

**AGENDA**  
**ARKANSAS STATE UNIVERSITY**  
**BOARD OF TRUSTEES**  
**May 4, 2012**  
**1:00 p.m.**  
**Newport Campus**

- I. Call to Order  
Mr. Ron Rhodes, Chair
- \*II. Approval of the Minutes of Meetings  
March 2, 2012
- III. President's Report  
Reports of the Chancellors
- \*IV. Agenda
  - Proposed ASU System Resolutions
    - Resolution approving an ASU System Child Maltreatment Reporting Policy.
    - Resolution approving revisions to the ASU System Staff Handbook.
    - Resolution approving an ASU System Fraud Policy.
    - Resolution approving a revised ASU System Misconduct in Research Policy.
    - Resolution approving ASU System to establish provisional positions.
    - Resolution approving 2012-2013 tuition and fee rates for system campuses.
    - Resolution approving Arkansas State University fiscal year 2012-2013 operating budgets and authority to execute the budgets.
  - Proposed ASU-Jonesboro Resolutions
    - Resolution approving ASU-Jonesboro summer 2012 private athletic camp agreements.
    - Resolution approving ASU-Jonesboro to rename a section of University Loop West.
  - Proposed ASU-Mountain Home Resolution
    - Resolution approving ASU-Mountain Home to offer the Associate of Applied Science in Funeral Science degree on the campus of Northwest Arkansas Community College via distance technology.
  - Proposed ASU-Newport Resolutions
    - Resolution approving ASU-Newport to increase its promotional items budget.
    - Resolution approving ASU-Newport to offer an Associate of Science in Natural Science with an emphasis in Agriculture and Pre-Professional Studies.

**V. Executive Session**

**\*VI. Approval of Personnel Actions**

**VII. Other Business**

**\*VIII. Adjournment**

**\*Action Items**

**Arkansas State University  
Board of Trustees  
May 4, 2012**

The Arkansas State University Board of Trustees met on May 4, 2012, in the Merchants and Planters Room of the Student/Community Center at ASU-Newport.

Mr. Ron Rhodes, chair of the Board of Trustees, called the meeting to order at 1:00 p.m.

Board members present were: Mr. Ron Rhodes, Mr. Mike Gibson, Mr. Dan Pierce, Mr. Charles Luter, and Mr. Howard Slinkard. Reverend Alan Ford of the First Presbyterian Church of Newport delivered the invocation.

**Minutes:**

Upon motion by Mr. Luter, second by Mr. Slinkard, the minutes of March 2, 2012 were approved.

AYES: Rhodes, Gibson, Pierce, Luter, Slinkard

NAYS: None

Mr. Rhodes recognized and commended the service of Dr. Glen Jones, who is leaving the university to take another position, and Dr. Ed Coulter and Mr. Ed Kremers who are retiring.

**ASU System – Charles Welch, President**

- As this meeting marks the first anniversary of board meetings for him, Dr. Welch thanked the board and staff for their support. He said that much has been accomplished during the past year and he looks forward to the coming year.

**ASU-Mountain Home – Ed Coulter, Chancellor**

- On May 14, 640 students will graduate, which represents a 4% increase over last year. The Democrat-Gazette recently reported graduation rates and ranked ASU-Newport as second, ASU-Mountain Home as third, and ASU-Beebe as fourth of the

22 two-year colleges in the state. The report included all degrees and certificates; however, further research indicated if only the associate degrees were listed ASU-Mountain Home would have ranked first in the state. Another report giving statistics on the Career Pathways Initiative shows ASU-Mountain Home with no deficiency areas. Jackie Edmonds, director, was credited for his leadership in achieving this status.

- The Baxter Bomb Squad won the world championship in FIRST Robotics Competition. They competed with 400 teams in the United States.
- May 17, there will be a major event to celebrate the Health Sciences Building. It is Dr. Coulter's goal to have all areas of the building funded by that time. Currently, only the EMT/Paramedic lab and offices on the first floor and five offices on the second floor remain unfunded.
- The vocational/technical programs, especially welding, are growing so quickly that a new facility is needed. ASUMH is negotiating to buy a facility to meet this need.
- The Career Expo 2012 was successful with 55 employers and 103 open positions. Over 320 students visited with potential employers and many obtained jobs.
- The Roller, Jenkins, and Byler families were commended for their support of events, such as the Golden Dragon Acrobats, and support for funding of the Health Sciences Building.
- April 14, Forrest Wood and Joan Wolf were honored at the Trout Hall of Fame banquet. Over \$2,000 was raised for the Trout Nature Center. On May 9, another meeting will be held with the Arkansas Natural and Cultural Resources Council to solicit grant support.

- May 1, the faculty and staff held a retirement reception for Dr. Coulter and declared the day as “Outrageous Fun Day” in his honor.
- Dr. Coulter expressed his thanks to the current board, past board members, and administrators who have supported him and ASUMH. He also recognized several members of the ASUMH staff for their contributions during his tenure. June 30 is his last official day.

#### **ASU-Newport – Larry Williams, Chancellor**

- Several activities have been planned to celebrate ASU-Newport’s 10 years as a stand-alone institution. On April 5 approximately 150 people attended a donor dinner to kick off the ASUN Decade Celebration. Guests were presented copies of a book entitled *The First Decade: A Great Place to Start*. Dr. Amy Blackburn and Mr. Ike Wheeler were recognized as co-authors of the book.
- A condensed version of the video ASU-Newport–10 Years in 20 Minutes was shown. The video featured a timeline which depicted the evolvement of the campus.
- On May 5, the Newport campus will host a daylong celebration and open house with carnival rides, entertainment, food, and giveaways. On May 12, open houses will be held by ASUN on the Jonesboro and Marked Tree campuses.
- Holly Hardin, a cosmetology student on the Marked Tree campus, won first place in the Arkansas Skills USA competition. She will represent Arkansas in the National Leadership and Skills Conference in Kansas City, MO on June 23-28. This is the second consecutive year that a Marked Tree student has placed first in the state in cosmetology and as a result, Ms. Melinda Odom, faculty member, has been asked

to join the National Council for Skills USA Competition to assist with the national contest.

- Zain Chauhan is the first two-year college student in Arkansas to receive a Student Undergraduate Research Fellowship (SURF) from the Arkansas Department of Higher Education. He, along with Betsy Ashcraft, assistant professor in science; and consultant Brent Walker, a water inspector for the Arkansas Department of Environmental Quality, were recognized for co-authoring the *Temporospatial Water Quality Characterization of Village Creek in Jackson County, Arkansas*. The findings of the research project were presented at the Arkansas Water Works and Water Environment Association annual meeting in Hot Springs.
- ASUN will partner with the Arkansas Rural Electric Cooperatives to host the first Arkansas lineman's rodeo on June 9. Winners will receive 100% of expenses paid to compete in the national and international competition.

#### **ASU-Beebe – Eugene McKay, Chancellor**

- A number of faculty, staff, and students received awards which are documented in the Chancellor's written report. The report may be viewed at [www.asusystem.edu](http://www.asusystem.edu).
- ASU-Beebe has been selected again to be included in the Aspen Institute's top 10% of two-year colleges and is the only college in Arkansas to receive the recognition for two consecutive years. Of the 120 two-year colleges selected nationwide this year, three were from Arkansas.

#### **ASU-Jonesboro – Tim Hudson, Chancellor**

- Hunter Petrus and Austin Copenhaver were elected as president and vice president of the Student Government Association for 2012-2013.

- On March 31, approximately 450 sorority guests and others gathered to celebrate the groundbreaking for Sorority Row construction. Four houses are scheduled for opening in the fall 2013.
- The ASU concert choir, under the direction of Dr. Dale Miller, performed at the Lincoln Center in New York.
- The Department of Theatre hosted its initial accreditation visit by the National Association of Schools of Theatre (NAST) in April.
- A team from the College of Business won first place in the Donald W. Reynolds Governor's Cup Business Plan competition. Fifty-three Arkansas teams competed with over \$272,000 in prizes awarded.
- Freshman bowler Sarah Lokker was named the National Tenpin Coaches Association Rookie of the Year and football standout Demario Davis was a 3<sup>rd</sup> round draft choice.
- Over 6,000 fans attended the spring football game. Coach Gus Malzahn and his staff were credited with marketing this event.
- A new web site RedWolvesGear.com has been created as the official online team store for authentic Red Wolves apparel.
- Four faculty members received achievement awards: Dr. Rollin Tusalem, Teaching; Dr. John Beineke, Scholarship; Dr. Dixie Keyes, Professional Service; and Dr. Robert Engelken, Advising.
- Because of new leadership at the university and new criteria, a six-month extension of the Higher Learning Commission's site visit was granted. The HLC will visit in the fall 2013.

- Commencement will be held on May 12 with 2,000 graduates. Attorney General Dustin McDaniel will be the speaker.
- On May 9, one of the largest endowment gifts in the history of ASU will be announced at the Cooper Alumni Center.

### **Agenda**

Mr. Rhodes deviated from the agenda by allowing campus resolutions to be considered before the system resolutions.

### **ASU-Jonesboro Resolutions:**

- Resolution 12-16 approving ASU-Jonesboro summer 2012 private athletic camp agreements.
- Resolution 12-17 approving ASU-Jonesboro to rename a section of University Loop West.

Upon motion by Mr. Slinkard, second by Mr. Pierce, Resolutions 12-16 and 12-17 were approved.

AYES: Rhodes, Gibson, Pierce, Luter, Slinkard

NAYS: None

### **ASU-Mountain Home Resolution:**

- Resolution 12-18 approving ASU-Mountain Home to offer the Associate of Applied Science in Funeral Science degree on the campus of Northwest Arkansas Community College via distance technology.

Upon motion by Mr. Luter, second by Mr. Gibson, Resolution 12-18 was approved.

AYES: Rhodes, Gibson, Pierce, Luter, Slinkard

NAYS: None



**ASU-Newport Resolutions:**

- Resolution 12-19 approving ASU-Newport to increase its promotional items budget.
- Resolution 12-20 approving ASU-Newport to offer an Associate of Science in Natural Science with an emphasis in Agriculture and Pre-Professional Studies.

Upon motion by Mr. Gibson, second by Mr. Pierce, Resolutions 12-19 and 12-20 were approved.

AYES: Rhodes, Gibson, Pierce, Luter, Slinkard

NAYS: None

**ASU System Resolutions:**

- Resolution 12-09 approving an ASU System Child Maltreatment Reporting Policy.
- Resolution 12-10 approving revisions to the ASU System Staff Handbook.
- Resolution 12-11 approving an ASU System Fraud Policy.
- Resolution 12-12 approving a revised ASU System Misconduct in Research Policy.
- Resolution 12-13 approving ASU System to establish provisional positions.

Mr. Slinkard asked that material value be clarified on the Fraud Policy. Lucinda McDaniel said currently there is no definition but a system operating procedure could be created to do so. As far as monetary value, anything valued at \$100 or less is the statute and does not have to be reported. An operating procedure will be developed and reported to the board. Operating procedures do not require board approval for adoption.

Upon motion by Mr. Pierce, second by Mr. Gibson, Resolutions 12-09 through 12-13 were approved.

AYES: Rhodes, Gibson, Pierce, Luter, Slinkard

NAYS: None

- Resolution 12-14 approving 2012-2013 tuition and fee rates for system campuses.
- Resolution 12-15 approving ASU fiscal year 2012-2013 operating budgets and authority to execute the budgets.

Dr. Welch stated that tuition and fee rates and budget proposals for all campuses within the system are very conservative. One new fee within the system is a dedicated fee aimed at increasing faculty salaries.

Upon motion by Mr. Pierce, second by Mr. Gibson, Resolutions 12-14 and 12-15 were approved.

AYES: Rhodes, Gibson, Pierce, Luter, Slinkard

NAYS: None

Mr. Rhodes read the following statement:

"While these words are my own, I am confident that my colleagues on the Board of Trustees share my belief that the vote we just took is among the most difficult decisions we have to make each year. I know for a fact that each of us has struggled with the decision to increase tuition rates, and I also know that Dr. Welch and our campus Chancellors responded to many inquiries from this Board regarding cost containment efforts and alternatives to tuition increases. Raising tuition is an option of absolute last resort for us, but unfortunately it is one that must be considered as we recognize the many difficult challenges faced by our campuses.

Let me be perfectly clear that I have deep appreciation for the superb job done by Governor Mike Beebe and the General Assembly in keeping Arkansas's budget in far better shape than many other states around the nation. However, the fact remains that funding for higher education is not adequate to provide the type of educational programs our students deserve. As has been stated on multiple occasions, ASU-Jonesboro receives the lowest percentage of state need funding of any university in the state. To be even clearer, ASU-Jonesboro only receives 64 percent of the funding that the state funding formula determines is necessary to operate the university. That is a total of \$33.6 million dollars that the state has determined our university needs, but that our university does not receive. As a Board, we have long advocated that all institutions should be funded at least at a 75 percent level of need, which would provide an additional \$10.4 million to ASU-Jonesboro. When you consider that the 2.3% tuition increase for ASU-Jonesboro only generates \$874,000, you can clearly see that huge funding gaps remain and our institutions are operating on far less than is needed.

We are blessed to have world-class faculty members at each of our system campuses. These individuals are among the leading researchers and teaching faculty in their respective fields. These are the individuals who interact with our students on a daily basis and ensure that our students are prepared to enter the world and make a difference.

However, because of economic challenges facing our campuses, we have been unable to provide our faculty with appropriate levels of compensation, and we risk losing our best and brightest to other universities or the private sector. Arkansas ranks dead last in the average faculty salary for public universities and two-year colleges in the SREB region and 49<sup>th</sup> in the nation. Even worse, the ASU System campuses rank lower than the Arkansas average in all but one category. The average faculty salaries at the community colleges of the ASU System are even all below the average salary for public K-12 as reported in SREB. It is for these reasons that this Board supported the Academic Excellence Fee. This will by no means solve the faculty compensation challenges that we face, but will hopefully send the message that we are committed as a Board to supporting our faculty and providing our students with the best learning experience possible.

While the campuses have experienced stagnant state funding, they are preparing to enter into performance funding to meet the Governor's goal of doubling the number of college degrees by 2025. We fully support this goal and embrace this challenge, but we also recognize that we must continue to improve our services and expand our programs to meet this ambitious objective. The good news is that our campuses have already been performing at very high levels in the numbers of degrees and certificates our students are completing. In the last five years, ASU-Jonesboro experienced ten percent growth in bachelor's degrees awarded and all of the community colleges experienced significant growth in associate degree production.

I am sure that there will be those who will question and criticize our decisions, but let there be no mistake that our singular purpose as a Board is to provide our students with the educational opportunities that they deserve. We are all five graduates of ASU, and we believe strongly in the doors that can be opened by this system. I still firmly believe that a college education is the single greatest financial investment a young person and their families can make. We are committed at Arkansas State University to having a world class university system, and we will continue to work closely with Governor Beebe and policymakers to identify funding opportunities to reduce the burden on our students while providing an education our students can be proud of and will benefit from."

Upon motion by Mr. Luter, second by Mr. Slinkard, the board retired into executive session at 2:17 p.m.

AYES: Rhodes, Gibson, Pierce, Luter, Slinkard

NAYS: None

Mr. Rhodes 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 2:55 p.m.

Upon motion by Mr. Slinkard, second by Mr. Pierce, the ASU System appointment and contract extensions were approved.

AYES: Rhodes, Gibson, Pierce, Luter, Slinkard

NAYS: None

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

AYES: Rhodes, Gibson, Pierce, Luter, Slinkard

NAYS: None

Upon motion by Mr. Pierce, second by Mr. Slinkard, the ASU-Beebe promotion recommendations, tenure recommendation, academic appointment, and non-academic appointment were approved.

AYES: Rhodes, Gibson, Pierce, Luter, Slinkard

NAYS: None

Upon motion by Mr. Gibson, second by Mr. Luter, the ASU-Mountain Home non-academic appointment was approved.

AYES: Rhodes, Gibson, Pierce, Luter, Slinkard

NAYS: None

Upon motion by Mr. Luter, second by Mr. Pierce, the ASU-Newport academic appointments and non-academic reassignment of duty were approved.

AYES: Rhodes, Gibson, Pierce, Luter, Slinkard

NAYS: None

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

2:58 p.m.

AYES: Rhodes, Gibson, Pierce, Luter, Slinkard

NAYS: None

A handwritten signature in black ink, appearing to read 'Dan Pierce', written over a horizontal line.

Dan Pierce, Secretary

A handwritten signature in black ink, appearing to read 'Ron Rhodes', written over a horizontal line.

Ron Rhodes, Chair

**EXECUTIVE SUMMARY**

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

**ACTION ITEM:** Arkansas State University System seeks approval of a Child Maltreatment Reporting Policy.

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

**BACKGROUND:**

- A.C.A. § 12-18-402 requires that school officials report known or suspected child maltreatment.
- The Arkansas Department of Human Services has determined that school officials include employees of and volunteers at institutions of higher education who have authority to exercise administrative or supervisory authority over employees, students, or agents of the school. As authorized by statute, the Department of Human Services has enacted a rule to that effect.
- In order to ensure compliance with the law as interpreted by the Arkansas Department of Human Services, ASU System must implement a policy to guide its employees and volunteers on their reporting requirements.
- A copy of the ASU System Child Maltreatment Reporting Policy is attached to this resolution.

**RECOMMENDATION/RESOLUTION:**

Be it resolved that the ASU System Child Maltreatment Reporting Policy is approved effective immediately.



Dan Pierce, Secretary



Ron Rhodes, Chair

# ASU System Policy

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Effective Date: May 4, 2012

Subject: Child Maltreatment Reporting

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## 1. Purpose

Arkansas State University strives to maintain a safe environment for children on all university owned or occupied property.

## 2. Definitions

- A. **Arkansas State University.** Arkansas State University (ASU) means all the campuses within the Arkansas State University System, now and in the future.
- B. **Child Maltreatment.** Child maltreatment means abuse, sexual abuse, neglect, sexual exploitation, or abandonment as defined in the Arkansas Child Maltreatment Act.
- C. **School.** For purposes of the System Child Maltreatment Reporting Policy, School means a technical institute or post-secondary vocational-technical school and a two-year or four-year college or university.
- D. **School Official.** School Official means any person authorized by a school to exercise administrative or supervisory authority over employees, students, or agents of the school. A volunteer exercising administrative or supervisory authority in a program conducted by a school is also considered a School Official.
- E. **Mandated Reporter.** A School Official is a Mandated Reporter who must immediately notify the Child Abuse Hotline or law enforcement if he or she has reasonable cause to suspect that a child has been subjected to or died from child maltreatment, or who observes the child being subjected to conditions or circumstances which would reasonably result in child maltreatment. Other Mandated Reporters are listed in the Arkansas Child Maltreatment Act.

**3. Arkansas State University Child Maltreatment Reporting Policy**

All employees, and all volunteers participating in ASU conducted programs on ASU owned or occupied property, will immediately report known or suspected child maltreatment to the State of Arkansas Child Abuse Hotline and the police department having jurisdiction over that campus.

**4. Process**

**A. Report of Child Maltreatment**

Any employee, or any volunteer participating in an ASU conducted program on ASU owned or operated property, must immediately report known or suspected child maltreatment by contacting both the Child Abuse Hotline and the police department having jurisdiction over that campus. Each campus will post the telephone numbers on their home web page under the heading Child Maltreatment Reporting.

**B. Liability**

A School Official is subject to criminal and civil penalties for failure to report child maltreatment.

**C. Immunity**

A School Official who in good faith makes a report of child maltreatment is immune from suit and civil or criminal liability.

(Adopted by the Arkansas State University Board of Trustees on May 4, 2012, Resolution 12-09)



**EXECUTIVE SUMMARY**

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

**ACTION ITEM:** Arkansas State University System seeks approval of revisions to the System Staff Handbook.

**ISSUE:** The Board of Trustees must approve all revisions to handbooks.

**BACKGROUND:**

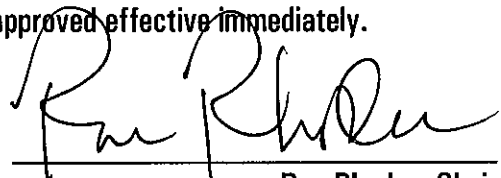
- Changes in Title IX (20 U.S.C. § 1681 et. seq.) require revisions to the System Staff Handbook which were adopted on December 2, 2011.
- The Office of Civil Rights has provided additional guidance regarding the time period in which reports of and remedies for violation of Title IX must be made. Revisions to the System Staff Handbook are required to meet these timelines.
- Revisions to the System Staff Handbook address time limits only and make no substantive changes to the Sexual Discrimination Grievance Procedure.
- The System Staff Handbook will be posted electronically on the Arkansas State University System website.

**RECOMMENDATION/RESOLUTION:**

Be it resolved that revisions to the System Staff Handbook are approved effective immediately.



\_\_\_\_\_  
Dan Pierce, Secretary



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Ron Rhodes, Chair

**EXECUTIVE SUMMARY**

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

**ACTION ITEM:** Arkansas State University System seeks approval of a Fraud Policy.

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

**BACKGROUND:**

- Instances of fraud damage the ASU System both through monetary loss and adverse publicity.
- It is essential that all campuses have a process to assist in discovering fraudulent acts and in instituting remedial measures if fraud is uncovered.
- A System Fraud Policy will ensure consistency among the campuses in procedures to prevent, report, investigate, and remedy fraud.
- A copy of the ASU System Fraud Policy is attached to this resolution.

**RECOMMENDATION/RESOLUTION:**

Be it resolved that the ASU System Fraud Policy is adopted effective immediately.



Dan Pierce, Secretary



Ron Rhodes, Chair

# ASU System Policy

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**Effective Date: May 4, 2012**

**Subject: Fraud**

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## 1. Purpose

The Arkansas State University System Fraud Policy is established to facilitate the development of controls which will aid in the prevention and detection of fraud within the Arkansas State University System. The System intends to promote consistent organizational behavior by providing guidelines and assigning responsibility for the development of prevention and detection controls and conduct of investigations.

## 2. Definitions

**Arkansas State University System.** Arkansas State University System (System) means all the campuses and System offices within the Arkansas State University System, now and in the future.

**Fraud.** Fraud is the intentional, false representation or concealment of a material fact for the purpose of inducing another to act upon it to the injury of the System. Fraud includes, but is not limited to, the following examples:

- An entry into the accounting records of the System that is intentionally made to represent what is not true or does not exist, with intent to deceive;
- Forgery or conversion of a check, bank draft, wire transfer, or any other System financial document;
- Unauthorized alteration of any document or account belonging to the System;
- Creation of false records;
- Misappropriation of funds, securities, supplies, or other System assets;
- Impropriety in the handling or reporting of money or financial transactions;
- Disclosing confidential or proprietary information to outside parties for personal gain;
- Theft of identity;
- Accepting or seeking anything of material value from contractors, vendors or persons providing services or materials to the System, except as provided by law or regulation;
- Unauthorized destruction, removal, or use of System records, furniture, fixtures, or equipment; and
- Any similar or related inappropriate conduct.

**Management.** Management means the executive charged with control of the campus or institutional unit and includes the Chair of the Board of Trustees, the System President, the campus chancellors, and their designees.

### **3. Arkansas State University System Fraud Policy**

Arkansas State University System does not tolerate fraud. Any fraud, or suspected fraud, involving the Board of Trustees, employees, consultants, vendors, contractors, outside agencies doing business with employees of such agencies, students, and any other parties with a business relationship with the System must be reported to the Office of Internal Audit.

### **4. Process**

**A. Prevention.** Management is responsible for the prevention and detection of fraud, misappropriations, and other inappropriate conduct. Each member of the management team will be familiar with the types of improprieties that might occur within his or her area of responsibility, be alert for any indication of irregularity, and take immediate remedial measures should weaknesses be discovered.

**B. Reporting.** Any fraud that is detected or suspected must be reported to the Internal Audit Department, which coordinates investigations with University Counsel and other affected areas, both internal and external, and communicates the issue to the Arkansas Division of Legislative Audit. Great care must be taken in the investigation of suspected improprieties or wrongdoings so as to avoid mistaken accusations or alerting suspected individuals that an investigation is under way. If there is any question as to whether an action constitutes fraud, contact the Internal Audit Director for guidance.

An employee who discovers or suspects fraudulent activity must contact the Internal Audit Department either directly or through the System's established reporting mechanism. The employee or other complainant may remain anonymous. All inquiries concerning the activity under investigation from the suspected individual, his or her attorney or representative, or any other inquirer should be directed to the Internal Audit Department or University Counsel. No information concerning the status of an investigation will be given out.

The reporting individual should not contact the suspected individual in an effort to determine facts or demand restitution or discuss the case, facts, suspicions, or allegations with anyone unless specifically asked to do so by University Counsel or the Internal Audit Department.

- C. Investigations.** The Internal Audit Department has the primary responsibility for the investigation of all suspected fraud as defined in the policy. If the investigation substantiates that fraudulent activities have occurred, the Internal Audit Department will issue reports to appropriate designated System officers and personnel and to the Board of Trustees. Any investigative activity required will be conducted without regard to the suspected wrongdoer's length of service, position or title, or relationship to the System.
- D. Confidentiality.** The Internal Audit Department treats all information received confidentially. Any employee who suspects dishonest or fraudulent activity will notify the Internal Audit Department, and should not attempt to personally conduct investigations or interviews related to any suspected fraudulent act. Investigation results will not be disclosed or discussed with anyone other than those who have a legitimate need to know subject to the Arkansas Freedom of Information Act. This confidentiality is important to avoid damaging the reputations of persons suspected, but subsequently found innocent of wrongful conduct.
- E. Retaliation.** The System prohibits retaliation against any person who, in good faith, reports detected or suspected fraud. False reports subject the employee to discipline in accordance with established procedures.
- F. Action.** Decisions to prosecute or refer the examination results to the appropriate law enforcement and/or regulatory agencies for further independent investigation will be made in accordance with Arkansas and Federal laws by the Officers and Trustees of the System in consultation with University Counsel, as will final decisions on disposition of the case. The Internal Audit Department does not have the authority to terminate an employee for committing fraudulent acts. Decisions to terminate an employee reside with the University's senior management and officers in consultation with Human Resources and University Counsel.

(Adopted by the Arkansas State University Board of Trustees on May 4, 2012, Resolution 12-11)

**EXECUTIVE SUMMARY**

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

**ACTION ITEM:** Arkansas State University System seeks approval of a revised System Misconduct in Research Policy.

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

**BACKGROUND:**

- Federal agencies have recently altered their definitions related to misconduct in research.
- The current System Misconduct in Research Policy is no longer in compliance with federal mandates.
- All campuses have reviewed the proposed revisions through their shared governance procedures.
- A copy of the revised System Misconduct in Research Policy is attached to this resolution and will be posted to the system website.

**RECOMMENDATION/RESOLUTION:**

Be it resolved that the Arkansas State University System revised Misconduct in Research Policy is approved effective immediately.



Dan Pierce, Secretary



Ron Rhodes, Chair

# ASU System Policy

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**Effective Date:** May 4, 2012

**Subject:** Misconduct in Research

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## 1. Purpose

In recent years, well-publicized cases of misconduct in university research, including fabrication of results, plagiarism, and misrepresentation of findings have aroused concern among research institutions, individual investigators, sponsors of research, professional societies, and the general public. Although verified instances of such dishonest behavior are relatively rare, they raise serious questions about the integrity of the research process and the stewardship of public and private research funds. Institutions of higher education, in particular, enjoy a centuries-old tradition of integrity and objectivity, and cases of dishonesty in research by members of the university community must be dealt with carefully and thoroughly if the institution is to merit continued public confidence and trust.

Certain federal agencies have issued directives requiring awarding institutions to establish procedures for inquiry into, and investigation of, alleged or apparent misconduct in scientific research conducted, funded, or regulated by these agencies. Misconduct in research outside scientific field is equally serious. Accordingly, the following policy is established to apply to all instances of alleged or apparent misconduct in research conducted at any campus of the Arkansas State University System.

The policy applies to all research conducted by faculty, staff members, or students of Arkansas State University System.

## 2. Definitions

For the purpose of this policy, the following definitions will be employed:

**Misconduct.** Misconduct will be defined in accordance with the definition required or provided by the agency funding the research. In the event that the funding agency does not require or provide a definition of misconduct, or in the event that the research is not funded by an agency, misconduct is defined as: (1) fabrication, falsification, plagiarism, or other serious deviation from accepted practices in proposing, conducting, or reporting the results of research; (2)

material failure to comply with university or sponsoring agency requirements affecting the conduct of research; or (3) failure to meet other material legal requirements governing research activities.

**Inquiry.** An inquiry is an informal review of an allegation of misconduct in research for the purpose of determining whether there is reasonable cause to believe that a university employee or student has engaged in such misconduct.

**Investigation.** An investigation is an in-depth review of an allegation of misconduct in research for the purpose of determining whether or not a university employee or student has engaged in such misconduct.

### **3. Arkansas State University System Misconduct in Research Policy**

The Arkansas State University System will act vigorously to discourage and detect misconduct in research; will take appropriate disciplinary action against any of its employees or students who engage in such misconduct, as revealed by a careful investigation; and will inform and cooperate with those agencies sponsoring research that appear likely to have been affected by such misconduct.

Any individual who believes that he or she has knowledge of an act of misconduct in research by an Arkansas State University employee or student is responsible for communicating this information to the coordinator of organized research for that campus or the Office of the Chancellor. The coordinator of organized research for that campus, or the Chancellor's designee, shall conduct an inquiry and, if warranted, an investigation into the allegation in accordance with that campus's operating procedure. Each campus within the ASU System shall create, utilize, and enforce an operating procedure for inquiry into and investigation of allegations of research misconduct.

(Revised May 4, 2012, Resolution 12-12. Adopted by the Arkansas State University Board of Trustees on June 23, 2009, Resolution 09-26, supercedes the Misconduct in Research Policy of October 11, 1990, and revisions of December 16, 1992.)



**EXECUTIVE SUMMARY**

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

**ACTION ITEM:** Arkansas State University System requests approval to establish the maximum number of legislatively authorized provisional positions for all campuses for the 2012-2013 fiscal year.

**ISSUE:** The Board of Trustees must approve the establishment of provisional positions.

**BACKGROUND:**

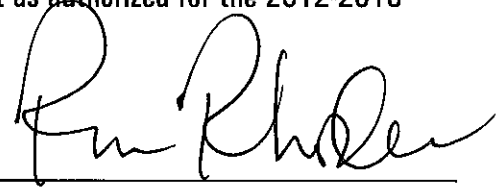
- As the university continues to receive monies from grants, contracts, and other non-appropriated sources, the campuses have found it necessary to expedite the process of approval for provisional positions. Since board approval is necessary to establish provisional positions and since the board only meets regularly four times a year, the ASU Board of Trustees may approve the establishment of all provisional positions on all campuses of Arkansas State University and allow the university to seek the establishment of the positions from the Department of Higher Education, Office of Personnel Management and Legislative Council as needed and appropriate.
- The board approved this request during the last biennium and we are again asking that it be approved for the upcoming fiscal year. This approval has allowed the ASU Departments of Human Resources on all of the campuses to respond immediately to the university's provisional position requests.

**RECOMMENDATION/RESOLUTION:**

Be it resolved that the Arkansas State University System is approved to establish 300 provisional positions for ASU-Jonesboro, 100 provisional positions for ASU-Beebe, 40 provisional positions for ASU-Mountain Home, and 60 provisional positions for ASU-Newport as authorized for the 2012-2013 fiscal year.



Dan Pierce, Secretary



Ron Rhodes, Chair

**EXECUTIVE SUMMARY**

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

**ACTION ITEM:** Arkansas State University-Jonesboro, Arkansas State University-Beebe, Arkansas State University-Mountain Home, and Arkansas State University-Newport request approval to set tuition and fee rates.

**ISSUE:** The Board of Trustees must approve tuition and fee rates.

**BACKGROUND:**

In order to meet the additional costs needed to provide a quality education and economic development activities for the State, Arkansas State University System campuses request to adjust tuition and fees. To address faculty salary inequity issues, the campuses request approval to establish a \$2.00 per student semester credit hour mandatory fee.

**ARKANSAS STATE UNIVERSITY-JONESBORO**

**Tuition** (Effective Fall 2012)

	<u>Current</u>		<u>Proposed</u>	
	<u>Semester</u>	<u>per</u>	<u>Semester</u>	<u>per</u>
	<u>(15 ssch)</u>	<u>ssch</u>	<u>(15 ssch)</u>	<u>ssch</u>
Resident Undergraduate	2,652.00	176.80	2,715.00	181.00
Resident Graduate	3,369.60	224.64	3,450.00	230.00
Non-Resident Undergraduate (enrolled prior to Fall 2011)	6,927.00	461.80	7,080.00	472.00
Non-Resident Undergraduate	5,304.00	353.60	5,430.00	362.00
Non-Resident Graduate (enrolled prior to Fall 2011)	8,595.00	573.00	8,790.00	586.00
Non-Resident Graduate	6,739.20	449.28	6,900.00	460.00
International Undergraduate	5,304.00	353.60	5,430.00	362.00
International Graduate	6,739.20	449.28	6,900.00	460.00

	<u>Current</u>	<u>Proposed</u>
On-Line MBA (per ssch):	442.00	452.00

**EXECUTIVE SUMMARY**

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

**Off-Campus Courses per ssch (including Distance Learning Classes)**

	<u>Current</u>	<u>Proposed</u>
Arkansas Resident Undergraduate	224.64	230.00
Arkansas Resident Graduate	258.00	264.00
Non-Resident Undergraduate (enrolled prior to Fall 2011)	507.50	519.00
Non-Resident Undergraduate	449.28	460.00
Non-Resident Graduate (enrolled prior to Fall 2011)	604.24	618.00
Non-Resident Graduate	516.00	528.00
Academic Partnerships Courses	224.64	230.00
Academic Partnerships Courses (International)	449.28	460.00
Greene County Resident (freshman and sophomore classes only)	60.00	60.00
Arkansas Resident-Non-Greene County	176.80	181.00
Arkansas Non-Resident (enrolled prior to Fall 2011)	461.80	472.00
Arkansas Non-Resident	353.60	362.00

**Mandatory Fee(s) Revisions (Effective Fall 2012)**

	<u>Current</u>	<u>Proposed</u>
Academic Excellence Fee (per ssch)	-	2.00
Athletics Fee (per ssch)	15.00	17.00

**Miscellaneous Fee(s) Revisions (Effective Fall 2012)**

	<u>Current</u>	<u>Proposed</u>
Basic Disaster Life Support (BDLS) - per course	-	55.00
Core Disaster Life Support (CDLS) - per course	-	55.00
Advanced Disaster Life Support (ADLS) - per course	-	80.00
ECH 6583 Practicum in Early Childhood Education I (per ssch)	-	20.00
ECH 6594 Practicum in Early Childhood Practicum II (per ssch)	-	20.00
RDNG 6333 Reading Practicum I-Diagnosis & Intervention (per ssch)	-	20.00
RDNG 6353 Reading Practicum II-Leadership in Literacy (per ssch)	-	20.00
TE6299 Internship in Teacher Education (per ssch)	-	20.00

**Room and Board Rate Revisions (Effective Fall 2012)**

Arkansas State University-Jonesboro (ASUJ) requests approval of a 3.8% increase in meal rates and a 4.3% increase in residential rates.

**EXECUTIVE SUMMARY**

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

**ARKANSAS STATE UNIVERSITY-BEEBE:**

**Tuition (Effective Fall 2012)**

Beebe, Heber Springs, Searcy, and the Little Rock Air Force Base:

	<u>Current</u>		<u>Proposed</u>	
	<u>Semester</u>	<u>per</u>	<u>Semester</u>	<u>per</u>
	<u>15 ssch</u>	<u>ssch</u>	<u>15 ssch</u>	<u>ssch</u>
Resident Undergraduate	1,245.00	83.00	1,275.00	85.00
Non-Resident Undergraduate	2,145.00	143.00	2,205.00	147.00
ASU-Heber Springs In-County Tuition	1,095.00	73.00	1,125.00	75.00

Off-Campus Courses per ssch

	<u>Current</u>	<u>Proposed</u>
ASU-Beebe	88.00	90.00
Little Rock Air Force Base	83.00	85.00

**Mandatory Fee(s) Revisions (Effective Fall 2012)**

	<u>Current</u>	<u>Proposed</u>
Academic Excellence Fee (per ssch)	-	2.00

**ARKANSAS STATE UNIVERSITY-MOUNTAIN HOME:**

**Tuition (Effective July 1, 2012)**

	<u>Current</u>		<u>Proposed</u>	
	<u>Semester</u>	<u>per</u>	<u>Semester</u>	<u>per</u>
	<u>15 ssch</u>	<u>ssch</u>	<u>15 ssch</u>	<u>ssch</u>
Resident Undergraduate	1,260.00	84.00	1,290.00	86.00
Non-Resident Undergraduate	2,130.00	142.00	2,190.00	146.00

**Mandatory Fee(s) Revisions (Effective July 1, 2012)**

	<u>Current</u>	<u>Proposed</u>
Academic Excellence Fee (per ssch)	-	2.00

**EXECUTIVE SUMMARY**

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

**Miscellaneous Fee(s) Revisions (Effective July 1, 2012)**

	<u>Current</u>	<u>Proposed</u>
CNA1007 Nursing Assistant (per course)	-	40.00
LPN1204 Practical Nursing (per course)	-	40.00
PHL1007 Phlebotomy (per course)	-	40.00
CNA2007 Medication Assistant (per course)	-	40.00

**ARKANSAS STATE UNIVERSITY-NEWPORT:  
Tuition (Effective Fall 2012)**

	<u>Current</u>		<u>Proposed</u>	
	<u>Semester</u>	<u>per</u>	<u>Semester</u>	<u>per</u>
	<u>15 ssch</u>	<u>ssch</u>	<u>15 ssch</u>	<u>ssch</u>
Resident Undergraduate	1,245.00	83.00	1,290.00	86.00
Non-Resident Undergraduate	2,040.00	136.00	2,115.00	141.00

**Off-Campus Courses per ssch**

	<u>Current</u>	<u>Proposed</u>
Newport Campus	90.00	93.00

**Mandatory Fee(s) Revisions (Effective Fall 2012)**

	<u>Current</u>	<u>Proposed</u>
Academic Excellence Fee (per ssch)	-	2.00

**Miscellaneous Fee(s) Revisions (Effective Fall 2012)**

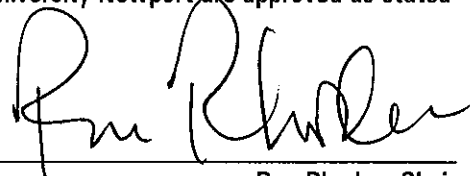
	<u>Current</u>	<u>Proposed</u>
Nursing Program (PN & RN) per semester	-	100.00
Nursing Testing (PN& RN) per semester	-	100.00
Commercial Driving Program	850.00	1,150.00

**RECOMMENDATION/RESOLUTION:**

Be it resolved that tuition and fee rates for Arkansas State University-Jonesboro, Arkansas State University-Beebe, Arkansas State University-Mountain Home, and Arkansas State University-Newport are approved as stated herein.



Dan Pierce, Secretary



Ron Rhodes, Chair

**EXECUTIVE SUMMARY**

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

**ACTION ITEM:** Arkansas State University System (ASU) requests approval of the fiscal year 2012-2013 operating budgets and authority to execute the budgets during the fiscal year.

**ISSUE:** The Board of Trustees must approve each fiscal year the operating budgets of the ASU System.

**BACKGROUND:**

The operating budget establishes expenditure levels for certain categories of expense, including salaries, supplies and services, and capital expenditures. Moreover, the budget establishes sound fiscal policy by which the university manages its annual fiscal affairs.

**ARKANSAS STATE UNIVERSITY-JONESBORO:**

The Arkansas State University-Jonesboro (ASUJ) 2012-2013 operating budget was developed through the efforts of the university's Executive Council, and shared with the University Planning Council (UPC), and the campus community. The UPC-adopted budget planning principles were utilized in the development of the final operating budget. ASUJ will receive additional state appropriation resources in an attempt to bring ASUJ closer to the 75% level of funding within the state formula calculations. State appropriation increases, tuition revenues and additional resources from unbudgeted revenues due to enrollment growth were allocated to cover fixed cost increases, campus safety issues, employee health care cost increases, Title IX federal compliance issues, faculty accreditation requirements and other improvements to provide quality instruction, and an enhanced overall educational experience for students.

State appropriation increases for 2012-2013 are forecasted in the amount of \$697,827 and Educational Excellence Trust Funds resources are anticipated to increase by 2.1% totaling \$74,221. To continue to provide the educational experience expected by today's student population, a 2.3% tuition increase is requested as well as a \$2 per credit hour designated fee for faculty salary equity.

Funds were allocated to the following categories:

- Faculty promotions;
- 2% COLA increase for faculty and non-classified employees;
- Additional 1% COLA increase for faculty;
- Additional public safety officer and a dispatcher for continued support of campus safety issues;
- Continued support of institutional and performance scholarships;
- Inflationary cost increases related to information technology systems;
- Four additional faculty members to meet accreditation requirements;
- Employee health care costs and wellness initiatives;

## **EXECUTIVE SUMMARY**

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

- Support of university web development, fundraising and marketing;
- Administrative support for Title IX compliance;
- Support for Student Account Services due to increased levels of enrollment, and
- Faculty equity.

The Arkansas State University-Jonesboro budget for Fiscal year 2012-2013 is \$145,591,860 for Educational and General operations and \$28,871,362 for Auxiliary operations.

### **ARKANSAS STATE UNIVERSITY-BEEBE:**

Arkansas State University-Beebe (ASUB) proposed 2012-2013 operating budget was prepared by the ASUB Planning Committee. The Planning Committee includes faculty, staff, and administration representatives. At completion, the budget was submitted to the chancellor for final review. Operating funds are provided for the campuses in Beebe, Searcy, Heber Springs, and the Little Rock Air Force Base.

A 2.4% tuition increase provided new revenue for the operating budget. Additional monies were provided for reallocation by reducing utility expense by \$125,000 and the elimination of two full-time staff positions.

Funds were allocated to the following categories for ASUB:

- Provide funds for faculty promotions;
- Provide funds for a 2% COLA increase for non-classified staff and faculty;
- Provide additional funds for institutional scholarships, and;
- Provide additional funding for part-time faculty salaries.

The Arkansas State University-Beebe budget for fiscal year 2012-2013 is \$27,278,470 for Educational and General operations and \$3,274,350 for Auxiliary operations.

### **ARKANSAS STATE UNIVERSITY-MOUNTAIN HOME:**

The Arkansas State University-Mountain Home (ASUMH) Chancellor's Cabinet, in conjunction with the ASUMH Budget Committee, developed the proposed Educational and General operating budget for fiscal year 2012-2013 with an effort to meet the needs of the ASUMH student population. ASUMH is committed to improvements in learning by providing quality instruction, relevant academic programs, and service toward the needs of business and industry in our community.

**EXECUTIVE SUMMARY**

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

Additional funds from a 2.4% increase in tuition allowed for the necessary additions to the budget and inflationary increases of fixed costs.

Funds were allocated to the following categories for ASUMH:

- Additional employees, including one faculty member, one employee in human resources, and one in physical plant;
- Provide funds for salary increases for non-classified staff and faculty;
- Costs associated with additional part-time staff;
- Technology infrastructure and equipment, and;
- Inflationary increases necessary to operate the campus.

The Arkansas State University-Mountain Home fiscal year 2012-2013 budget is \$10,353,729 for Educational and General operations and \$70,000 for auxiliary operations.

**ARKANSAS STATE UNIVERSITY-NEWPORT:**

The Chancellor's Executive Council at Arkansas State University-Newport (ASUN) developed the proposed Educational and General operating budget for fiscal year 2012-2013. This process included the participation of administrators with various departmental and division staff while budget requests were generated and revised consideration was given by the Office of Fiscal Affairs. The budget process included the prioritization of needs and identification of the various resources necessary to meet the goals and mission of the institution to insure quality instruction, and meet the needs of the campus community. The chancellor has reviewed the document and has given approval for these requests.

A 3.6% tuition increase provided new revenue sources in the budget. Funds from tuition and fees revenue were allocated to the following categories for ASUN:

- Provide funds for regular operations in fiscal year 2012-2013 at the estimated level of \$12,316,091, which includes the campuses at Newport, Marked Tree, and Jonesboro;
- Provide funds to support growing information technology needs;
- Provide funds to support additional debt service related to the construction of the Hospitality Services building on the ASUN Jonesboro campus;
- Provide funds for anticipated campus maintenance needs as well as increased fixed costs;
- Provide funds for an average 2% salary increase for non-classified and faculty personnel; and
- Provide funds needed for additional increases in faculty salary levels to be more competitive with the SREB average for comparable institutions.



**EXECUTIVE SUMMARY**

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

The Arkansas State University-Newport proposed budget for the fiscal year 2012-2013 is \$12,316,091 for Educational and General operations and \$59,000 for Auxiliary operations.

**ARKANSAS STATE UNIVERSITY SYSTEM:**

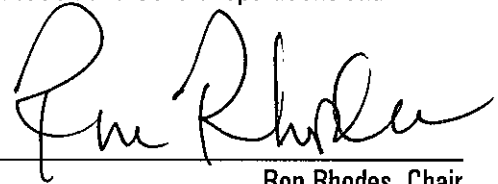
The Arkansas State University System is funded as a non-formula entity with a fiscal year 2012-2013 operating budget of \$2,941,589 of which \$2,362,680 is categorized as a state appropriation allocation and \$578,909 from other sources including campus and foundation support.

**RECOMMENDATION/RESOLUTION:**

Be it resolved that Arkansas State University fiscal year 2012-2013 operating budgets are approved and authority is granted to execute the budgets in the amount of \$198,481,739 for Education and General operations and \$32,274,712 for Auxiliary operations.



Dan Pierce, Secretary



Ron Rhodes, Chair

**EXECUTIVE SUMMARY**

Contact: Ed Kremers (870) 972-3303

**ACTION ITEM:** Arkansas State University-Jonesboro (ASUJ) requests approval of summer 2012 private athletic camp agreements.

**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 2012 summer contracts are as follows:

Brian Boyer (Head Women's Basketball Coach) for:  
Brian Boyer Basketball Camps

John Brady (Head Men's Basketball Coach) for:  
John Brady Basketball Camps

Marina Engelbrecht (Head Women's Tennis Coach) for:  
Red Wolves Tennis Camps  
(all camps to be held off-campus)

**EXECUTIVE SUMMARY**

Contact: Ed Kremers (870) 972-3303

Gus Malzahn (Head Football Coach) for:  
Gus Malzahn Football Camps

Justin Kostick (Head Bowling Coach) for:  
Red Wolves Bowling Camps  
(all camps to be held off-campus)

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

David Rehr (Head Volleyball Coach) for:  
David Rehr Volleyball Camps

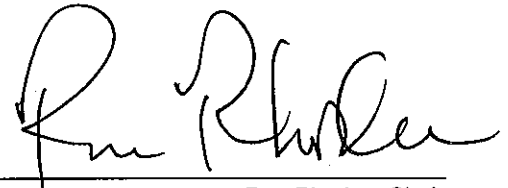
Tafadzwa Ziyenge (Head Soccer Coach) for:  
Red Wolves Soccer Camps

**RECOMMENDATION/RESOLUTION:**

Be it resolved that Arkansas State University-Jonesboro is approved to enter into the agreements submitted for the purpose of allowing certain athletic personnel to conduct private athletic camps on and in ASUJ campus facilities for summer 2012.



Dan Pierce, Secretary



Ron Rhodes, Chair

**EXECUTIVE SUMMARY**

Contact: Ed Kremers (870) 972-3303

**ACTION ITEM:** Arkansas State University-Jonesboro (ASUJ) requests authority to rename University Loop West and extend the limits of the Marion Berry Parkway.

**ISSUE:** The Board of Trustees must approve campus street name changes.

**BACKGROUND:**

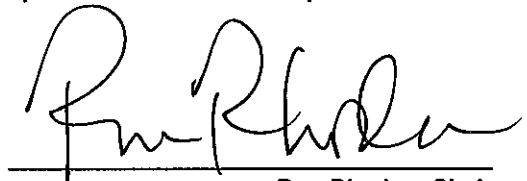
- With the completion of the Marion Berry Parkway, University Loop West has been dissected, leaving a short portion of the loop, between Aggie Road and Johnson Avenue, connecting directly into Marion Berry Parkway, and the remainder of the loop to be rerouted to another location.
- With the intention of rerouting University Loop West under the Marion Berry Parkway and bringing it to Aggie Road connecting at Melrose Street, ASUJ wishes to rename that section of University Loop West between Aggie Road and Johnson Avenue as a part of the Marion Berry Parkway.

**RECOMMENDATION/RESOLUTION:**

Be it resolved that Arkansas State University-Jonesboro is authorized to drop the East/West designations on University Loop, and rename the short section of University Loop West as an additional part of the Marion Berry Parkway.



Dan Pierce, Secretary



Ron Rhodes, Chair

**EXECUTIVE SUMMARY**

Contact: Dr. Pat Bailey (870) 508-6102

**ACTION ITEM:** Arkansas State University-Mountain Home (ASUMH) requests approval to offer the Associate of Applied Science in Funeral Science degree on the campus of Northwest Arkansas Community College via distance technology.

**ISSUE:** The ASU Board of Trustees must approve new distance delivery sites.

**BACKGROUND:**

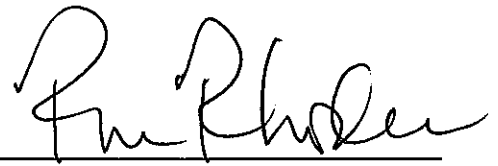
- ASUMH has offered the AAS in Funeral Science since 1996.
- ASUMH has been offering the AAS in Funeral Science since 2005 at Jonesboro and Beebe via distance technology.
- ASUMH received the seven-year maximum continuing accreditation in October 2011 from the American Board of Funeral Service Education.
- In response to a request by the profession, Northwest Arkansas Community College has requested training made available in the northwestern area of the state.

**RECOMMENDATION/RESOLUTION:**

Be it resolved that Arkansas State University-Mountain Home is approved to offer the Associate of Applied Science in Funeral Science degree on the campus of Northwest Arkansas Community College via distance technology, effective spring semester 2013.



Dan Pierce, Secretary



Ron Rhodes, Chair

**EXECUTIVE SUMMARY**

Contact: Dr. Larry Williams (870) 512-7851

**ACTION ITEM:** Arkansas State University-Newport (ASUN) requests approval to increase its promotional items budget for the 2012-2013 fiscal year.

**ISSUE:** The Board of Trustees must approve any changes in the promotional items budget for the campuses as required by ACT 823 of 1993 if not included in the Appropriation Acts.

**BACKGROUND:**

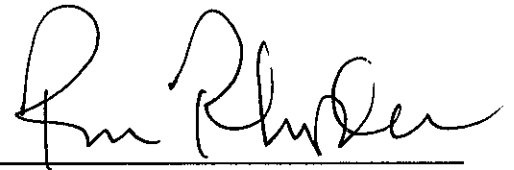
- In the normal course of operations, personnel of the various university campuses use special printed products in recruiting and promoting programs. Generally, these products may be determined by the Department of Finance and Administration as promotional items within the meaning of ACT 823 of 1993.
- ASUN requested a promotional items budget of \$25,000; however, \$10,000 was included in ACT 145. The campus needs to have its budget for promotional items set at an amount of \$25,000.
- The ASU Board of Trustees must notify the Department of Finance and Administration of any changes in amounts for expenditures for promotional items for the 2012-2013 fiscal year.

**RECOMMENDATION/RESOLUTION:**

Be it resolved that Arkansas State University-Newport is approved to increase its promotional items budget from \$10,000 to \$25,000 for the 2012-2013 fiscal year.



Dan Pierce, Secretary



Ron Rhodes, Chair

**EXECUTIVE SUMMARY**

Contact: Dr. Larry Williams (870) 512-7851

**ACTION ITEM:** Arkansas State University-Newport (ASUN) requests approval to offer a new degree program, the Associate of Science in Natural Science with an emphasis in Agriculture and Pre-Professional Studies.

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

**BACKGROUND:**

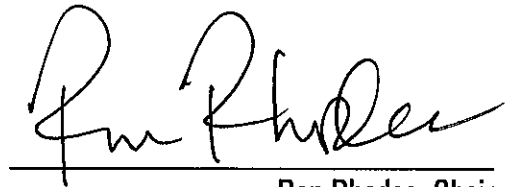
- The proposed A.S. degree will provide students an associate's degree pathway at ASUN designed to transfer to four year institutions utilizing similar science pathways.
- The proposed degree will further enhance career and transfer opportunities for students who come to ASUN with previously earned college credit hours.
- The changes in degree guidelines made by the Arkansas Department of Higher Education resulted in the need for ASUN to reconfigure degree options for students in the natural sciences.

**RECOMMENDATION/RESOLUTION:**

Be it resolved that Arkansas State University-Newport is approved to offer an Associate of Science in Natural Science with an emphasis in Agriculture and Pre-Professional Studies effective fall semester 2012.



Dan Pierce, Secretary



Ron Rhodes, Chair

**ARKANSAS STATE UNIVERSITY SYSTEM  
APPOINTMENT  
MAY 4, 2012**

**HOLLOWAY, JACQUALINE M.**

**Senior Internal Auditor**

**Salary: \$55,000**

**Effective Date: April 2, 2012**

**Source of Funds: Education and General, page 8**

**Justification: Replacing Rhonda Keith who transferred to ASUJ (Salary - \$42,864)**

**Education:**

**2005 Specialist Degree, Arkansas State University**

**1997 Masters in Business Administration, Arkansas State University**

**1986 Bachelors of Science in Accounting, University of Arkansas, Little Rock, AR**

**Employment:**

**2009 – Present Senior Associate Director of Institutional Finance, Department of Higher Education, Institutional Finance Division, Little Rock, AR**

**2003 – 2009 Accounting Instructor, National Park Community College, Hot Springs, AR**

**2001 – 2003 Fiscal Officer, Department of Finance and Administration, Employee Benefits Division, Little Rock, AR**



**ARKANSAS STATE UNIVERSITY SYSTEM  
CONTRACT EXTENSIONS  
May 4, 2012**

**MCKAY, EUGENE**

Chancellor, ASU-Beebe

Effective: July 1, 2012 – June 30, 2015 (3-Year Contract)

**WILLIAMS, LARRY**

Chancellor, ASU-Newport

Effective: July 1, 2012 – June 30, 2015 (3-Year Contract)

**ARKANSAS STATE UNIVERSITY-JONESBORO**  
**May 4, 2012**

**Promotion Recommendations for Associate Professor**  
**Effective AY 2012-2013**

**College of Business**

David Kern	Associate Professor	Economics and Finance
Faye K. Cocchiara	Associate Professor	Management and Marketing

**College of Education**

Andy Mooneyhan	Associate Professor	Health, Physical Education, and Sport Sciences
Sharon Davis	Associate Professor	Psychology and Counseling
Minghui Gao	Associate Professor	Teacher Education
Patty Murphy	Associate Professor	Teacher Education

**College of Engineering**

Ashraf Elsayed	Associate Professor	Engineering
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**College of Nursing and Health Professions**

Rebecca Matthews	Associate Professor	Nursing
K. Susan Sifford Snellgrove	Associate Professor	Nursing
Debra Walden	Associate Professor	Nursing

**College of Sciences and Mathematics**

Jennifer Bouldin	Associate Professor	Biological Sciences
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**ARKANSAS STATE UNIVERSITY-JONESBORO**  
**May 4, 2012**

**Promotion Recommendations for Professor**  
**Effective AY 2012-2013**

**College of Business**

John F. Robertson	Professor	Accounting
Richard S. Segall	Professor	Computer and Information Technology

**College of Education**

Joe Nichols	Professor	Ed Leadership, Curriculum, and Special Education
Blair Dean	Professor	Health, Physical Education, and Sport Sciences
Marla Graves	Professor	Health, Physical Education, and Sport Sciences
Loretta McGregor	Professor	Psychology and Counseling

**College of Humanities and Social Sciences**

Catherine Reese	Professor	Political Science
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**College of Nursing and Health Professions**

Deborah Persell	Professor	Nursing
Roy Aldridge	Professor	Physical Therapy



**ARKANSAS STATE UNIVERSITY-JONESBORO**  
**ACADEMIC APPOINTMENTS**  
**May 4, 2012**

**BERNALES, ENRIQUE**

Assistant Professor of Spanish

Salary: \$53,000 (9-month rate)  
Effective: August 16, 2012  
Source of Funds: Education and General, page 100, line 4  
Justification: Replacement for Robert Baum due to retirement (salary-\$53,552)

**Education:**

2009 Ph.D. Hispanic Language and Literatures, Boston University, Boston, MA  
2000 B.A. Linguistics and Literature, Pontificia Universidad Catolica del Peru, Lima, Peru

**Employment:**

2010-2012 Spanish Visiting Lecturer with Ph.D., Indiana University at Bloomington, Bloomington, IN  
2009-2010 Lecturer in Spanish, University of Denver, Denver, CO  
2003-2009 Spanish Teaching Assistant, Boston University, Boston, MA  
2006-2008 Spanish Lecturer, Simmons College, Boston, MA  
2007 Spanish Lecturer, Brandeis University, Waltham, MA  
2006 Spanish Lecturer, Madrid Language and Liberal Arts Program at Boston University, Madrid, Spain  
2004-2005 Spanish Teaching Assistant, Boston University, Boston, MA  
2002-2003 Spanish Teaching Assistant, Temple University, Philadelphia, PA

**BOWYER, DONALD**

Dean of Fine Arts, Tenured Professor-Music Department

Salary: \$125,000 (12-month rate)  
Effective: July 1, 2012  
Source of Funds: Education and General, page 140, line 1  
Justification: Replacement for Dan Reeves due to retirement (salary-\$137,004)

**Education:**

2000 D.M.A. Music, University of Northern Colorado, Greeley, CO  
1981 M.A. Music, California State University, Northridge, CA  
1979 B.A. Music, West Virginia Wesleyan College, Buckhannon, WV

**Employment:**

1998-2012 Professor, University of Alabama in Huntsville, Huntsville, AL

**MARTINEZ, IGNACIO**

Temporary Instructor in History

Salary: \$47,000 (9-month rate)

Effective: August 16, 2012

Source of Funds: Education and General, page 101, line 4

Justification: Replacement for Robin Anderson due to retirement (salary-\$65,830)

**Education:**

Present Ph.D. Candidate, History, University of Arizona, Tucson, AZ (expected May 2012)

2006 M.A. Latin American Studies, University of New Mexico, Albuquerque, NM

2003 B.A. Independent Studies, University of New Mexico, Albuquerque, NM

**Employment:**

2010-2011 Adjunct Professor, Pima Community College, Tucson, AZ

2009-2011 Instructor, University of Arizona, Tucson, AZ

2008-2011 Graduate Teaching Assistant, University of Arizona, Tucson, AZ

2007-2008 Assistant Editor, "Southwest Missions Research Revista," Office of Ethno Historical Research, Arizona State Museum, Tucson AZ

2004-2006 Warehouse Supervisor, U.S. Foods Warehouse, Albuquerque, NM

**PHILLIPS, CRISTY**

Assistant Professor of Physical Therapy

Salary: \$65,000 (9-month rate)

Effective: August 16, 2012

Source of Funds: Education and General, page 154, line 7 and page 146, line 24

Justification: Replacement for Shawn Drake due to promotion as Department Chair (salary-\$64,079)

**Education:**

Present Ph.D. Candidate, Educational Leadership, Arkansas State University-Jonesboro (expected August 2013)

2003 M.S. Physical Therapy, University of Central Arkansas, Conway, AR

1999 B.S. Physical Therapy, Arkansas State University-Jonesboro

1997 B.S. Biology, Arkansas State University-Jonesboro

**Employment:**

2011-2012 Instructor, Arkansas State University-Jonesboro

2003-Present Owner and Senior Therapist, Kids and Company, Walnut Ridge, AR

2001-2002 Instructor, Crowley's Ridge College, Paragould, AR

**RATLIFF, THOMAS N.**

Assistant Professor of Criminology

Salary: \$52,000 (9-month rate)

Effective: August 16, 2012

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

Justification: Replacement for Michael Botts due to resignation (salary-\$48,960)

**Education:**

2011 Ph.D. Sociology, Virginia Tech, Blacksburg, VA  
2007 M.A. Sociology, Marshall University, Huntington, WV  
2003 B.A. Philosophy and English, Western Kentucky University, Bowling Green, KY

**Employment:**

2011-2012 Assistant Professor, Tennessee Tech, Cookeville, TN  
2008-2011 Graduate Teaching Assistant, Virginia Tech, Blacksburg, VA  
2007-2008 Research Assistant, Virginia Tech, Blacksburg, VA  
2006-2007 Adjunct Professor, Marshall University, Huntington, WV  
2005-2007 Graduate Assistant, Marshall University, Huntington, WV

**RAWLINS, BRAD**

Dean, College of Communications, Tenured Professor-Department of Journalism

Salary: \$130,000 (12-month rate)  
Effective: July 1, 2012  
Source of Funds: Education and General, page 117, line 1  
Justification: Replacement for Russ Shain due to retirement (salary-\$120,901)

**Education:**

1995 Ph.D. Mass Communications, University of Alabama, Tuscaloosa, AL  
1992 M.A. Advertising and Public Relations, University of Alabama, Tuscaloosa, AL  
1987 B.A. Communication (Public Relations), Washington State University, Pullman, WA  
1987 B.A. Foreign Languages and Literature (Spanish), Washington State University, Pullman, WA

**Employment:**

2008-2012 Department Chair, Communications, Brigham Young University, Provo, UT  
2005-2008 Associate Chair for Undergraduate Studies, Brigham Young University, Provo, UT  
2004-2005 Associate Chair for Graduate Studies, Brigham Young University, Provo, UT  
2000-2012 Associate Professor, Brigham Young University, Provo, UT

**UMANSKY, LAURI**

Dean of Humanities and Social Sciences, Tenured Professor-History Department

Salary: \$142,000 (12-month rate)  
Effective: July 1, 2012  
Source of Funds: Education and General, page 96, line 1  
Justification: Replacement for Gloria Gibson due to retirement (salary-\$139,629)

**Education:**

1994 Ph.D. American Civilization, Brown University, Providence, RI  
1986 M.A. American Civilization, Brown University, Providence, RI  
1983 B.A. Women's Studies, University of Massachusetts-Boston, Boston, MA

**Employment:**

2009-2012 Associate Vice President for Academic Affairs, Suffolk University, Boston, MA  
2004-2009 Associate Dean, College of Arts and Sciences, Suffolk University, Boston, MA  
2004 Professor, Suffolk University, Boston, MA  
1999-2004 Associate Professor, Suffolk University, Boston, MA

**WHITELAND, SUSAN**

Instructor in Art Education

Salary: \$45,500 (9-month rate)  
Effective: August 16, 2012  
Source of Funds: Education and General, page 142, line 10  
Justification: Replacement for Gayle Pendergrass due to retirement (salary-\$53,486)

**Education:**

Present Ph.D. Candidate, Art Education, University of North Texas, Denton, TX (expected May 2012)  
2008 M.A. Art Education, University of North Texas, Denton, TX  
1976 B.A. Radio Television Film, North Texas State University, Denton, TX

**Employment:**

2010-2012 Adjunct Instructor, Dallas Baptist University, Dallas, TX  
2006-2012 Teaching Assistant/Fellow College of Visual Arts & Design, University of North Texas,  
Denton, TX  
1993-2006 Art Teacher, Chapel Hill Middle School, Tyler, TX



**ARKANSAS STATE UNIVERSITY-JONESBORO**  
**ACADEMIC REASSIGNMENTS OF DUTY**  
**May 4, 2012**

**BOWMAN, MICHAEL**

**From:** Director of Distance Learning  
**To:** Assistant Professor of Communications  
**Effective:** August 16, 2012 (9-month rate)  
**Salary:** \$47,000  
**Source of Funds:** Education and General, page 118, line 7  
**Justification:** Replacement for Carey Byars due to resignation (salary-\$47,940)

**GARRARD, CLAIRE D.**

**From:** Temporary Instructor in Theatre  
**To:** Assistant Professor of Theatre-Costume and Makeup  
**Effective:** August 16, 2012  
**Salary:** \$42,000 (9-month rate)  
**Source of Funds:** Education and General, page 144, line 5  
**Justification:** Replacing Brent Foland who was not reappointed (salary-\$42,000)

**MEEKINS, MYRA**

**From:** Temporary Assistant Professor of Physical Therapy  
**To:** Instructor in Physical Therapy  
**Effective:** August 16, 2012  
**Salary:** \$63,000 (9-month rate)  
**Source of Funds:** Education and General, page 154, line 6  
**Justification:** Replacement for Lisa Kenyon due to resignation (salary-\$62,412)

**NOVOBILSKI, ANDREW**

**From:** Dean, College of Sciences & Mathematics  
**To:** Interim Associate Vice Chancellor of Research & Technology Transfer and  
Interim Director of Arkansas Biosciences Institute  
**Effective:** March 16, 2012  
**Salary:** \$213,612  
**Source of Funds:** Education and General, page 48, line 2; ABI, page 45, line 1  
**Justification:** Replacement for Michael Dockter due to resignation (salary-\$213,612)

**PRATTE, JOHN**

**From:** Associate Dean for Research and External Engagement  
**To:** Interim Dean, College of Sciences & Mathematics  
**Effective:** March 16, 2012  
**Salary:** \$150,650  
**Source of Funds:** Education and General, page 87, line 1

**Justification:** Replacement for Andrew Novobilski due to serving as Interim Associate Vice Chancellor of Research & Technology Transfer and Interim Director of Arkansas Biosciences Institute (salary-\$163,200)

**SRIVATSAN, MALATHI**

**From:** Associate Professor of Molecular Biology  
**To:** Interim Director of Molecular BioSciences Ph.D. Program and Associate Professor of Molecular Biology  
**Effective:** April 1, 2012  
**Salary:** \$5,000 stipend plus \$62,356 (9-month faculty salary)  
**Source of Funds:** Indirect Cost (carry forward funds)  
**Justification:** Replacement for Roger Buchanan due to retirement effective May 2012 (stipend-\$5,000)

**ARKANSAS STATE UNIVERSITY-JONESBORO**  
**NON-ACADEMIC APPOINTMENTS**  
**May 4, 2012**

**CROLEY, JAMES**

Assistant Football Coach

Salary: \$50,000

Effective: February 7, 2012

Source of Funds: Auxiliary, Page 210, Line 11

Justification: Replaces Jack Peel whose contract was not renewed (salary \$38,594)

**Education:**

1995 B.S. Exercise Science, Oklahoma Baptist University, Shawnee, OK

**Employment:**

2011 – 2012 Athletic Trainer/Teacher, Andrews Institute/Foley High School, Foley, AL

2010 – 2011 Director of Marketing/Liaison to High Schools, Physicians Specialty Hospital, Fayetteville, AR

2009 – 2011 Athletic Trainer, Northwest Health Systems, Springdale, AR

2003 – 2009 Director of Sports Medicine, Trinity Rehabilitation/Springdale Schools, Springdale, AR

2001 – 2003 Director of Sports Medicine, HealthSouth Rehabilitation, Fayetteville, AR

**LAMBERT, ELIZABETH**

Assistant Coach, Football

Salary \$24,000

Effective: March 9, 2012

Source of Funds: Auxiliary, Page 210, Line 12

Justification: Replaces Chris Buttgen who resigned (salary \$24,000)

**Education:**

2011 B.A. Radio, Television, and Film Broadcasting, Auburn University, Auburn, GA

2011 B.S. Exercise Science, Auburn University, Auburn, GA

**Employment:**

2007 – Present Student Videographer, Football Video Department, Auburn University, Auburn, GA

**LONG, ADAM**

Research Associate, Hemingway-Pfeiffer Museum & Education Center

Salary: \$50,000

Effective: February 6, 2012

Source of Funds: E&G, Page 165, Line 3

Justification: Replaces Diana Sanders who retired (salary \$52,176)

**Education:**

2004 Ph.D. English, University of Kansas, Lawrence, Kansas  
2008 M.A. English, University of Arkansas, Fayetteville, AR  
2006 B.A. English, Lyon College, Batesville, AR

**Employment:**

2008 – Present Teaching Assistant, University of Kansas, Lawrence, KS  
2007 – 2009 Adjunct Instructor, Lyon College, Batesville, AR  
2006 – 2008 Teaching Assistant, University of Arkansas, Fayetteville, AR  
2005, 2007 Instructor/Counselor, Upward Bound Program, Lyon College, Batesville, AR

**RUSSELL, KRISTY**

Counselor, Counseling Center

Salary: \$35,395

Effective: March 26, 2012

Source of Funds: E&G, Page 27, Line 3

Justification: Replaces Deena Voyles who transferred to part-time faculty (salary \$35,749)

**Education:**

2012 Ed.S. Mental Health Counseling, Arkansas State University  
2005 B.A. Central Bible College, Springfield, MO

**Employment:**

2008 - 2009 Administrative Assistant, Crye-Leike Realtors, Jonesboro, AR  
2008 Mental Health Specialist, Assent Health, Pediatric Day Clinic, Jonesboro, AR  
2006 – 2008 Lead Teacher, CDI Head Start, Jonesboro, AR

**THOMPSON, ADONIS**

Assistant Dean of Students, Residence Life

Salary: \$40,000

Effective: March 26, 2012

Source of Funds: E&G, Page 225, Line 7 (\$35,000 plus \$5,000 from Diversity)

Justification: This is a new position providing leadership/supervision in the following areas of business operations in the Residence Life office: technology, occupancy management, human resources, and customer service. The Assistant Director provides a comprehensive team approach to customer service.

**Education:**

2009 M.Ed. College Student Personnel Services, Arkansas State University  
2003 B.S. Radio/TV Production, Arkansas State University

**Employment:**

2009 – Present Complex Director, Valdosta State University, Valdosta, GA  
2009 – 2009 ACUHO-I Intern, The Pennsylvania State University, State College, PA  
2009 – 2009 Practicum Student, Office of Student Conduct, ASU-Jonesboro  
2008 – 2009 Residence Hall Director, Kays Hall, ASU-Jonesboro

2007 – 2008 Summer Conference Coordinator, ASU-Jonesboro  
2006 – 2008 Residence Hall Director, Arkansas Hall, ASU-Jonesboro

**WEYNAND, JESSICA**

**Assistant Coach, Volleyball**

**Salary:** \$25,600  
**Effective:** March 2, 2012  
**Source of Funds:** Auxiliary Page 218, Line 2  
**Justification:** Replaces Shawn Taylor who resigned (\$30,600)

**Education:**

2010 B.S. Recreational Administration, Texas State University, San Marcos, TX

**Employment:**

2012 – Present Interim Head Volleyball Coach, Blinn College, Brenham, TX  
2009 – Present Assistant Coach, Volleyball Academy of Texas, New Braunfels, TX  
2008 Youth Professional, Boys and Girls Club, Brenham, TX  
2007 – 2011 Assistant Volleyball Coach, Blinn College, Brenham, TX  
2006 – 2008 Coach, Counselor, Karen Chisum Volleyball Camps, San Marcos, TX

**ARKANSAS STATE UNIVERSITY-JONESBORO**  
**NON-ACADEMIC REASSIGNMENTS OF DUTY**  
**May 4, 2012**

**DOUGLAS, JENNIFER**

**From:** Research Assistant, Chancellor's Office  
**To:** Research Associate, Large Scale Distance Learning Center  
**Effective:** April 1, 2012  
**Salary:** \$37,142  
**Source of Funds:** LSDE Carry Forward Account, Page 67, Line 2  
**Justification:** Transferred to new supervisor on a vacant line

**ENGELKEN, DAVID**

**From:** Information Technology Manager, ITS  
**To:** Interim Communications Specialist, ITS  
**Effective:** February 16, 2012  
**Salary:** \$54,000  
**Source of Funds:** E&G, Page 195, Line 7  
**Justification:** Replaces David Nguyen who resigned (\$64,705)

**KEITH, RHONDA**

**From:** Senior Internal Auditor, ASU System  
**To:** Business Manager, Facilities Management  
**Effective:** February 13, 2010  
**Salary:** \$60,000  
**Source of Funds:** E&G, Page 177, Line 1  
**Justification:** Replaces Kathy Hicks who transferred (\$66,300)

**PADGETT, TIM**

**From:** Assistant Director of Athletics  
**To:** Director of Marketing  
**Effective:** March 16, 2012  
**Salary:** \$25,000  
**Source of Funds:** E&G, Page 37, Line 1  
Auxiliary, Page 206, Line 7  
**Justification:** Replaces Makenzie Foss who resigned (\$30,600)

**ARKANSAS STATE UNIVERSITY-BEEBE**

**May 4, 2012**

**Promotion Recommendations for Assistant Professor  
Effective AY 2012-2013**

**Division of Education and Social Sciences**

Kathleen Vaughan      Assistant Professor      Early Childhood Education

**Division of Mathematics and Science**

Ticu Gamalie      Assistant Professor      Mathematics

Alison West      Assistant Professor      Mathematics

**Promotion Recommendations for Senior Instructor  
Effective AY 2012-2013**

**Division of Computer Systems and Network Technology**

Michael Troop      Senior Instructor      Computer Systems and Network Technology

**ARKANSAS STATE UNIVERSITY-BEEBE**  
**May 4, 2012**

**Tenure Recommendation**  
**Effective AY 2012-2013**

**Division of Mathematics and Science**

**Richard Counts**

**Tenure**

**Chair of Mathematics and Science**



**ARKANSAS STATE UNIVERSITY-BEEBE  
ACADEMIC APPOINTMENT  
May 4, 2012**

**COOPER, SUSAN**

**Instructor of Business**

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

**Effective Date: August 16, 2012**

**Source of Funds: Education and General, page 26**

**Justification: Replacing Don Ray who resigned (Salary-\$37,000)**

**Education:**

**May 2009 Master of Business Administration, University of Central Arkansas, Conway, AR**

**May 1976 Bachelor of Science in Education, University of Central Arkansas, Conway, AR**

**Employment:**

**1996 – Present Manager, Cooper Training and Research Services, LLC, Little Rock, AR**

**1996 – Present Adjunct Instructor of Business Education, Pulaski Technical College, Little Rock, AR**

**ARKANSAS STATE UNIVERSITY-BEEBE  
NON-ACADEMIC APPOINTMENT  
May 4, 2012**

**BELL, BENJAMIN**

Student Development Specialist of the Learning Center at ASU-Heber Springs

Salary: \$30,000 (12-month rate)

Effective Date: April 1, 2012

Source of Funds: Education and General, page 118

Justification: Replacing Diandra Verser who is now the Student Development Specialist Coordinator of the Learning Center at ASU-Heber Springs, (Salary-\$30,900)

**Education:**

May 2010 Masters of Arts in Math Education, University of Central Arkansas, Conway, AR

May 2009 Bachelor of Science in Mathematics, University of Central Arkansas, Conway, AR

**Employment:**

2010 – 2012 Adjunct Instructor of Mathematics, Arkansas State University-Beebe, Heber Springs, AR

2009 – 2011 Graduate Teaching Assistant of Mathematics, University of Central Arkansas, Conway, AR

2008 – 2012 Tutor, Learning Center, Arkansas State University-Beebe, Heber Springs, AR

2007 – 2008 Tutor, Math Department, University of Central Arkansas, Conway, AR

2007 – 2008 Administrative Assistant, Math Department, University of Central Arkansas, Conway, AR

2007 – 2008 Substitute Teacher, K-12, Quitman Public School, Quitman, AR

2005 – 2012 Home School Test Administrator, Arch Ford, Inc, Plummerville, AR

2003 – 2004 Product Demonstrator, Maxine's, Little Rock, AR

**ARKANSAS STATE UNIVERSITY-MOUNTAIN HOME**  
**NON-ACADEMIC APPOINTMENT**  
**May 4, 2012**

**HALE, ALISA**

**Controller**

**Effective: May 16, 2012**

**Salary: \$58,000**

**Source of Funds: E&G, page 3**

**Justification: Replacement for Waynna Dockins (Salary \$60,657)**

**Education**

**2010 Bachelor of Business Administration - Accounting, University of Louisiana-Monroe, Monroe, Louisiana**  
**Certified Public Accountant**

**Employment**

**2004-2012 Internal Auditor, University of Louisiana-Monroe, Monroe, Louisiana**  
**2004 Interim Associate Controller, University of Louisiana-Monroe, Monroe, Louisiana**  
**2002-2003 Interim Controller, University of Louisiana-Monroe, Monroe, Louisiana**  
**2001-2002 Assistant to Vice President for Business Affairs, University of Louisiana-Monroe, Monroe, Louisiana**  
**1998-2000 Business Manager, University of Louisiana-Monroe, Monroe, Louisiana**  
**1995-1998 Staff Auditor, State of Louisiana, Office of Legislative Audit, Monroe, Louisiana**

**ARKANSAS STATE UNIVERSITY-NEWPORT**  
**ACADEMIC APPOINTMENTS**  
**MAY 4, 2012**

**DEVEREUX, NICK**

Instructor of Telecommunications on the ASUN Jonesboro campus

Salary: \$43,000 (12 month rate)

Effective: April 16, 2012

Source of Funds: E&G, page 28, line 1

Justification: Replacement for Christopher Adams who resigned (Salary \$37,925)

**Education:**

2002                      B.S., Management Information Systems, Arkansas State University-Jonesboro

**Previous Employment:**

2003 – Present        Network Technician, St. Bernards Healthcare, Jonesboro, AR

2002                      Network Intern, St. Bernards Healthcare, Jonesboro, AR

**SMITH, JEFFREY**

Instructor of Collision Repair Technology on the ASUN Marked Tree campus

Salary: \$45,000 (10.5 month rate)

Effective: June 1, 2012

Source of Funds: E&G, page 20, line 1

Justification: Replacement for Huston Jones who retired (Salary \$46,098)

**Education:**

Pursuing                A.A., Black River Technical College, Pocahontas, AR

1997                      Certificate, Auto Collision Repair, Black River Technical College, Pocahontas, AR

**Previous Employment:**

2008 – Present        Body Shop Technician, Cavanaugh Body Shop, Jonesboro, AR

2007 – 2008         Refinishing Technician, Landers Brothers Auto Body, Jonesboro, AR

1997 – 2007         Paint Shop Supervisor, Southwest Collision Center, Jonesboro, AR

**ARKANSAS STATE UNIVERSITY-NEWPORT  
NON-ACADEMIC REASSIGNMENT OF DUTY  
MAY 4, 2012**

**COE, BRANDON**

**From:** Accountant (classified position)  
**To:** Director of Administrative Services  
**Effective:** July 1, 2012  
**Salary:** \$41,000  
**Source of Funds:** E&G, page 12, line 4  
**Justification:** Revised role to include additional administrative duties.