recruiter

Effective: September 1, 2019

Salary: \$35,000

Source of Funds: Education and General, page 23

Justification: Replacement for Lydia Archibald, who resigned (\$41,000)