

AGENDA
ARKANSAS STATE UNIVERSITY
BOARD OF TRUSTEES
September 9, 2011
10:00 a.m.
Mountain Home Campus

- I. Call to Order
Mr. Howard Slinkard, Chair
- *II. Approval of the Minutes of Meetings
May 6, 2011
May 26, 2011
- III. President's Report
Reports of the Chancellors
- *IV. Agenda
 - Proposed ASU System Resolutions
 - Resolution approving the ASU System to amend the Bylaws of the Board of Trustees.
 - Resolution approving the ASU System to revise the Internal Audit Charter.
 - Resolution approving the ASU System to appoint a bond trustee successor.
 - Resolution approving the ASU System to sell property.
 - Resolution approving the ASU System Chancellor Emeritus Benefits policy.
 - Resolution conferring chancellor emeritus status.
 - Proposed ASU-Jonesboro Resolutions
 - Resolution approving ASU-Jonesboro to enter into agreement with the Arkansas Highway Department for the expenditure of certain funds for transportation enhancement.
 - Resolution approving ASU-Jonesboro to dedicate additional easement for the Marion Berry Parkway project.
 - Resolution approving ASU-Jonesboro private athletic camp.
 - Resolution approving ASU-Jonesboro to offer an Associate of Applied Science degree with an emphasis in Disaster Preparedness and Emergency Management.
 - Resolution approving ASU-Jonesboro to offer a Graduate Certificate with an emphasis in Disaster Preparedness and Emergency Management.
 - Resolution approving ASU-Jonesboro to offer a Master of Science degree with an emphasis in Disaster Preparedness and Emergency Management.

- Resolution approving ASU-Jonesboro to change the name of the Student Union/Reng Student Services Center.
- Proposed ASU-Beebe Resolution
 - Resolution approving ASU-Beebe to establish a bowling fee.
- Proposed ASU-Newport Resolution
 - Resolution approving ASU-Newport 2011-2016 Strategic Plan.

V. Executive Session

***VI. Approval of Personnel Actions**

VII. Other Business

***VIII. Adjournment**

***Action Items**

**Arkansas State University
Board of Trustees
September 9, 2011**

The Arkansas State University Board of Trustees met on September 9, 2011, in McMullin Lecture Hall of Dryer Hall at ASU-Mountain Home. Mr. Howard Slinkard, chair of the Board of Trustees, called the meeting to order at 10:01 a.m. Board members present were: Mr. Howard Slinkard, Mr. Ron Rhodes, Mr. Mike Gibson, Mr. Dan Pierce, and Mr. Charles Luter. Reverend Rodney Steele, pastor of First United Methodist Church in Mountain Home, delivered the invocation.

Minutes:

Upon motion by Mr. Gibson, second by Mr. Rhodes, the minutes of May 6, 2011, and May 26, 2011, were approved.

AYES: Slinkard, Rhodes, Gibson, Pierce, Luter

NAYS: None

System Report

ASU System – Charles Welch, President

- Two system staff positions have been eliminated in order to avoid possible duplication of services and streamline efficiency within the system.
- Ten alumni and community functions have been held to introduce Dr. Welch and his family to ASU constituents from across the state.
- Ms. Julie Bates was introduced as the new vice president for Finance.
- Changes in funding are being proposed at the two- and four-year levels and a significant amount of time is being devoted to developing recommendations for performance-based funding. Weekly meetings are being held with October 15 as the deadline for proposals.

- At the request of the board, salaries for faculty and staff are being researched. The performance funding issue will determine what further steps can be made to address these salaries, which are now below the Southern Regional Education Board averages. All campuses have submitted preliminary reports and options toward finding a solution.
- A 20-member Chancellor Search Advisory Committee has been appointed and will begin the process to finalize documents. Dr. Welch will chair the committee with a goal to have a chancellor named by early in the spring semester. Dr. Dan Howard was commended for his work as interim chancellor.

ASU-Mountain Home – Ed Coulter, Chancellor

- After 17 years, ASU-Mountain Home continues to grow and prosper. Mr. Warren Haley, chair of the Advisory Committee, and Ms. Gayla Thompson, immediate past chair, were recognized for their generous support.
- Enrollment was down 7% in headcount. Reasons for the decrease were cited: 1) there was a 25% increase in completers or a total of 579 students who graduated last year, and 2) over the last two years, enrollment increased 24% and 7% respectively. The restrictive recruitment area makes these numbers difficult to maintain; however, a 2008 chart indicated that ASU-Mountain Home was second in the state in the number of graduates,
- ASUMH graduates are benefiting from the college's first Career Placement Coordinator, Tamara Mitchell, whose position is funded with federal Perkins dollars. Ms. Mitchell is quickly developing relationships with employers in the county, region, and state. Perkins funding also allows Ms. Karen Bruton, ASUMH's Programs of Study Coordinator, to work with area high school students.

- A reception held in Washington, DC, was well attended by representatives and senators, many of whom pledged support for assistance with the erosion of Dodd Creek on campus.
- The Paramedic Program offered in collaboration with UAMS received state accreditation. The visiting team said the innovation of the program was a model for the state and nation.
- Representative Johnnie Roebuck was guest speaker at the beginning of the fall semester. Her topics included retention, graduation, and performance-based funding.
- Grants of \$10,000 from the Southshore Foundation and \$50,000 from the Eaton Corporation have been received.
- The faculty and staff associations have created a fund to assist students in unusual circumstances.
- Mr. Steve Wilson was commended for his leadership in securing funds for the completion of the Trout Nature Center.
- Dr. Pat Bailey is president of the North Central Regional Economic Development Initiative (REDI). The primary objective is to expand efforts to bring jobs to the region.
- The Performing Arts Council along with Scott Hoffmann and Rickey Crawford of the Sheid Center were commended for their involvement in developing an outstanding series of community events for this year.
- Career Placement Coordinator Tamara Mitchell explained the purpose of career placement is to find jobs for students after graduation. She cited fine-tuning resumes', improving interview skills, and creating networking opportunities with

employers as examples of the types of assistance offered to students. Information submitted in a recent Perkins report indicated a 22% increase in job placement for ASUMH.

ASU-Jonesboro – Dan Howard, Interim Chancellor

Board members were presented with a briefing book which included a copy of the annual report for 2010-2011. Some highlights mentioned from the briefing book:

- ASUJ achieved the highest student enrollment in history this fall semester. A total of 14,220 students are now enrolled placing ASUJ second in the state for overall enrollment. More in depth statistics on enrollment were cited in a number of charts presented.
- A campus facilities master plan is now being developed with the assistance of architectural firm Johnson, Johnson, and Roy of Ann Arbor, Michigan.
- Over 7,000 tickets were sold for The Johnny Cash Music Festival. The event raised over \$300,000 and is to be used for the purchase and restoration of the Johnny Cash childhood home in Dyess and for scholarships.
- The number of degrees awarded since 2006 has increased dramatically. The associate and master's degrees have more than doubled. Bachelor's degrees have increased also, but it is believed that with the addition of the RN/BSN and the BS in Interdisciplinary Studies degrees to be offered by distance education these numbers will increase substantially.
- Research and Sponsored Programs expenditures totaled \$29.6 million in 2011, which was an increase of 25.6%.

- Large-scale distance learning continues to grow with five master's degree programs and over 2,100 teachers enrolled. A total of 1,333 teachers have graduated and new programs are being added.
- Demand for student housing and dining facilities has exceeded capacity. Proposed solutions include: constructing sorority housing, a freshman residence hall, housing for ROTC and STEM, and a new dining hall; expanding housing in the Village; and, replacing the HVAC system in Kays Hall. A chart with projected costs for these projects indicated a bond cost of \$48,756,115.
- A Points of Pride handout was distributed and also can be viewed on the ASUJ Chancellor's website.

Mr. Pierce asked about the size of the freshman class. Dr. Howard said there were 1,507 students. The number is down because of increased admission standards.

Mr. Luter questioned whether there was adequate housing for freshmen. Dr. Howard responded that yes there was adequate housing just not the type students would like.

Mr. Luter also asked the timeline for sorority housing. Dr. Rick Stripling, vice chancellor for Student Affairs, said he is working with the National Offices and hopes to work through the details of lease agreements within two to three weeks.

ASU-Beebe – Eugene McKay, Chancellor

- The Aspen Institute selected ASU-Beebe as one of the institutions in the top 10% of the best two-year colleges in the nation. Of the 120 schools chosen, ASU-Beebe was the only college selected from Arkansas. In December, the Institute will announce the top school in the nation with the winner to receive a \$1,000,000 prize.

- The new residence halls opened in August at full capacity. There is a waiting list of students if any vacancies occur.
- The Global Awareness committee hosted Mr. Nicolas Lardenois, a physics professor at Espace Scolaire Condorcet in Saint Quentin, France. He made formal presentations to students, employees, and the community about the French educational system. It is anticipated that his institution will host a member of the Beebe faculty in May 2012.
- Ms. Angie Totty, director of Student Life, was recently elected to serve on the Executive Board of the National Council on Student Development and will chair their conference in Denver this fall.
- The college has initiated a number of strategies to become more efficient and as a result spent \$115,000 less on utilities than the previous year.
- ASU-Beebe is one of nine Arkansas colleges to be involved with the Complete America grant. The grant's goal is to find more efficient methods to teach remedial programs.
- The Higher Learning Commission is scheduled to visit February 13-15, 2012. The Self-Study Report should be on the ASUB website by December 2011.

ASU-Newport – Larry Williams, Chancellor

- Mr. Ike Wheeler and Dr. Amy Blackburn are developing a document to celebrate the first decade of ASUN as a stand-alone institution. Several activities are planned for the spring 2012.
- Of the 22 community colleges, ASUN's Career Pathways programs was second in the state, and received \$69,990 for performance funding to better serve eligible participants. There are two Career Pathways offices, one in Newport and one

located in Jonesboro. The Jonesboro office works in conjunction with other state agencies to facilitate the Governor's program for attainment of Career Readiness Certificates. The city of Jonesboro is to be recognized as one of the leading workforce cities in the state. Craighead County had the largest number of individuals certified through Career Readiness Certificates of any county in the state. Over 4,000 individuals received certificates through the Jonesboro Career Pathways office.

- ASUN was recognized for its commitment to accept the Community College Completion Challenge in the National Institute for Staff and Organizational Development's *Hook'em Up* publication. Mr. Bently Wallace chaired the effort and ASUN was the first community college in the United States to have 100% participation.
- On October 3, a ribbon cutting and grand opening will be held to celebrate the completion of a one-half mile paved walking trail. Medallion Foods contributed a significant portion of the funding for the project.
- Enrollment is down approximately 4.6% in headcount and 4.4% in credit hour generation. Other information provided from the ADHE shows that during the past year ASUN had an unduplicated headcount of 3,604 students with an FTE generation of about 1,513 students. In the credentials area, 432 certificates were awarded, 107 associate degrees, and 549 total academic awards through the Newport campus.
- The Patrons Series will feature the Shangri-La Chinese Acrobats, Pam Tillis, and the Memphis Symphony Orchestra Beatles Tribute. Due to the generous support of

patrons, sponsors, and Helping Hands, 100 tickets are purchased for use by area high school students.

- Copies of the Strategic Plan were presented to the board for approval. The process was completed with input from faculty, staff, students, and community leaders representing the three campuses.
- Dr. Sandra Massey, vice chancellor for Academic Affairs, has instituted a new three-campus wide faculty advisement and faculty ownership program to work with students to attain academic goals.
- Construction on the maintenance facility renovation on the Newport campus and the walking trail has been completed. The Allied Health Building on the Jonesboro campus is projected to be completed in December 2011.

ASU System Resolutions:

- Resolution 11-32 approving the ASU System to amend the Bylaws of the Board of Trustees.
- Resolution 11-33 approving the ASU System to revise the Internal Audit Charter.
- Resolution 11-34 approving the ASU System to appoint a bond trustee successor.
- Resolution 11-35 approving the ASU System to sell property.
- Resolution 11-36 approving the ASU System Chancellor Emeritus Benefits Policy.

Upon motion by Mr. Rhodes, second by Mr. Pierce, Resolutions 11-32 through 11-36 were approved.

AYES: Slinkard, Rhodes, Gibson, Pierce, Luter

NAYS: None

- Resolution 11-37 conferring Chancellor Emeritus status.

Mr. Pierce read the entire resolution, which confers the status of Chancellor Emeritus to Dr. Robert L. Potts.

Upon motion by Mr. Pierce, second by Mr. Gibson, Resolution 11-37 was approved.

AYES: Slinkard, Rhodes, Gibson, Pierce, Luter

NAYS: None

ASU-Jonesboro Resolutions:

- Resolution 11-38 approving ASU-Jonesboro to enter into agreement with the Arkansas Highway Department for the expenditure of certain funds for transportation enhancement.
- Resolution 11-39 approving ASU-Jonesboro to dedicate additional easement for the Marion Berry Parkway project.
- Resolution 11-40 approving ASU-Jonesboro private athletic camp.
- Resolution 11-41 approving ASU-Jonesboro to offer an Associate of Applied Science degree with an emphasis in Disaster Preparedness and Emergency Management.
- Resolution 11-42 approving ASU-Jonesboro to offer a Graduate Certificate with an emphasis in Disaster Preparedness and Emergency Management.
- Resolution 11-43 approving ASU-Jonesboro to offer a Master of Science degree with an emphasis in Disaster Preparedness and Emergency Management.
- Resolution 11-44 approving ASU-Jonesboro to change the name of the Student Union/Reng Student Services Center.

Upon motion by Mr. Luter, second by Mr. Rhodes, Resolutions 11-38 through 11-44 were approved.

AYES: Slinkard, Rhodes, Gibson, Pierce, Luter

NAYS: None

ASU-Beebe Resolution:

- Resolution 11-45 approving ASU-Beebe to establish a bowling fee.

Upon motion by Mr. Pierce, second by Mr. Gibson, Resolution 11-45 was approved.

AYES: Slinkard, Rhodes, Gibson, Pierce, Luter

NAYS: None

ASU-Newport Resolution:

- Resolution 11-46 approving ASU-Newport 2011-2016 Strategic Plan.

Upon motion by Mr. Luter, second by Mr. Rhodes, Resolution 11-46 was approved.

AYES: Slinkard, Rhodes, Gibson, Pierce, Luter

NAYS: None

Upon motion by Mr. Gibson, second by Mr. Rhodes, the board retired into executive session at 11:10 a.m.

AYES: Slinkard, Rhodes, Gibson, Pierce, Luter

NAYS: None

Mr. Slinkard announced: "This body has voted to retire into executive session to consider the personnel action items. We will reconvene in public session following this executive session to present and vote on any action arrived at in private."

The board reconvened at 12:32 p.m.

Upon motion by Mr. Pierce, second by Mr. Rhodes, the ASU System non-academic reassignments of duty and contract extensions were approved.

AYES: Slinkard, Rhodes, Gibson, Pierce, Luter

NAYS: None

Upon motion by Mr. Rhodes, second by Mr. Pierce, the ASU-Jonesboro academic appointments, academic reassignments of duty, non-academic appointments, and non-academic reassignments of duty were approved.

AYES: Slinkard, Rhodes, Gibson, Pierce, Luter

NAYS: None

Upon motion by Mr. Gibson, second by Mr. Luter, the ASU-Beebe academic appointments, academic reassignments of duty, and non-academic appointments were approved.

AYES: Slinkard, Rhodes, Gibson, Pierce, Luter

NAYS: None

Upon motion by Mr. Rhodes, second by Mr. Gibson, the ASU-Mountain Home academic appointments, academic reassignments of duty, and non-academic reassignments of duty were approved.

AYES: Slinkard, Rhodes, Gibson, Pierce, Luter

NAYS: None

Upon motion by Mr. Luter, second by Mr. Rhodes, the ASU-Newport academic appointments were approved.

AYES: Slinkard, Rhodes, Gibson, Pierce, Luter

NAYS: None

Other Business

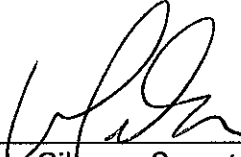
To comply with Resolution 11-32, Mr. Slinkard appointed Mr. Gibson as liaison to the ASU Foundation Board and Mr. Pierce as liaison to Internal Audit.

Upon motion by Mr. Pierce, second by Mr. Gibson, the meeting adjourned at

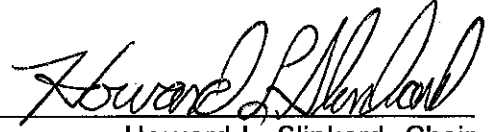
1:58 p.m.

AYES: Slinkard, Rhodes, Gibson, Pierce, Luter

NAYS: None



Mike Gibson, Secretary



Howard L. Slinkard, Chair

EXECUTIVE SUMMARY

Contact: Charles L. Welch (501) 660-1000

ACTION ITEM: The Arkansas State University System requests approval to amend the Bylaws of the Board of Trustees of Arkansas State University.

ISSUE: The Board of Trustees wishes to amend the Bylaws adopted on September 7, 2007.

BACKGROUND:

- The Board of Trustees of Arkansas State University adopted bylaws on September 7, 2007, in order to effectively manage the University; to provide for a definitive, orderly form of governance; and to secure and continue a superior institution of higher education.
- The Board desires to amend these bylaws to provide for the appointment of Board member liaisons to the Arkansas State University Foundation, Inc. and the Division of Internal Audit.
- The Board is charged with the management and control of Arkansas State University.
- These amendments to the Bylaws will assist the Board of Trustees in fulfilling their responsibility and authority.

RECOMMENDATION/RESOLUTION:

Be it resolved that the Arkansas State University Board of Trustees approves and adopts the amendments to the Bylaws of the Board of Trustees of Arkansas State University, effective September 9, 2011.



Mike Gibson, Secretary



Howard L. Slinkard, Chair

EXECUTIVE SUMMARY

Contact: Julie Bates 501-660-1002

ACTION ITEM: Arkansas State University System (ASU System) requests approval to revise the Internal Audit Charter.

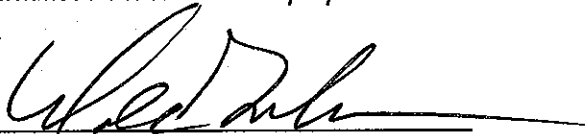
ISSUE: The Internal Audit charter approved by the Board of Trustees on March 6, 2009, requires revision to reflect new responsibilities and reporting lines.

BACKGROUND:

- The Internal Audit function for Arkansas State University was transferred to the ASU System from the Arkansas State University-Jonesboro campus effective January 1, 2008.
- The ASU System Internal Audit mission is to "support the campuses of the ASU System in the pursuit of their mission by evaluating the adequacy of internal controls, accuracy of financial records, and compliance with standard accounting practices, government and state regulations, and university policies and procedures."
- The Internal Audit Charter was approved by the board on March 6, 2009, and requires revision to reflect new responsibilities and reporting lines.
- The revised Internal Audit Charter is attached to this resolution.

RECOMMENDATION/RESOLUTION:

Be it hereby resolved that the Arkansas State University Board of Trustees approves the revisions to the Arkansas State University System's Internal Audit Charter dated March 6, 2009, effective immediately.


Mike Gibson, Secretary


Howard L. Slinkard, Chair

Arkansas State University System

Internal Audit Charter

INTRODUCTION

The Arkansas State University System (ASU System) Internal Audit function performs an independent appraisal activity for the review of internal controls, financial and compliance aspects, and operating procedures as a service to the Board of Trustees and university administrators.

PURPOSE

The Internal Audit function is a continuous independent management control and appraisal activity established within the University to review accounting, financial and other operations to determine for the ASU System President and Board of Trustees that:

1. Assets are safeguarded and their use is properly accounted for;
2. Accurate financial and managerial control exist and function properly;
3. Recommendations are made for appropriate improvements in controls; and
4. Management plans, policies and procedures are carried out and executed efficiently and effectively.

ORGANIZATION

The coordination of the ASU System's internal auditing function is the responsibility of the Assistant Vice President for Administration (AVPA). The AVPA operates under the general administrative oversight of the Vice President for Finance (VP) and reports to the ASU System President in coordination with a trustee appointed as a liaison on Internal Audit affairs. The VP is assigned responsibility for the day to day operation of the internal audit program to provide support and supervision of Internal Audit and to assure the adequacy of the management responses to audit reports issued by the AVPA and follow-up on audit issues.

AUTHORITY

The ASU System Internal Audit staff is authorized full, free, and unrestricted access to all university functions, records, property, and personnel relevant to the subject under review within the entire ASU System. Documents and information given to the Internal Audit staff during an engagement are handled in the same prudent manner as by those employees normally accountable for them. The confidential and privileged character of the documents and information is not affected solely by disclosure to the audit staff.

Internal Audit has neither direct responsibility for, nor authority over, any of the activities, functions, or tasks it reviews. Accordingly, Internal Audit does not develop or write policies or procedures that they may be later called upon to evaluate. Draft materials, developed by management, may be reviewed for propriety and/or completeness. However, ownership and responsibility for any materials remains with management.

Acting in the capacity of an Internal Auditor, audit staff should not perform any operational duties for the ASU System or its affiliates, initiate or approve accounting transactions external to Internal Audit, or direct the activities of any ASU System employee not employed by Internal Audit, except to the extent such employees have been assigned to otherwise assist the internal auditors.

RESPONSIBILITY

Meaningful internal auditing requires cooperation among the Internal Auditors, trustee appointed liaison, campus administration, and the auditee. Each party's responsibilities in this regard include, but are not limited to the following:

AVPA:

- Develop a flexible annual audit plan using an appropriate risk-based methodology, including any risks or control concerns identified by management, and submit that plan to the trustee appointed liaison and VP;
- Implement the annual audit plan, as approved, including as appropriate any special tasks or projects requested by management or the Board of Trustees;
- Maintain a professional audit staff with sufficient knowledge, skills, and experience;
- Issue periodic reports summarizing results of audit activities to the Board of Trustees, ASU System President, and the VP;
- Perform investigations of suspected fraudulent activities within the ASU System and notify the VP, University Counsel, and trustee appointed liaison in the case of suspected unlawful activity. A report of the investigation will be provided to the Board of Trustees, ASU System President, VP, University Counsel and appropriate members of campus management; and
- Consider the scope of work of external auditors and other regulatory agencies, as appropriate, for the purpose of providing optimal audit coverage to the ASU System at a reasonable overall cost.

Internal Audit Office

- Examine and evaluate the controls, policies and procedures, and systems in place to safeguard university assets;
- Evaluate the reliability and integrity of information and the efficient and effective use of resources;
- Review compliance with policies, procedures, laws and regulations; and
- Report results and make recommendations to the AVPA and management.

Trustee Appointed Liaison

- Ensure internal audit goals and objectives, staffing plans, financial budgets, and audit activities provide adequate support of System goals and objectives;
- Ensure the audit planning process, including the risk assessment methodology, considers appropriate aspects of the System's operations and executive management's concerns;
- Approve the annual audit plan;
- Review the results of significant audit activities, audit reports, and auditee responses and monitor the adequacy and timeliness of corrective actions taken in response to audit activities;
- Review internal audit annual report; and
- Support the Internal Audit function and communicate this support within System Administration.

System Administration

- Support the Internal Audit function and communicate this support within campus units;
- Participate in the audit process;
- Provide appropriate, clear and consistent direction to the System community through written policies and procedures; and
- Follow-up on progress of corrective actions for audit findings within campus units.

Auditee

- Cooperate with the audit process by providing unrestricted access to facilities, books and records, information, and personnel;
- Respond in writing, within 30 days, to all audit recommendations. Disagreements with recommendations or alternative solutions to identified findings are acceptable when justified in writing. Each response should contain an estimated implementation date; and
- Implement agreed-upon corrective action plans.

AUDIT PLANNING

An annual audit plan, based on a risk assessment process, will be systematically developed for the ASU System as a whole. The risk assessment shall consider risks within and across all components of the ASU System. Input will be solicited from the appropriate members of management at the System and each respective campus for this purpose. Once completed, the audit plan will be submitted to the VP and trustee appointed liaison for comment and approval. The objective is to continually assess all high-risk areas to evaluate critical business processes throughout the ASU System as resources permit.

When special projects are requested by campus management, the AAVP shall notify the VP. When demands for services exceed available resources that would significantly impact the approved annual audit plan, project priorities will be established and the audit plan amended subject to the approval of the VP, or if the changes to the plan are substantial, the trustee appointed liaison.

REPORTING

Internal Audit will ensure the results of audits are properly communicated to appropriate management or operating personnel in a formal written report to the ASU System President under the signature of the AVPA. Management's responses to the audit observation(s) will be incorporated into the formal report and will itemize specific actions taken or planned to resolve the reported observation(s) or to ensure operational objectives are achieved.

Copies of completed audit reports will be provided to the Board of Trustees, the VP, and appropriate members of campus management.

Internal Audit will produce a follow-up report on the status of management's implementation of each observation to the VP on a quarterly basis.

AUDIT STANDARDS AND ETHICS

Internal Audit staff members shall subscribe to and rely on the Standards for the *Professional Practice of Internal Auditing* and *Code of Ethics* promulgated by the Institute of Internal Auditors, Inc. and the Government Auditing Standards by the Comptroller General of the United States. The department is expected to consistently demonstrate high standards of conduct and ethics as well as appropriate judgment, independence, and discretion. Members maintain a professional image and protect auditee confidences and confidential information.

EXECUTIVE SUMMARY

Contact: Charles L. Welch (501) 660-1000

ACTION ITEM: Arkansas State University System requests approval to accept the resignation of Metropolitan National Bank as trustee for Student Fee Revenue Bonds (Mountain Home Campus), Series 2008 and Student Fee Junior Lien Revenue Refunding Bonds (Mountain Home Campus), Series 2010, and to appoint a successor trustee.

ISSUE: The Board of Trustees must approve the naming of a trustee for university bonds.

BACKGROUND:

- The Board of Trustees of Arkansas State University (the Board) previously issued its Student Fee Revenue Bonds (Mountain Home Campus), Series 2008 (the Series 2008 Bonds). The Series 2008 Bonds were issued pursuant to a Trust Indenture dated as of November 15, 2002, between the Board and Metropolitan National Bank (Metropolitan), as supplemented by a First Supplemental Trust Indenture dated as of January 15, 2008 (collectively, the 2008 Indenture).
- The Board has also previously issued its Student Fee Junior Lien Revenue Refunding Bonds (Mountain Home Campus), Series 2010 (the Series 2010 Bonds). The Series 2010 Bonds were issued pursuant to a Trust Indenture, dated as of December 1, 2010, between the Board and Metropolitan (the 2010 Indenture).
- U.S. Bank National Association has entered into an agreement to purchase the bond trustee business of Metropolitan, and Metropolitan is resigning as trustee under the 2008 Indenture and the 2010 Indenture.
- The Board has reserved the right under the 2008 Indenture and the 2010 Indenture to remove the initial trustee and appoint a successor trustee.
- The Board desires to appoint The Bank of New York Mellon Trust Company, N.A. as successor trustee (the Successor Trustee).
- Upon the effective date of any agreement removing Metropolitan and U.S. Bank National Association as trustee and appointing the Successor Trustee as successor trustee, the Successor Trustee shall be vested with all rights, powers, duties, and obligations as if originally named the initial trustee in the 2008 Indenture and the 2010 Indenture.
- The appointment of the Successor Trustee shall be subject to the approval of the bond insurers for the Series 2008 Bonds and the Series 2010 Bonds.

EXECUTIVE SUMMARY

Contact: Charles L. Welch (501) 660-1000

RECOMMENDATION/RESOLUTION:

Be it resolved that the Arkansas State University System is approved to accept the resignation of Metropolitan National Bank as trustee for Student Fee Revenue Bonds (Mountain Home Campus), Series 2008 and Student Fee Junior Lien Revenue Refunding Bonds (Mountain Home Campus), Series 2010, to remove Metropolitan National Bank and U.S. Bank National Association as trustee and to appoint The Bank of New York Mellon Trust Company, N.A. as successor trustee. Furthermore, the chair and secretary of the Board, the president and vice president for finance of the Arkansas State University System, and the chancellor and vice chancellor for administrative affairs of Arkansas State University-Mountain Home are hereby authorized to (a) take such action required by the 2008 Indenture and 2010 Indenture and (b) to execute and deliver such agreements and other instruments as may be necessary to effectuate the removal of Metropolitan National Bank and U.S. Bank National Association as trustee and the appointment of The Bank of New York Mellon Trust Company, N.A. as successor trustee.



Mike Gibson, Secretary



Howard L. Slinkard, Chair

EXECUTIVE SUMMARY

Contact: Charles L. Welch (501) 660-1000

ACTION ITEM: The Arkansas State University System requests approval to sell property in Craighead County, Arkansas.

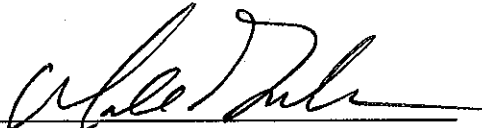
ISSUE: The Board of Trustees must approve all sales of university property.

BACKGROUND:

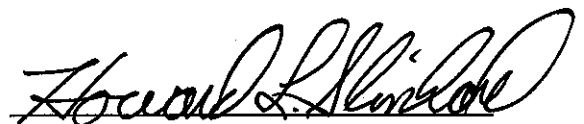
- ASU System owns property located at 3613 Lacoste Drive, Jonesboro, Craighead County, Arkansas. The property is not essential to the operations of the institution nor will the land be needed in the future to carry out the educational mission of the institution. The parcel is surplus appropriate for sale.
- ASU System will utilize public sale procedures which ensure that any interested member of the public will have an opportunity to bid on the property. If no acceptable bids are received, ASU may reject all offers and proceed with negotiation of competitive bids.

RECOMMENDATION/RESOLUTION:

Be it resolved that the Arkansas State University System is approved to sell by public sale the property located at 3613 Lacoste Drive, Jonesboro, Craighead County, Arkansas, and that the president of the system or the president's designee is authorized to sign all documents necessary to close this transaction.



Mike Gibson, Secretary



Howard L. Slinkard, Chair

EXECUTIVE SUMMARY

Contact: Charles L. Welch 501-660-1000

ACTION ITEM: The Arkansas State University Board of Trustees desires to establish a policy granting benefits to persons designated by the board as Chancellor Emeritus.

ISSUE: The Board of Trustees must approve benefits to be awarded to a Chancellor Emeritus.

BACKGROUND:

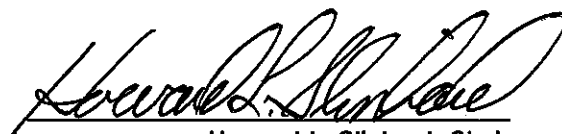
- Persons designated by the Board of Trustees as Chancellor Emeritus receive that honor because of their devoted time and effort to the success of Arkansas State University.
- The Arkansas State University Board of Trustees desires to recognize and reward the dedication given to the university by those designated as Chancellor Emeritus by granting those persons holding the title of Chancellor Emeritus certain specified benefits.
- A copy of the Arkansas State University System Chancellor Emeritus Benefit Policy is attached to this resolution.

RECOMMENDATION/RESOLUTION:

Be it resolved that the Arkansas State University Board of Trustees approves the Arkansas State University System Chancellor Emeritus Benefit Policy effectively immediately.



Mike Gibson, Secretary



Howard L. Slinkard, Chair

ASU System Policy

Effective Date: September 9, 2011

Subject: Chancellor Emeritus Benefits

1. Purpose

In recognition of exceptional service to the Arkansas State University (ASU) System, the Board of Trustees may bestow emeritus status upon a retiring chancellor. Individuals eligible for emeritus status include those who have served as chancellor of an ASU System campus for ten (10) or more years. However, those deemed by the Board of Trustees to have provided extraordinary service and leadership to a campus of the ASU System may also be considered for emeritus recognition. Any university stakeholder may nominate an individual to be considered for Chancellor Emeritus status, but final approval rests with the Board of Trustees, upon the recommendation of the ASU System President. The Board of Trustees will reward persons designated by them as Chancellor Emeritus with certain specified lifetime benefits. These benefits shall continue for the lifetime of the spouse of the Chancellor Emeritus should the spouse survive the Chancellor Emeritus.

2. Chancellor Emeritus Benefits

Persons designated by the Board of Trustees as Chancellor Emeritus shall receive the following benefits:

- A. Two tickets to all Arkansas State University ticketed events including, but not limited to, plays, concerts, banquets, home intercollegiate athletics competitions, presentations, and performances at all venues on the campus at which the individual served as chancellor.
- B. One designated preferred parking space for all events on the campus at which the individual served as chancellor.
- C. Office space and secretarial assistance, including stationery, note cards, postage, telephone, and computer usage, on the campus at which the individual served as chancellor.

3. Process

The Office of the Chancellor on each campus is responsible for coordinating the provision of benefits in accordance with this policy. In order to plan for reserved tickets and parking to Arkansas State University events, the Chancellor Emeritus should promptly notify the appropriate chancellor's office of those events for which tickets will be requested.

(Adopted by the Arkansas State University Board of Trustees on September 9, 2011, Resolution 11-36)

**ARKANSAS STATE UNIVERSITY
BOARD OF TRUSTEES**

RESOLUTION

**A Resolution Conferring Upon
Dr. Robert L. Potts
The Designation of Chancellor Emeritus**

WHEREAS, the Board of Trustees recognizes the importance of the contributions of service made by individuals who have served Arkansas State University; and

WHEREAS, Dr. Robert L. Potts has served as chancellor of Arkansas State University-Jonesboro from November 15, 2006 until June 30, 2010; and as interim president of the Arkansas State University System from July 1, 2010 until April 23, 2011.

NOW, THEREFORE, BE IT RESOLVED, by the Board of Trustees of Arkansas State University that this resolution, in recognition of countless contributions, designates Dr. Robert L. Potts as Chancellor Emeritus of Arkansas State University-Jonesboro, and is hereby adopted in deep gratitude for his legacy of wise and generous counsel and untiring efforts on behalf of the university, its students, faculty, staff, and friends.

DULY ADOPTED AND APPROVED, this 9th day September 2011.


Howard L. Slinkard, Chair


Ron Rhodes, Vice Chair


Mike Gibson, Secretary


Dan Pierce, Member


Charles Luter, Member


Charles L. Welch, President

EXECUTIVE SUMMARY

Contact: Ed Kremers (870) 972-3303

ACTION ITEM: Arkansas State University-Jonesboro (ASUJ) requests authority to enter into agreement with the Arkansas Highway Department for the expenditure of certain funds for transportation enhancement.

ISSUE: The Arkansas State Highway and Transportation Department requires the approval of the Arkansas State University Board of Trustees for release of funds toward the transportation enhancement project.

BACKGROUND:

- ASUJ made application for and was awarded a grant from the Arkansas State Highway and Transportation Department amounting to \$250,000 through the Arkansas Transportation Enhancement Program.
- The terms of the grant require ASUJ to match the expenditures with a 20 percent cash contribution totaling \$50,000 for a total project of \$300,000. Project design and construction inspection and certification expenses are not eligible for federal-aid reimbursement and may not be used as part of the 20 percent match.
- The project will consist of construction of pedestrian and bicycle facilities in the Driver Street corridor generally bounded by Danner Street on the north, Aggie Road on the south and the Caraway Road and Aggie Road intersection on the southwest.
- Included will be the reconstruction of sidewalks along the east side of Driver Street, the north side of Danner Street, and the north side of Aggie Road between Driver Street and Caraway Road. Decorative lighting for pedestrians, bicycle lane striping, and tree plantings will enhance the look of the area.
- A drawing of the project is attached to this resolution for review.

RECOMMENDATION/RESOLUTION

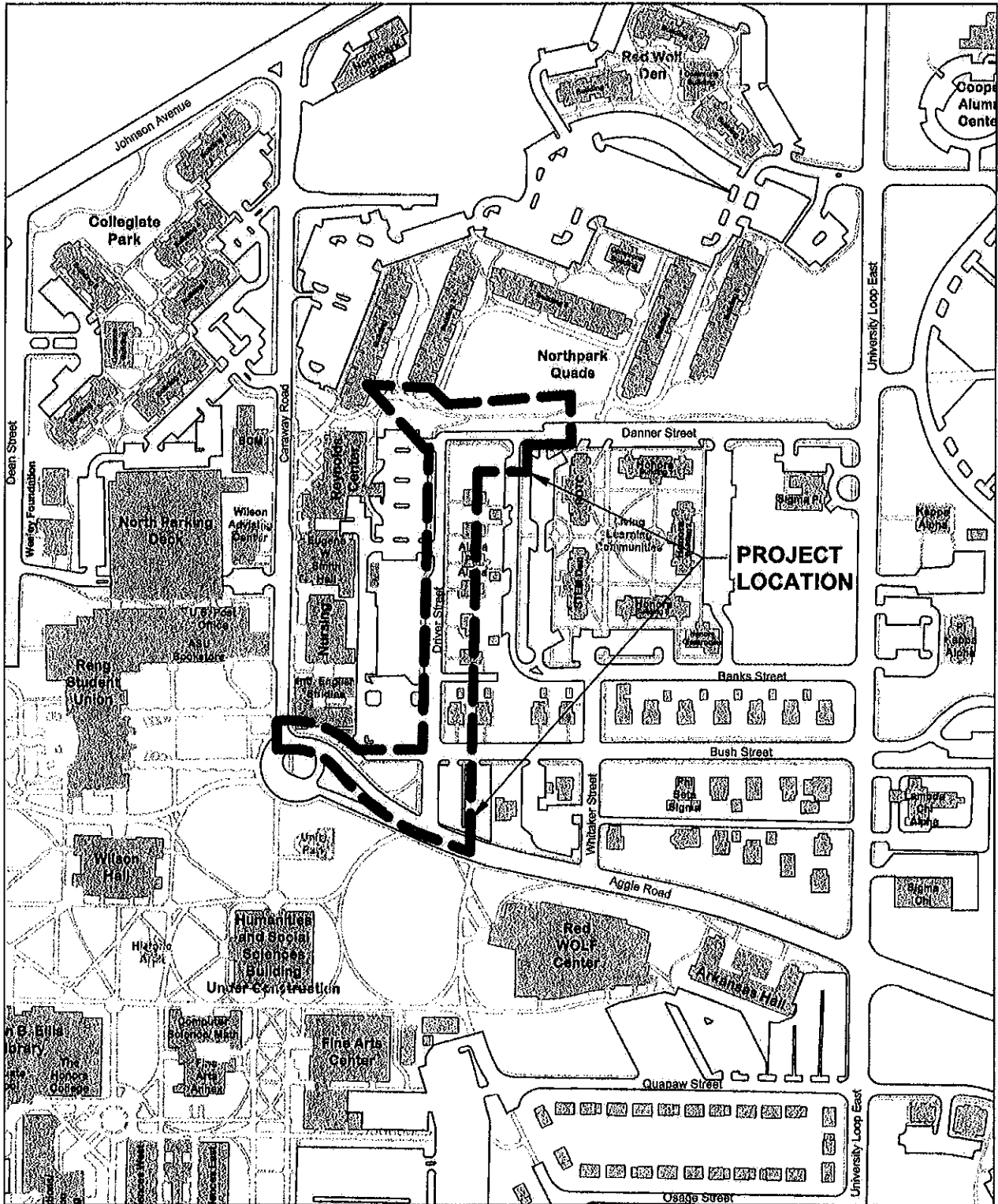
Be it resolved that Arkansas State University-Jonesboro is authorized to enter into and execute all appropriate agreements and contracts with the Arkansas State Highway and Transportation Department and others, necessary for the construction of the above stated project.



Mike Gibson, Secretary



Howard L. Slinkard, Chair



1 OF 1



ARKANSAS STATE UNIVERSITY
 Driver St. Pedestrian & Landscape Enhancement

DWN	DATE
WMH	08/18/10
REV.	DATE

SCALE: 1"=300'

DRAWING NO:

EXECUTIVE SUMMARY

Contact: Ed Kremers (870) 972-3303

ACTION ITEM: Arkansas State University-Jonesboro (ASUJ) requests authority to dedicate additional easement for the Marion Berry Parkway project.

ISSUE: The Board of Trustees must approve all transfers of or encumbrances on university property.

BACKGROUND:

- ASUJ is currently managing the design and financing of an overpass to span the railroad tracks at the south end of campus that will replace two existing at-grade crossings.
- As a part of this project, it was determined that an existing sanitary sewer line directly conflicted with the path of the overpass and had to be re-routed, thereby requiring additional easement to Jonesboro City Water & Light. This easement is for the purpose of constructing, laying, placement, operation, use, repair, relocation, removal or abandonment of a sanitary sewer line.
- The description of the easement is as follows:
A twenty (20) foot sewer easement, ten (10) feet either side of a line as constructed on a tract of land running along and adjacent to the east side of AHTD right of way for an approximate distance of 730 feet running north and south, and along the north side of AHTD right of way and south side of BNSF Railroad right of way for a distance of approximately 324 feet running east and west. All being in a part of the Southwest Quarter of the Southeast Quarter of Section 17, Township 14 North, Range 4 East in the City of Jonesboro, Craighead County, Arkansas.
- A drawing describing the easement is attached to this resolution for review.

RECOMMENDATION/RESOLUTION

Be it resolved that Arkansas State University-Jonesboro is authorized to dedicate an easement to Jonesboro City Water & Light for the purpose of re-routing, constructing and maintaining a sanitary sewer line in the area of the Marion Berry Parkway project, and the Vice Chancellor for Finance and Administration is authorized to execute the easement.



Mike Gibson, Secretary



Howard L. Slinkard, Chair

EXECUTIVE SUMMARY

Contact: Ed Kremers (870) 972-3303

ACTION ITEM: Arkansas State University-Jonesboro (ASUJ) requests approval of a fall 2011 private athletic camp agreement.

ISSUE: ASUJ wishes to contract with certain athletic personnel to conduct private athletic camps on the ASUJ campus. Camps are designed to bring future students to ASUJ due to their exposure to its facilities and personnel while engaged in program activities. Additionally, funds are generated and paid to ASUJ to cover the use of its facilities and auxiliary services.

BACKGROUND:

- A.C.A. § 6-62-401 authorizes the Boards of Trustees of the 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) which are to be engaged in only after they have discharged fully, their employment responsibilities to such institutions. Employees are required to take vacation during these camp periods.
- The Act grants the board the non-delegable duty to make express findings of fact as follows:
 - the activity in question involves no conflict of interest with the mission and purpose of the institution itself;
 - the activity proposed would bring to the campus a significant number of persons who are potentially future students who might tend to enroll on that campus as a result of their exposure to its facilities and its personnel while engaged in this activity; and
 - the contemplated activity will, as a part thereof, generate funds to be paid to the state institution for housing, meals, and for the use of institutional resources which will produce significant revenues in support of the auxiliary functions of the particular campus serving its enrolled students.
- The proposed contract complies with A.C.A. § 6-62-401.
- The 2011 fall contract is as follows:

Tommy Raffo (Head Baseball Coach) for:
Tommy Raffo Fall Baseball Camps

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University-Jonesboro is approved to enter into the agreement submitted for the purpose of allowing certain athletic personnel to conduct private athletic camps on and in ASUJ campus facilities for fall 2011.



Mike Gibson, Secretary



Howard L. Slinkard, Chair

EXECUTIVE SUMMARY

Contact: Dr. Glen Jones (870) 972-2030

ACTION ITEM: Arkansas State University-Jonesboro (ASUJ) requests approval to offer a new degree program, the Associate of Applied Science with an emphasis in Disaster Preparedness and Emergency Management.

ISSUE: The Board of Trustees must approve the offering of any new degree, minor or any new option of an existing degree.

BACKGROUND:

- ASUJ is an accredited Regional Training Center for Disaster Life Support, but currently only offers a multidisciplinary minor in Homeland Security and Emergency Management with health care, emergency management, and sociology of disasters tracks.
- An expansion of higher education and degree opportunities is needed to provide emergency management personnel with fundamental competencies needed to fulfill the increasingly complex roles of the emergency management professional.
- Industries that employ emergency managers are local and state governments, medical and surgical hospitals, community food and housing organizations, emergency service organizations, electric companies, oil and gas companies, waste treatment and disposal companies, and scientific/research organizations. In 2010, there were over 1,000 positions available with the Federal Emergency Management Agency (FEMA), and an estimated 140 emergency management jobs in the state of Arkansas. These statistics do not include the myriad of first responders/receivers who are now required by their professional standards or places of employment to become proficient in some principles of emergency management.
- ASUJ is partnering with FEMA's Center for Domestic Preparedness (CDP), the U.S. Department of Homeland Security's only federally chartered Weapons of Mass Destruction (WMD) training center. This partnership is unique and is not available with any other Arkansas higher education institution.
- Through this partnership, ASU students will be provided the opportunity to participate in state-of-the-art didactic and hands-on experience courses that offer experiences for the student that academic settings cannot provide, but are essential to their preparation in emergency management.

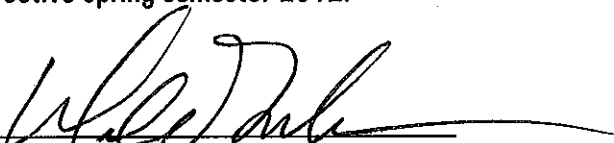
EXECUTIVE SUMMARY

Contact: Dr. Glen Jones (870) 972-2030

- The proposed Associate of Applied Science degree program will provide a pathway for first responders and receivers to complete a degree that allows for career advancement and supports the academic needs to expand the emerging profession of emergency management.
- A total of 60 credit hours is required for this degree.
- The degree will be offered through the School of Nursing in the College of Nursing and Health Professions.
- The revenue generated by this program will cover all anticipated costs including any new faculty that may be required as a result of program growth over time.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University-Jonesboro is approved to offer a new degree program, the Associate of Applied Science with an emphasis in Disaster Preparedness and Emergency Management, effective spring semester 2012.


Mike Gibson, Secretary


Howard L. Slinkard, Chair

EXECUTIVE SUMMARY

Contact: Dr. Glen Jones (870) 972-2030

ACTION ITEM: Arkansas State University-Jonesboro (ASUJ) requests approval to offer a new Graduate Certificate in Disaster Preparedness and Emergency Management.

ISSUE: The Board of Trustees must approve the offering of any new degree, minor or any new option of an existing degree.

BACKGROUND:

- ASUJ is an accredited Regional Training Center for Disaster Life Support but currently only offers a multidisciplinary minor in Homeland Security and Emergency Management with health care, emergency management, and sociology of disasters tracks.
- Graduate level education opportunities are needed to provide emergency management personnel in advanced positions with more extensive training and higher level competencies needed to fulfill the increasingly complex roles of the emergency management professional.
- Industries that employ emergency managers are local and state governments, medical and surgical hospitals, community food and housing organizations, emergency service organizations, electric companies, oil and gas companies, waste treatment and disposal companies, and scientific/research organizations. In 2010, there were over 1,000 positions available with the Federal Emergency Management Agency (FEMA), and an estimated 140 emergency management jobs in the state of Arkansas. These statistics do not include the myriad of first responders/receivers who are now required by their professional standards or places of employment to become proficient in some principles of emergency management.
- ASUJ is partnering with FEMA's Center for Domestic Preparedness (CDP), the U.S. Department of Homeland Security's only federally chartered Weapons of Mass Destruction (WMD) training center. This partnership is unique and is not available with any other Arkansas higher education institution.
- Through this partnership, ASU students will be provided the opportunity to participate in state-of-the art didactic and hands-on experience courses that offer experiences for the student that academic settings cannot provide, but are essential to their preparation in emergency management.

EXECUTIVE SUMMARY

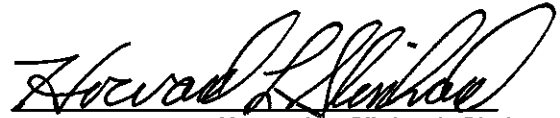
Contact: Dr. Glen Jones (870) 972-2030

- The proposed graduate certificate will provide a graduate pathway for first responders and receivers to complete an advanced degree that allows for career advancement and supports the academic needs to expand the emerging profession of emergency management. The graduate certificate may be used enroute to a Master of Science degree or as a post-graduate degree certificate.
- A total of 18 credit hours is required for this graduate certificate.
- The certificate will be offered through the School of Nursing in the College of Nursing and Health Professions.
- The revenue generated by this certificate program will cover all anticipated costs including any new faculty that may be required as a result of program growth over time.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University-Jonesboro is approved to offer a new Graduate Certificate in Disaster Preparedness and Emergency Management, effective spring semester 2012.


Mike Gibson, Secretary


Howard L. Slinkard, Chair

EXECUTIVE SUMMARY

Contact: Dr. Glen Jones (870) 972-2030

ACTION ITEM: Arkansas State University-Jonesboro (ASUJ) requests approval to offer a new degree program, the Master of Science in Disaster Preparedness and Emergency Management.

ISSUE: The Board of Trustees must approve the offering of any new degree, minor or any new option of an existing degree.

BACKGROUND:

- Arkansas State University-Jonesboro is an accredited Regional Training Center for Disaster Life Support but currently only offers a multidisciplinary minor in Homeland Security and Emergency Management with health care, emergency management, and sociology of disasters tracks.
- Graduate level education opportunities are needed to provide emergency management personnel in advanced positions with more extensive training and higher level competencies needed to fulfill the increasingly complex roles of the emergency management professional.
- In addition to graduate courses offered by Arkansas State University-Jonesboro, additional graduate credit will be provided through the partnership with the Federal Emergency Management Agency (FEMA) Center for Domestic Preparedness (CDP). ASU students will be provided the opportunity to participate in state-of-the art didactic and hands-on experience courses that offer experiences for the student that academic settings cannot provide, but are essential to their preparation in emergency management.
- The proposed Master of Science degree program will provide a graduate pathway for first responders and receivers to complete an advanced degree that allows for career advancement and support the academic needs to expand the emerging profession of emergency management.
- A total of 42 credit hours is required for this degree.
- The degree will be offered through the School of Nursing in the College of Nursing and Health Professions.
- The revenue generated by this program will cover all anticipated costs including any new faculty that may be required as a result of program growth over time.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University-Jonesboro is approved to offer a new degree program, the Master of Science in Disaster Preparedness and Emergency Management, effective spring semester 2012.



Mike Gibson, Secretary



Howard L. Slinkard, Chair

EXECUTIVE SUMMARY

Contact: Dr. William R. Stripling (870) 972-2048

ACTION ITEM: Arkansas State University-Jonesboro requests approval to change the name of the Student Union/Reng Student Services Center to the Carl R. Reng Student Union.

ISSUE: The Board of Trustees must approve naming of campus facilities.

BACKGROUND:

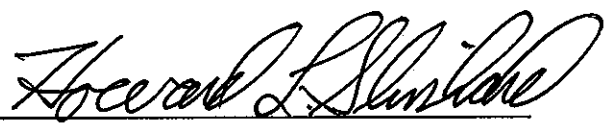
- The Carl R. Reng Center served as the campus center for many years. Part of the "Reng Center," as it was known, was renovated, specifically, Level 2, to better serve the needs of the university as the Reng Student Services Center. Levels 1 and 3 of the Reng Center were attached to the Student Union and are part of that facility. These two structures are connected and function as one facility.
- One facility with two names is confusing to students, faculty, staff, and guests. Combining the two names to create one will help eliminate confusion.
- The Student Union is the dominant name used by students, faculty, staff, and guests when referring to the facility.
- Guests and students will be able to locate the services housed in the facility more efficiently by naming the complex the Carl R. Reng Student Union.
- Carl R. Reng was an influential president of ASU and it is fitting to continue his legacy by naming this facility in his honor.
- This proposal has been endorsed by the Chancellor's Executive Council.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University-Jonesboro is approved to change the name of the Student Union/Reng Student Services Center to the Carl R. Reng Student Union.



Mike Gibson, Secretary



Howard L. Slinkard, Chair

EXECUTIVE SUMMARY

Contact: Jerry Carlisle (501) 882-8835

ACTION ITEM: Arkansas State University-Beebe (ASUB) requests approval to establish a bowling fee beginning with the spring semester 2012.

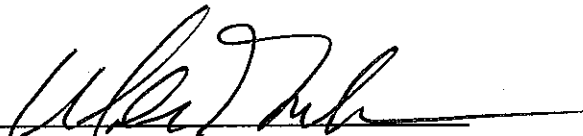
ISSUE: The Board of Trustees must approve all fees.

BACKGROUND:

- Arkansas State University-Beebe will begin offering bowling as a physical education class.
- ASUB has negotiated an arrangement with a local bowling alley to teach a physical education class at the alley.
- The dedicated fee for this class will be used to pay for the use of the lanes.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University-Beebe is approved to charge a fee of \$43.50 per semester to students enrolled in bowling beginning with the spring semester 2012.


Mike Gibson, Secretary


Howard L. Slinkard, Chair

EXECUTIVE SUMMARY

Contact: Larry Williams (870) 512-7851

ACTION ITEM: Arkansas State University-Newport requests approval of its proposed 2011-2016 Strategic Plan.

ISSUE: The Board of Trustees must approve all strategic plans.

BACKGROUND:

- ASU-Newport has completed a comprehensive evaluative process relative to its institutional and accreditation planning determining areas in which it plans to focus its efforts over the next five years.
- ASU-Newport faculty, staff, students, and community members contributed to the strategic planning process that resulted from the evaluative process.
- Over the course of approximately eleven months, Arkansas State University-Newport developed a new Strategic Plan for the years 2011-2016 through extensive analysis of institutional strengths, weaknesses, and opportunities.

RECOMMENDATION/RESOLUTION:

Be it resolved that the 2011-2016 Strategic Plan for Arkansas State University-Newport is approved effective immediately.



Mike Gibson, Secretary



Howard L. Slinkard, Chair

**FOCUS ON THE FUTURE
A STRATEGIC PLAN: 2011-2016**

VISION

Arkansas State University-Newport is a great place to start one's higher education whether it is for job training, professional certification, general education requirements or an associate's degree.

MISSION

Our mission is to provide integrity of programs and services, affordable lifelong learning, and enhanced quality of life in the diverse community we serve.

VALUES

Arkansas State University-Newport is committed to:

COMMUNITY

We value the opportunity to provide to our community lifelong learning opportunities, and we are a full partner to community organizations, businesses and industries in the economic growth of our region.

QUALITY

We value quality in our programs and in our relationships with students, faculty, staff and our constituent groups. From quality in the classroom to quality of life, we strive for excellence in all that we do.

INTEGRITY

We value that our actions are equal to our commitment. We expect academic and personal honesty and responsibility. These are critical elements in serving our public.

AFFORDABILITY

We value being able to offer quality learning at the best possible value to the student. This is an important contribution we make to the economic development of our region and to the improved quality of life for the citizens of our community.

COLLABORATION

We value partnerships in developing relevant educational programs and in providing learning opportunities and seamless educational services to the community we serve.

DIVERSITY

We value the contributions of all people and believe in the cultural enhancement that results from working together. We believe in providing career development opportunities for all learners.

GOAL 1

To provide an academic environment that will motivate and enable students from diverse backgrounds to achieve their educational goals

OBJECTIVES:

Foster a campus environment that communicates high student expectations while providing individual care and support

Broaden the horizons of individual students through increased encouragement of their participation in campus activities designed to promote connections between other students, families, faculty, staff and community members

Create a student-centered approach with greater access to student services, both in person and online, that fosters a seamless transition through the processes of admission, registration and orientation

Improve and expand the processes for effective student orientation and advisement to assist students in the successful completion of their individual educational goals

Continue to seek diversity in the faculty and staff that parallels that of the student body

Implement enhanced learning environments for all students

Systemize and coordinate the assessment processes for all academic programs and learning outcomes

GOAL 2

To ensure institutional development that will attract, retain and graduate quality students

OBJECTIVES:

Develop programs and course offerings that target specific needs of students entering the workforce and/or furthering education

Attract new students with increased course offerings through distance education, concurrent enrollment and continuing education

Assess student needs and implement best practices for student retention

Improve and enhance accessibility of the institutional website to highlight programs, departments, faculty, staff and student services

Conceptualize and implement additional marketing strategies and ventures which will increase visibility of the institution and showcase its people and programs

Assess current marketing strategies and increase utilization of those that are determined to be most effective

Emphasize interpersonal recruitment efforts through contacts such as: current students, alumni, staff and faculty, advisory groups and partnerships

GOAL 3

To promote student commitments to individual life-long learning, career development and community leadership

OBJECTIVES:

Communicate and demonstrate the principles of life-long learning and career development through opportunities for professional and technological skills training

Develop opportunities for students to interface with employers and/or higher education partners to facilitate skill upgrading and continual learning

Collaborate with employers to expand industry and business-specific education programs and courses

Increase faculty, staff and student participation in promoting values of social awareness and citizenship through campus and community leadership

GOAL 4

To expand the role of the institution in the economic development of Arkansas

OBJECTIVES:

Foster and strengthen relationships with external constituencies engaged in economic development

Promote and educate the populace as to the importance of education relative to economic development

Forge partnerships between the college and business/industry to provide employment skills, training, and to maintain a competitive workforce

Continue to provide customized education designed to meet employer needs and promote workforce development

Develop, implement, and expand educational programs that will contribute to the economic development of the state

Increase the number of graduates from college programs which will contribute to the success of the businesses of Arkansas

GOAL 5

To strengthen collaboration and working partnerships with other education service providers, business/industry, employers and community members

OBJECTIVES:

Collaborate with public and private school systems and other post-secondary/higher education institutions and agencies to develop a seamless Pre-K through 20 education system in Arkansas

Partner with four-year and comprehensive universities to increase the number of individuals with bachelor's degrees

Continue to increase involvement in collaborations and consortium groups to provide additional educational opportunities

Establish and maintain mutually beneficial partnerships with employers that will focus on continual curriculum development

Establish and maintain business/industry sponsored programs, scholarships and internships

Increase activities between students, faculty and business / industry personnel through directed observation, field trips, internships and joint ventures

Work in conjunction with business/industry to recruit and retain diverse individuals who desire college programs of study and/or an associate's degree

GOAL 6

To secure increased funding for institutional development and advancement

OBJECTIVES:

Promote the mutual benefits of additional local, post-secondary educational opportunities to the community, business/industry and the institution

Create giving programs that will result in private donations, gifts, endowments, estate planning and legacies dedicated to the institution

Continually pursue external funding opportunities from governmental programs and private foundations

Expand governmental liaison efforts with the state legislature and agencies for more effective communication of specific institutional growth and development required to address regional economic development needs

Provide institutional support of professional development for grant writing to increase access to grant opportunities within the service area

GOAL 7

To continue the development of physical and technological facilities and services of the institution

OBJECTIVES:

Regularly assess the institution's physical master plan and facilities needs specific to each campus

Continue the development of services necessary to fulfill the institution's technology master plan

Continue the development of technological services necessary for delivering quality educational programs, library resources, professional development and online student services

Increase the use and effectiveness of technology in delivering educational programs, such as components of freshman orientation, developmental courses and other applicable instruction

Incorporate environmentally sustainable strategies throughout the institution

GOAL 8

To ensure integrity and quality in all areas of institutional performance

OBJECTIVES:

Articulate and maintain an institutional vision that supports and responds to the competitive needs of the broad population served

Promote quality educational experiences through a diverse community of learners characterized by open interaction among faculty, staff, students and invested off-campus constituencies

Attract and retain highly qualified faculty and staff through competitive salaries, on-going professional development and a positive work environment

Maintain adequate and appropriate faculty and staff positions based on enrollment trends

Maintain a comprehensive new program development strategy that anticipates ever-changing workforce requirements

Monitor all programs for sustainability with continuous feedback to mission and goals

Maintain appropriate controls and procedures to ensure efficient, transparent operations

GOAL 9

To provide continuous communication relative to the strategic plan to the multiple constituency groups served

OBJECTIVES:

Monitor the implementation of strategic goals and assess progress toward fulfilling those goals

Improve procedures for the collection and analysis of local workforce trends and educational needs

Communicate the institution's progress toward strategic goals to all constituency groups

Communicate to all constituency groups the rationale for any adaptations made in the strategic plan while adhering to our vision and mission

**ARKANSAS STATE UNIVERSITY SYSTEM
NON-ACADEMIC REASSIGNMENTS OF DUTY
September 9, 2011**

COLEMAN, JOYCE

From: Associate for Administration, System Operations
To: Research Associate, Advancement Services
Effective: August 1, 2011
Salary: \$36,448
Source of Funds: E&G, Page 13, Line 6
Justification: New position resulting in a lateral move to Advancement Services to perform receipting functions for the ASU Foundation.

LIVINGSTON, MELISSA

From: Program Coordinator, Advancement Services
To: Associate for Administration, Advancement Services
Effective: August 1, 2011
Salary: \$38,948
Source of Funds: E&G, Page 13, Line 5
Justification: Reclassified due to broader responsibilities including supervising receipting functions for the ASU Foundation.

**ARKANSAS STATE UNIVERSITY SYSTEM
CONTRACT EXTENSIONS
September 9, 2011**

BATES, JULIE

Vice President for Finance

Effective: July 1, 2011 – June 30, 2014 (3-Year Contract)

COULTER, ED

Chancellor, ASU-Mountain Home

Effective: July 1, 2011 – June 30, 2014 (3-Year Contract)

MCKAY, EUGENE

Chancellor, ASU-Beebe

Effective: July 1, 2011 – June 30, 2014 (3-Year Contract)

WILLIAMS, LARRY

Chancellor, ASU-Newport

Effective: July 1, 2011 – June 30, 2014 (3-Year Contract)

ARKANSAS STATE UNIVERSITY-JONESBORO
ACADEMIC APPOINTMENTS
September 9, 2011

BARKER, RACHEL

Temporary Instructor in Psychology

Salary: \$36,000 (9-month rate)

Effective: August 16, 2011

Source of Funds: Education and General, page 126, line13

Justification: Replaces Yun Jeong Shin who resigned (salary-\$50,000).

Education:

2009 M.R.C., Psychology and Counseling, Arkansas State University

2006 B.S., Psychology, Arkansas State University

Employment:

Jan 2010-May 2011	Temporary Faculty, Arkansas State University
Aug 2008-May 2009	Temporary Faculty, Arkansas State University
Jan 2007-Jul 2008	Graduate Assistant, Arkansas State University
2003-Present	Sales Clerk, Wheelington Auto Parts, Harrisburg, AR

CARRAWAY, LATIA

Instructor in Mathematics and Statistics

Salary: \$32,738 (9-month rate)

Effective: August 16, 2011

Source of Funds: Education and General, page 95, line 20 (new - through salary savings)

Justification: Position needed due to enrollment growth.

Education:

Present Ph.D. Candidate, University of Memphis, Memphis, TN (expected May 2013)

2008 M.S. Mathematics, Arkansas State University

2006 B.S. Mathematics, University of Arkansas, Fayetteville, AR

Employment:

Aug 2010-Present	Secondary Math Teacher, Valley View District, Jonesboro, AR
Jun 2010-Jul 2010	Adjunct Instructor, Arkansas State University
Aug 2008-May 2010	Graduate Assistant Instructor, University of Memphis, Memphis, TN
Jun 2008-Jul 2008	Research Assistant, Arkansas State University
Aug 2007-May 2008	Graduate Assistant Instructor, Arkansas State University
Aug 2006-Aug 2007	Secondary Math Teacher, Crowley's Ridge Academy, Paragould, AR
Jan 2006-Aug 2006	Waitress, Lazzari's Pizza Oven, Jonesboro, AR
May 2006-Aug 2006	Teacher, Sylvan Learning Center, Jonesboro, AR
Aug 2004-Dec 2005	Teller, American State Bank, Jonesboro, AR
Jun 2004-Aug 2004	Secretary, Jonesboro Warehouse, Jonesboro, AR

Aug 2003-May 2004	Teller, The Bank of Fayetteville, Fayetteville, AR
May 2003-Aug 2003	Bookkeeper, The Bank of Harrisburg, Harrisburg, AR
Jan 2003-May 2003	College student, unemployed
Sep 2002-Dec 2002	Day-care Worker, University of Arkansas, Fayetteville, AR
May 2002-Aug 2002	Teller, The Bank of Harrisburg, Harrisburg, AR

COX, BRENT

Temporary Assistant Professor of Nursing

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

Effective: August 16, 2011

Source of Funds: Education and General, page 148, line 28 (new-through salary savings)

Justification: The Regional Center for Disaster Preparedness Education is growing with both community continuing education courses (basic and disaster life support classes) and the disaster preparedness interdisciplinary minor. We are also launching a continuum of educational academic programs in Disaster Preparedness and Emergency Management. Additional faculty support is necessary to deliver this array of credit and not-for-credit coursework.

Education:

Present M.S. Homeland Security and Emergency Management, Arkansas Tech University, Russellville, AR
(expected July 2012)

2010 B.S. Emergency Administration Management, Arkansas Tech University, Russellville, AR

2009 A.A.S. General Education, Black River Technical College, Paragould, AR

2001 A.A.S. Criminal Justice, Black River Technical College, Pochahontas, AR

Employment:

Apr 2006-Present Director of Security and Emergency Management, Arkansas Methodist Medical Center,
Paragould, AR

Jan 2003-Apr 2006 Security, Arkansas Methodist Medical Center, Paragould, AR

Aug 2001-Apr 2006 Patrolman, Paragould Police Department, Paragould, AR

FENNER, GRANT

Temporary Assistant Professor of Management

Salary: \$80,806 (includes tuition differential)

Effective: August 16, 2011

Source of Funds: Education and General, page 111, line 14 and page 106, line 12

Justification: Dr. Grant Fenner was planning on retiring at the end of A/Y 2010-11 (salary-\$80,806). However, he agreed to stay one more year to allow time to conduct a nationwide search to find the best and most highly qualified faculty member possible to fill the position. Therefore, Dr. Fenner will be provided with a one-year appointment and he plans on retiring in May 2012.

Education:

2006 Ph.D. Business Administration, University of Memphis, Memphis, TN

1997 B.S. Business Administration, University of Memphis, Memphis, TN

Employment:

2003-Present Assistant Professor, Arkansas State University

HAGGE, SARAH

Instructor in Early Childhood (Beebe campus)

Salary: \$37,000 (9-month rate)

Effective: August 16, 2011

Source of Funds: Education and General, page 125, line 4

Justification: Replacing Heidi Eubanks who was not reappointed (salary-\$37,740).

Education:

1978 M.Ed. Special Education, University of Arkansas, Fayetteville, AR

1974 B.S. Elementary/Special Education, University of Arkansas, Fayetteville, AR

Employment:

2009-2011 Adjunct Instructor, Arkansas State University-Beebe

1987-2009 Elementary Classroom Teacher, Cabot Public Schools/Westside Elementary, Cabot, AR

HALL, GLINDA

Temporary Instructor in Developmental Studies

Salary: \$40,000 (9-month rate)

Effective: August 16, 2011

Source of Funds: Education and General, page 77, line 3

Justification: Replacing Barbara Knuckles who retired (salary-\$41,885).

Education:

2008 Ph.D. Heritage Studies, Arkansas State University

2006 M.A. Heritage Studies, Arkansas State University

2002 M.A. English, University of Mississippi, Oxford, MS

1995 B.A. English, University of Mississippi, Oxford, MS

1991 B.B.A. General Business/Management, University of Mississippi, Oxford, MS

Employment:

2010-2011 Assistant Professor, University of Arkansas, Fort Smith, AR

2008-2010 Visiting Assistant Professor, University of Arkansas, Fort Smith, AR

2002-2008 Instructor, Arkansas State University

2004-2008 Graduate Assistant, Arkansas State University

HOLLOWAY, BRAD

Temporary Coordinator of CARE Project and Assistant Professor of Social Work

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

Effective: August 16, 2011

Source of Funds: Education and General, page 155, line 5 (\$53,000); tuition differential, page 147, line 65 (\$10,000)

Justification: The ASU CARE program is an outreach case management program in north Jonesboro staffed by our students and supervised by Dr. Holloway. He will also teach courses in the MSW program due to Dr. Brewer serving as interim department chair (salary-\$66,621).

Education:

2003 Ph.D. Health Administration, Kennedy-Western University, Sandy, UT

1984 M.S. Social Work, University of Arkansas at Little Rock, Little Rock, AR

1983 B.S. Social Work, Harding University, Searcy, AR

Employment:

2010-Present Adjunct Instructor, Arkansas State University

2006-Present Emergency Screener/Mental Health, NEA Baptist Hospital, Jonesboro, AR

May 2005-Feb 2010 Director of Clinical Services, Mid-South Health Systems, Jonesboro, AR

Jul 2001-May 2005 Assistant Administrator, Southeast Arkansas Behavioral Healthcare, Star City, AR

KHALIL, ALI

Temporary Instructor in Developmental Studies

Salary: \$28,000 (9-month rate)

Effective: August 16, 2011

Source of Funds: Education and General, page 77, line 6

Justification: Replacing Gloria Bridges who retired (salary-\$28,888).

Education:

2011 M.A. English, Arkansas State University

2008 B.A. English, Tishreen University, Lattakia, Syria

Employment:

Jan 2011-Present Graduate Assistant/Professor Assistant, Arkansas State University

Aug 2010-Present Instructor of English/Graduate Assistant, Arkansas State University

Jun 2010-Jul 2010 Unemployed

Jan 2010-May 2010 Instructor of Arabic/Graduate Assistant, Arkansas State University

Aug 2009-Dec 2009 Student

Mar 2008-Jul 2009 English/Arabic Translator, Alpha Institute of Languages, Banyas, Syria

MACK, KELLI

Instructor in Mid-Level Teacher Education-ADTEC

Salary: \$40,000 (9-month rate)

Effective: August 16, 2011

Source of Funds: ADTEC appropriation, page 136, line 2

Justification: Replaces Dianne Langford who accepted teaching position in Psychology and Counseling (salary - \$40,800).

Education:

2007 M.S.E. Reading Education, Arkansas State University
2005 B.S.E. Middle Level Education Math/Science, Arkansas State University

Employment:

June 2011-Present Graduate Assistant, Arkansas State University
Aug 2010-Present Teacher, Memphis City Schools, Memphis, TN
Jul 2010 Unemployed
Aug 2008-Jun 2010 Teacher, Metropolitan Nashville Public Schools, Nashville, TN
Jun 2008-Jul 2008 Unemployed
Aug 2006-May 2008 Teacher, West Memphis School District, West Memphis, AR
Jan 2006-Aug 2007 Graduate Assistant, Arkansas State University
Jan 2005-Dec 2005 Teaching Intern, Jonesboro and Nettleton Public Schools, Jonesboro, AR
Aug 2003-Dec 2005 Tutor/Mentor, Arkansas State University Athletics

MARSH, GERALD

Temporary Assistant Professor of Philosophy

Salary: \$45,000 (9-month rate)

Effective: August 16, 2011

Source of Funds: Education and General, page 99, line 39 (new through salary savings)

Justification: Position needed due to enrollment growth.

Education:

2011 Ph.D. Philosophy, Arizona State University, Tempe, AZ
2006 M.A. Philosophy, Arizona State University, Tempe, AZ
2003 B.A. Philosophy, Lawrence University, Appleton, WI

Employment:

Spr 2009-Spr 2011 Teaching, Glendale Community College, Glendale, CA
Sum 2009 Unemployed
Fall 2008 Teaching, Arizona State University, Tempe, AZ
Jan 2007-Aug 2008 Operations Specialist, Reliable Background Screening, Scottsdale, AZ
Aug 2004-2006 Faculty Associate Teaching Assistant, Arizona State University, Tempe, AZ
Jun 2004-Jul 2004 Unemployed
Sep 2003-May 2004 Substitute Teacher, Garrett County Board of Education, Oakland, MD
May 2003-Aug 2003 Unemployed

MASSEY, DANIEL

Temporary Assistant Professor of Philosophy

Salary: \$45,000 (9-month rate)

Effective: August 16, 2011

Source of Funds: Education and General, page 98, line 10
Justification: Replacing Robert Schroer who resigned (salary-\$50,750).

Education:

2011 Ph.D. Philosophy, University of Connecticut, Storrs, CT
2007 M.A. Philosophy, University of Connecticut, Storrs, CT
2003 B.A. Philosophy, Arkansas State University

Employment:

Sum 2011 Instructor, Student Support Services, University of Connecticut, Storrs, CT
Spr 2011 Special Lecturer in Philosophy, University of Connecticut, Storrs, CT
2009-2010 Head Teaching Mentor, UCONN Department of Philosophy, Storrs, CT
Sum 2010 Instructor, Student Support Services, University of Connecticut, Storrs, CT
Spr 2008-Fall 2010 Instructor of Record, University of Connecticut, Storrs, CT
Fall 2004-Fall 2008 Teaching Assistant, University of Connecticut, Storrs, CT

McDANIEL, KAREN

Director of Online MBA Program and Assistant Professor of Management

Salary: \$105,000 (12-month rate)

Effective: August 1, 2011

Source of Funds: Education and General, page 105, line 8 (new line funded from revenue due to enrollment growth)
Justification: Continue to develop on-line MBA program, market, promote and grow enrollment in support of the mission of the College of Business. Track student performance throughout the program and develop appropriate retention strategies. Maintain updated database of on-line MBA graduates and acquire information pertaining to completion of various accreditation and business ranking reports. Teach courses as appropriate for discipline. Secondary responsibilities include assisting with advisement of growing international student population and with participating in growth and development of an undergraduate on-line business degree.

Education:

2008 Ph.D. Organizational Behavior and Human Resource Management, University of Memphis, Memphis, TN
2001 M.B.A. Management, Union University, Jackson, TN
1999 B.S.B.A. Management, Mathematics, Union University, Jackson, TN

Employment:

2008-Present Assistant Professor, University of TN-Martin, Martin, TN
2007-2008 Assistant Professor, Radford University, Radford, VA
2006-2007 Unemployed
2005-2006 Instructor, Arkansas State University
2004-2005 Graduate Teaching Assistant, University of Memphis, Memphis, TN
2001-2006 Research and Graduate Assistant, University of Memphis, Memphis, TN

McGEE, ANNE

Temporary Assistant Professor of Spanish

Salary: \$45,000 (9-month rate)

Effective: August 16, 2011

Source of Funds: Education and General, page 100, line 8

Justification: Position needed due to enrollment growth. Position and funds reallocated from Tom Williams resignation in English and Philosophy (salary-\$53,812).

Education:

2008 Ph.D. Spanish and Latin American Literatures, University of Michigan, Ann Arbor, MI

2001 M.A. Spanish and Latin American Literatures, Western Michigan University, Kalamazoo, MI

1999 B.A. Spanish and International and Comparative Politics, University of Michigan, Ann Arbor, MI

Employment:

Aug 2009-Present Visiting Assistant Professor/Visiting Lecturer, Indiana University, Bloomington, IN

Sep 2008-Aug 2009 Postdoctoral Teaching Fellow, University of Michigan, Ann Arbor, MI

Sep 2002-Aug 2008 Graduate Student Instructor, University of Michigan, Ann Arbor, MI

2001-2002 Teacher, Muskegon High School, Muskegon, MI

MONROE, KURT

Temporary Instructor in Criminology/Sociology

Salary: \$45,000 (9-month rate)

Effective: August 16, 2011

Source of Funds: Education and General, page 103, line 12

Justification: Non-renewal of appointment, however, due to late resignation of James Michael Botts (salary-\$48,960), Monroe agreed to stay one additional year.

Education:

1997 M.A. Arts and Sciences, Southern Illinois University, Edwardsville, IL

1994 B.S. Psychology and Sociology, University of Wisconsin, La Crosse, WI

Employment:

Fall 2008-Present Instructor, Arkansas State University

Fall 2007-Spr 2008 Visiting Assistant Professor, University of Kentucky, Lexington, KY

Fall 2006-Sum 2007 Instructor, Southeast Missouri State University, Cape Girardeau, MO

Aug 2003-Aug 2006 Instructor, Arkansas State University

PELLHAM, MIKA

Temporary Instructor in Art Education

Salary: \$15,000 (4 ½ - month rate)

Effective: August 16, 2011

Source of Funds: Education and General, page 142, line 17

Justification: Due to failed search for Art Education position, a Temporary Instructor was hired to cover enrollment needs. Funding for this position came from salary savings of \$53,486 (Pendergrass position).

Education:

2001 M.A. Administration, Southeast Missouri State University, Cape Girardeau, MO
1997 B.S. Fine Arts, Arkansas State University

Employment:

2007-Present Art Instructor, Tomazine Studios, Kennett, MO
1997-Present Teacher, Kennett School District, Kennett, MO
Fall 2007-Spr 2008 Instructor, Three Rivers Community College, Kennett, MO

ROLLAND, VIRGINIE

Assistant Professor of Quantitative Wildlife

Salary: \$53,040 (9-month rate)

Effective: August 16, 2011

Source of Funds: Education and General, page 92, line 19

Justification: Replacing Tom Risch who was promoted to Department Chair (salary-\$56,585).

Education:

2008 Ph.D. Ecology and Population Dynamics, University Paris VI, France
2005 M.S. Ecology Evolution Biometry, University Lyon I, France
2004 M.S. Population and Ecosystem Biology, University Lyon I, France
2003 B.S. Population Biology, University Lyon I, France

Employment:

2011 Unemployed
2009-2010 Postdoc Research Assistant, Department of Wildlife Ecology and Conservation, University of Florida, Gainesville, FL
2005-2009 Contract Scientist, Centre d'Etudes Biologiques de Chize (CEBC), UPR1934, France
2004 Assistant, Relations Internationales, University Lyon I, France
2002-2003 Volunteer, Care centre for wild birds of the Lyonese, Francheville, France
2001 Unemployed

SCHRIMSHER, JERALD

Temporary Instructor in Criminology/Sociology

Salary: \$45,000 (9-month rate)

Effective: August 16, 2011

Source of Funds: Education and General, page 103, line 6

Justification: Due to non-reappointment of Kurt Monroe (salary-\$46,920), Temporary Instructor hired to meet enrollment needs.

Education:

Present Ph.D. candidate, Southern Illinois University, Carbondale, IL (expected summer 2012)
2007 M.A. Sociology, Arkansas State University
2003 B.A. Sociology, Arkansas Tech University, Russellville, AR

Employment:

Aug 2008-May 2011 Graduate Student Instructor, Southern Illinois University, Carbondale, IL
July 2008 Unemployed
Jan 2008-May 2008 Temporary Full-Time Instructor, Arkansas State University
Jan 2008-Jun 2008 Adjunct Instructor, Black River Technical College, Paragould, AR
Aug 2005-Dec 2007 Student/Graduate Assistant, Arkansas State University
Jul 2005 Unemployed
Mar 2005-Jun 2005 Computer Lab/Library/Student Resource Center Assistant, Arkansas State University-Heber Springs, AR
Sep 2004-Feb 2005 Customer Service, Center Partners, Couer d'Alene, ID
Aug 2004 Unemployed
Jul 2003-May 2004 Computer Lab/Library/Student Resource Center Assistant, Arkansas State University-Heber Springs, AR

SHOLLENBARGER, AMY JO

Temporary Assistant Professor of Communication Disorders
Salary: \$42,784 (9-month rate)
Effective: August 16, 2011
Source of Funds: Education and General, page 153, line 2
Justification: Replacement for Tisha Pierce who resigned (salary-\$47,784)

Education:

Present Ph.D. Candidate, University of Arkansas Medical Sciences, Little Rock, AR (expected May 2013)
1995 M.C.D. Communication Disorders, Arkansas State University
1993 B.A. Communication Disorders, Harding University, Searcy, AR

Employment:

1995-Present Speech-Language Pathologist, Paragould School District, Paragould, AR

SMITH, DAVID

Director of Clinical Education and Temporary Assistant Professor of Physical Therapy
Salary: \$70,000 (12-month rate)
Effective: July 1, 2011
Source of Funds: Education and General, page 154, line 4 (\$62,419); Tuition Differential, page 147, line 61 (\$7,581)
Justification: Replaced Ashley Mott who resigned (salary-\$65,420).

Education:

1998 M.S. Physical Therapy, University of Central Arkansas, Conway, AR
1997 B.S. Health Science, University of Central Arkansas, Conway, AR
1995 B.S. Biology, Harding University, Searcy, AR

Employment:

Mar 2009-Jun 2011 Clinical Physical Therapist, Campbell Clinic Orthopaedics, Germantown, TN
Aug 2008-Mar 2009 Director of Rehabilitation Services, Harris Hospital, Newport, AR
Mar 2004-Jul 2008 Clinical Physical Therapist, Orthopaedic and Sports Physical Therapy, Jonesboro, AR
Dec 2003-Mar 2004 Clinical Physical Therapist, Healthsouth, Paragould and Pocahtontas, AR
Nov 2003 Unemployed
Jan 1999-Oct 2003 Clinical Physical Therapist, Manual Orthopaedic Physical Therapy, Hot Springs, AR

TARELLI, FRANCESCO

Temporary Instructor in Spanish
Salary: \$32,000 (9-month rate)
Effective: August 16, 2011
Source of Funds: Education and General, page 100, line 7
Justification: Replaced Lennie Coleman who resigned (salary-\$35,000).

Education:

1998 Ph.D. Modern Languages and Literatures (Spanish), University of Nebraska-Lincoln, Lincoln, NE
1992 M.A. Modern Languages and Literatures (Spanish), University of Nebraska-Lincoln, Lincoln, NE
1987 Laurea (university degree) Modern Languages and Literatures (English), University of Rome, Rome, Italy

Employment:

2007-2010 Associate Professor of Spanish, Buena Vista University, Storm Lake, IA
Aug 2000-Aug 2007 Associate Professor of Spanish, Quincy University, Quincy, IL

WILCOX, CATHEY

Temporary Instructor in Mid-Level Education
Salary: \$36,800 (9-month rate)
Effective: August 16, 2011
Source of Funds: Education and General, page 123, line 28
Justification: New position needed due to enrollment growth.

Education:

1983 M.S. Education, Arkansas State University
1971 B.S. Education, Arkansas State University

Employment:

2010-2011 University Supervisor, Arkansas State University
2009-2010 Unemployed
2004-2009 Principal, Nettleton Fox Meadow Intermediate Center, Jonesboro, AR
2000-2004 Assistant Principal, Nettleton Intermediate Center and Fox Meadow Elementary, Jonesboro, AR

YOUNG, CATHY

Assistant Professor of Nursing

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

Effective: August 16, 2011

Source of Funds: Education and General, pag148, line 17

Justification: Replaced Pat Arangie who resigned (salary-\$66,821). This position serves as the Family Nurse Practitioner Coordinator.

Education:

2002 D.N.Sc., University of Tennessee, Memphis, TN

1992 M.S. Nursing, University of Tennessee, Memphis, TN

1989 B.S. Nursing, Webster University, St. Louis, MO

1981 A.S. Nursing, Mississippi County Community College, Blytheville, AR

Employment:

2010-2011 Family Nurse Practitioner, Total Care, Crowley, TX

2009-2010 Family Nurse Practitioner, University of Texas at Arlington, Arlington, TX

2007-2009 Associate Professor, Texas Tech University Health Sciences Center, Lubbock, TX

2006 Advanced Practice Registered Nurse, Southeast Missouri Hospital Regional Heart Center
Cape Girardeau, MO

1996-2006 Assistant Professor, Southeast Missouri State University, Cape Girardeau, MO

ARKANSAS STATE UNIVERSITY-JONESBORO
ACADEMIC REASSIGNMENTS OF DUTY
September 9, 2011

DeWAILLY, JANE MARIE

From: Instructor in Reading
To: Instructor in Reading and Interim Director of the Professional Educational Program
Effective: July 1, 2011
Salary: \$45,900 and \$250.00 stipend/month
Source of Funds: Education and General, page 123, line 15 and stipend paid from salary savings.
Justification: Due to Mary Jane Bradley serving as Interim Associate Dean

GRADY, JULIA

From: Associate Professor
To: Director, Rural STEM Center and Associate Professor
Effective: July 16, 2011
Salary: \$69,947 (12-month rate)
Source of Funds: Education and General, page 131, line 1 (\$61,447 from budget; \$8,500 through revenue regeneration)
Justification: Replacing Jannie Trautwein who retired (salary-\$69,947)

ARKANSAS STATE UNIVERSITY-JONESBORO
NON-ACADEMIC APPOINTMENTS
September 9, 2011

BUTTGEN, CHRISTOPHER

Assistant Football Coach

Salary: \$24,000

Effective: July 11, 2011

Source of Funds: Auxiliary, Page 210, Line 12

Justification: New position-Video Recorder. This new position put our football program on par with other NCAA Football Bowl Subdivision (FBS) programs. Arkansas State University was the final FBS institution to fund a full-time video coordinator, having used undergraduate and graduate students in that role previously.

Education:

2010 B.S. Radio-Television, Arkansas State University

Employment:

Jan 2010-Present	Football Video Coordinator, ASU-Jonesboro
Feb 2009-Jan 2010	Assistant Video Coordinator, ASU-Jonesboro
Sep 2008-Mar 2010	Director/Camera Operator, TV-15, Jonesboro, AR

CHUDY, ERIKA KRENNERICH

Director of Planned Giving

Salary: \$85,000

Effective: August 22, 2011

Source of Funds: E&G, New Page 41, Line . Enrollment growth and tuition.

Justification: Reinstated position. Currently, there is no one on staff who can work with donors regarding planned giving. This person will work closely with attorneys, financial advisors, insurance agents, real estate professionals, and trust officers of banks.

Education:

2000 M.B.A. Arkansas State University
1998 B.A. Marketing, Arkansas State University

Employment:

Feb 2010-Jan 2011	Chief of Staff, Congressman Marion Berry (AR-01), Jonesboro, AR
Nov 2006-Jan 2011	District Director, Congressman Marion Berry (AR-01), Jonesboro, AR
Aug 2005-Nov 2006	Deputy District Director/Project Manager, Congressman Marion Berry, (AR-01), Cabot, AR
Dec 2004-Aug 2005	Legislative Aide, Congressman Marion Berry (AR-01), Washington, DC
Feb 2004-Dec 2004	Executive Assistant, Congressman Marion Berry (AR-01) Washington, DC
Aug 2001-Feb 2004	Congressional Aide/Project Manager, Congressman Marion Berry, Jonesboro, AR
Mar 1999-Aug 2001	Pharmaceutical Sales Representative, Schering-Plough, Jonesboro, AR

COLEMAN, ANTHONY

Development Officer

Salary: \$40,000

Effective: June 27, 2011

Source of Funds: E&G, Page 40, Line 7 plus \$5,000 and fringes being paid by diversity funds

Justification: New position. This position was added to provide advancement assistance to the College of Communications and the College of Education.

Education:

1999 B.S. Biology, Arkansas State University

Employment:

Aug 2010-Present TEA/Work Pays Workforce Specialist, Arkansas Department of Workforce Services, Jonesboro, AR

Sep 2009-Mar 2010 Full Time Substitute Teacher, Biology, Newport Special School District, Newport, AR

Oct 2008-Sep 2009 Unemployed

Apr 2005-Oct 2008 Center Director, Associate Director, Progress Manager, Instructor, Sylvan Learning Center, Jonesboro, AR

1999-2004 TLE Manager/Store Assistant Manager, Wal-Mart Corporation, Wynne, AR

DYLLA, KIMBERLY

Senior Technology Specialist, Center for Digital Initiatives

Salary: \$53,333

Effective: July 18, 2011

Source of Funds: Funded with revenue generated by the Center for Digital Initiatives.

Justification: New position will provide significant support in development of virtual worlds.

Education:

2005 B.A. Digital Art and Computer Science, University of Virginia, Charlottesville, VA

Employment:

Jan 2011-Jun 2011 Technical Consultant, Mental Images, Charlottesville, VA (collaborating with Melbourne/Berlin/Portland)

2009-2010 Chief Technology Consultant, Frischer Consulting, Charlottesville, VA

2006-2010 Visualization Systems Operator, Institute for Advanced Technology in the Humanities, Charlottesville, VA

2005-2006 Instructor, Digital Media Lab, Clemons Library, Charlottesville, VA

2005-2006 Technical Consultant and 3D Specialist, Digital Media Lab, Clemons Library, Charlottesville, VA

2005-2006 Studio and Teaching Assistant, Digital Art, McIntire Department of Art, University of Virginia, Charlottesville, VA

Sum 2005 Digitizer and Visual Archive Specialist, Tibetan Himalayan Digital Library, Charlottesville, VA

1999-2004 Artist, Kaman's Art Shoppes, Williamsburg, VA

HARALSON, MELVIN

Assistant Coach, Men's Basketball

Salary: \$85,000

Effective: May 2, 2011

Source of Funds: Auxiliary, Page 212, Line 4

Justification: Replaces Isaac Brown who resigned (salary-\$80,000)

Education:

1989 B.S. Education, Auburn University, Auburn, Alabama

Employment:

2010-2011 Assistant Men's Basketball Coach, Texas Southern University, Houston, TX

2000-2010 Associate Head Men's Basketball Coach, University of Houston, Houston, TX

HURDLE, ALEXIS

Assistant Dean of Students, Student Development and Leadership

Salary: \$40,000

Effective: June 22, 2011

Source of Funds: Auxiliary, Page 240, Line 4 along with a permanent transfer from supplies and services to cover the salary difference.

Justification: Replaces L.C. Coghill who resigned (salary-\$35,805).

Education:

2007 M.E. Higher Education Leadership Program, University of Arkansas, Fayetteville, AR

2005 B.A. Communications, University of Arkansas, Fayetteville, AR

Employment:

2010-Present Associate Director, Office of Greek Life, University of Arkansas, Fayetteville, AR

2009-2010 Assistant Director, Office of Greek Life, University of Arkansas, Fayetteville, AR

2007-2009 Academic Advisor, College of Education and Health Professions, University of Arkansas, Fayetteville, AR

2007 First Year Experience Intern, University of Arkansas, Fayetteville, AR

2005-2007 Graduate Assistant, Office of Greek Life, University of Arkansas, Fayetteville, AR

KUIZIN, MICHAEL

Academic Advisor, University College Advising Services

Salary: \$30,000

Effective: July 1, 2011

Source of Funds: E&G, Page 69, Line 5

Justification: Replaces Paula James Lynn who retired (salary-\$32,502)

Education:

2010 M.S. College Student Personnel Services, Arkansas State University
1989 B.S. Criminal Justice Administration, San Diego State University, San Diego, CA

Employment:

Aug 2010-Dec 2010 Honors College Advisor/Graduate Assistant, ASU-Jonesboro
Mar 2002-July 2010 Production Support Analyst, Intel Corporation, Folsom, CA

KURNIAWAN, YOHANES

Research Assistant, ABI

Salary: \$ 55,000

Effective: May 16, 2011

Source of Funds: E&G, Page 45, Line 20 along with carry forward funds that generate their own revenue.

Justification: Replaces Paula Williamson (\$30,975) who transferred to a grant funded position.

Education:

2011 M.B.A. Arkansas State University
2008 M.S. Information System and eCommerce, Arkansas State University
2006 B.S. Computer and Information Technology, Arkansas State University

Employment:

Jun 2010-Present Graduate Assistant, ASU-Jonesboro
Dec 2008-Jun 2010 Web Technology Specialist, Interactive Teaching and Technology Center, ASU-Jonesboro
Aug 2007-Dec 2008 Graduate Assistant, ASU-Jonesboro
Apr 2007-Aug 2007 Software Engineer, Pos Unlimited, Atlanta, Georgia
Dec 2006-Apr 2007 New Media Assistant, KAIT-TV 8, Jonesboro, AR
Apr 2005-Apr 2007 Webmaster, Office of International Programs, ASU-Jonesboro
Jun 2006-Aug 2006 Intern, NEA Clinic, Jonesboro, AR
Jun 2006-Aug 2006 Computer Lab Assistant, College of Business, ASU-Jonesboro

LYNCH, NATHANIAL

Academic Advisor, International Programs

Salary: \$30,731

Effective: July 18, 2011

Source of Funds: E&G, Page 73, Line 7

Justification: Replaces Nakeli Hendrix who was promoted (salary-\$31,346).

Education:

2011 M.S. Education, College Student Personnel Services & Administration, University of Central Arkansas, Conway, AR
2009 B.A. Journalism and Broadcasting, Oklahoma State University, Stillwater, OK

Employment:

Jul 2009-Present Residence Coordinator, University of Central Arkansas, Conway, AR
May 2010-Jul 2010 International Intern, International Affairs Office, Qingdao University, Qingdao, Shandong, P.R. China
Jan 2010-May 2010 UCAN Facilitator, Academics Advising Center, University of Central Arkansas, Conway, AR
Aug 2009-May 2010 Economic Development Intern, Center for Community and Economic Development, University of Central Arkansas, Conway, AR
Aug 2008-May 2009 Communications Intern, Oklahoma State Center for Executive & Professional Development, Oklahoma State University, Stillwater, OK
Aug 2006-May 2009 Resident Assistant, Oklahoma State University, Stillwater, OK
May 2008-Aug 2008 ResLife Ambassador, Oklahoma State University, Stillwater, OK
Aug 2006-May 2008 Student Assistant, Study Abroad Office, Oklahoma State University, Stillwater, OK

PADGETT, TIM

Assistant Director of Athletics, Director of Corporate Sales

Effective: July 25, 2011

Salary: \$25,000

Source of Funds: Auxiliary, Page 206, Line 10

Justification: New position. Corporate sales are an ever increasing part of college athletics across the country. We have done a reasonably good job of keeping up with our conference peers and made great strides in increasing sales and partnerships each year. We've done so without a full-time director whose focus is solely on building relationships and making sales. One option many university athletic programs have gone to is third party vendors to focus on this sales initiative. However, this has not been a viable option for Arkansas State. Instead, the hiring of a Director of Corporate Sales should help increase revenue for the athletic department and help us maintain our standing as one of the leaders in the conference. Obviously our goal is to reach number one, and this position is a step in the right direction.

Education:

2011 M.B.A. Arkansas State University

2009 B.S. Sports Management, Arkansas State University

Employment:

2009-Present Graduate Assistant, Athletics External Operations, ASU-Jonesboro

2007-2009 Head Manager, Men's Basketball, ASU-Jonesboro

2006-2007 Student Manager, Men's Basketball, ASU-Jonesboro

PATCHELL, JIM

Head Track and Field Coach

Salary: \$51,000

Effective: August 22, 2011

Source of Funds: Auxiliary, Page 214, Line 1 and Page 215, Line 1, 50% plus \$4,182 from Page 212, Line 3

Justification: Replaces Lon Badeaux who resigned (salary-\$46,818).

Education:

2007 Ph.D. Kinesiology, University of Arkansas, Fayetteville, AR
1995 M.S. Exercise Science, Arkansas State University
1993 B.S. Physical Education, Arkansas State University

Employment:

2003-Present Head Track and Field Coach, Men and Women, Campbell University, Buies, NC
2000-2003 Assistant Track and Field Coach, Men and Women, Tulane University,
New Orleans, LA

POTTER, JOSHUA

Project Program Specialist, Research and Technology Transfer

Salary: \$48,000

Effective: June 13, 2011

Source of Funds: E&G, Page 48, Line 1 (65%) and ORTT carry forward funds

Justification: Replaces Sheri Walls whose contract was not renewed (salary-\$30,600).

Education:

2009 M.A. English, Arkansas State University
2006 B.A. General Studies, Harding University, Searcy, AR

Employment:

Jan 2010-Present English Instructor, Southwest Texas Junior College, Uvalde, TX
Aug 2009-Dec 2009 Adjunct Instructor of English, Harding University, Searcy, AR
Jul 2009-Present Veritas Properties, Contract Labor, San Antonio, TX
Aug 2007-Jun 2009 Graduate Assistant, Editorial Assistant for the *Arkansas Review*, ASU-Jonesboro
Aug 2007-Jul 2009 Server, Bartender, Omar's Steakhouse and 501 Club, Jonesboro, AR
Dec 2006-Aug 2007 Dishwasher, Host, Soda Fountain, Cook, Server, Dixie Restaurants, Inc, Jonesboro, AR
Aug 2003-May 2006 Resident Assistant, Math Tutor, Harding University, Searcy, AR
1998-2004 Computer Repair, Mac Stuff, San Antonio, TX

SCHAEFER, TODD

Assistant Coach, Women's Basketball

Salary: \$50,000

Effective: May 16, 2011

Source of Funds: Auxiliary, Page 219, Line 3

Justification: Replaces Tanya Ray who resigned (salary-\$42,040).

Education:

1995 B.A. English, Thomas More College, Crestview Hills, KY

Employment:

Jun 2009-Present Head Girls' Basketball Cross Country Coach/Health Educator, Greenbrier High School, Greenbrier, AR
Apr 2007-Jun 2009 Associate Head Coach for Women's Basketball, University of Cincinnati, Cincinnati, OH
Mar 2005-Apr 2007 Head Women's Basketball Coach, Arkansas Tech University, Russellville, AR
Oct 1999-Apr 2004 Head Women's Basketball Coach, Christian Brothers University, Memphis, TN

WILLIAMS, RICHARD

Assistant Coach, Men's Basketball

Salary: \$45,000

Effective: July 1, 2011

Source of Funds: Auxiliary, Page 212, Line 3

Justification: Replaces Elwyn McRoy who resigned (salary-\$65,000)

Education:

1970 M.Ed. School Administration, Mississippi College, MS
1967 B.S. Math Education, Mississippi State University, Starkville, MS

Employment:

2009-2010 Consultant, Men's Basketball, Louisiana Tech University, Ruston, LA
2008-2009 Director of Operations, Men's Basketball, University of Alabama, Birmingham, AL
2007-2008 Television Basketball Analyst, Comcast Sports Southeast, Atlanta, GA
2006-2008 Co-host and Analyst, Three Point Club Television Show, Comcast Sports Southeast and Cox Sports Cable System, Jackson, MS
Apr 2007-Jun 2007 Assistant Coach, Oklahoma Storm, United States Basketball League
Mar 2005-May 2005 Head Coach and General Manager, Gulf Coast Bandits, World Basketball Association, Professional League
Apr 2004-Jun 2004 Head Coach and Player Personnel Director, Jackson Rage, World Basketball Association, Professional League

XIE, LI

Research Associate, ABI

Salary: \$40,000

Effective: April 11, 2011

Source of Funds: E&G, Page 45, Line 14

Justification: Replaces Soad Hamed who resigned (salary-\$39,000).

Education:

2006 Ph.D. National Laboratory for Oncogenes and Related Gene, Shanghai Cancer Institute, Fudan University, Shanghai, P.R. China
2001 M.D. Department of Clinical Medicine, Jining Medical College, Shandong, P.R. China.

Employment:

2006-Present Research Assistant in Cancer Research Center, Shandong Cancer Hospital & Institute, Shandong, P.R. China

ARKANSAS STATE UNIVERSITY-JONESBORO
NON-ACADEMIC REASSIGNMENTS OF DUTY
September 9, 2011

DOTSON, JACKIE

From: Assistant Director of Records, Registrar
To: Associate Registrar
Effective: July 1, 2011
Salary: \$43,483
Source of Funds: E&G, Page 66, Line 2
Justification: Promoted to fill a long-standing vacant position.

HAMPTON, BRANDY

From: Interim Director, Sponsored Programs Accounting
To: Associate Controller
Effective: July 1, 2011
Salary: \$57,415
Source of Funds: E&G, Page 11, Line 1. Lateral transfer with salary brought forward.
Justification: Replaces Judy Reed who was promoted (salary-\$57,212).

HARMON, TRACY

From: Assistant Registrar
To: Research Associate, Academic Partnership
Effective: July 1, 2011
Salary: \$35,000
Source of Funds: E&G, Page 67, Line 1
Justification: Promoted to vacant position to direct Academic Partnership.

JOHNSON, KIMBERLY

From: Director of Student Activities
To: Academic Advisor
Effective: July 1, 2011
Salary: \$30,000
Source of Funds: \$15,000 from Diversity and \$15,000 from Academic Success Institute (ASI) from revenue generated from student remediation fees.
Justification: New position. Will work with the ASI program to offer tutoring for ASI students.

KELLY, CHRISTOPHER HEATH

From: Commercial Graphic Artist
To: Assistant Director of Publications
Effective: July 1, 2011
Salary: \$40,000
Source of Funds: E&G, Page 43, Line 2
Justification: Promoted to replace Mark Reeves who was promoted (salary-\$52,000).

NOPO-OLAZABAL, LUIS

From: Research Assistant, ABI
To: Research Associate, ABI
Effective: July 1, 2011
Salary: \$44,245
Source of Funds: E&G, Page 45, Line 9 (50%) and grant funded (50%)
Justification: Promoted to replace Walter Suza who resigned (salary-\$45,900).

REEVES, MARK

From: Assistant Director of Publications
To: Director of Publications and Creative Services
Effective: July 1, 2011
Salary: \$60,000
Source of Funds: E&G, Page 43, Line 1
Justification: Promoted to replace Ron Looney who retired (salary-\$70,662).

TORRES, SYLVIA

From: Fiscal Support Supervisor, Sponsored Programs Accounting
To: Assistant Director, Sponsored Programs Accounting
Effective: August 16, 2011
Salary: \$39,015
Source of Funds: E&G, Page 12, Line 2
Justification: Promoted to replace Amber Turner who was promoted (salary-\$39,015).

TURNER, AMBER N.

From: Assistant Director, Sponsored Programs Accounting
To: Director of Sponsored Programs Accounting
Effective: August 16, 2011
Salary: \$52,415
Source of Funds: E&G, Page 12, Line 1
Justification: Promoted to replace Brandy Hampton who was promoted (salary-\$57,415).

WELSH, JOSEPHINE

From: Project/Program Specialist, Institutional Research & Planning
To: Director of Assessment, Outcomes Assessment
Effective: July 1, 2011
Salary: \$61,200
Source of Funds: E&G, Page 64, Line 1
Justification: Promoted to vacant position to direct Outcomes Assessment.

**ARKANSAS STATE UNIVERSITY-BEEBE
ACADEMIC APPOINTMENTS
SEPTEMBER 9, 2011**

CAIN, MEGAN

Instructor of Veterinarian Technology

Salary: \$35,000 (12-month rate)

Effective Date: June 1, 2011

Source of Funds: Education and General, page 29

Justification: Replacing Ashley Davenport who resigned (Salary-\$36,050)

Education:

May 2009 Associate of Applied Science, Veterinary Technology, Arkansas State University-Beebe

Employment:

2009 - 2011 Veterinary Technician, Pallone Veterinary Hospital, Rosebud, AR

CARR, AARON

Instructor of Welding, ASU-Heber Springs

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

Effective Date: August 16, 2011

Source of Funds: Education and General, page 115

Justification: New position to specialize in instruction for advanced and basic students.

Education:

May 2011 Bachelors of Applied Science, Technology, Arkansas State University-Jonesboro

May 2010 Associate of Applied Science, Welding Technology, Arkansas State University-Beebe

Employment:

2007 - 2011 Welding Department Assistant, Arkansas State University-Heber Springs

2007 - Present Co-owner/Operator, Triple C Enterprises, Greers Ferry, AR

2007 - 2009 Co-Op Specialty Welder, Saint Jean Industries, Heber Springs, AR

2006 - 2007 Welding Student/Operator, Industrial Arts Class, Greers Ferry, AR

2001 - Present Farm/Ranch Hand, S&S Farms/Triple C Farms, Batesville/Greers Ferry, AR

COMER, JAMES RAY

Assistant Professor of History, ASU-Heber Springs

Salary: \$40,000 (9-month rate)

Effective Date: August 16, 2011

Source of Funds: Education and General, page 112

Justification: Replacing Shawn Fisher who resigned (Salary-\$35,000)

Education:

Aug 2001 Ph.D., American History, Bowling Green State University, OH.
Aug 1990 Master of Arts, European History, Appalachian State University, Boone, NC
Aug 1988 Bachelor of Arts, European History, Virginia Commonwealth University, Richmond, VA

Employment:

2004 – 2011 Instructor of History, Victor Valley College, Victorville, CA
2002 – 2004 Instructor of History, Political Science, and Humanities, Yuba College, Marysville, CA
2000 – 2002 Instructor of History and Religion, Eastern Michigan University, Ypsilanti, MI

CUSICK, MICHELLE

Instructor of Education, ASU-Heber Springs

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

Effective Date: August 16, 2011

Source of Funds: Education and General, page 112

Justification: Replacing Jan Panella who resigned (Salary-\$40,000)

Education:

Dec 2010 Master of Education, Curriculum/Instruction, Stephen F. Austin University, Nacogdoches, TX
May 2002 Bachelor of Science, Academic Studies, Sam Houston State University, Huntsville, TX

Employment:

2010 – 2011 Kindergarten Teacher, Riverview School District, Kensett, AR
2008 – 2010 Kindergarten Teacher, Whitney Elementary School, Whitney, TX
2006 – 2008 Owner/Executive Director, Little Learner's Academy, Waco, TX
2003 – 2006 Lead Pre-Kindergarten Teacher, Viking Hills Elementary, Waco, TX
2002 – 2003 Pre-Kindergarten Teacher, Baylor Piper Child Development Center, Waco, TX

FIRES, ROGER

Instructor of Electronics, ASU-Searcy

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

Effective Date: August 16, 2011

Source of Funds: Education and General, page 59

Justification: Replacing Brad Vanaman who resigned (Salary-\$38,658)

Education:

Jan 2008 Bachelor of Science, Human Resources Management, Milano The New School of Management and Urban Policy, New York, NY

Employment:

2009 – 2011 Employment Training Coordinator, Experience Works, Searcy, AR
2008 – 2009 Nuclear Operator in Training, Entergy, Russellville, AR
1983 – 2007 Nuclear Electronic Technician, United States Navy

GOOD, BILLY

Instructor of Biology/Botany

Salary: \$40,000 (9-month rate)

Effective Date: August 16, 2011

Source of Funds: Education and General, page 44

Justification: Replacing Stephen Manning who retired (Salary-\$53,667)

Education:

Dec 1985 Ph.D., Marine Sciences, Louisiana State University, Baton Rouge, LA

May 1982 Master of Science, Botany, Louisiana State University, Baton Rouge, LA

May 1977 Bachelor of Science, Forestry/Wildlife Management, Louisiana State University, Baton Rouge, LA

Employment:

2010 – 2011 Adjunct Instructor of Biology, Pulaski Technical College, Little Rock, AR

2008 – 2010 Instructor of Biology, Baton Rouge Community College, Baton Rouge, LA

2004 – 2005 Research Manager, Louisiana Geological Survey, Baton Rouge, LA

1986 – 2004 Administrator of Coastal Restoration Division, LA Dept of Natural Resources, Baton Rouge, LA

TREAT, EDWARD

Instructor of Computer Aided Drafting Design (CADD)

Salary: \$38,889 (10-month rate)

Effective Date: August 1, 2011

Source of Funds: Education and General, page 48

Justification: Replacing Kendall Casey (Salary-\$49,908) who was reassigned to James Darnell position

Education:

May 2008 Bachelor of Science, Computer Aided Drafting Design, Arkansas State University-Jonesboro

May 2006 Associate of Science, Computer Aided Drafting Design, Arkansas State University-Beebe

Employment:

2010 – 2011 Site Foreman, Ecosphere Technology, Conway, AR

2010 – 2010 Service Training Coordinator, Cintas Corporation, Searcy, AR

2008 – 2010 Service Supervisor, BJ Services Company, Searcy, AR

2001 – 2008 Assistant Store Manager, Sexton Foods, Searcy, AR

SHAPIRO, JENNIFER

Temporary Instructor of Physical Science, ASU-Heber Springs

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

Effective Date: August 16, 2011

Source of Funds: Education and General, page 114

Justification: Replacing Ananda Ramanathan who resigned (Salary-\$40,000)

Education:

Dec 2002 Master of Science, Chemistry, Eastern New Mexico University, Portaias, NM
May 1996 Bachelor of Science, Chemistry, Millersville University, Millersville, PA

Employment:

2008 – 2011 Instructor of Chemistry, Frank Phillips College, Berger, TX
2008 – 2009 Instructor of Chemistry, University of Vermont, Burlington, VT
2003 – 2008 Instructor of Chemistry, Southern Illinois University, Carbondale, IL

ARKANSAS STATE UNIVERSITY-BEEBE
ACADEMIC REASSIGNMENTS OF DUTY
September 9, 2011

ANDERSON, KEVIN

From: Temporary Instructor of Biology/Microbiology
To: Assistant Professor of Biology/Microbiology
Effective Date: August 16, 2011
Salary: \$45,000
Source of Funds: Education and General Budget, page 42
(based on his credentials, position and salary not listed in current budget book)
Justification: Replacing Eric Stephens who resigned (Salary-\$44,378)

BATTLES, LES

From: Division Chair of Mathematics and Science, and Professor of Chemistry
To: Professor of Chemistry
Effective Date: August 16, 2011
Salary: \$58,797
Source of Funds: Education and General Budget, page 42
Justification: Returning to a nine-month teaching position

CASEY, KENDALL

From: Advanced Instructor of Computer Aided Drafting Design (CADD) (10-month position)
To: Department Head of CADD and 12-month Advanced Instructor of CADD
Effective Date: July 1, 2011
Salary: \$59,890
Source of Funds: Education and General Budget, page 48
Justification: Replacing James Darnell who retired (Salary-\$77,308)

COUNTS, RICHARD

From: Professor of Chemistry
To: Division Chair of Mathematics and Science, and Professor of Chemistry
Effective Date: August 16, 2011
Salary: \$74,000 (Division Chair: Salary-\$24,045) and (Professor of Chemistry: Salary-\$49,955)
Source of Funds: Education and General Budget, pages 41 and 42
(based on his credentials, salary not listed in current budget book)
Justification: Replacing Les Battles who returned to full-time teaching position (Salary-\$75,921)

WILEY, BONNIE

From: Temporary Instructor of English
To: Instructor of English, ASU-Searcy
Effective Date: August 16, 2011
Salary: \$35,000
Source of Funds: Education and General Budget, page 57
Justification: Replacing Lora Jett who resigned (Salary-\$38,967)

**ARKANSAS STATE UNIVERSITY-BEEBE
NON-ACADEMIC APPOINTMENT
SEPTEMBER 9, 2011**

SCIVALLY, LOUIS

Career Service/Transfer Coordinator

Salary: \$40,000 (12-month rate)

Effective Date: September 1, 2011

Source of Funds: Education & General, page 79

Justification: Replaces DeAira Kennemer who resigned (Salary-\$41,200)

Education:

Dec 2008 Master of Science, College Student Personnel Services, ASU-Jonesboro, AR

Aug 2004 Bachelor of Science, Printing Management, ASU-Jonesboro, AR

Employment:

2009 – 2011 Advisor Student Advisement/Career Planning, University of Arkansas at Fort Smith, AR

2009 – 2009 Transfer Admissions Counselor, Texas A & M University, Galveston, TX

2008 – 2009 Event Coordinator Recruitment/Admissions, Murray State University, Murray, KY

2008 – 2008 Graduate Assistant Recruitment/Admissions, Arkansas State University-Jonesboro, AR

2007 – 2008 Admissions Recruiter/Event Coordinator, Arkansas State University-Jonesboro, AR

SHELTON, MAURICE

Career Service/Transfer Coordinator

Salary: \$40,000 (12-month rate)

Effective Date: August 1, 2011

Source of Funds: Education & General, page 102

Justification: New position because of the ever growing support requirements for the internet network and the mainframe software and equipment. Additionally, the new position will provide some much needed training to employees using the network and various software packages.

Education:

May 2010 Bachelor of Applied Science, Technology, Arkansas State University-Jonesboro, AR

May 2008 Associate of Applied Science, Technology, Arkansas State University-Beebe, AR

Employment:

2010 – 2011 Systems Engineer, Netgain Technologies, Little Rock, AR

2008 – 2008 Systems Administrator, Cardiac Staffing, LLC., Little Rock, AR

2008 – 2008 Management Information Systems Intern, White County Medical Center, Searcy, AR

2000 – 2001 Network Technician, Montgomery County Public Schools, Rockville, MD

ARKANSAS STATE UNIVERSITY-MOUNTAIN HOME
ACADEMIC APPOINTMENTS
September 9, 2011

ESTES, LAURIE

Practical Nursing Instructor

Salary: \$40,000

Effective: August 15, 2011

Source of Funds: E&G, page 32

Justification: New position to support growth of night and weekend program.

Education

1985 Associate of Science in Nursing, North Arkansas Community College, Harrison, Arkansas

1985 Diploma, Licensed Practical Nursing, Ozarka Vocational Technical School, Melbourne, Arkansas

Employment

2008-2011 Adjunct Nursing Instructor/C.N.A. Instructor, Arkansas State University-Mountain Home

2006-2011 Director of Nursing, Gassville Nursing and Rehab Center, Gassville, Arkansas

2005-2006 Part-time Women's Center Nurse and Instructor, Baxter Regional Medical Center, Mountain Home, Arkansas

2005 Registered Nurse, St. Bernard's Medical Center, Jonesboro, Arkansas

2001-2005 Instructor of Practical Nursing, ASUMH

1997-2001 Owner, Diet Center, Mountain Home, Arkansas

FRANKLIN, MATT

Mathematics Instructor

Salary: \$33,500

Effective: August 15, 2011

Source of Funds: E&G, page 28

Justification: Replacement for Carrie Thielemier who resigned. (Salary: \$31,500)

Education

2008 Master of Science, Arkansas State University

2005 Bachelor of Science, University of Central Arkansas, Conway, Arkansas

2003 Associate of Arts, East Arkansas Community College, Forrest City, Arkansas

Employment

2008-2011 Math Faculty, East Arkansas Community College, Forrest City, AR

2006-2008 Graduate Teaching Assistant, Arkansas State University, Jonesboro, AR

2005-2008 Adjunct Math Instructor, East Arkansas Community College, Forrest City, AR

GUNN, RICKY

Welding Instructor

Salary: \$45,000

Effective: August 15, 2011

Source of Funds: E&G, page 30

Justification: New position due to program growth and creation of AAS in Welding Technology.

Education

2009 Master of Science Agricultural Education, Arkansas State University

2007 Bachelor of Science Agricultural Education, Arkansas State University

Employment

2010-2011 Agriculture/Welding Teacher, Mt. Judea School, Mt. Judea, AR

2008-2010 Agriculture Teacher, Marvell High School, Marvell, AR

2001-2008 Welding Instructor, ASU Technical Center, Jonesboro, AR

1999-2001 Welding Instructor, Black River Technical College, Paragould, AR

PLEMMONS, DIANNE

Director of Nursing

Salary: \$52,000

Effective: August 15, 2011

Source of Funds: E&G, page 32

Justification: Replacement for Linda Lincoln whose contract was non-renewed. (\$49,535)

Education

2003 Master of Science in Nursing, Arkansas State University

1995 Bachelor of Science in Nursing, Arkansas State University

1990 Associate Degree in Nursing, North Arkansas Community College, Harrison, Arkansas

1975 Practical Nursing Program, Somerville, TN

Employment

2008-2011 Assistant Director/Director of Nursing Education, UAMS-AHEC-North Central, Mountain Home, Arkansas

2002-2008 Nursing and Allied Health Division Chair, University of Arkansas Community College, Batesville, Arkansas

2002 Practical Nursing Program Coordinator, Tennessee Technology Center, Memphis, Tennessee

**ARKANSAS STATE UNIVERSITY-MOUNTAIN HOME
ACADEMIC REASSIGNMENTS OF DUTY
SEPTEMBER 9, 2011**

BUEL, MATT

From: Interim Funeral Science Director/Instructor
To: Funeral Science Director/Instructor
Effective: August 15, 2011
Salary: \$40,000
Source of Funds: E&G, page 33
Justification: Replacement for Toby Sutton who was dismissed. (Salary \$41,000)

KNOX, LAURA

From: Interim Education Instructor
To: Education Instructor
Effective: August 15, 2011
Salary: \$35,000
Source of Funds: E&G, page 21
Justification: Replacement for Linda Heacock who resigned. (Salary \$44,464)

**ARKANSAS STATE UNIVERSITY-MOUNTAIN HOME
NON-ACADEMIC REASSIGNMENTS OF DUTY
September 9, 2011**

BARNES, MICHAEL

From: Library Technician II (classified staff position)
To: Library Digital Services Coordinator
Effective: July 1, 2011
Salary: \$33,000
Source of Funds: E&G, page 40
Justification: Replacement for Tina Bradley who was promoted to library director. (Salary: \$36,050)

CULLIPHER, DAVID

From: Title III Grant Director at ASUMH
To: Director of Institutional Research and Assessment
Effective: August 1, 2011
Salary: \$50,000
Source of Funds: E&G, p. 24, vacant English position not filled (\$40,000 and \$10,000 from budget reserve p. 51)
Justification: There is a need for the IR position to be split. Research and assessment has increased demand.

HOPPER, KAREN

From: Associate Vice Chancellor for Institutional Research, Special Projects and Distance Learning
To: Associate Vice Chancellor for Special Projects
Effective: August 1, 2011
Salary: \$61,187
Source of Funds: E&G, page 38
Justification: Revised role will focus more on accreditations, program specific academic advising, and academic proposal writing and development.

ARKANSAS STATE UNIVERSITY-NEWPORT
ACADEMIC APPOINTMENTS
September 9, 2011

COOPER, SUSAN

Instructor of Psychology/Sociology on the Newport campus

Salary: \$36,000 (9 month rate)

Effective: August 15, 2011

Source of Funds: E&G, page 30, line 10

Justification: Replacement for Debra Simmons who resigned (Salary \$37,892)

Education:

2011 M.S.E., Social Science, Arkansas State University, Jonesboro, AR

1984 B.S.E., Social Science, Arkansas State University, Jonesboro, AR

Previous Employment:

Feb 2003 – Present Social Science Teacher, Newport High School, Newport, AR

2001 – 2003 Substitute Teacher, Newport School District, Newport, AR

Sep 2000 – Jan 2001 Reservation Sales Agent, Walt Disney World, Tampa, FL

DRAGANJAC, NANCY

Instructor of Mathematics at the Jonesboro Technical Center

Salary: \$36,000 (9 month rate)

Effective: August 18, 2011

Source of Funds: E&G, page 14, line 2

Justification: Replaces Doug Dillin who was approved May 26 with an effective date of August 15 but was unable to fill position due to health reasons.

Education:

1998 M.S., Computer Science, Arkansas State University, Jonesboro, AR

1989 M.S., Mathematics, Arkansas State University, Jonesboro, AR

1988 B.S., Mathematics, Arkansas State University, Jonesboro, AR

Previous Employment:

Sep 2010 – Present Call Agent for Dell, Sitel, Starkville, MS

Dec 2009 – Present Adjunct Mathematics and Computer Science Instructor, ITT Technical Institute, Little Rock, AR

Oct 2008 – Present Adjunct Mathematics Instructor, Axia College, Phoenix, AZ

Oct 2008 – Jun 2009 Instructional Technology Specialist, Pulaski County Special School District, Little Rock, AR

Aug 2006 – Oct 2008 Distance Learning Specialist, Tri District, Little Rock, AR

Mar 2005 – Mar 2009 Adjunct Mathematics and Computer Science Instructor, ITT Technical Institute, Little Rock, AR

Oct 2004 – Jul 2006 Distance Learning Coordinator, Crowley's Ridge Educational Cooperative, Harrisburg, AR

Nov 2003 – Sep 2004 District Software Specialist and Trainer, Nettleton Public Schools, Jonesboro, AR

Jul 2002 – Nov 2003 Computer Support Specialist, TRIO Programs, Arkansas State University, Jonesboro, AR

Feb 2000 – Nov 2003 Computer Technician, Nettleton Public Schools, Jonesboro, AR
Aug 1998 – Jun 2002 Temporary Instructor in Math and Computer Science, Arkansas State University, Jonesboro, AR

STORY, KYLE

Instructor of Commercial Driver Training on the Newport Campus
Salary: \$33,000 (12 month rate)
Effective: July 1, 2011
Source of Funds: E&G, page 34, line 5
Justification: Replacement for Dale Martin who retired (Salary \$52,530)

Education:

2011 A.A.S., Renewable Energy, Arkansas State University-Newport

Previous Employment:

2009 – 2011 College Student
2008 – 2009 Truck Owner/Operator, ACE/Roadmaster, Jonesboro, AR
2005 – 2008 Truck Owner/Operator, Prime, Elkhart, IN
2003 – 2005 Truck Owner/Operator, Rex Don, Charleston, IL
1997 – 2003 Truck Owner/Operator, Kyle Story Trucking, Jonesboro, AR

TANKSLEY, ROY

Instructor of English at Marked Tree Technical Center
Salary: \$36,000 (9 month rate)
Effective: August 15, 2011
Source of Funds: E&G, page 15, line 1
Justification: Replacement for Michael Hill who retired (Salary \$37,873)

Education:

2010 M.A., English, Arkansas State University, Jonesboro, AR
2007 B.S., Journalism/Public Relations, Arkansas State University, Jonesboro, AR

Previous Employment:

Aug 2010 – Present Adjunct English Professor, Arkansas State University-Jonesboro
2000 – 2010 Due to disability returned to college to retrain
1996 – 2000 Owner/Operator of retail business, Albuquerque, NM

ZAIDEMAN, RACHEL

Special Instructor at the Marked Tree Technical Center
Salary: \$36,000 (12 month rate)
Effective: August 1, 2011
Source of Funds: E&G, page 18, line 1
Justification: Faculty person to supervise the library and learning resource center and assist with remediation.

Education:

2003 M.A., English, Texas Tech University, Lubbock, TX
1987 M.A., Spanish, West Texas State University, Canyon, TX
1982 B.A., Education, West Texas State University, Canyon, TX

Previous Employment:

Jan 2010 – Present Math Tutor, Amarillo Independent School District, Amarillo, TX
Mar 2009 – Present Testing Aide, Amarillo College, Amarillo, TX
Sep 2007 – Mar 2009 Learning Center Instructor, Amarillo College, Amarillo, TX
Aug 2005 – Aug 2007 Spanish Teacher, Amarillo Independent School District, Amarillo, TX
Aug 2004 – May 2005 Learning Center Instructor/ESL Instructor, Amarillo College, Amarillo, TX
Sep 2003 – May 2005 ESL Instructor, Region 16 Education Service Center, Amarillo, TX
Aug 2002 – Aug 2003 Spanish Teacher, Hereford Independent School District, Hereford, TX
Jan 1998 – May 2002 English and Spanish Instructor, West Texas A&M University, Canyon, TX