

AGENDA
ARKANSAS STATE UNIVERSITY SYSTEM
BOARD OF TRUSTEES
September 10, 2021
10:00 a.m.
A-State Campus

- I. Call to Order
Price Gardner, Chair
- *II. Approval of the Minutes of Past Meetings
June 3, 2021
July 21, 2021
August 12, 2021
- III. President's Report
- *IV. Agenda
 - Proposed Arkansas State University System Resolutions
 - Resolution approving the ASU System to proceed with the First National Bank Arena Air Handler Replacement Capital Project at A-State
 - Resolution approving the ASU System to proceed with the Farmers' Market Expansion Capital Project at A-State
 - Resolution approving the ASU System to proceed with the Caddo Center Renovation Capital Project at Henderson State University
 - Resolution approving the ASU System to sell property located on the ASU-Newport Jonesboro campus
 - Proposed Arkansas State University Resolution
 - Resolution approving A-State to apply for a grant from the Arkansas Department of Human Services to continue participating in the Child and Adult Care Food Program
 - Proposed Arkansas State University-Newport Resolutions
 - Resolution approving ASU-Newport to apply to the Arkansas Department of Career Education, in order to add a Secondary Technical Center satellite location at ASUN-Jonesboro
 - Resolution approving ASU-Newport to offer a Technical Certificate and Certificate of Proficiency in Teaching
 - Proposed Arkansas State University Mid-South Resolution
 - Resolution approving ASU Mid-South to enter into an agreement with Fresobi Saliu, in order to purchase all rights in the content that was developed for ASU Mid-South for three Computer Programming courses

- Proposed Arkansas State University Three Rivers Resolutions
 - Resolution approving ASU Three Rivers to name the newly created employee fitness center the “Barbara Ann Smith Fitness Center”
 - Resolution approving ASU Three Rivers to name the house, located at 1103 North Park Drive in Malvern, the “Parker Family House”

- Proposed Henderson State University Resolutions
 - Resolution approving Henderson State to offer an optional, voluntary retirement program
 - Resolution approving Henderson State to revise academic standards for admission into its undergraduate programs

V. Executive Session

*VI. Approval of Personnel Actions

VII. Other Business

*VIII. Adjournment

*Action Items

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

ACTION ITEM: The Arkansas State University System requests approval to proceed with the First National Bank (FNB) Arena Air Handler Replacement Capital Project at Arkansas State University (A-State).

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

BACKGROUND:

- The Arkansas State University System is requesting to complete the capital project, which replaces two air handler units with reheat coils and fan arrays, in the FNB Arena at A-State. The cost for the project is estimated to be \$1.4 million.
- The capital project will be funded from institutional reserves.

RECOMMENDATION/RESOLUTION:

Be it resolved that the Arkansas State University System is approved to proceed with the First National Bank Arena Air Handler Replacement Capital Project at Arkansas State University.



Tim Langford, Secretary



Price Gardner, Chair

ASU System Capital Project Proposal Form

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

Institution:	Arkansas State University-Jonesboro	Date:	8/4/21
Project Name:	FNB Arena AHU Replacements		

Project Description: (in detail)

Replace 2 of the existing 50,000 CFM with new 47,000 CFM AHUs with reheat coils and fan arrays.

Estimated Date of Commencement:	09/13/21
Estimated Date of Completion:	05/01/22
Total Project Cost Estimate:	\$ 1,367,900.00

Please provide the detail of cost estimate below:

	Estimated Project Cost
Construction: <i>(Include cost of built-in equipment)</i>	1,300,000
Architect/Engineer Fees:	67,900
Contingencies: <i>[Not to exceed 10% of Construction and A&E]</i>	
Land Purchases:	
Movable Equipment and Furniture:	
Total Cost of Project:	1,367,900

Please provide detail of planned sources of funding:

Source	Amount	Percentage
General Improvement:		
Institutional Reserves:	1,367,900	100.0%
Institutional Operating Funds:		
Federal Grant Funds:		
Special Revenue Funds:		
Foundation or Other Private Monies:		
Bond Proceeds (If approved):		
Total Proposed Funding:	1,367,900	

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

ACTION ITEM: The Arkansas State University System requests approval to proceed with the Farmers' Market Expansion Capital Project at Arkansas State University (A-State).

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

BACKGROUND:

- The Arkansas State University System is requesting to enlarge the Farmers' Market at A-State by construction of a new, enclosed building, covering an area of approximately 7,160 gross square feet. The new building will include classroom space, a demonstration kitchen, an office, multi-use spaces, and restrooms.
- The capital project will be funded through a private gift of \$2.5 million and institutional reserves of \$300,000.

RECOMMENDATION/RESOLUTION:

Be it resolved that the Arkansas State University System is approved to proceed with the Farmers' Market Expansion Capital Project at Arkansas State University.



Tim Langford, Secretary



Price Gardner, Chair

ASU System Capital Project Proposal Form

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

Institution:	Arkansas State University-Jonesboro	Date:	8/18/21
Project Name:	Farmers' Market Expansion Project		

Project Description: (in detail)

Construction of a new conditioned building adjacent to the existing Farmer's Market open air structure, approximately 7,160 gross square feet of area. The new building will include classroom space, experimental / teaching / demonstration kitchen, office, multi-use spaces, and restrooms.

Estimated Date of Commencement:	09/13/21
Estimated Date of Completion:	Spring 2022
Total Project Cost Estimate:	2,800,000

Please provide the detail of cost estimate below:

	Estimated Project Cost	
Construction: <i>(Include cost of built-in equipment)</i>	2,300,000	
Architect/Engineer Fees:	180,566	7.9%
Contingencies: <i>[Not to exceed 10% of Construction and A&E]</i>	219,434	8.8%
Land Purchases:	0	
Movable Equipment and Furniture:	100,000	
Total Cost of Project:	2,800,000	

Please provide detail of planned sources of funding:

	Amount	Percentage
General Improvement:		0.0%
Institutional Reserves:	300,000	10.7%
Institutional Operating Funds:		0.0%
Federal Grant Funds:		0.0%
Special Revenue Funds:		0.0%
Foundation or Other Private Monies:	2,500,000	89.3%
Loan Proceeds (If approved):		0.0%
Total Proposed Funding:	2,800,000	100.0%

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

ACTION ITEM: The Arkansas State University System requests approval to proceed with the Caddo Center Renovation Capital Project at Henderson State University (HSU).

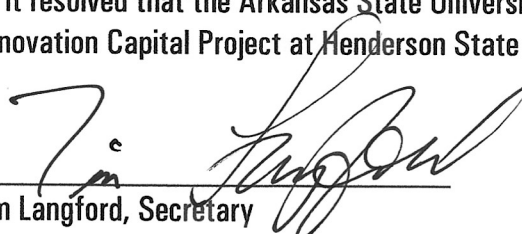
ISSUE: The Board of Trustees must approve all capital projects.

BACKGROUND:

- The Arkansas State University System is requesting to renovate the Caddo Center at HSU as a one-stop shop for students. HSU received a grant from the Arkansas Natural and Cultural Resources Commission (ANCRC), and wishes to use the grant to adapt the shell of the Caddo Building, allow continuation of the preservation of the historic Caddo Center, and provide space for offices that include Admissions, Financial Aid, Housing, and Advising and Tutoring.
- The capital project will be funded through a grant of \$1,190,861 from the ANCRC.

RECOMMENDATION/RESOLUTION:

Be it resolved that the Arkansas State University System is approved to proceed with the Caddo Center Renovation Capital Project at Henderson State University.



Tim Langford, Secretary



Price Gardner, Chair

ASU System Capital Project Proposal Form

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

Institution:	Henderson State University	Date: 9/2/21
Project Name:	Caddo Center Renovations	

Project Description: (in detail)

The ANCRC grant is funding adaptive preservation of the Caddo Center as a one-stop shop for students. These funds from the ANCRC, to adapt the shell of the Caddo Building, will allow continuation of the preservation of the historic Caddo Center, provide space for Admissions, Financial Aid, Housing, and Advising and Tutoring.

Estimated Date of Commencement:	09/13/21
Estimated Date of Completion:	06/01/22
Total Project Cost Estimate:	\$1,190,861

Please provide the detail of cost estimate below:

	Estimated Project Cost
Construction: <i>(Include cost of built-in equipment)</i>	913,036
Architect/Engineer Fees:	77,608
Contingencies: <i>[Not to exceed 10% of Construction and A&E]</i>	50,217
Land Purchases:	
Movable Equipment and Furniture:	150,000
Total Cost of Project:	1,190,861

Please provide detail of planned sources of funding:

	Amount	Percentage
General Improvement:		0.0%
Institutional Reserves:		0.0%
Institutional Operating Funds:		0.0%
State Grant Funds: (ANCRC grant)	1,190,861	100.0%
Federal Grant Funds:		0.0%
Special Revenue Funds:		0.0%
Foundation or Other Private Monies:		0.0%
Bond Proceeds (If approved):		0.0%
Total Proposed Funding:	1,190,861	100.0%

Notes:

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1000

ACTION ITEM: The Arkansas State University System requests approval to sell property located on the Arkansas State University-Newport (ASUN) Jonesboro campus.

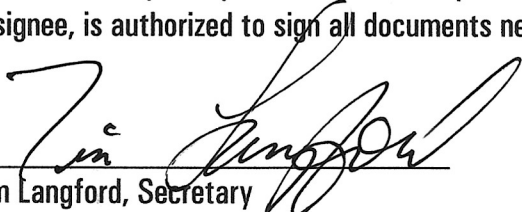
ISSUE: The Board of Trustees must approve all sales of University property.

BACKGROUND:

- ASUN owns property, which is located on their Jonesboro campus. This property is needed by the Arkansas Department of Transportation (ArDOT) for a highway expansion project to widen the roadway adjacent to the campus.
- The total amount of land to be sold is 0.13 acres. The selling price is \$11,675.
- The property is not essential to the operations of the institution, and the land will not be needed in the future to carry out the educational mission of the institution. The parcel is surplus that is appropriate for sale.
- The System requests approval to sell the above-mentioned property to ArDOT.

RECOMMENDATION/RESOLUTION:

Be it resolved that the Arkansas State University System is approved to sell property on the Arkansas State University-Newport Jonesboro campus, and the President of the System, or the President's designee, is authorized to sign all documents necessary to complete this transaction.



Tim Langford, Secretary



Price Gardner, Chair

EXECUTIVE SUMMARY

Contact: Len Frey (870) 972-3033

ACTION ITEM: Arkansas State University (A-State) requests approval to apply for a grant from the Arkansas Department of Human Services to continue participating in the Child and Adult Care Food Program (CACFP).

ISSUE: A resolution from the Board of Trustees is required to apply for this grant.

BACKGROUND:

- The CACFP provides food services to approximately 600 children in the Arkansas Delta Region.
- The Department of Childhood Services in the College of Education and Behavioral Sciences participates in this program.

RECOMMENDATION/RESOLUTION:

Be it resolved that A-State is approved to apply for a grant from the Arkansas Department of Human Services to continue participating in the Child and Adult Care Food Program.



Tim Langford, Secretary



Price Gardner, Chair

EXECUTIVE SUMMARY

Contact: Holly Smith (870) 512-7704

ACTION ITEM: Arkansas State University-Newport (ASUN) requests approval to apply to the Arkansas Department of Career Education, in order to add a Secondary Technical Center satellite location at ASUN-Jonesboro.

ISSUE: The Board of Trustees must approve the establishment of any secondary center satellite location.

BACKGROUND:

- ASUN is an approved Secondary Technical Center, which is authorized through the Arkansas Department of Career Education. ASUN is currently approved by the Arkansas Department of Career Education to offer certificates and degrees on its campus in Newport, which serves Jackson County.
- ASUN seeks to expand its program by adding a satellite location at ASUN-Jonesboro that will serve ten school districts in Craighead and Poinsett Counties. As requested by the schools, which the proposed satellite location will serve, ASUN will offer certificate and degree programs in Welding, Advanced Manufacturing, Industrial Maintenance, and Health Professions.
- The expansion of this program will provide high school students in Craighead and Poinsett Counties with increased access to career training and industry credentials.
- No additional funding is required.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University-Newport is approved to apply to the Arkansas Department of Career Education, in order to add a Secondary Technical Center satellite location at ASUN-Jonesboro.



Tim Langford, Secretary



Price Gardner, Chair

EXECUTIVE SUMMARY

Contact: Holly Smith (870) 512-7704

ACTION ITEM: Arkansas State University-Newport (ASUN) requests approval to offer a Technical Certificate and a Certificate of Proficiency in Teaching.

ISSUE: The Board of Trustees must approve new certificate offerings.

BACKGROUND:

- The proposal for a Technical Certificate and Certificate of Proficiency in Teaching was developed based on the need to address a prolonged K-12 educator shortage in Arkansas. ASUN is participating in the Arkansas Educator Pipeline project, a partnership between the Arkansas Department of Higher Education and the Arkansas Division of Elementary and Secondary Education, seeking to increase the number of candidates entering the teaching profession.
- This certificate program is designed to provide additional pathways to educator licensure through short-term program completion. The initial phase of the program will focus primarily on concurrent high school students.
- No new funding is required.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University-Newport is approved to offer a Technical Certificate and a Certificate of Proficiency in Teaching, effective August 14, 2021.



Tim Langford, Secretary



Price Gardner, Chair

EXECUTIVE SUMMARY

Contact: Debra West (870) 733-6770

ACTION ITEM: Arkansas State University Mid-South (ASUMS) requests approval to enter into an agreement (the "Proposed Agreement") with Fesobi Saliu ("Saliu"), in order to purchase all rights in the content that was developed for ASUMS for three Computer Programming courses.

ISSUE: The Board of Trustees approves all agreements relating to patents, copyrights, or proprietary information under Arkansas Code Annotated §19-11-717.

BACKGROUND:


- ASUMS employed Saliu as a Computer Programming Specialist until April 2021.
- ASUMS subsequently could not fill Saliu's former position, and wishing to finish developing course content for three courses, came to an agreement with Saliu to complete the course content.
- The course content for the three courses was developed in June 2021 and July 2021. The courses are as follows:
 - PROG 2214, Structured Programming, completed June 30, 2021
 - PROG 2324, OOP and Fundamental Data Structures, completed July 7, 2021
 - PROG 2463, Special Topics: Applications of Programming, completed July 16, 2021
- The Proposed Agreement, for consideration of \$6,600, would allow ASUMS to obtain, and Saliu to grant, transfer, and sell, all applicable rights to the course content.
- The Proposed Agreement is permitted pursuant to Arkansas Code Annotated §19-11-717 as a contract involving patents, copyrights, or other proprietary information in which a state-supported institution of higher learning and an employee or former employee has rights or interests, provided that such a contract shall be approved by the governing board of the state-supported institution of higher learning in a public meeting.
- The Proposed Agreement is attached to this resolution.

EXECUTIVE SUMMARY

Contact: Debra West (870) 733-6770

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University Mid-South is approved to enter into the above-referenced agreement with Fesobi Saliu, in order to purchase all rights in the content developed for ASUMS for three Computer Programming courses.



Tim Langford, Secretary



Price Gardner, Chair

INTELLECTUAL PROPERTY RIGHTS PURCHASE AND TRANSFER AGREEMENT

This intellectual property rights purchase and transfer agreement (the "Agreement") is entered into this ___ day of August, 2021 (the "Effective Date"), by Arkansas State University Mid-South, an agency of the State of Arkansas and an institution of higher education located at 2000 West Broadway, West Memphis, Arkansas (hereinafter referred to as "ASUMS"), and Fesobi Saliu, an individual and an independent contractor with an address of [] ("Contractor").

WHEREAS, Contractor was formerly employed by ASUMS as a Computer Programming Specialist, and ending his employment with ASUMS in April, 2021;

WHEREAS, ASUMS subsequently could not fill Contractor's former position, and in finding itself in need to finish developing course content for three courses, attempted to enter into a professional services agreement with Contractor;

WHEREAS, the course development content for three courses, as such is defined below in Section, were developed in June 2021 and July 2021 (the "Works"), in which each party is the owner of certain rights in the Works;

WHEREAS, the respective parties came to learn the professional services agreement could not be entered into due to Arkansas Code Annotated §19-11-701 *et. al.* prohibiting former state employees from contracting with state entities within one year after cessation of the state employment;

WHEREAS, this Agreement is permitted pursuant to Arkansas Code Annotated §19-11-717 as a contract involving patents, copyrights, or other proprietary information in which a state-supported institution of higher learning and an employee or former employee has rights or interests, provided that such a contract shall be approved by the governing board of the state-supported institution of higher learning in a public meeting;

WHEREAS, ASUMS desires to obtain, and Contractor desires to grant, transfer and sell, all applicable rights in the Works in accordance with the terms and conditions of this Agreement;

NOW, THEREFORE, for and in consideration of the mutual covenants and agreements hereinafter set forth and other good and valuable consideration, the sufficiency of which is hereby acknowledged, ASUMS and Contractor agree as follows:

1. **The Works.** The developed courses that constitute the Works are as follows:

PROG 2214, Structured Programming, completed June 30, 2021;
PROG 2324, OOP & Fundamental Data Structures, completed July 7, 2021;
PROG 2463, Special Topics: Applications of Programming, completed July 16, 2021.

2. **The Transfer.** As of the Effective Date, Contractor, and his successors, heirs, and assigns, hereby grants, conveys, assigns, sells, transfers, and sets over unto ASUMS,

its successors, heirs, and assigns, on an exclusive basis, all right, title, and interest in and to the Works to the extent Contractor holds rights in the Works, including without limitation all assets, properties, and rights relating thereto, including without limitation copyrights, renewals, and extensions, for all territories of the world in perpetuity.

3. **Consideration.** ASUMS shall pay Contractor a sum of \$6,600 in consideration for the transfer of rights in the Works as defined herein.

4. **General.** This Agreement shall be governed in accordance with the laws of the State of Arkansas. Nothing contained herein shall be construed as a joint venture or shall make one party the agent of any other party. This Agreement constitutes the entire understanding of the parties, and revokes and supersedes all prior agreements, oral or written, among the parties. This Agreement shall not be modified or amended except in writing signed by the parties hereto and specifically referring to this Agreement. If any provision of this Agreement shall be held to be invalid or unenforceable for any reason, the remaining provisions shall continue to be valid and enforceable. The failure of either party to enforce any provision of this Agreement shall not be construed as a waiver or limitation of that party's right to subsequently enforce and compel strict compliance with every provision of the Agreement. This Agreement is contingent on approval by the Arkansas State University System Board of Trustees, and shall be null and void if such approval is declined.

The undersigned has executed this Agreement as of the effective date provided above.

Arkansas State University Mid-South

Fesobi Saliu

By: _____

By: _____

Title: _____

Title: _____

Date: _____

Date: _____

**ARKANSAS STATE UNIVERSITY SYSTEM
BOARD OF TRUSTEES**

A Resolution Recognizing the Significant Contributions of
Barbara Ann Smith
to Arkansas State University Three Rivers

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

WHEREAS, Barbara Smith began her employment with the College in July 2016, in an Institutional Services position, after working as part of the then-custodial contract, and continued to work there until her sudden and untimely passing. She was a dedicated, generous, and contributing member of ASU Three Rivers, always exhibiting an enthusiastic approach, not only to completing her daily job duties, but also in giving her time whenever the need arose, serving on committees, and consistently acting as an unofficial ambassador for the College, and

WHEREAS, the ASU Three Rivers Staff Council wishes to appropriately acknowledge the lasting impression and now ultimate void left by "Ms. Barbara;" to recognize her positive outlook; and to honor her memory, which lingers in the hallways and buildings on campus, in accordance with and approved by the ASU Three Rivers Board of Visitors;

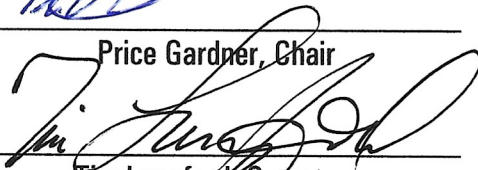
NOW, THEREFORE, BE IT RESOLVED, by the Board of Trustees of the Arkansas State University System, that the newly created employee fitness center on the campus of ASU Three Rivers shall be known henceforth as the:

Barbara Ann Smith Fitness Center

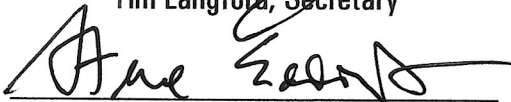
DULY ADOPTED AND APPROVED this 10th day of September 2021



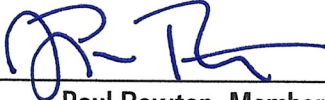
Price Gardner, Chair



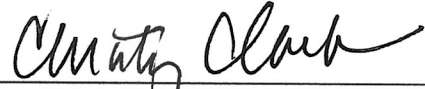
Tim Langford, Secretary



Steve Eddington, Member



Paul Rowton, Member



Christy Clark, Vice Chair



Niel Crowson, Member



Robert G. Rudolph, Jr., Member



Charles L. Welch, President

**ARKANSAS STATE UNIVERSITY SYSTEM
BOARD OF TRUSTEES**

**A Resolution Recognizing the Significant Contributions of
Floyd and Joyce Parker and Kristi Parker Norris
to Arkansas State University Three Rivers**

WHEREAS, the Board of Trustees has retained unto itself the authority to name facilities of campuses within the Arkansas State University System in honor of individuals who have significantly distinguished themselves through service to and support of the System; and

WHEREAS, Floyd Parker was instrumental in the founding of Ouachita Vocational Technical School (OTVS) in the late 1960s, served as the chair of the Area Advising Committee for OVTS, and as the chair of the Foundation Board of Directors from 2003-2012; and

WHEREAS, Joyce Parker was the first secretary for OVTS, serving from 1971-1985; and

WHEREAS, Kristi Parker Norris served as a member of the Ouachita Technical College (OTC) Board of Trustees from July 13, 1998, until her untimely death on October 23, 2007, as well as serving as co-chair of the *Changing Lives...Building Futures* campaign for the OTC Foundation;

WHEREAS, members of the Parker Family have been loyal donors to and ambassadors of the institution throughout the years;

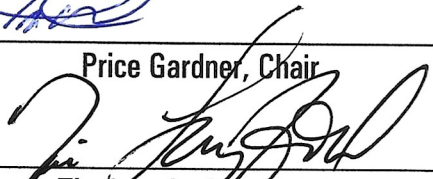
NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of the Arkansas State University System, that the house, located at 1103 North Park Drive in Malvern, purchased by the ASU Three Rivers Foundation, and at its recommendation, shall be known henceforth as the:

Parker Family House

DULY ADOPTED AND APPROVED this 10th day of September 2021



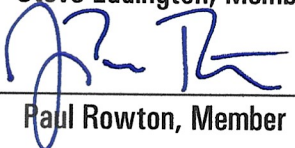
Price Gardner, Chair



Tim Langford, Secretary




Steve Eddington, Member



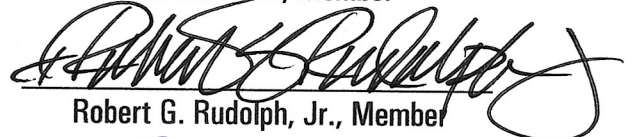
Paul Rowton, Member



Christy Clark, Vice Chair



Niel Crowson, Member



Robert G. Rudolph, Jr., Member



Charles L. Welch, President

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1000

ACTION ITEM: Henderson State University (HSU) requests approval to offer an optional, voluntary retirement program.

ISSUE: The Board of Trustees must approve terms and conditions of retirement programs.

BACKGROUND:

- Arkansas law allows an institution of higher education to offer voluntary, retirement-incentive programs, when such programs result in financial savings to the institution.
- HSU wishes to offer an optional, voluntary retirement program in fiscal year 2022, for employees who have provided lengthy service to the institution, as well as for the institution to achieve such financial savings.
- The program will be limited to employees, who are at least 55 years of age, and who meet additional eligibility requirements, in order to create the most savings. Final eligibility parameters will be approved by the ASU System President.
- Eligible employees will be required to execute all documents necessary to effectuate the voluntary retirement.

RECOMMENDATION/RESOLUTION:

Be it resolved that Henderson State University is approved to offer an optional, voluntary retirement program in FY2022 for employees meeting eligibility requirements.



Tim Langford, Secretary



Price Gardner, Chair

EXECUTIVE SUMMARY

Contact: Jim Hunt (870) 230-5134

ACTION ITEM: Henderson State University (HSU) requests approval to revise academic standards for admission into its undergraduate programs.

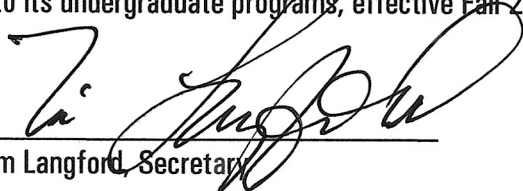
ISSUE: The Board of Trustees must approve University admission standards.

BACKGROUND:

- In Summer 2021, HSU Chancellor Jim Borsig named an ad hoc, admission standards committee to review possibilities for test-optional, admission standards for the Fall 2022 semester and created a process for a careful and considered review.
- The University's data demonstrated that student success could be predicted based solely on a student's cumulative high school grade point average (CGPA), and there was interest in providing non-standardized test options for admission to the University.
- The revised academic standards for Fall 2022 were approved by the ad hoc committee on August 10, 2021. As part of the shared governance process, a new standing committee will complete a comprehensive review of these standards, and make recommendations that, upon approval of the Board of Trustees, will become effective for Fall 2023.
- A copy of the revised academic standards is attached to this resolution.

RECOMMENDATION/RESOLUTION:

Be it resolved that Henderson State University is approved to revise academic standards for admission into its undergraduate programs, effective Fall 2022.



Tim Langford, Secretary



Price Gardner, Chair

ACADEMIC STANDARDS FOR ADMISSION INTO HENDERSON STATE UNIVERSITY UNDERGRADUATE PROGRAMS

Current Admissions Standards

- **Unconditional Admission**
 - Freshman applicants must have an ACT composite score of 20 or higher or alternative assessment equivalent for unconditional admission.

- **Conditional Admission**
 - Students, who have an ACT composite score of 16, 17, 18, or 19, will be conditionally admitted and will be required to participate in the Reddie Intervention for Success in Education (R.I.S.E.) Program through the HSU Academic Advising Center.

- **Appeals**
 - Students, who do not meet the conditional admission standards, may appeal to the Admissions and Adjustments Committee.

Fall 2022 Admission Standards

- **Unconditional Admission**
 - Freshman applicants must have an ACT composite score of 20 or higher or alternative assessment equivalent for unconditional admission.

- **Conditional Admission**
 - Students, who have an ACT composite score of 16, 17, 18, or 19, will be conditionally admitted and will be required to participate in the R.I.S.E. Program through the HSU Academic Advising Center.

- **Test-optional Admission**
 - Freshman applicants may be admitted to the University based solely on their high school cumulative grade point average (CGPA). Applicants, who are admitted solely on GPA, must have a minimum CGPA of a 2.5, on a 4.0 scale, on a sixth-semester or later high school transcript. Students, who are admitted solely on CGPA, must submit test scores for course placement and determination of R.I.S.E. Program participation.

- **Appeals**
 - Students, who do not meet the conditional or test-optional admission standards, may appeal to the Admissions and Adjustments Committee.

Arkansas State University System
Board of Trustees
September 10, 2021

The Arkansas State University System Board of Trustees met on Friday, September 10, 2021, on the A-State campus. Price Gardner, Chair of the Board, called the meeting to order at 10:00 a.m. Board members present were the following: Price Gardner, Christy Clark, Tim Langford, Niel Crowson, Steve Eddington, Robert Rudolph, and Paul Rowton.

Minutes:

Upon a motion by Mr. Crowson, seconded by Bishop Rudolph, the minutes of the June 3, 2021, July 21, 2021, and August 12, 2021, Board meetings were approved.

Ayes: Gardner, Clark, Langford, Crowson, Eddington, Rudolph, Rowton

Nays: None

ASU System – Dr. Charles Welch, President

- The fall semester is underway on all of our campuses. We have talked about the expectation of a normal year; unfortunately, the pandemic has not allowed it to be quite as normal as we would have liked. We do appreciate the effort that you all took to allow us to have a face-covering requirement. I think that our chancellors would tell you that we have been as successful as we can be. Obviously, we've had some cases, but I think that, overall, we are just pleased that it has not been any worse than it is. I know that the chancellors will probably mention a little bit about the start to their fall semester, and updates on enrollment will be coming soon. It's a little bit of a mixed bag; some campuses are up and some campuses are not. I want to again applaud our campuses and the leadership, as well as the faculty and staff, who are doing everything that they possibly can to make sure that our students are safe and to ensure that they have the best learning experience possible.
- I think sometimes we forget that this pandemic is global. At our campus located in Mexico, students are back on campus this fall, and they actually have their largest enrollment ever with a 14% increase in the freshman class. They have a 20% increase in overall enrollment, and for the first time, the residence halls are all full. We had our first graduation ceremony in Mexico in August.

- One of the things that we continue to be heavily focused on is the implementation of the ERP system. The finance module went live July 1. I think it was about as seamless as you could hope for with any transition. We will continue to roll out the other modules in the coming months.
- We are now moving on to the next phases of our efforts to enhance our shared services. We are looking at some internal feasibility studies for other areas where we can partner among our campuses for efficiency and shared savings.
- Jim Borsig is not with us today. You are all aware that he has had to make some changes as a result of some health challenges that he is facing. But, he is continuing to assist us remotely during this transition. We have formally launched the chancellor's search at Henderson. Hopefully, by the end of this month, we will begin the process of reviewing applications. We have about 20 applicants so far. There has been a good amount of interest, so I've been very pleased. I want to thank Jim publicly again for everything that he has done and continues to do, and I hope we will all keep him and his family in our prayers as he continues to face the challenges in front of him.
- Julie Bates has asked to do a brief presentation on financial statements for Henderson State. The good news is that Henderson's most recent audit was approved yesterday in the Legislative Audit Education Subcommittee, and it was approved this morning by the full committee. From this point forward, they will be included in our consolidated process. You have a copy of the financial statements, and Julie will give you a quick overview of that.

Ms. Julie Bates, Executive Vice President, ASU System

I would like to present to you today the FY20 Henderson State Financial Statements. Please focus on the fact that this is for FY20. This is a whole year behind. We are in the process now of compiling the FY21 ASU System Consolidated financial statements and expect that to be completed by December. We will include Henderson and the Henderson State Foundation in our audit, because their Foundation will meet materiality. Their Foundation is audited by Landmark CPAs. What I would like to do first is set the scene for what was occurring in FY20, so we can understand all that occurred that year, because it does impact the financials and how we look at them. In August of 2019, HSU had a \$16 million finance for energy-performance contracts and other campus improvements. Remember that they

were expending exorbitant amounts on critical maintenance on campus, and this led to additional debt being taken on to reduce the annual operating expenses. On October 24, Henderson State Trustees voted to merge into the ASU System. When we got to the HSU campus, we saw that they were using a self-insured plan, but at that time had no reserves to actually manage these self-insured plans. They moved to becoming fully insured on January 1, 2020, in order to mitigate risk. On February 14, 2020, Moody's stabilized the Henderson credit rating at Baa2 negative outlook, citing the pending merger with the ASU System. In March 2020, Governor Hutchinson declared the COVID-19 emergency, and on April 17, Act 30 allowed Henderson's \$6 million appropriation advance to be converted to a loan, at zero percent interest, payable by June 30, 2028. I would like to note that, in FY21, \$250,000 was paid toward that \$6 million. We wanted to do that as a good-faith effort to show that we were serious and that we were trying to make progress toward that loan. What occurred after FY20? On July 27, 2020, Dr. Borsig was hired as interim chancellor. By November 2020, the HLC approved our merger. And on February 1, 2021, Act 918 completed our merger. After that Act, Moody's updated Henderson's outlook from negative to stable, which was a credit positive. One of the primary concerns that was cited by Moody's was obviously the liquidity issue of the campus. If you look at Henderson's days of cash on hand, which are ratios calculated based upon the reserve policy of the Board, in June of 2019, they only had seven days of cash on hand. As of June 30, 2020, they had 38 days of cash on hand. It was a great improvement, but still not where we need them to be. Our policy requires that they maintain a minimum of 60 days. So, we continue to work to increase their liquidity. When you consider what occurred that year with COVID, there was a good improvement in the cash available. There was improvement in liquidity, because one of the things we prioritize is debt service and payroll. Another key indicator was that our state revenue was very solid that year. However, net tuition and fees decreased by \$342,000. The good news is that operating expenses decreased from \$64 million in 2019 to \$61.9 million in FY20. In the fall of 2019, when our System came in to help them, and we understood their position, we instituted quite a few budget cuts. Obviously, the staff took salary cuts and cuts in retirement, but those did not go into effect until January. With that reduction in operating expenses, we are really looking at six months' worth of expense reduction. Henderson ended FY20 with a deficit net position of \$15.3 million, but excluding net pensions and other liabilities, the deficit net position was actually \$4.3 million. February is

when they were stabilized, after the merger. We continue to focus on increasing or building reserves and maintaining adequate liquidity. However, as for the credit positives, Moody's states that joining a large state university system will be beneficial for Henderson providing stronger fiscal oversight, in addition to brand recognition. It is going in the right direction. Although I don't have audited numbers, I do believe we will continue to see improvement in the FY21 numbers.

Mr. Gardner: As far as the federal COVID funds and the moneys coming into Henderson, what is that expected to be for this year?

Ms. Bates: It will definitely assist. We have not even started drawing the third round yet, so it will actually impact FY22.

Mr. Gardner: Do you think they will get closer to the 60 days cash on hand?

Ms. Bates: It will be better.

Dr. Welch: I have cautioned them about false hope by drawing too much of that down, really seeing that days-cash-on-hand go up, knowing that it's going to go right back down or potentially change. We are trying to be a little bit more strategic in measuring that, so that people don't think that everything is much better now, only for it to look much worse the next year, and it's all because of that inflow of one-time federal money.

Ms. Bates: As you know, fall is the time when we have higher cash flows, so to manage that cash flow, we will probably try to time draw-downs later in the fiscal year.

ASU-Jonesboro – Dr. Kelly Damphousse, Chancellor

- We have started the fall semester with high hopes and our hopes are still high regarding COVID. I will give you some context though. One year ago today, we had 172 students and employees in isolation and probably about five times that many in quarantine because of the contact tracing. The next day, September 11, we had 187 students and employees in isolation. Today we have 39 students and employees in isolation, and most of that is because of your decision to allow us to have a mask mandate in enclosed environments, and so we are mandating the use of masks in classrooms and any indoor space where distancing is impossible. The other thing that is helping us is the tremendous work done by our staff, faculty, students, and volunteers to create some vaccination clinics during

the last year. The most recent data I have is that more than 80% of our faculty are fully vaccinated, a number that is increasing every day. Around 70% of our staff members are vaccinated. It's a little uncertain how many students are vaccinated. We do surveys pretty regularly, and the best data we have is that 80% of the students who respond to the survey tell us that they are vaccinated. I will tell you that the data we do know is actually very encouraging. More than 90% of our student athletes are fully vaccinated, and that happened this summer. Large numbers, over 115 of our football players, are vaccinated. A huge percentage of our staff and coaches are vaccinated, as well. Athletics has really led the way there.

- Enrollment numbers are always something exciting to anticipate. We had the same experience this fall as we had last year, where we were anticipating a lot more incoming freshmen this year. Toward the end of the summer, a lot of the students, who we thought were coming, didn't come. And just like last year, the number of people, who didn't come who were expected, were almost all Arkansas students, and largely minority students and Pell-eligible students. One of the problems with Pell-eligibility is that awards are based on income. The Pell Grant provides about \$6,500 toward tuition and fees. That doesn't cover the entirety of tuition and fees, even though we are one of the least expensive schools in the state. There is a gap of about \$3,000 or \$4,000, not even including living expenses, so we are working really hard to change that. I've dedicated \$1 million for next year's class to fill that gap between Pell Grant eligibility and what the actual cost of attendance is. We hope we turn those numbers around, not for enrollment purposes, but to help us to fulfill our mission to provide a four-year, college-degree experience to the young people of Arkansas to change the trajectories of their lives. So our enrollment numbers this year are down, because we didn't get those last few students who we expected. Geopolitics and COVID played a huge roll in the declining number of our international students. But, actually, we are up five times as many first-year students who are coming from other countries, and about nine percent of our student body is international, which is really remarkable. It changes the dynamics of our campus to have one in ten students being from another country. So we are proud of that, as well.
- At our first graduation ceremony in Mexico, we had about 50 students from our first cohort graduate. They were very excited, and their parents were also excited. They actually replicated what we do

here on our campus and had a great experience there. I also got to meet a lot of students who are going to come in and be freshmen this coming year. We're up 14% in freshmen enrollment, 292 freshmen, and we're up 20% in overall enrollment. You are always countering graduation students and bringing new students in, so the more students you graduate, the greater the impact on your enrollment. We are at a net positive there, as well.

- Our Advancement team did a remarkable job during COVID. Last fiscal year, we raised \$14.4 million in private giving. That is not matched by many universities in the country. COVID really had an effect on our ability to go visit with people, but our donors, our supporters, our alumni came through. Four of our top giving years have happened in the last five years.
- On Monday, we will have a grand opening of our Three-D Art Building, which is funded almost exclusively by private funding, especially from the Wingate Foundation. We actually have classes going on in there right now.
- We had a record number of students come to the Order of the Pack, which is a big pep rally we have on Thursday night before the first football game. That was followed by the first victory in the Butch Jones and Tommy Bowen era. We are not afraid to play in-state schools. We think that is a good thing for the state. The next three games are really important for us. We will be playing two American Conference schools and playing a PAC-12 school in the middle of that. So we are excited about that as well.

Dr. Langford: I was reading your report about the task force that is looking at the viability of various programs and degrees. Can you tell us what kind of metrics they are looking at? And is this a way to measure academic standards?

Dr. Damphousse: We have several task forces going on right now. Most recently, the Admissions Task Force looked at the admissions standards, and we have changed to a test-optional standard. We think that getting away from a reliance on a biased ACT test was a great move forward for us. The other task force was the Viability Task Force, and it is inspired by the Huron Study, which said you should be looking at the programs that are not as accessible to enrolling students as they were in the past. When we developed our Discover 2025 Strategic Plan, there was a lot of emphasis placed on starting new programs, but we also said that we needed to stop doing things that are not working as well. So, the

Viability Study has 10 metrics built in that look at our number of students, number of faculty members, number of majors, number of graduates, and so on. There are actually two wild card metrics that are out there, as well, because there may be a reason that you have an under-enrolled program; maybe they are designed to be under-enrolled because they are designed for small classes. The Viability Study was presented to the Faculty Senate last week. This is really a faculty-driven committee. We've got the data collected, and we know about the departments that are not meeting their own expectations. Now the question is, how do you respond to that? Our goal has never been to shut down programs or to use this to lay off faculty or change our faculty structure, but to determine where we need to start investing in programs that are struggling. There may be a reason why one department used to have a lot of enrollment but now doesn't, and the question is how can we get them back to where they want to be? And then it also allows us to look at the programs that were once low, but are starting to rise and how can we feed into that to make sure that they continue on the trajectory, and that they don't hit a limit? For example, our nursing program has traditionally been one of our strongest programs and they have kind of hit a ceiling because of how our program is structured. Now, we are going back and asking how we can get more nursing graduates by changing the ways we do things, how can we invest more in that? That's an example of how the Viability Study is being used. I have to give a lot of credit to the faculty and the Faculty Senate. These are not easy questions to deal with and I am really proud of them.

ASU-Beebe – Dr. Jennifer Methvin, Chancellor

- We all are exceptionally grateful that you have given us the tools we need to try to keep students on campus and in class. That is the most important thing. Students told us last spring that they wanted to be on campus; they wanted to be in class. So they have been very cooperative in making those things happen. They are doing the things that we are asking them to do, and it's a great joy. Currently, we have 12 COVID cases in isolation. We do have a rather large number right now in quarantine, but that is largely due to one program. We have weathered things so far very well.
- Our enrollment is slightly down, and it's down in the population who needs access to higher education the most, the population that is our mission to serve. Our enrollment is largely down right now among students who need remediation, who do not score into college-level coursework immediately out of

high school. But we are excited about some of the things that we have going that will feed that pipeline and get to some students earlier and help them understand the economic and career advantages of pursuing higher education.

- I want to report to you about what's happening in our Regional Career Center. I think you are aware that we have a relatively large population of high school students who come mainly to the Searcy campus, but also to Heber Springs and to Beebe and also to Lonoke High School, where we have a site for them to receive technical and career education from us. We have made some investments in the last two years in those programs, looking at what's not working, what students are not attracted to, and what we can do to have more students in those programs. And it is paying off. It's going to sound like most of our growth is on the Lonoke site. The citizens of Lonoke invested in the public school district and have built what they are calling their Business Academy. This provided for us some state-of-the art, wonderful instructional space at no cost to ASU-Beebe. It has allowed us to expand to offering medical professions and diesel. Those programs are full, largely with Lonoke students, but there are other students from area high schools who choose to come to that site as well. We have added a health professions curriculum also on the Beebe campus and on the Heber Springs campus, and it has been on the Searcy campus. So now students have more opportunities to explore more options and our enrollment is back to pre-pandemic levels. We think it's going to grow more and more. It is something we have put a lot of work into. We have added a Jobs for America (JAG) Coach. We received grant funding to hire the JAG Coach, who will help high school students bridge over into a higher-education opportunity. We think it is a great investment. On October 25, the community of Lonoke will dedicate and cut the ribbon on the new Business Center.
- On October 25-27, the HLC will be at ASU-Beebe for our 10-year visit. Lots of preparation has been going on over the last two years. The assurance argument will be locked down next Friday. ASU-Beebe is very well prepared for this visit. The things that we were concerned about in the last visit, financial concerns and some assessment concerns, are very strong for this visit. We have prep sessions each Thursday and Friday, making sure our employees have the information they need at their fingertips to be able to answer our visitors' questions.

- It was my honor this week to join last year's Student Government President and this year's Student Government President and a number of community members and campus members in cutting the ribbon on a one-mile walking trail on the Beebe campus. It was a project of last year's student government. They have designated a one-mile walking trail with markers. It begins on one side of the arch and ends on the other side of the arch. Along the way, they have placed activities. They have a giant chessboard, a giant checker board, and what we Arkansans fondly refer to as Corn Hole, in two places. They are working on a mural, which I will be excited to invite you to come help us paint later this fall, on the side of the Ruth Couch Building. They have added a basketball goal to our outside tennis area to give students more opportunities. Our intramurals are very strong. It is a great enhancement to campus. We have a very strong leadership program, and this is an example of the great work that they do and the way that they invest in the institution.

Mr. Eddington: I've had the opportunity to be exposed to the Lonoke Business Academy, and the impact that's having in the community is inspiring. It shows ways that higher education can influence all students, regardless of what they choose to do. The Jamie Anderson family was very involved in the passage of that millage in that community. They were the past Arkansas Farm Family of the Year and as part of that, they entered into the Southeastern Farmer of the Year for all of the 10 southeastern states. The judging team for that contest was in Arkansas three or four weeks ago, and a good portion of the Anderson's conversation was about their work with the Lonoke Business Academy, and I can tell you the judges for that were incredibly impressed with the community impact. The fact that community colleges were providing curriculum and also grant assistance with that made a big impression on those judges and it made a big impression on me. So congratulations, and continue the good work there.

Dr. Methvin: Thank you. There was recently an edition of "Farm Talk" that focused on the Business Academy, and there is an article coming in *Arkansas Business* that will focus on it. I said from the first Chamber of Commerce meeting that I attended that what is going on in Lonoke, Arkansas, is impressive.

ASU-Mountain Home – Dr. Robin Myers, Chancellor

- I want to give you a COVID update. Our campus is doing very well. When we started school, Baxter County was one of the highest in the state in terms of incidence, and we have four students, who are quarantined because of COVID right now. So we feel very fortunate that the numbers on campus are very low and going down in our county. That's a very good sign. I think the mask wearing and some of the other protocols are helping on campus.
- Our staff did an incredible job this summer on enrollment. They worked every list, and reached out to every student who made any kind of contact with us, whether it was through FASFA, an application, or just a note card or a phone contact.
- We have a Higher Learning Commission visit on October 4-5. This is our mid-cycle visit. We have already locked our argument and are very well prepared.
- Our walking/biking trail is under construction and it will be a great addition to the campus. We also recently finished a minor construction project inside our library to add a number of study areas that will help students study in a more private setting.
- We've made Our Holiday Lights Program a function of our Foundation activity. The city and our city advertising commission have provided the funding to purchase the lights, and those will be placed on our campus. We hope in future years you will see a good stream of revenue flow into our Foundation to be used for student scholarships on our campus.
- Once again, I have to mention the WalletHub Community College rankings, which ranks all the community colleges in the nation each year. We were number one four years ago, number two in the last two years, and this year, we were number six. WalletHub has 19 metrics that measure everything involved with academics, finance, and placement. We don't apply for ranking; they use the metrics that are taken from IPEDS and the American Association of Community Colleges. So I'm very proud of our campus for the work they do and to be recognized on a national level.

Mrs. Clark: I just want to applaud your effort for enrollment. When I read your report, I was very happy to see the great lengths that you and your staff have taken.

Dr. Myers: We think you will see even more of that as we move into the student side of Banner next year. We are looking at every document we send to potential students and all of those things will be

plugged into Banner and be automatic. But the whole Banner process will help us greatly. Our campus staff did an outstanding job.

ASU-Newport – Dr. Johnny Moore, Chancellor

- I want to thank you all for support at the System level to allow us to be on campus in person this fall. We all are dealing with COVID, and we are managing it quite well.
- I would like to give you more insight about enrollment. While the census data showed a slight decrease for fall, what is happening actually, when you look in more detail at ASU-Newport, enrollment is trending to nearly 20% increase overall in the fall semester enrollment. ASU-Newport is unique in that we have eight fall enrollment periods. And a significant number of off-schedule enrollment is included in our fall enrollment period overall. In essence, students can actually enroll every four weeks. We have learned a lot dealing with COVID, and what we are learning is that in the era of COVID, students are pivoting due to changes in their lives, as well as work constraints. Part of our mission is to provide educational opportunities for students. We want to meet them where they are. That's the trend. That's why, at the end of the semester you will see that the enrollment numbers overall for the fall now are trending to be up 26%. Fast Track #2 starts on Monday. There are a number of benefits for students. It works around their schedule; also, it is a built-in retention mechanism as well. So we are trying to respond to the 21st-century needs for our 21st-century students. Our population is different than when we were in school. Remember back when we were going to school, you could start in August or you start in January. If you missed the August deadline, you would have to wait for spring. Well, at ASUN, that's not the case. You can start school there next Monday and throughout the semester. We put a winter interim section in last fall, and it was significant. There was like an 88% retention rate during that period of time. I will share more data with you on that as we progress.
- ASUN successfully completed its HLC year four assurance review in August. The review confirmed that all criteria for accreditation were met without concerns, allowing continued full accreditation through 2026.

- On September 18, we will host the Finish Sydney's 5K Run on our campus. All proceeds will go to the Sydney Sutherland Memorial Scholarship at ASU-Newport. Sydney was a graduate of ASU-Newport's nursing program and sadly she was killed last year while jogging. I must commend her family and friends for having done an amazing job of honoring her memory and turning a tragedy into something very special for our students.

Dr. Welch: I commend you on the multiple semesters. I think that's where we are headed in higher education.

ASU Mid-South – Dr. Debra West, Chancellor

- I want to say thank you to my colleague Dr. Moore, because I think he pointed out something that maybe is often lost when you see headlines in newspapers about declining enrollment at institutions across the state and across the nation. Semesters are not traditional anymore. A traditional 16-week semester is not as appealing to college students as it used to be. They like the quick-in, quick-out programs, particularly at two-year colleges. The 11th Day Report that you often see quoted in the newspaper is just a snapshot in time. It doesn't necessarily predict what those numbers are going to look like at the end of the semester.
- I appreciate your allowing us to implement mask mandates on our campuses. That was huge to all of us but particularly big for our faculty who have to be in close contact with students every day. I think it will help us as we try to navigate this pandemic going forward.
- One of the things that goes with declining enrollment is that students face various challenges on a day-to-day basis, but never more so than during this pandemic. There are childcare challenges and transportation challenges, and there is food insecurity. Food insecurity is one of those things that we don't often talk about, but it is big for us, particularly among the students we in the community colleges serve. We started a food pantry on our campus two years ago with help from the First United Methodist Church of Marion. We have a very small space in the library that we leave open and people can come and go as they want. We don't track anyone going in there and taking food items. We've recently entered into a partnership with the UofA Extension Service, specifically the Arkansas Delta Regional Obesity Project (ARDROP), which will allow us to expand our food pantry. They have

provided us with shelving units for our pantry, refrigerator/freezer, and a microwave. They help us promote healthy food offerings in this food pantry. They will be coming onto our campus later in the fall to conduct cooking demonstrations with some of the options that are in the food pantry. Without them, we would not be able to do what we are currently doing. We are trying to serve students in every way that we can, and food insecurity is really a challenge for all of us.

- We recently received word that we have been re-funded yet again by the U.S. Department of Education for our Educational Opportunity Center. This is a group of people on our campus who provide support to students or individuals, aged 19 and over, who want to attend college. It doesn't mean they have come to ASU Mid-South; they could be going to the University of Memphis. Regardless, we will still serve them in our EOC Office. That grant cycle is a five-year cycle. It's worth approximately \$1.375 million to our campus. I was the first Director of the EOC program at Mid-South many years ago, so it's a program that is very near and dear to my heart. We are excited to have been refunded for another five-year cycle.
- We are still waiting on word, which we will hopefully receive later this month, about another federal grant initiative that we have applied for. It would be a third round of predominantly Black institution funding for our institution. If we are awarded that grant, it will provide \$3 million for five years.
- Two weeks ago, we had a championship ring ceremony for our Women's Basketball team, because they won the Region 2 tournament last year. The players were very excited to receive these really cool championship rings, which were provided by our Foundation. That team is returning three starters from last year's 25-2 squad. They have scheduled 13 NJCAA Division I opponents this year, including a couple of top-20 perennial favorites; so, they have a really tough schedule. Our men's team is welcoming back three starters as well, including All American Sam Smith. The men are hoping to return to Region 2 championship play and maybe make a return trip to the national tournament. So, we are looking forward to great things from both our men's and women's programs this year.

ASU Three Rivers/Henderson State University – Dr. Charles Welch

- Chancellor Rook has been really ill this week, and that is why he is not here today. Enrollment was up almost 28% this fall. The Saline County Career Center is an enormously successful project, and they have 470 students enrolled there. So congratulations to ASU Three Rivers and to Saline County for your work in that partnership.
- Dr. Borsig is not here today. But two things I want to point out quickly. First, in July, the Higher Learning Commission came back for their follow-up visit on the change of control, which is the formal term for when you have a merger like this. It went exceptionally well. The chair of the committee in our exit meeting told us that after their meetings with faculty and staff and students, they had not had a single person express any concern or regret that the merger happened. Everyone really fully embraced what was being done and what the opportunities are. We were extremely happy with that. Finally, you may have seen that recently Henderson received a \$1.56 million grant from the Windgate Foundation for needs-based scholarships. \$1.5 million of that will be for an endowment, and the balance of \$60,000 is a bridge grant, so they can go ahead and begin to award those needs-based scholarships immediately. That is a huge benefit from a recruitment standpoint and then certainly for assisting our students who are enrolled. So congratulations to the University and thank you again to Windgate, which continues to be a wonderful partner at several of our institutions, and we appreciate that.

ASU System Resolutions:

- Resolution 21-38 approving the ASU System to proceed with the First National Bank Arena Air Handler Replacement Capital Project at A-State

Dr. Welch: These are air handlers that have lived their life cycle, 30-plus years, and need to be replaced, and the total amount of that project is \$1,367,900 million.

- Resolution 21-39 approving the ASU System to proceed with the Farmers' Market Expansion Capital Project at A-State

Dr. Welch: We do not differentiate between institutional funds or private funds when it comes to capital projects. This is a \$2.8 million project with \$2.5 million in private funding coming from the Judd Hill Foundation. You may recall that you authorized naming rights at the last meeting.

- Resolution 21-40 approving the ASU System to proceed with the Caddo Center Renovation Capital Project at Henderson State University

Dr. Welch: This is a multi-phased project to renovate a facility that was formerly their dining hall. Now the vision is for the facility to be a one-stop center for students for admissions, advising, financial aid, and all of those types of services. Henderson received a \$1,190,861 grant from the Arkansas Natural and Cultural Resources Council. We have received multiple grants from them in past years. This will allow the University to proceed with the next phase. While it won't complete the project, we are hopeful we will continue to receive funding in future years.

- Resolution 21-41 approving the ASU System to sell property located on the ASU-Newport Jonesboro campus

Dr. Welch: This is a sale to the Arkansas Department of Transportation for a project that they are doing on the eastern side of Jonesboro. It is land that is not considered necessary for the future development of the campus.

Upon a motion by Dr. Langford, seconded by Mrs. Clark, ASU System Resolutions 21-38 through 21-41 were approved.

Ayes: Gardner, Clark, Langford, Crowson, Eddington, Rudolph, Rowton

Nays: None

ASU-Jonesboro Resolution:

- Resolution 21-42 approving A-State to apply for a grant from the Arkansas Department of Human Services to continue participating in the Child and Adult Care Food Program

Upon a motion by Mr. Eddington, seconded by Mr. Rowton, A-State Resolution 21-42 was approved.

Ayes: Gardner, Clark, Langford, Crowson, Eddington, Rudolph, Rowton

Nays: None

ASU-Newport Resolutions:

- Resolution 21-43 approving ASU-Newport to apply to the Arkansas Department of Career Education, in order to add a Secondary Technical Center satellite location at ASUN-Jonesboro
- Dr. Welch: ASU-Newport began their IGNITE Program several years ago on the Newport campus.

Your approval will allow them to apply to add a satellite location.

- Resolution 21-44 approving ASU-Newport to offer a Technical Certificate and a Certificate of Proficiency in Teaching

Upon a motion by Mrs. Clark, seconded by Mr. Crowson, ASU-Newport Resolutions 21-43 and 21-44 were approved.

Ayes: Gardner, Clark, Langford, Crowson, Eddington, Rudolph, Rowton

Nays: None

ASU Mid-South Resolution:

- Resolution 21-45 approving ASU Mid-South to enter into an agreement with Fresobi Salii, in order to purchase all rights to the content that was developed for ASU Mid-South for three Computer Programming courses

Dr. Welch: This is an individual who was developing courses for us, had to leave employment with the University prior to concluding that work, and we want to bring the individual back in a contracted manner to complete development of those courses, and to do that, we just need the authorization of this governing board.

Upon a motion by Mr. Rowton, seconded by Dr. Langford, ASU Mid-South Resolution 21-45 was approved.

Ayes: Gardner, Clark, Langford, Crowson, Eddington, Rudolph, Rowton

Nays: None

ASU-Three Rivers Resolutions:

- Resolution 21-46 approving ASU Three Rivers to name the newly created employee fitness center the "Barbara Ann Smith Fitness Center"

- Resolution 21-47 approving ASU Three Rivers to name the house, located at 1103 North Park Drive in Malvern, the “Parker Family House”

Upon a motion by Bishop Rudolph, seconded by Mr. Eddington, ASU Three Rivers Resolutions 21-46 and 21-47 were approved.

Ayes: Gardner, Clark, Langford, Crowson, Eddington, Rudolph, Rowton

Nays: None

Henderson State University Resolutions:

- Resolution 21-48 approving Henderson State to offer an optional, voluntary retirement program
- Resolution 21-49 approving Henderson State to revise academic standards for admission into its undergraduate program

Dr. Welch: This comes on the heels of what the Jonesboro campus did at your last meeting, they made admissions tests optional. It’s really a national trend. This will be just a one-year approval for Henderson State and then they will go through the complete shared governance process with hopes of bringing back to you a long-term resolution.

Upon a motion by Mr. Crowson, seconded by Mrs. Clark, Henderson State Resolutions 21-48 and 21-49 were approved.

Ayes: Gardner, Clark, Langford, Crowson, Eddington, Rudolph, Rowton

Nays: None

Executive Session:

Upon a motion by Mr. Rowton, seconded by Dr. Langford, the Board voted to retire into executive session at 11:14 a.m.

Ayes: Gardner, Clark, Langford, Crowson, Eddington, Rudolph, Rowton

Nays: None

Mr. Gardner 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 12:03 p.m.

Personnel Actions:

Upon a motion by Mr. Rowton, seconded by Dr. Langford, the academic appointments, academic reassignments, non-academic appointments, non-academic reassignments, and contract revisions for A-State were approved.

Ayes: Gardner, Clark, Langford, Crowson, Eddington, Rudolph, Rowton

Nays: None

Upon a motion by Mrs. Clark, seconded by Mr. Eddington, the academic appointments, non-academic appointments, and non-academic reassignments for ASU-Beebe were approved.

Ayes: Gardner, Clark, Langford, Crowson, Eddington, Rudolph, Rowton

Nays: None

Upon a motion by Bishop Rudolph, seconded by Mr. Crowson, the academic appointments and non-academic appointment for ASU-Newport were approved.

Ayes: Gardner, Clark, Langford, Crowson, Eddington, Rudolph, Rowton

Nays: None

Upon a motion by Dr. Langford, seconded by Mrs. Clark, the non-academic appointment and non-academic reassignments for ASU Mid-South were approved.

Ayes: Gardner, Clark, Langford, Crowson, Eddington, Rudolph, Rowton

Nays: None

Upon a motion by Mr. Crowson, seconded by Mr. Eddington, the academic appointments for ASU Three Rivers were approved.

Ayes: Gardner, Clark, Langford, Crowson, Eddington, Rudolph, Rowton

Nays: None

Upon a motion by Mr. Eddington, seconded by Mr. Rowton, the non-academic appointments and non-academic reassignments for Henderson State were approved.

Ayes: Gardner, Clark, Langford, Crowson, Eddington, Rudolph, Rowton

Nays: None

Adjournment:

Upon a motion by Mr. Crowson, seconded by Mr. Rowton, the meeting was adjourned at 12:18 p.m.

Ayes: Gardner, Clark, Langford, Crowson, Eddington, Rudolph, Rowton

Nays: None

Tim Langford, Secretary

Price Gardner, Chair

ARKANSAS STATE UNIVERSITY-JONESBORO
ACADEMIC APPOINTMENTS
September 10, 2021

BOGGS, JOHNNA

Assistant Professor, Nursing

Salary: \$71,000 (9-month)

Effective: August 16, 2021

Source of Funds: Education and General, page 177, line 18 (\$64,417); page 175, line 35 (\$4,083); and College of Nursing Faculty Salary Pool (\$2,500)

Justification: Replacement for Lark Montgomery, who resigned (\$68,500)

Education:

2016 M.S. Adult-Gerontology Acute Care Nurse Practitioner, University of Arkansas for Medical Sciences, Little Rock, AR

2011 B.S. Nursing, Arkansas State University, Jonesboro

Employment:

2016-2017 Temporary Nursing Instructor, Arkansas State University, Jonesboro

JOHNSON, BRANDON

Instructor, Disaster Preparedness/Emergency Management

Salary: \$55,000 (12-month)

Effective: August 1, 2021

Source of Funds: Education and General, page 196, line 2

Justification: New position in FY2022 budget

Education:

2021 B.S. Disaster Preparedness and Emergency Management, Arkansas State University, Jonesboro

Employment:

2018-Present Teaching Assistant, EMT Program, Arkansas State University, Jonesboro

2011-Present Paramedic, Emerson Ambulance Service, Jonesboro, AR

KAUFFMAN, TIFFANY

Assistant Professor, School of Nursing

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

Effective: August 16, 2021

Source of Funds: Education and General, page 177, line 8

Justification: Replacement for Cathy Hall, who retired (\$71,073)

Education:

2018 M.S. Adult-Gerontology Acute Care Nurse Practitioner, University of Arkansas for Medical Sciences, Little Rock, AR
2012 B.S. Nursing, Arkansas State University, Jonesboro
2010 B.A. Chemistry, Arkansas State University, Jonesboro

Employment:

2019-Present Hospitalist Advanced Practice Registered Nurse, NEA Baptist Hospital, Jonesboro, AR
2012-2019 Critical Care Registered Nurse, St. Bernards Regional Medical Center, Jonesboro, AR

KO, JOANNA

Assistant Professor, School of Nursing

Salary: \$71,000 (9-month)

Effective: August 16, 2021

Source of Funds: Education and General, page 177, line 6 (\$55,238), and page 176, line 47 (\$15,762)

Justification: Replacement for Lori Smith, who resigned (\$73,000)

Education:

2017 M.S. Family Nurse Practitioner, Arkansas State University, Jonesboro
2021 B.S. Nursing, University of Arkansas, Fayetteville, AR

Employment:

2017-Present Advanced Practice Registered Nurse, NEA Baptist Urgent Care, Jonesboro, AR
2017-Present Advanced Practice Registered Nurse, Elite Men's Health, Jonesboro, AR
2017-April 2021 Advanced Practice Registered Nurse, Urology Specialists of Paragould, Paragould, AR
2016-2018 Intensive Care Unit Nurse, Arkansas Methodist Medical Center, Paragould, AR
2014-2016 Emergency Department Nurse, NEA Baptist Memorial Hospital, Jonesboro, AR
2013-2014 Medical Surgical/Pediatrics Nurse, NEA Baptist Memorial Hospital, Jonesboro, AR
2012-2014 Intensive Care Unit Nurse, Arkansas Methodist Medical Center, Paragould, AR

PARK, JEONGMOON

Assistant Professor, Mechanical Engineering

Salary: \$81,000 (9-month)

Effective: August 16, 2021

Source of Funds: Education and General, page 172, line 8 (\$80,000), plus VCAAR Faculty Salary Pool (\$1,000)

Justification: Replacement for Mohammad Abutayeh, who resigned (\$80,000)

Education:

2018 Ph.D. Mechanical Engineering, Texas A&M University, College Station, TX
2013 M.S. Aeronautical and Astronautical Engineering, Purdue University, West Lafayette, IN
2011 B.S. Aerospace Engineering, Korea Aerospace University, South Korea

Employment:

2018-Present Assistant Professor, Mount Vernon Nazarene University, Mount Vernon, OH
2016-2018 Graduate Teaching Assistant, Texas A&M University, College Station, TX
2014-2018 Graduate Research Assistant, Texas A&M University, College Station, TX
2012-2013 Graduate Research Assistant, Purdue University, West Lafayette, IN

PILLOW, CAROLINE

Assistant Professor, Nursing

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

Effective: August 16, 2021

Source of Funds: Education and General, page 184, line 3 (\$53,690), and page 176, line 69 (\$1,310)

Justification: Replacement for Lauren Johnston, who resigned (\$58,690)

Education:

2018 Ph.D. Adult-Gerontology Acute Care Nurse Practitioner and Family Nurse Practitioner,
University of Tennessee Health Science Center, Memphis, TN
2015 B.S. Nursing, Arkansas State University, Jonesboro

Employment:

2/21-Present Nurse Practitioner, Achieve Medical Weight Loss, Jonesboro, AR
2019-2020 Nurse Practitioner, ARCARE, Jonesboro, AR
2016-2019 Registered Nurse, Arkansas Methodist Medical Center, Paragould, AR

STEIMEL, KATLYN

Assistant Professor, A-State Online Nursing

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

Effective: August 16, 2021

Source of Funds: Education and General, page 178, line 7

Justification: New position in FY2022 budget, due to program growth

Education:

2020 DNP Doctor of Nursing Practice, Family Nurse Practitioner, University of Arkansas,
Fayetteville, AR
2015 B.S. Nursing, Arkansas State University, Jonesboro
2013 B.S. Biological Sciences, Arkansas State University, Jonesboro

Employment:

11/20-Present Director of Nursing, Arkansas Rural Nursing Education Consortium, Jonesboro, AR
8/20-Present Adjunct Faculty, ASU-Newport
Aug-Dec 2020 Clinical Adjunct Faculty, Arkansas State University, Jonesboro, AR
2015-2020 Critical Care RN, St. Bernards Regional Medical Center, Jonesboro, AR

ARKANSAS STATE UNIVERSITY-JONESBORO
ACADEMIC REASSIGNMENTS
September 10, 2021

EVANS, LAVONDA

From: Administrative Specialist II, Criminology, Sociology, & Geography
To: Temporary Instructor
Salary: \$34,744 (12-month)
Effective: August 16, 2021
Source of Funds: Education and General, page 113, line 12
Justification: Temporary replacement for Linda Brady, who is on leave (\$34,744)

HEISERMANN, GARY

From: Temporary Instructor, Biology
To: Instructor, Biology
Salary: \$45,000 (9-month)
Effective: August 16, 2021
Source of Funds: Education and General, page 94, line 23
Justification: Replacement for Diane Gilmore, who retired (\$45,300)

ARKANSAS STATE UNIVERSITY-JONESBORO
NON-ACADEMIC APPOINTMENTS
September 10, 2021

BAILEY, TAYLOR

Assistant Coach, Bowling

Salary: \$35,600

Effective September 1, 2021

Source of Funds: Auxiliary, page 249, line 2, funded by Red Wolves Foundation

Justification: New position added for equity under Title IX

Education:

2020 B.S. Health and Wellness, McKendree University, Lebanon, IL

Employment:

2020-Present Recreation Aid, Scott Air Force Base Bowling Center, Scott AFB, IL

2017-2020 Student Worker, Mail and Printing Services, McKendree University, Lebanon, IL

BALDUS, CURT

Assistant Football Coach, Football

Salary: \$80,000

Effective: June 14, 2021

Source of Funds: Auxiliary, page 237, line 8

Justification: Replacement for Steve Hauser, who resigned (\$80,000)

Education:

2011 M.S. Education Administration, University of Nebraska, Lincoln, NE

2004 M.S. Physical Education & Sports Management, St. Cloud State University, St. Cloud, MN

2002 B.A. Physical Education and Health Fitness, Gustavus Adolphus College, St. Peter, MN

Employment:

2020-Present Special Teams Quality Control Specialist, Florida State University, Tallahassee, FL

2013-2019 Defensive Backs Specialist, Punt Return Coordinator, Special Teams Coordinator, Coastal Carolina University, Conway, SC

2011-2012 Special Teams & Defensive Quality Control, University of Nebraska, Lincoln, NE

BOEH, THOMAS

Associate Director of Athletics, Athletic Administration

Salary: \$100,000

Effective: July 1, 2021

Source of Funds: Auxiliary, page 233, line 3

Justification: Replacement for Rich Zvosec, who resigned (\$100,000)

Education:

1988 M.S. Athletics Administration, University of Illinois at Urbana-Champaign, IL

1981 B.A. Physical Education with a History minor, Loras College, Dubuque, Iowa

Employment:

2018-2021 Chief Consultant for Intercollegiate Athletics, TCB Sports Consulting Services, Texas A&M, San Antonio, TX

2014-2018 Special Assistant to the President, California State University, Fresno, CA

2005-2014 Director of Athletics, California State University, Fresno, CA

CAMPBELL, KARISSA

Assistant Coach, Women's Basketball

Salary: \$28,662

Effective: August 6, 2021

Source of Funds: Auxiliary, page 246, line 5

Justification: Replacement for McGhee Mann, who resigned (\$28,662)

Education:

2018 M.L. Sports Law and Business, Arizona State University, Phoenix, AZ

2016 B.S. Physical Education, University of Arkansas at Pine Bluff, Pine Bluff, AR

Employment:

2020-Present Head Junior High School Girls Basketball Coach, Conway Junior High, Conway, AR

2019-2020 Head Middle School Girls Athletics & Assistant High School Girls Basketball Coach, Pulaski County Special School District, Little Rock, AR

2018-2019 Assistant Basketball Coach, Warren High School Warren, AR

2017-2018 Student Assistant/Video Coordinator, Women's Basketball/Softball, Arizona State University, Tempe, AZ

Spring 2017 Athletics Marketing and Branding Graduate Assistant, UAPB Athletics, Pine Bluff, AR

COLEMAN, PATRICK

Facilities and Equipment Manager, Athletic Administration

Salary: \$37,000

Effective: August 6, 2021

Source of Funds: Auxiliary, page 233, line 11

Justification: Replacement for Timothy Davis, who resigned (\$37,000)

Education:

2010 B.S. Exercise Science, University of Mississippi, University, MS

Employment:

2018-2021 Equipment Services Assistant, Houston Texans, Houston, TX

2017-2018 Assistant Director of Equipment Operations/Interim Director of Football Operations, UCLA Bruins, Los Angeles, CA

2014-2017 Equipment Manager Assistant, Washington Football Team, Ashburn, VA

2013-2014 Football Equipment Manager Intern, Jacksonville Jaguars, Jacksonville, FL

May-Jul 2013 Head Equipment Manager, Orlando Predators, Orlando, FL

2012-2013 Head Football Equipment Manager, Gardner-Webb University, Boiling Springs, NC

2011-2012 Football Equipment Manager Staff Assistant, Miami Dolphins, Davie, FL

ENGLAND, PHILLIP

Assistant Director of Athletics, Athletic Administration

Salary: \$94,000

Effective: August 16, 2021

Source of Funds: Auxiliary, page 233, line 10

Justification: Replacement for Adam Haukap, who resigned (\$97,000)

Education:

2020 M.S. Sport Management, University of Connecticut, Mansfield, CT

2003 B.S. Sport Administration, University of Houston, Houston, TX

Employment:

2017-Present Assistant Athletic Director for Development, University of Connecticut, Mansfield, CT

2015-2017 Executive General Manager, NCAA Championships, Learfield Img Ticket Solutions, Indianapolis, IN

2012-2015 General Manager, Auburn Athletics, Learfield Img Ticket Solutions, Auburn, AL

2004-2012 Director of Inside Sales, NHL Florida Panthers Hockey Club, Sunrise, FL

ENSTROM, ANJA

Athletic Trainer, Campus Recreation

Salary: \$36,000

Effective: August 16, 2021

Source of Funds: General and Education, page 31, line 2 (\$30,000), plus Recreation Center Fees (\$6,000)

Justification: Replacement for Tyler Clark, who resigned (\$30,000); increase in salary due to additional experience and certification

Education:

2021 M.S. Athletic Training, University of Idaho, Moscow, ID

2018 B.S. Exercise Physiology, California State University, Chico, CA

Employment:

Jan-May 2019 Student Athletic Trainer, Diablo Valley Community College, Concord, CA

FATONY, COREY

Director of Strength Conditioning, Strength

Salary: \$23,460

Effective: July 16, 2021

Source of Funds: Auxiliary, page 238, line 3

Justification: Replacement for James Diaz-Paulino, who resigned (\$23,460)

Education:

2019 B.S. Human Environmental Sciences, University of Missouri, Columbia, MO

Employment:

2020-Present Strength and Conditioning Graduate Assistant Coach, Southeast Missouri State, Cape Girardeau, MO

2019-2020 Graduate Teaching Assistant, Southeast Missouri State, Cape Girardeau, MO

Jan-May 2019 Strength & Conditioning Intern, University of Missouri, Columbia, MO

FLORY, KEVIN

Computer Support Coordinator, Information and Technology Services

Salary: \$41,983

Effective: July 19, 2021

Source of Funds: Education and General, page 228, line 28

Justification: Replacement for Teresa Mosley, who transferred to another position (\$48,257)

Education:

2005 B.S. Programming, Arkansas State University, Jonesboro, AR

Employment:

2020-2021 Implementation Consultant, Insight Global, Raleigh, NC

GORZNEY, JOSHUA

Assistant Coach, Women's Golf

Salary: \$35,600

Effective: August 24, 2021

Source of Funds: Auxiliary, page 248, line 3, funded by Red Wolves Foundation

Justification: New position added for equity under Title IX

Education:

2018 B.A. Business Education, Trinity Christian University, Palos Heights, IL

2017 M.B.A. Business Administration, Grand Canyon University, Phoenix, AZ

2013 B.A. Arts, University of St. Francis, Joliet, IL

Employment:

2019-Present Head Boys Golf Coach/Computer Applications Teacher, Norman North High School, Norman, OK

2018-2019 Assistant Boys Golf Coach/Algebra Teacher, Edmond North High School, Edmond, OK

2016-2018 Assistant Men's Golf Coach, Aurora University, Aurora, IL

2015-2016 Volunteer Assistant Men's Golf Coach, South Mountain Community College, Phoenix, AZ

2013-2015 Assistant Golf Professional, The Territory Golf & Country Club, Duncan, OK

May-Sep 2012 Assistant Golf Professional Intern, Deerpath Golf Course, Lake Forest, IL

2008-2012 Pro Shop/Junior Camp Instructor, Blackberry Oaks Golf Course, Bristol, IL

JONES, JAMAL

Project Program Specialist (Director of Lettermen's Club), Athletic Administration

Salary: \$27,000

Effective: June 30, 2021

Source of Funds: Auxiliary page 233, line 12

Justification: Replacement for Carlos McCants, who resigned (\$60,000)

Education:

2020 M.S. Sports Administration, Arkansas State University, Jonesboro

2019 B.S. Communications, Arkansas State University, Jonesboro

Employment:

2014-2015 Assistant Sprinters Coach; Field Events Specialist, Trezevant High School, Memphis, TN

PLACZEK, LYDIA

Associate Director of Athletics, Athletic Administration

Salary: \$81,700

Effective: July 26, 2021

Source of Funds: Auxiliary, page 233, line 8 (\$34,361); Education and General, page 54, line 2 (\$42,471), plus grant-funding (\$4,868)

Justification: Replacement for Abby Wilson, who resigned (\$76,832)

Education:

2013 M.S.E. Counseling and Human Resource Development: Specialization in Student Affairs, South Dakota State University, Brookings, SD

2011 B.S. Agricultural Business, South Dakota State University, Brookings, SD

Employment:

2017-Present Assistant Athletic Director, University of Texas at San Antonio, San Antonio, TX

2014-2017 Athletics Academic Coordinator, University of Texas at San Antonio, San Antonio, TX

2013-2014 Student-Athlete Affairs Liaison, University of Nebraska at Kearney, Kearney, NE

2012-2013 Assistant Equestrian Coach, Kansas State University, Manhattan, KS

SOTO, LORENZO

Trainer, Sports Medicine

Salary: \$30,600

Effective: July 1, 2021

Source of Funds: Auxiliary, page 236, line 4

Justification: Replacement for Chandler Stephens, who resigned (\$30,600)

Education:

2020 M.A. Athletic Training, Arkansas State University, Jonesboro

2018 B.S. Exercise Science, Arkansas State University, Jonesboro

Employment:

Jan-May 2020 Student Athletic Trainer, Club Sports, Arkansas State University, Jonesboro

Jan-May 2020 Student Athletic Trainer, Nettleton High School, Jonesboro, AR

Aug-Dec 2019 Student Athletic Trainer, Arkansas State University, Jonesboro

May-July 2019 Student Athletic Trainer, St. Bernards Health and Wellness, Jonesboro, AR

Jan-May 2019 Student Athletic Trainer, Arkansas State University, Jonesboro

STEIN, MADISON

Director of Marketing, Athletic Administration

Salary: \$56,000

Effective: July 26, 2021

Source of Funds: Auxiliary, page 233, line 7 (\$26,250); Education and General, page 38, line 2 (\$17,986), and Red Wolf Foundation (\$11,764)

Justification: Replacement for Claire Drerup, who resigned (\$44,216); increase in salary due to experience

Education:

2017 M.P.A. Intercollegiate Athletics Administration & Non-profits, University of Oklahoma, Norman, OK

2015 B.S. Sports Management, University of Kansas, Lawrence, KS

Employment:

2020-Present Associate Director of Varsity 'O' Association, University of Oklahoma, Norman, OK

2018-2020 Assistant Director of Varsity 'O' Association, University of Oklahoma, Norman, OK

2017-2018 Support Services Coordinator, University of Oklahoma, Norman, OK

2015-2017 Graduate Assistant for Athletics Administration, University of Oklahoma, Norman, OK

SWINTON, MARQUIS

Athletics Trainer, Sports Medicine

Salary: \$40,000

Effective: July 26, 2021

Source of Funds: Auxiliary, page 236, line 5

Justification: Replacement for Eric Ennis, who transferred to another position (\$40,800)

Education:

2019 B.S. Athletic Training, University of Central Arkansas, Conway, AR

Employment:

May-Aug 2019 Athletic Training, Central Baptist College, Conway, AR

Mar-May 2019 Athletic Training, Cabot High School, Cabot, AR

2017-2018 Athletic Training, University of Central Arkansas, Conway, AR

WILLIAMSON, RACHEL

Academic Advisor/Instructor, A-State Online Operations

Salary: \$35,000

Effective: August 1, 2021

Source of Funds: Education and General, page 65, line 12 (\$35,000)

Justification: New position in FY2022 budget

Education:

2018 M.A. English, Arkansas State University, Jonesboro
2016 B.A. English, Arkansas State University, Jonesboro

Employment:

2020-Present Director of General Education, Arkansas State University Campus, Queretaro, Mexico
2019-2020 Coordinator for Title IX, Arkansas State University Campus, Queretaro, Mexico
2019-2020 Director of the Student Success Center, Arkansas State University Campus, Queretaro, Mexico
2018-Present Instructor of English, Arkansas State University Campus, Queretaro, Mexico
2016-2018 Graduate Assistant, Arkansas State University, Jonesboro

WILSON, DREW

Director of Operations, Men's Basketball

Salary: \$27,500

Effective: July 26, 2021

Source of Funds: Auxiliary, page 239, line 5

Justification: Replacement for Hayden McClain, who transferred to another position (\$27,500)

Education:

2018 M.B.A. Business Administration, Faulkner University, Montgomery, AL
2011 B.A. Business Administration, Mercer University, Atlanta, GA

Employment:

2014-Present Assistant Coach, Faulkner University, Montgomery, AL
2012-2014 Associate Head Coach, Snead State Community College, Boaz, AL

YOUNG, IAN

Assistant Basketball Coach, Men's Basketball

Salary: \$55,000

Effective: July 1, 2021

Source of Funds: Auxiliary, page 239, line 2

Justification: Replacement for Hugo Cabrera, whose contract ended (\$88,434)

Note: Mike Scutero moved from line 2 (\$56,100) to line 4 (\$86,700)

Education:

2005 B.A. Sociology, Auburn University, Auburn, AL
2003 A.S. Psychology, Des Moines Community College, Ames, IA

Employment:

2017-2021 Associate Head Coach, Apopka High School, Orange County, FL
2018-2019 Critical Thinking and World History Teacher, Apopka High School, Orange County, FL
2017-2018 ESE Paraprofessional Apopka High School, Orange County, FL

ZIELSDORF, MARKUS

Research Assistant, A-State Online Operations

Salary: \$45,000

Effective: August 2, 2021

Source of Funds: Education and General, page 65, line 8

Justification: Replacement for Veronica Duarte, who resigned (\$45,900)

Education:

2019 B.S. Strategic Communications, Arkansas State University, Jonesboro

Employment:

2020-Present Public Awareness Specialist, Family Crisis Center, Inc., Jonesboro, AR

May-Dec 2019 Benefits Coordinator, Aflac Inc., Jonesboro, AR

Jan-May 2019 Intern-Human Resources Recruiter, Aflac Inc., Jonesboro, AR

ARKANSAS STATE UNIVERSITY-JONESBORO
NON-ACADEMIC REASSIGNMENTS
September 10, 2021

CHISHOLM, COLE

From: Development Advancement Specialist, Athletic Advancement
To: Director of Annual Funds, Athletic Advancement
Effective: July 1, 2021
Salary: \$38,000
Source of Funds: Auxiliary page 233, line 13 (\$36,000), plus salary savings from page 233, line 10 (\$2,000)
Justification: Replacement for Rudolph Pienaar (\$36,000), who resigned

ENNIS, ERIC

From: Assistant Athletics Trainer, Sports Medicine
To: Head Athletic Trainer, Sports Medicine
Effective: July 16, 2021
Salary: \$60,000
Source of Funds: Auxiliary, page 236, line 1
Justification: Replacement for Ron Carroll, who transferred to another position (\$69,635)

SHANNON, TAYLOR

From: Administrative Specialist II, A-State Online Operations
To: Instructor/ Academic Advisor
Salary: \$35,000
Effective: July 16, 2021
Source of Funds: Education and General, page 65, line 11
Justification: Replacement for Taron Robinson, who transferred to another position (\$40,000)

ARKANSAS STATE UNIVERSITY-JONESBORO
Contract Revisions
September 10, 2021

HAGEN, MIKE

Head Coach, Men's Golf

Salary: \$88,000

Effective: July 1, 2021 – June 30, 2025 (four-year contract)

KOSTICK, JUSTIN

Head Coach, Bowling

Salary: \$55,000

Effective: July 1, 2021 – June 30, 2025 (four-year contract)

PATCHELL, JIM

Head Coach, Men's and Women's Track

Salary: \$89,000

Effective: July 1, 2021 – June 30, 2024 (three-year contract)

RAFFO, TOMMY

Head Coach, Baseball

Salary: \$77,000

Effective: July 1, 2021 – June 30, 2023 (two-year contract)

ARKANSAS STATE UNIVERSITY-BEEBE
ACADEMIC APPOINTMENTS
September 10, 2021

BENNETT, JEFFREY

Instructor of Marine Technology

Salary: \$42,694 (10-month)

Effective: August 2, 2021

Source of Funds: Education and General, page 92, line 1 (\$42,964)

Justification: Vacant position in FY2022 budget

Education:

1983 Diploma Automotive-Diesel Truck Technology, Lincoln Technical Institute, Des Moines, IA

Employment:

2008-2021 Marine Mechanic, Red River Boating Center, Heber Springs, AR

COOPER, BRAD

Instructor of HVAC

Salary: \$38,425 (9-month)

Effective: August 9, 2021

Source of Funds: Education and General, page 7, line 9

Justification: Replacement for Thomas Hillman, who resigned prior to finalization of the budget book, and although not listed as a single position, the budget was in place (\$39,194)

Education:

2018 Diploma Religious Education, Destiny Leadership Institute, Heber Springs, AR

1995 Diploma White County Central High School, Judsonia, AR

Employment:

2009-2021 Owner, Louis Cooper Heating and Air, Searcy, AR

DUNLAP, ANDREW

Assistant Professor of Anatomy & Physiology

Salary: \$48,125 (9-month)

Effective: August 9, 2021

Source of Funds: Education and General, page 33, line 6

Justification: Replacement for Melissa Meador, who retired (\$63,690)

Education:

2013 D.C. Chiropractic, Cleveland Chiropractic College, Overland Park, KS

2005 B.S. Biology, Arkansas State University, Jonesboro

Employment:

2020-2021 Adjunct Faculty, Arkansas State University-Beebe
2013-2021 Doctor/Owner, Dunlap Chiropractic, PLLC, Beebe, AR

DUNN, MATTHEW

Instructor of Welding

Salary: \$38,425 (9-month)
Effective: August 16, 2021
Source of Funds: Education and General, page 50, line 1
Justification: Replacement for Terry McKinney, who was reassigned (\$44,043)

Education:

2020 A.A.S. Welding Technology, Arkansas State University-Beebe
2019 A.A.S. Computerized Machining Technology, Arkansas State University-Beebe
2018 A.A.S. General Technology, Arkansas State University-Beebe

Employment:

2021-2021 Welder/Fabricator, Tornado Shelter Systems, Beebe, AR
2020-2021 Welder/Fabricator, Bray Sheet Metal, Little Rock, AR
2020-2020 Team Lead, Anderson Merchandisers, Cabot, AR
2019-2020 Adjunct Faculty, ASU-Beebe
2018-2019 Machinist, Edmonson Industries, Jacksonville, AR
2018-2018 Welder, Pinnacle Structures, Cabot, AR

HARGROVE, HOPE

Instructor of Theatre & Communication

Salary: \$38,425 (9-month)
Effective: August 9, 2021
Source of Funds: Education and General, page 26, line 3 (\$38,425)
Justification: Vacant position in FY2022 budget

Education:

2014 M.F.A. Performing Arts, Savannah College of Art and Design, Savannah, GA
2011 B.A. Theatre, Schreiner University, Kerrville, TX
2009 A.A. Drama, Cisco College, Cisco, TX

Employment:

2018-2021 Director of Performing Arts, Cisco College, Cisco, TX
2016-2018 Adjunct Professor, Hardin-Simmons University, Abilene, TX
2014-2018 General Manager, Mezamiz Coffee House, Abilene, TX
2013-2014 IT Improv, Savannah Stage Company, Savannah, GA

HARRIS, EMILY

Instructor of Education

Salary: \$38,425 (9-month)

Effective: August 9, 2021

Source of Funds: Education and General, page 89, line 1 (\$38,425)

Justification: Vacant position in FY2022 budget

Education:

2021 M.S.E. Reading/Teacher Education, Arkansas State University, Jonesboro

2012 B.S.E. Early Childhood Education, Arkansas State University, Jonesboro

Employment:

2015-2021 Teacher, Guy-Perkins Elementary School, Guy, AR

2012-2015 Teacher, Warren Dupree Elementary School, Jacksonville, AR

SMALLMON, TRACY

Instructor of Nursing

Salary: \$38,425 (9-month)

Effective: August 16, 2021

Source of Funds: Education and General, page 37, line 4

Justification: Replacement for Judith Hillman, who resigned (\$41,877)

Education:

2004 A.A.S. Nursing, Arkansas State University, Jonesboro

1981 Diploma Nursing, Kennett Area Vocational School, Kennett, MO

Employment:

2021-2021 R.N./Staff Nurse, Ozark Health Medical Center, Clinton, AR

2020-2020 R.N./Float Nurse, Ozark Health Home Care, Clinton, AR

2019-2019 Case Manager, Ozark Health Home Care, Clinton, AR

2016-2019 Care Coordinator/R.N. Staff Nurse, Paragould Doctors Clinic, Paragould, AR

2004-2016 R.N., Arkansas Methodist Medical Center, Paragould, AR

WILLIAMS, STEPHANIE

Instructor of English

Salary: \$38,425 (9-month)

Effective: August 9, 2021

Source of Funds: Education and General, page 27, line 2

Justification: Replacement for Sheila Chase, who retired (\$46,821)

Education:

2002 J.D. Law, Samford University, Birmingham, AL
2002 M.B.A. Business, Samford University, Birmingham, AL
1999 B.A. English, University of Arkansas, Little Rock, AR

Employment:

2021-2021 Adjunct Faculty/English, ASU-Beebe
2019-2021 Adjunct Faculty/English, Excelsior College, Albany, NY
2016-2021 Adjunct Faculty/English, Henderson State University, Arkadelphia, AR
2009-2021 Lecturer, University of Arkansas, Little Rock, AR

ARKANSAS STATE UNIVERSITY-BEEBE
NON-ACADEMIC APPOINTMENTS
September 10, 2021

BROWN, KATIE

Research Analyst

Salary: \$40,000

Effective: June 1, 2021

Source of Funds: Education and General, page 78, line 1 (\$45,900)

Justification: Vacant position in FY2022 budget

Education:

2013 M.Ed. Learning Systems Technology, University of Arkansas, Little Rock, AR

2011 B.A. Criminology, Arkansas State University, Jonesboro, AR

Employment:

2020-2021 Administrative Assistant/eSchool Coordinator, Searcy Public Schools, Searcy, AR

2017-2020 Business Manager, University of Central Oklahoma, Edmond, OK

2015-2020 Adjunct Instructor, ASU-Beebe

2015-2017 Accounting Assistant, Casper College, Casper, WY

2007-2014 Administrative Specialist II, ASU-Beebe

HANCOCK, KEEGAN

Computer Lab Technician

Salary: \$29,251

Effective: July 1, 2021

Source of Funds: Education and General, page 81, line 13 (\$29,836)

Justification: Vacant position in FY2022 budget

Education:

2021 B.S. Information Technology, Arkansas Tech University, Russellville, AR

2020 A.A.S. Information Technology, Arkansas Tech University, Russellville, AR

Employment:

2019-2019 Front Desk Associate, Arkansas Tech University, Russellville, AR

JOHNSON, CARMEN

Testing Administrator/Enrollment Counselor

Salary: \$38,000

Effective: July 16, 2021

Source of Funds: Education and General, page 51, line 7 (\$38,250)

Justification: Vacant position in FY2022 budget

Education:

2015 M.A. Teaching, University of Arkansas, Monticello, AR
2013 B.A. Professional Studies, Arkansas Tech University, Russellville, AR
2010 A.A. General Studies, East Arkansas Community College, Forrest City, AR

Employment:

2016-2021 Teacher, Hazen Elementary School, Hazen, AR
2014-2016 Teacher, Clarendon Elementary School, Clarendon, AR
2012-2014 Office Professional, Monroe County Conservation District, Clarendon, AR

LACKEY, DOUGLAS

Campus Skilled Trades Supervisor

Salary: \$36,000

Effective: August 16, 2021

Source of Funds: Education and General, page 86, line 3

Justification: Replacement for David Lackey, who resigned (\$36,465)

Education:

1979 Cert. USN Construction Mechanic School, Port Hueneme, CA
1978 Diploma General Studies, Rose Bud High School, Rose Bud, AR

Employment:

2019-2021 Director, Aramark at Drew Memorial Health System, Monticello, AR
2018-2019 Director of Facilities, Aramark at Harding University, Searcy, AR
2017-2018 Assistant Manager, Aramark at Harding University, Searcy, AR
2004-2017 Operations Manager, Aramark, Little Rock, AR

LAMBERT, ANGEL

Veteran & Military Affairs Counselor

Salary: \$44,000

Effective: August 16, 2021

Source of Funds: Education and General, page 76, line 3 (\$40,000), plus salary savings (\$4,000)

Justification: Vacant position in FY2022 budget

Education:

2020 M.A. Human Resource Development, Webster University, St. Louis, MO
2013 B.S. Social Psychology, Park University, Parkville, MO

Employment:

2018-2021 Administrative Assistant, Rigney Financial, Cabot, AR
2013-2018 Administrative Accounting Assistant, Summit Truck Group, North Little Rock, AR
2012-2013 Clinic Manager, Cabot Medical Clinic, Cabot, AR

MARTIN, APRIL

Registrar

Salary: \$60,000

Effective: August 2, 2021

Source of Funds: Education and General, page 61, line 2, plus salary savings from page 64, line 6

Justification: Replacement for Tyler Bittle, who was reassigned (\$58,140)

Education:

2004 M.A. Sociology, Arkansas State University, Jonesboro

2002 B.A. Criminology, Arkansas State University, Jonesboro

Employment:

2015-2021 Assistant Registrar, Missouri Southern State University, Joplin, MO

2011-2015 Assistant Registrar, University of Arkansas, Fayetteville, AR

ARKANSAS STATE UNIVERSITY-BEEBE
NON-ACADEMIC REASSIGNMENTS
September 10, 2021

BITTLE, TYLER

From: Registrar
To: Director of Admissions
Salary: \$59,303
Effective: July 1, 2021
Source of Funds: Education and General, page 64, line 6 (\$60,000)
Justification: Vacant position in FY2022 budget

DICKEN, STACEY

From: Student Recruiter
To: Student Development Specialist
Salary: \$34,000
Effective: July 16, 2021
Source of Funds: Education and General, page 58, line 3
Justification: Replacement for Kenna George, who resigned (\$34,680)

GEORGE, JENNIFER

From: Special Events/Community Relations Coordinator
To: Student Recruitment Coordinator
Salary: \$42,000
Effective: August 16, 2021
Source of Funds: Education and General, page 64, line 1
Justification: Replacement for Patricia Carson, who resigned (\$42,448)

HARMON, JENNIFER

From: Program Coordinator-LRAFB
To: Coordinator of Campus Operations
Salary: \$40,800
Effective: July 1, 2021
Source of Funds: Education and General, page 51, line 3
Justification: Replacement for Brittany O'Mealia, who resigned (\$40,000)

JONES, ANGELA

From: Associate Director of Financial Aid
To: Director of Financial Aid
Salary: \$56,500
Effective: June 1, 2021
Source of Funds: Education and General, page 63, line 2 (\$66,856)
Justification: Vacant position in FY2022 budget

SHEARER, DIXIE

From: Financial Aid Verification Coordinator
To: Associate Director of Financial Aid
Salary: \$42,000
Effective: July 1, 2021
Source of Funds: Education and General, page 63, line 7
Justification: Replacement for Angela Jones, who was reassigned (\$50,000)

TUCKER, ZACKERY

From: Director of Student Life
To: Dean of Students
Salary: \$60,000
Effective: July 1, 2021
Source of Funds: Education and General, page 65, line 1 (\$60,000)
Justification: Vacant position in FY2022 budget

ARKANSAS STATE UNIVERSITY-NEWPORT
ACADEMIC APPOINTMENTS
September 10, 2021

CLARK, LATISHA

Instructor of Nursing

Salary: \$50,000 (10.5-month)

Effective: August 16, 2021

Source of Funds: Education and General, page 22, line 3

Justification: Replacement for Lisa Wolf, who resigned (\$53,520)

Education:

2015 A.A.S. Registered Nursing, Arkansas State University-Newport

2014 L.P.N. Arkansas State University-Newport

Employment:

2016-present Registered Nurse, Unity Health, Newport, AR

2015-2016 Licensed Practical Nurse, Unity Health Harris Hospital, Newport, AR

2014-2015 Licensed Practical Nurse, Lindley Health and Rehab, Newport, AR

2014 Part-time Administrative Assistant, ASU-Newport

MASON, JEANNA

Assistant Professor of English

Salary: \$43,000 (9-month)

Effective: August 16, 2021

Source of Funds: Education and General, page 119, line 1

Justification: Replacement for Melissa Chance, who resigned (\$48,143)

Education:

2021 Ph.D. English, University of Louisiana at Lafayette

2016 M.A. English, Arkansas State University, Jonesboro

2001 B.S. Education in English, Williams Baptist College, Walnut Ridge, AR

Employment:

2020-2021 English Faculty, Williams Baptist University

2016-2020 English Faculty, University of Louisiana at Lafayette

2016, 2021 English Faculty, Arkansas State University, Jonesboro

PORTER, TRACY

Instructor of Nursing

Salary: \$55,000 (10.5-month)

Effective: August 9, 2021

Source of Funds: Education and General, page 24, line 1

Justification: Vacant position in FY2022 budget

Education:

2016 B.S. Nursing, Walden University, Minneapolis, MN

2014 A.S. Nursing, University of Arkansas Community College at Batesville, Batesville, AR

2013 T.C. Practical Nursing, University of Arkansas Community College at Batesville, Batesville, AR

Employment:

2015-present Registered Nurse, Unity Health - White County Medical Center, Searcy, AR

2019 Registered Nurse, White River Health System, Batesville, AR

2014-2015 Licensed Practical Nurse, Unity Health - White County Medical Center, Searcy, AR

2013-2014 Licensed Practical Nurse, Eagle Mountain Assisted Living Facility, Batesville, AR

SPURLOCK, AMANDA

Instructor of Psychology

Salary: \$42,000 (9-month)

Effective: August 9, 2021

Source of Funds: Education and General, page 120, line 1

Justification: Vacant position in FY2022 budget

Education:

2011 M.S. Rehabilitation Counseling, Arkansas State University, Jonesboro

2004 B.S. Psychology, Arkansas State University, Jonesboro

Employment:

2021-present Adjunct Instructor of Psychology, ASU-Newport

2012-present Yoga Instructor, Owner, Teacher Trainer, Vedic Lotus Yoga, Jonesboro, AR

2011 Disability Services Therapy, Arkansas State University, Jonesboro

**ARKANSAS STATE UNIVERSITY-NEWPORT
NON-ACADEMIC APPOINTMENT
September 10, 2021**

JUMPER, KEVIN

Associate Director of Financial Aid

Salary: \$52,000

Effective: July 1, 2021

Source of Funds: Education and General, page 134, line 3 (\$29,184), and page 51 (\$8,000 from part-time salaries, and \$14,816 from supplies and services)

Justification: New position to provide in-house financial-aid services

Education:

1989 B.A. Accounting, University of Central Arkansas, Conway, AR

1994 C.P.A. Licensed through 2014

Employment:

2016-present Director of Financial Aid, East Arkansas Community College, Forrest City, AR

2015-2016 Accountant II, East Arkansas Community College, Forrest City, AR

2001-2015 Owner, Kevin S. Jumper Accounting & Tax Services, Wynne, AR

**ARKANSAS STATE UNIVERSITY MID-SOUTH
NON-ACADEMIC APPOINTMENT
September 10, 2021**

MCLAUGHLIN, TRACY

Dean of Liberal Arts and Teacher Education

Salary: \$62,500

Effective: August 16, 2021

Source of Funds: Education and General, page 11

Justification: New position created as a result of restructuring the Academic Affairs Division

Education:

2020 Ed.D. Instructional Design, University of Memphis, Memphis, TN

2007 M.A. Communication, University of Memphis, Memphis, TN

1987 B.A. Communication, Lambuth College, Jackson, TN

Employment:

2021 Campus and Academic Assistant Dean, Motlow State Community College, Nashville, TN

2017-2020 Associate Professor/Coordinator of Learning, Southwest Tennessee Community
College, Memphis, TN

2015-2017 Assistant Professor, Dyersburg State Community College, Dyersburg, TN

ARKANSAS STATE UNIVERSITY MID-SOUTH
NON-ACADEMIC REASSIGNMENTS
September 10, 2021

MITCHUSSON, KAREN

From: Lead Instructor, Business Technology
To: Dean of Business, Computer Science, and Mathematics
Effective: July 12, 2021
Salary: \$62,500
Source of Funds: Education and General, page 19
Justification: Promotion to a new position in the FY2002 budget, created as a result of restructuring the Academic Affairs Division

GORDON, ERIN

From: Lead Instructor, Natural Science
To: Dean of Allied Health and Sciences
Effective: July 12, 2021
Salary: \$62,500
Source of Funds: Education and General, page 16
Justification: Promotion to a new position in the FY2002 budget, created as a result of restructuring the Academic Affairs Division

**ARKANSAS STATE UNIVERSITY THREE RIVERS
ACADEMIC APPOINTMENTS
September 10, 2021**

CROSBY, KIM

Criminal Justice Instructor

Salary: \$43,500 (9-month)

Effective: July 26, 2021

Source of Funds: Education and General, page 8 (\$40,000), plus page 43, Adjunct Instructional (\$3,500)

Justification: Vacant position in FY2022 budget

Education:

1990 M.A. Criminal Justice, University of Arkansas at Little Rock, Little Rock, AR

Employment:

2012-Present Internal Affairs Investigator, Arkansas State Hospital, Little Rock, AR

DELOACH, QUINCIE

Cosmetology Instructor

Salary: \$50,265 (12-month)

Effective: July 1, 2021

Source of Funds: Education and General, page 8

Justification: Vacant position in FY2022 budget

Education:

2018 A.A. General Studies, South Arkansas Community College, El Dorado, AR

2013 Instructor License, Arkansas Career Training Institute, Hot Spring, AR

2005 Licensed Cosmetologist, Arkadelphia Beauty College, Arkadelphia, AR

Employment:

2019-Present Cosmetology Instructor, Professional Cosmetology Education Center, El Dorado, AR

2014-2018 Cosmetology Instructor/Advisor, South Arkansas Community College, El Dorado, AR

HUNT, KEVIN

Computer Networking/Cybersecurity Instructor; Saline County Career Technical Campus

Salary: \$51,074 (10-month)

Effective: July 12, 2021

Source of Funds: Education and General, page 8

Justification: New position in FY2022 budget

Education:

2003 B.S. Organizational Management, John Brown University, Siloam Springs, AR

Employment:

2006-2021 Associate VP of Information Technology, Malvern National Bank, Malvern, AR
1995-2006 Director of Information Technology, National Park College, Hot Springs, AR

KIGHT, HEATH

Welding Instructor; Saline County Career Technical Campus

Salary: \$43,028 (10-month)
Effective: July 12, 2021
Source of Funds: Education and General, page 8
Justification: New position in FY2022 budget

Education:

2015 B.S. Construction Management, University of Arkansas at Little Rock, Little Rock, AR

Employment:

2017-Present Owner/Operator, Iron Head Metal Werkz
2016-2017 Structural Steel Superintendent, Comanche Nation Construction, Oklahoma City, OK
2009-2015 Welding Instructor, University of Arkansas Pulaski Technical College, Little Rock, AR

OLLISON, VICTORIA

Nursing Assistant Instructor; Saline County Career Technical Campus

Salary: \$47,051 (10-month)
Effective: July 1, 2021
Source of Funds: Education and General, page 8
Justification: New position in FY2022 budget

Education:

1999 B.S. Nursing, Henderson State University, Arkadelphia, AR

Employment:

2020-Present RN Surveyor, Department of Human Services, Little Rock, AR
2011-2020 Program Review Nurse, Department of Human Services, Little Rock, AR
2005-2011 Instructor, Premium Health Care Training Academy, Alexander, AR

SCHNEIDER, TOM

Automotive Instructor; Saline County Career Technical Campus

Salary: \$45,710 (10-month)
Effective: July 12, 2021
Source of Funds: Education and General, page 8
Justification: New position in FY2022 budget

Education:

2021 A.A.S. General Technology-Automotive Technology, University of Arkansas Pulaski Technical College, Little Rock, AR

Employment:

2019-Present Automotive Instructor, University of Arkansas Pulaski Technical College, Little Rock, AR
2018-2019 Line Technician, Mercedes Benz of Little Rock, Little Rock, AR
2017-2018 Line Technician, Steve Landers Chrysler, Little Rock, AR

SMITH, MATTHEW

Construction Technology Instructor; Saline County Career Technical Campus

Salary: \$37,887 (10-month)

Effective: July 12, 2021

Source of Funds: Education and General, page 8

Justification: New position in FY2022 budget

Education:

2021 A.A.S. Cabinetry & Architectural Carpentry Woodworking, Utah Valley University, Orem, UT
2021 A.S. Construction Management, Utah Valley University, Orem, UT

Employment:

2020-Present Carpenter, Prusak's Precision Construction, North Royalton, OH
2016-2019 Welder/Fabricator/Fitter, Fort Knox Safes & Vaults, Orem, UT

THOMAS, LEIGHANNE

Medical Professions Instructor; Saline County Career Technical Campus

Salary: \$37,887 (10-month)

Effective: July 12, 2021

Source of Funds: Education and General, page 8

Justification: New position in FY2022 budget

Education:

2013 B.S. Radiological Imaging Sciences, University of Arkansas for Medical Sciences, Little Rock, AR
2002 A.A.S. Radiological Imaging Sciences, University of Arkansas for Medical Sciences, Little Rock, AR

Employment:

2017-Present Medical Professional CTE Instructor, National Park College, Hot Springs, AR
2015-2017 Cardiovascular Technologist, Saline Memorial Hospital, Benton, AR

WESTBROOK, JOHN

Industrial Technology Instructor; Saline County Career Technical Campus

Salary: \$45,710 (10-month rate)

Effective: July 12, 2021

Source of Funds: Education and General, page 8

Justification: New position in FY2022 budget

Education:

2005 Master Electrician

2002 Electrical Apprenticeship

Employment:

2020-Present Client Services Manager, Eagle Electric, Benton, AR

2019-2020 Electrical Projects Specialist, Arauco, Malvern, AR

2017-2019 Electrical Superintendent, Highland Pellets, Pine Bluff, AR

**HENDERSON STATE UNIVERSITY
NON-ACADEMIC APPOINTMENTS
September 10, 2021**

BLANTON, EMILY

Interim Assistant Director of Student Activities – Sorority and Fraternity Life

Salary: \$35,000

Effective: July 5, 2021

Source of Funds: Education and General, page 57

Justification: Replacement for Ashlee Dixon, who transferred to another position (\$45,590)

Education:

2019 M.S. Clinical Mental Health Counseling, Henderson State University

2016 B.A. Psychology, Henderson State University

Employment:

2019-2021 Graduate Assistant, Henderson State University

2019 Art Teacher, Friendship Aspire Academy, Pine Bluff, AR

SERIO, SCOTTY

Head Coach, Swim and Diving

Salary: \$50,000

Effective: July 1, 2021

Source of Funds: Auxiliary, pages 109 and 117

Justification: Replacement for William “Coak” Matthews, who retired (\$63,567)

Education:

2014 B.G.S. General Studies, Henderson State University, Arkadelphia, AR

Employment:

2016-2021 Aquatic Manager, Head Swim and Dive Coach, McKinney High School, McKinney Texas

2015-2016 Assistant Swim Coach, Head Dive Coach, Inclusion Aid, Prosper High School, Prosper, TX

2014-2015 Coach, Metroplex Aquatics Swim Club, McKinney, TX

COWAN, COLTON

Head Coach, Golf

Salary: \$50,000

Effective: July 19, 2021

Source of Funds: Auxiliary, pages 110 and 120

Justification: Replacement for Forrest Schultz, who resigned (\$53,350)

Education:

2019 M.B.A. Southwestern Oklahoma State University, Weatherford, OK
2017 B.A. Business Administration-Accounting, Southwestern Oklahoma State University, Weatherford, OK

Employment:

2020-2021 Project Accountant, Inshitra Medical, Clarksville, TN
2019-2021 Assistant Coach, Women's Golf, Austin Peay State University, Clarksville, TN
2017-2019 Graduate Assistant, Men's and Women's Golf, Southwestern Oklahoma State University, Weatherford, OK

TAYLOR, KRISTEN

Director of Multimedia/Creative Services and Marketing, Athletics

Salary: \$36,000
Effective: July 19, 2021
Source of Funds: Auxiliary, page 101
Justification: Replacement for Hunter Lively, who resigned (\$41,319)

Education:

2020 M.S. Human Environmental Sciences, University of Alabama, Tuscaloosa, AL
2017 B.A. Fine Arts, Concentration in photography, Texas A&M - Commerce, Commerce, TX,

Employment:

2020 Graduate Assistant, University of Alabama, Tuscaloosa, AL
2018-2019 Photography Intern, University of Alabama, Tuscaloosa, AL
2017-2019 Photography Intern, Texas Rangers Baseball, Arlington, TX

WILSON, AUBREY

Assistant Volleyball Coach/Head Junior Varsity Volleyball Coach

Salary: \$29,752
Effective: June 16, 2021
Source of Funds: Auxiliary, page 123
Justification: Replacement for Emily Todd, who resigned (\$29,752)

Education:

2021 M.S. Sport Administration, Henderson State University
2019 B.A. Business Administration, Missouri Baptist University, St. Louis, MO
2017 A.S. Science, Hutchinson Community College, Hutchinson, KS

Employment:

2019-2021 Graduate Assistant, Volleyball, Henderson State University
2020-2021 Management Intern, Walmart, Arkadelphia, AR
2018-2019 Office Clerk, Ross, Ballwin, MO

**HENDERSON STATE UNIVERSITY
NON-ACADEMIC REASSIGNMENTS
September 10, 2021**

DIXON, ASHLEE

From: Interim Director of Sorority and Fraternity Life
To: Interim Director of Admissions
Effective: July 1, 2021
Salary: \$70,000
Source of Funds: Education and General, page 60
Justification: Replacement for Brandie Benton (Associate Provost for Enrollment and Admissions), who resigned (\$97,689)

MARTINEZ, KELCI

From: Director of Out-of-State Recruitment / Athletics and Admissions Liaison
To: Interim Associate Director of Admissions / Athletics and Admissions Liaison
Effective: July 5, 2021
Salary: \$48,500
Source of Funds: Education and General, page 60
Justification: Replacement for Mallory Turner, who transferred to another position (\$48,500)

TURNER, MALLORY

From: Associate Director of Enrollment Services and Admissions
To: Associate Director of the Center for Student Excellence
Effective: July 5, 2021
Salary: \$48,745
Source of Funds: Education and General, page 20
Justification: Replacement for Chelsea Goza, who resigned (\$48,745)

COFFMAN, MADALYN

From: Admissions Counselor
To: Head Coach, Spirit Squads
Effective: August 2, 2021
Salary: \$39,929
Source of Funds: Auxiliary, page 127 (\$19,964), and Education and General, page 57 (\$19,965)
Justification: Replacement for Ricki Rebolgar, who resigned (\$39,927)