

**AGENDA**  
**ARKANSAS STATE UNIVERSITY**  
**BOARD OF TRUSTEES**  
**September 20, 2019**  
**10:00 a.m.**  
**ASU-Jonesboro**

- I. Call to Order  
Niel Crowson, Chair
- \*II. Approval of the Minutes of Past Meeting  
June 6, 2019
- III. President's Report  
Reports of the Chancellors
- \*IV. Agenda
  - Proposed ASU System Resolutions
    - Resolution approving the ASU System to revise the Family Educational Rights and Privacy Act Policy
    - Resolution approving the ASU System to refund the ASU-Jonesboro Housing System Revenue Bonds, Series 2012C
    - Resolution approving the ASU System to refund the ASU-Jonesboro Student Fee Junior Lien Revenue Refunding Bonds, Series 2010A
    - Resolution approving the ASU System to refund the ASU-Mountain Home Student Fee Revenue Refunding Bonds, Series 2012
  - Proposed ASU-Jonesboro Resolutions
    - Resolution approving ASU-Jonesboro to apply for a grant from the Arkansas Department of Human Services to continue participating in the Child and Adult Care Food Program
    - Resolution approving ASU-Jonesboro to name the main lobby in Centennial Bank Athletics Operations Center, which pays homage to the A-State Football Program past and present, the A-State Lettermen's Club Heritage Hall
    - Resolution approving ASU-Jonesboro to name the offensive line position room in Centennial Bank Athletics Operations Center, the Bert Johnson Offensive Line Room
    - Resolution approving ASU-Jonesboro to name the players' lounge in Centennial Bank Athletics Operations Center, the Bill Templeton Players Lounge
    - Resolution approving ASU-Jonesboro to name the football locker room in Centennial Bank Athletics Operations Center, the Chuck and Tina Mitchell Locker Room
    - Resolution approving ASU-Jonesboro to name the linebackers' position room in Centennial Bank Athletics Operations Center, the Demario Davis Linebackers Room

- Resolution approving ASU-Jonesboro to name the fueling center in Centennial Bank Athletics Operations Center, the Dr. B.D. and Brenda Tiner Fueling Station
  - Resolution approving ASU-Jonesboro to name the hydrotherapy training room in Centennial Bank Athletics Operations Center, the Dr. Tim and Terri Langford Hydrotherapy Training Room
  - Resolution approving ASU-Jonesboro to name the head trainer's office in Centennial Bank Athletics Operations Center, the Joe Williams Head Trainer's Office
  - Resolution approving ASU-Jonesboro to name the football equipment room in Centennial Bank Athletics Operations Center, the John Church Equipment Room
  - Resolution approving ASU-Jonesboro to name the recruiting room in Centennial Bank Athletics Operations Center, the JTown's Grill Recruiting Room
  - Resolution approving ASU-Jonesboro to name the offensive line coach's office in Centennial Bank Athletics Operations Center, the Price and Sara Gardner Offensive Line Coach's Office
  - Resolution approving ASU-Jonesboro to name the athletic training room in Centennial Bank Athletics Operations Center, the Ron Carroll Sports Medicine Center
  - Resolution approving ASU-Jonesboro to name the head coach's suite in Centennial Bank Athletics Operations Center, the Steve Bryant Family Head Coach's Suite
- Proposed ASU-Newport Resolution
    - Resolution approving the ASU-Newport Strategic Plan for 2019-2022

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 revise the Family Educational Rights and Privacy Act Policy.

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

**BACKGROUND:**

- The Arkansas Division of Higher Education (ADHE) has entered into a data-sharing agreement with National Student Clearinghouse (NSC), where students meeting certain criteria will be reported to NSC to determine if there is a potential reverse-transfer opportunity and other transfer-related information.
- Within the agreement with NSC, ADHE takes full responsibility for the privacy of student data. ADHE requires that all institutions sign a data-sharing agreement to share data with NSC.
- ADHE needs evidence through the annual notification to students that student information will be shared specifically with NSC.
- The Arkansas State University System Family Educational Rights and Privacy Act Policy must be revised to include language referencing the sharing of student data with NSC.
- A copy of the revised ASU System Family Educational Rights and Privacy Act Policy is attached.

**RECOMMENDATIONS/RESOLUTION:**

Be it resolved that the Arkansas State University System is approved to revise the Family Educational Rights and Privacy Act Policy, effective immediately.



Price Gardner, Secretary



Niel Crowson, Chair

# ASU System Policy

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**Effective Date:** September 20, 2019

**Subject:** Family Educational Rights and Privacy Act

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## 1. Purpose

Arkansas State University will comply with the Family Educational Rights and Privacy Act (FERPA).

## 2. Definitions

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

**Student.** Student means an individual who attends or has attended classes at ASU. This policy does not apply to the records of applicants for admission who are not accepted to ASU nor does it apply to applicants who are accepted but choose not to attend ASU.

**Education Record.** Education records are those records, files, documents, and other materials which contain information directly related to a student and are maintained by ASU or a person acting for ASU.

**Directory Information.** Directory Information is designated to be the student's name; local and permanent physical addresses; electronic mail addresses; telephone listings; photographs and electronic images; date and place of birth; major field of study; participation in officially recognized activities and sports; weight and height of members of athletic teams; dates of attendance; degrees and awards received; and the most recent previous educational agency or institution attended by the student.

## 3. Arkansas State University Family Educational Rights and Privacy Act Policy

The Family Educational Rights and Privacy Act requires that institutions of higher education strictly protect the privacy rights of all students who are or who have been in attendance. Information contained in the student's education records can be shared only with those persons or entities specified within the Act. The law also provides that students have the right to review their education records



for the purpose of making any necessary corrections. The Office of the Registrar maintains a copy of the full text of FERPA, posts electronic information on FERPA, and processes all FERPA requests and challenges. Arkansas State University will utilize the following process to implement the provisions of the Family Educational Rights and Privacy Act.

#### **4. Process**

##### **A. Disclosure of Education Records**

- I. **Disclosure With Student Consent.** A student may consent in writing to disclosure of education records. The student's written consent must be signed, dated, and specify which records are to be disclosed, to whom, and for what purpose. The consent must be delivered to the office of the Registrar. The student may retract the consent in writing at any time. Proper proof of identity may be required by the Registrar's office before consent is retracted.
  
- II. **Disclosure Without Student Consent.** ASU may disclose education records without the student's written consent to any school official within the institution with a legitimate educational interest. School officials include administrators, supervisors, faculty members, instructors, support staff, members of the Board of Trustees, persons with whom ASU has contracted for special tasks (e.g., National Student Clearinghouse), and university committee members. A school official has a legitimate educational interest if the official needs to review an education record in order to fulfill his or her professional responsibility. School officials of ASU are considered to be within the institution for the purposes of FERPA and may exchange education records without student consent so long as they have a legitimate educational interest.

Disclosure without student consent may also be made to other persons and entities as allowed by FERPA.

Faculty sponsors of registered honor societies may have access to student education records for the sole purpose of determining eligibility for membership on the basis that they are acting in an official university capacity that is integral to the educational function of ASU.

The parents of students may exercise rights under FERPA if the student is claimed as a dependent by the parents for income tax purposes. Dependency must be proven by submission of a copy of income tax returns.

## **B. Disclosure of Directory Information**

Directory information may be disclosed to any person or entity without student consent unless the student submits a completed request for non-disclosure of directory information form to the Office of the Registrar. If a student elects not to allow disclosure of directory information, ASU cannot share information regarding the student with any person or entity including prospective employers, licensing agencies, government agencies, the media, and others. The student may retract the directory information non-disclosure in writing at any time. Proper proof of identity may be required by the Registrar's office before the directory information non-disclosure is retracted.

## **C. Inspection, Review, and Correction of Education Records**

Students have the right to inspect and review their education records except for specific exclusions contained within the Family Educational Rights and Privacy Act. A student should contact the Office of the Registrar to arrange for inspection, review, and correction of an education record. The Registrar may charge a fee for copies of any education records.

## **D. Ownership of Education Records**

Education records are the property of ASU. Education records, including transcripts and diplomas, will not be released to any student who has a delinquent financial obligation to the University.

(Adopted by the Arkansas State University Board of Trustees on December 11, 2009, Resolution 09-94; revised September 20, 2019, Resolution 19-34)

**EXECUTIVE SUMMARY**

Contact: Jeff Hankins (501) 660-1004

**ACTION ITEM:** The Arkansas State University System ("ASU System") requests approval to refund certain outstanding bonds through the issuance of housing system revenue refunding bonds and to execute an official statement, bond purchase agreement, supplemental trust indenture, and related documents.

**ISSUE:** The Board of Trustees (the "Board") of Arkansas State University (the "University") is authorized under the Constitution and laws of the State of Arkansas, including particularly Act No. 62 of 1947, as amended (codified at Arkansas Code Annotated Sections 6-62-301 *et seq.*) (the "Act") to borrow money for the purpose of acquiring, constructing, and equipping capital improvements for use by the University and to refund bonds issued under the Act to finance such capital improvements.

**BACKGROUND:**

- The Board has previously issued its Housing System Revenue Bonds (Jonesboro Campus), Series 2012C (Federally Taxable) (the "2012C Bonds"), in the original principal amount of \$4,470,000, under the Act for the purpose of financing capital improvements on or for the campus of Arkansas State University-Jonesboro ("ASU-Jonesboro").
- The ASU System and ASU-Jonesboro have recommended the refunding of the 2012C Bonds (the "Refunding"), and the Board has determined that the Refunding should be accomplished and financed through the issuance of the Board's Housing System Revenue Refunding Bonds (Jonesboro Campus) (the "Bonds").
- The Bonds are to be secured pursuant to a Trust Indenture dated as of December 1, 2010, as supplemented, between the Board and BancorpSouth Bank, as trustee (the "Trustee").
- The Bonds are to be issued on the terms and in the form set forth in a Supplemental Trust Indenture (the "Supplemental Indenture").
- In order to proceed with the financing, it is necessary for the Board (i) to authorize the issuance and marketing of the Bonds; (ii) to authorize the President of the University to deem final the Preliminary Official Statement and to authorize its use; (iii) to authorize the pricing of the Bonds and the

**EXECUTIVE SUMMARY**

Contact: Jeff Hankins (501) 660-1004

execution of a Bond Purchase Agreement in connection therewith; and (iv) to authorize the execution of the Supplemental Indenture and related documents, all relating to the security and issuance of the Bonds.

- The Board intends to work with Friday, Eldredge & Clark, LLP, Little Rock, Arkansas, as bond counsel and Stephens Inc. and Crews & Associates, Inc. as underwriters (collectively, the "Underwriters") for the Bonds.

**RECOMMENDATION/RESOLUTION:**

Be it resolved that, so long as the Refunding will produce an aggregate net present value savings of at least 4% of the refunded principal balance of the 2012C Bonds, the Board hereby approves, authorizes, and directs the issuance, execution, and delivery of the Bonds in an aggregate principal amount not greater than the amount needed to accomplish the Refunding and to pay the costs of issuing the Bonds and accomplishing the Refunding. The Bonds shall mature not later than the final maturity date of the 2012C Bonds.

The Chair and Secretary of the Board and the President are hereby authorized to execute all documents necessary to the issuance of the Bonds, including without limitation:

- (a) the Supplemental Indenture, to be dated as of the date of the Bonds, between the Board and the Trustee, setting forth the terms and conditions of the Bonds and providing for the issuance of the Bonds;
- (b) a Bond Purchase Agreement, dated as of the date of execution, between the Board and the Underwriters, setting forth the purchase price (which shall include an Underwriters' discount not greater than 0.90%) and the other terms and conditions upon which the Bonds will be sold to the Underwriters; and
- (c) a Continuing Disclosure Agreement, dated as of the date of the Bonds, between the Board and the Trustee, setting forth certain obligations of the Board to make continuing disclosure of financial information and listed events to the secondary municipal marketplace, as set forth in Rule 15c2-12 of the Securities and Exchange Commission.



**EXECUTIVE SUMMARY**

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The Supplemental Indenture, the Bond Purchase Agreement, and the Continuing Disclosure Agreement shall be in substantially the form presented to the Board, but with such changes therein as shall be approved by the Chair or the President. The Board recognizes that certain revisions may be made to the Supplemental Indenture, the Bond Purchase Agreement, and the Continuing Disclosure Agreement prior to the issuance of the Bonds, and hereby authorizes the Chair or President to approve and accept such revisions, their signatures on each of such documents to constitute proof of their acceptance of such revisions. Specifically, the President is hereby authorized to (i) accept the final maturity schedule and interest rates for the Bonds if he deems such rates and maturity schedule to be appropriate and within the authority granted by this Resolution and execute the final Bond Purchase Agreement, and (ii) execute the Continuing Disclosure Agreement.

The Board hereby authorizes and ratifies the use of a Preliminary Official Statement in the marketing of the Bonds. The Preliminary Official Statement for the Bonds is hereby approved in substantially the form presented to the Board. The Board hereby authorizes the President to "deem final" for purposes of Rule 15c2-12 of the Securities and Exchange Commission the Preliminary Official Statement with such revisions as may be accepted by the President. The Board hereby further authorizes and approves the production of a final Official Statement, and authorizes and directs the President to execute and deliver the Official Statement, in such form as he deems acceptable and necessary to accomplish the issuance of the Bonds.

The Chair and Secretary of the Board, the President, the Executive Vice President, and the Vice Chancellor for Finance and Administration of ASU-Jonesboro are hereby authorized and directed to do any and all lawful things to effect the execution and delivery of the Bonds, the performance of all obligations of the Board and of ASU-Jonesboro, and the execution and delivery of all papers, documents, certificates, and other instruments of whatever nature that may be necessary or desirable for carrying out the authority conferred by this Resolution or evidencing the authority and its exercise. The Secretary of the Board is hereby authorized to acknowledge and attest the signatures of the Chair and to execute such other documents as may be required in connection with the issuance of the Bonds.



Price Gardner, Secretary



Niel Crowson, Chair

**EXECUTIVE SUMMARY**

Contact: Jeff Hankins (501) 660-1004

**ACTION ITEM:** The Arkansas State University System ("ASU System") requests approval to refund certain outstanding bonds through the issuance of student fee revenue refunding bonds and to execute an official statement, bond purchase agreement, supplemental trust indenture, and related documents.

**ISSUE:** The Board of Trustees (the "Board") of Arkansas State University (the "University") is authorized under the Constitution and laws of the State of Arkansas, including particularly Act No. 62 of 1947, as amended (codified at Arkansas Code Annotated Sections 6-62-301 *et seq.*) (the "Act") to borrow money for the purpose of acquiring, constructing, and equipping capital improvements for use by the University and to refund bonds issued under the Act to finance such capital improvements.

**BACKGROUND:**

- The Board has previously issued its Student Fee Junior Lien Revenue Refunding Bonds (Jonesboro Campus), Series 2010A (the "2010A Bonds"), in the original principal amount of \$2,600,000, under the Act for the purpose of refinancing capital improvements on or for the campus of Arkansas State University-Jonesboro ("ASU-Jonesboro").
- The ASU System and ASU-Jonesboro have recommended the refunding of the 2010A Bonds (the "Refunding"), and the Board has determined that the Refunding should be accomplished and financed through the issuance of the Board's Student Fee Revenue Refunding Bonds (Jonesboro Campus) (the "Bonds").
- The Bonds are to be secured pursuant to a Trust Indenture dated as of December 1, 2010, as supplemented, between the Board and The Bank of New York Mellon Trust Company, N.A., as trustee (the "Trustee").
- The Bonds are to be issued on the terms and in the form set forth in a Supplemental Trust Indenture (the "Supplemental Indenture").
- In order to proceed with the financing, it is necessary for the Board (i) to authorize the issuance and marketing of the Bonds; (ii) to authorize the President of the University to deem final the Preliminary



**EXECUTIVE SUMMARY**

Contact: Jeff Hankins (501) 660-1004

Official Statement and to authorize its use; (iii) to authorize the pricing of the Bonds and the execution of a Bond Purchase Agreement in connection therewith; and (iv) to authorize the execution of the Supplemental Indenture and related documents, all relating to the security and issuance of the Bonds.

- The Board intends to work with Friday, Eldredge & Clark, LLP, Little Rock, Arkansas, as bond counsel and Stephens Inc. and Crews & Associates, Inc. as underwriters (collectively, the "Underwriters") for the Bonds.

**RECOMMENDATION/RESOLUTION:**

Be it resolved that, so long as the Refunding will produce an aggregate net present value savings of at least 4% of the refunded principal balance of the 2010A Bonds, the Board hereby approves, authorizes, and directs the issuance, execution, and delivery of the Bonds in an aggregate principal amount not greater than the amount needed to accomplish the Refunding and to pay the costs of issuing the Bonds and accomplishing the Refunding. The Bonds shall mature not later than the final maturity date of the 2010A Bonds.

The Chair and Secretary of the Board and the President are hereby authorized to execute all documents necessary to the issuance of the Bonds, including without limitation:

- (a) the Supplemental Indenture, to be dated as of the date of the Bonds, between the Board and the Trustee, setting forth the terms and conditions of the Bonds and providing for the issuance of the Bonds;
- (b) a Bond Purchase Agreement, dated as of the date of execution, between the Board and the Underwriters, setting forth the purchase price (which shall include an Underwriters' discount not greater than 0.90%) and the other terms and conditions upon which the Bonds will be sold to the Underwriters; and
- (c) a Continuing Disclosure Agreement, dated as of the date of the Bonds, between the Board and the Trustee, setting forth certain obligations of the Board to make continuing disclosure of financial information and listed events to the secondary municipal marketplace, as set forth in Rule 15c2-12 of the Securities and Exchange Commission.

**EXECUTIVE SUMMARY**

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The Supplemental Indenture, the Bond Purchase Agreement, and the Continuing Disclosure Agreement shall be in substantially the form presented to the Board, but with such changes therein as shall be approved by the Chair or the President. The Board recognizes that certain revisions may be made to the Supplemental Indenture, the Bond Purchase Agreement, and the Continuing Disclosure Agreement prior to the issuance of the Bonds, and hereby authorizes the Chair or President to approve and accept such revisions, their signatures on each of such documents to constitute proof of their acceptance of such revisions. Specifically, the President is hereby authorized to (i) accept the final maturity schedule and interest rates for the Bonds if he deems such rates and maturity schedule to be appropriate and within the authority granted by this Resolution and execute the final Bond Purchase Agreement, and (ii) execute the Continuing Disclosure Agreement.

The Board hereby authorizes and ratifies the use of a Preliminary Official Statement in the marketing of the Bonds. The Preliminary Official Statement for the Bonds is hereby approved in substantially the form presented to the Board. The Board hereby authorizes the President to "deem final" for purposes of Rule 15c2-12 of the Securities and Exchange Commission the Preliminary Official Statement with such revisions as may be accepted by the President. The Board hereby further authorizes and approves the production of a final Official Statement, and authorizes and directs the President to execute and deliver the Official Statement, in such form as he deems acceptable and necessary to accomplish the issuance of the Bonds.

The Chair and Secretary of the Board, the President, the Executive Vice President, and the Vice Chancellor for Finance and Administration of ASU-Jonesboro are hereby authorized and directed to do any and all lawful things to effect the execution and delivery of the Bonds, the performance of all obligations of the Board and of ASU-Jonesboro, and the execution and delivery of all papers, documents, certificates, and other instruments of whatever nature that may be necessary or desirable for carrying out the authority conferred by this Resolution or evidencing the authority and its exercise. The Secretary of the Board is hereby authorized to acknowledge and attest the signatures of the Chair and to execute such other documents as may be required in connection with the issuance of the Bonds.



Price Gardner, Secretary



Niel Crowson, Chair



**EXECUTIVE SUMMARY**

Contact: Jeff Hankins (501) 660-1004

**ACTION ITEM:** The Arkansas State University System ("ASU System") requests approval to refund certain outstanding bonds through the issuance of student fee revenue refunding bonds and to execute an official statement, bond purchase agreement, trust indenture, and related documents.

**ISSUE:** The Board of Trustees (the "Board") of Arkansas State University (the "University") is authorized under the Constitution and laws of the State of Arkansas, including particularly Act No. 62 of 1947, as amended (codified at Arkansas Code Annotated Sections 6-62-301 *et seq.*) (the "Act") to borrow money for the purpose of acquiring, constructing, and equipping capital improvements for use by the University and to refund bonds issued under the Act to finance such capital improvements.

**BACKGROUND:**

- The Board has previously issued its Student Fee Revenue Refunding Bonds (Mountain Home Campus), Series 2012 (Federally Taxable) (the "2012 Bonds"), in the original principal amount of \$6,995,000, under the Act for the purpose of refinancing capital improvements on or for the campus of Arkansas State University-Mountain Home ("ASU-Mountain Home").
- The ASU System and ASU-Mountain Home have recommended the refunding of the 2012 Bonds (the "Refunding"), and the Board has determined that the Refunding should be accomplished and financed through the issuance of the Board's Student Fee Revenue Refunding Bonds (Mountain Home Campus) (the "Bonds").
- The Bonds are to be secured pursuant to a Trust Indenture (the "Indenture"), between the Board and Regions Bank, as trustee (the "Trustee").
- The Bonds are to be issued on the terms and in the form set forth in the Indenture.
- In order to proceed with the financing, it is necessary for the Board (i) to authorize the issuance and marketing of the Bonds; (ii) to authorize the President of the University to deem final the Preliminary Official Statement and to authorize its use; (iii) to authorize the pricing of the Bonds and the execution of a Bond Purchase Agreement in connection therewith; and (iv) to authorize the execution of the Indenture and related documents, all relating to the security and issuance of the Bonds.

**EXECUTIVE SUMMARY**

Contact: Jeff Hankins (501) 660-1004

- The Board intends to work with Friday, Eldredge & Clark, LLP, Little Rock, Arkansas, as bond counsel and Stephens Inc. and Crews & Associates, Inc. as underwriters (collectively, the "Underwriters") for the Bonds.

**RECOMMENDATION/RESOLUTION:**

Be it resolved that, so long as the Refunding will produce an aggregate net present value savings of at least 4% of the refunded principal balance of the 2012 Bonds, the Board hereby approves, authorizes, and directs the issuance, execution, and delivery of the Bonds in an aggregate principal amount not greater than the amount needed to accomplish the Refunding and to pay the costs of issuing the Bonds and accomplishing the Refunding. The Bonds shall mature not later than the final maturity date of the 2012 Bonds.

The Chair and Secretary of the Board and the President are hereby authorized to execute all documents necessary to the issuance of the Bonds, including without limitation:

- (a) the Indenture, to be dated as of the date of the Bonds, between the Board and the Trustee, setting forth the terms and conditions of the Bonds and providing for the issuance of the Bonds;
- (b) a Bond Purchase Agreement, dated as of the date of execution, between the Board and the Underwriters, setting forth the purchase price (which shall include an Underwriters' discount not greater than 0.90%) and the other terms and conditions upon which the Bonds will be sold to the Underwriters; and
- (c) a Continuing Disclosure Agreement, dated as of the date of the Bonds, between the Board and the Trustee, setting forth certain obligations of the Board to make continuing disclosure of financial information and listed events to the secondary municipal marketplace, as set forth in Rule 15c2-12 of the Securities and Exchange Commission.

The Indenture, the Bond Purchase Agreement, and the Continuing Disclosure Agreement shall be in substantially the form presented to the Board, but with such changes therein as shall be approved by the Chair or the President. The Board recognizes that certain revisions may be made to the Indenture, the



**EXECUTIVE SUMMARY**

Contact: Jeff Hankins (501) 660-1004

Bond Purchase Agreement and the Continuing Disclosure Agreement prior to the issuance of the Bonds, and hereby authorizes the Chair or President to approve and accept such revisions, their signatures on each of such documents to constitute proof of their acceptance of such revisions. Specifically, the President is hereby authorized to (i) accept the final maturity schedule and interest rates for the Bonds if he deems such rates and maturity schedule to be appropriate and within the authority granted by this Resolution and execute the final Bond Purchase Agreement, and (ii) execute the Continuing Disclosure Agreement.

The Board hereby authorizes and ratifies the use of a Preliminary Official Statement in the marketing of the Bonds. The Preliminary Official Statement for the Bonds is hereby approved in substantially the form presented to the Board. The Board hereby authorizes the President to "deem final" for purposes of Rule 15c2-12 of the Securities and Exchange Commission the Preliminary Official Statement with such revisions as may be accepted by the President. The Board hereby further authorizes and approves the production of a final Official Statement, and authorizes and directs the President to execute and deliver the Official Statement, in such form as he deems acceptable and necessary to accomplish the issuance of the Bonds.

The Chair and Secretary of the Board, the President, the Executive Vice President, and the Vice Chancellor for Operations of ASU-Mountain Home are hereby authorized and directed to do any and all lawful things to effect the execution and delivery of the Bonds, the performance of all obligations of the Board and of ASU-Mountain Home, and the execution and delivery of all papers, documents, certificates, and other instruments of whatever nature that may be necessary or desirable for carrying out the authority conferred by this Resolution or evidencing the authority and its exercise. The Secretary of the Board is hereby authorized to acknowledge and attest the signatures of the Chair and to execute such other documents as may be required in connection with the issuance of the Bonds.



Price Gardner, Secretary



Niel Crowson, Chair

Arkansas State University  
Board of Trustees  
September 20, 2019  
Resolution 19-38

**EXECUTIVE SUMMARY**

Contact: Len Frey (870) 972-3033

**ACTION ITEM:** Arkansas State University-Jonesboro (ASUJ) requests approval to apply for a grant from the Arkansas Department of Human Services to continue its participation 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 Arkansas State University-Jonesboro is approved to apply for a grant from the Arkansas Department of Human Services to continue its participation in the Child and Adult Care Food Program.



Price Gardner, Secretary



Niel Crowson, Chair

**ARKANSAS STATE UNIVERSITY  
BOARD OF TRUSTEES**

A Resolution Recognizing a Significant Contribution from the  
A-State Lettermen's Club  
to Arkansas State University-Jonesboro

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

**WHEREAS**, the A-State Lettermen's Club is a distinguished group of former athletes and alumni of the University who are advocates of higher education and the students we serve; and

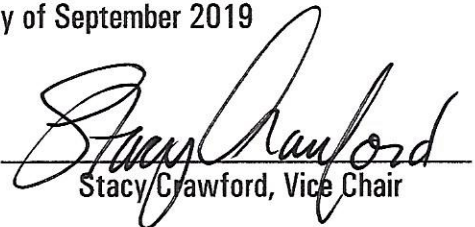
**WHEREAS**, the A-State Lettermen's Club has made a substantial and generous monetary contribution to Arkansas State University-Jonesboro of a magnitude worthy of special gratitude and lasting recognition;

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Trustees of Arkansas State University that the main lobby in Centennial Bank Athletics Operations Center, which pays homage to the A-State football program past and present, shall be known henceforth as the:

**A-State Lettermen's Club Heritage Hall**

DULY ADOPTED AND APPROVED this 20<sup>th</sup> day of September 2019

  
Niel Crowson, Chair

  
Stacy Crawford, Vice Chair

  
Price Gardner, Secretary

  
Christy Clark, Member

  
Tim Langford, Member

  
Charles L. Welch, President



**ARKANSAS STATE UNIVERSITY  
BOARD OF TRUSTEES**

A Resolution Recognizing a Significant Contribution from  
Sid and Toni Johnson  
to Arkansas State University-Jonesboro  
in Memory of Bert Johnson

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

**WHEREAS**, Sid and Toni Johnson, respected A-State alumni and supporters of higher education and the students we serve, have made a substantial and generous monetary contribution to Arkansas State University-Jonesboro; and


**WHEREAS**, Sid and Toni Johnson wish to honor the late Bert Johnson, a three-year football letterman from 1928-30 at Arkansas State, whose team was then known as the Arkansas A&M Gorillas, and where he played on the offensive line; following his graduation, he served 10 years as the postmaster in Jonesboro while regularly attending A-State football games;

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Trustees of Arkansas State University that the offensive line position room, located in Centennial Bank Athletics Operations Center, shall be known henceforth as the:

**Bert Johnson Offensive Line Room**

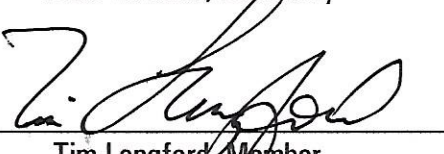
DULY ADOPTED AND APPROVED this 20<sup>th</sup> day of September 2019

  
Niel Crowson, Chair

  
Stacy Crawford, Vice Chair

  
Price Gardner, Secretary

  
Christy Clark, Member

  
Tim Langford, Member

  
Charles L. Welch, President

**ARKANSAS STATE UNIVERSITY  
BOARD OF TRUSTEES**

A Resolution Recognizing a Significant Contribution from  
Steve and Sharon Bryant  
to Arkansas State University-Jonesboro  
in Memory of Bill Templeton

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

**WHEREAS**, Steve and Sharon Bryant have made a substantial and generous monetary contribution to Arkansas State University-Jonesboro; and

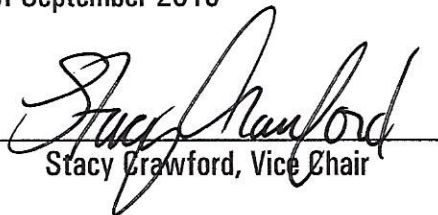
**WHEREAS**, Steve and Sharon Bryant wish to honor the late Bill Templeton, who spent 53 years as part of the ASU Athletics Department as a student-athlete, coach, and administrator; he was inducted into the ASU Athletics Hall of Honor in 1987 and the football program's Ring of Honor in 1997;

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Trustees of Arkansas State University that the players' lounge, located in Centennial Bank Athletics Operations Center, shall be known henceforth as the:

**Bill Templeton Players Lounge**

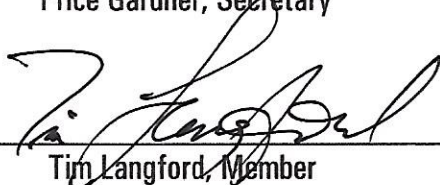
DULY ADOPTED AND APPROVED this 20<sup>th</sup> day of September 2019

  
Niel Crowson, Chair

  
Stacy Crawford, Vice Chair

  
Price Gardner, Secretary

  
Christy Clark, Member

  
Tim Langford, Member

  
Charles L. Welch, President

**ARKANSAS STATE UNIVERSITY  
BOARD OF TRUSTEES**

A Resolution Recognizing the Significant Contributions of  
Chuck and Tina Mitchell  
to Arkansas State University-Jonesboro

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

**WHEREAS**, Chuck and Tina Mitchell are respected business owners in the Jonesboro community and Northeast Arkansas and are advocates of higher education and the students we serve; and

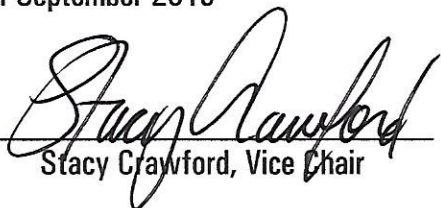
**WHEREAS**, Chuck and Tina Mitchell have made outstanding contributions to Arkansas State University-Jonesboro of a magnitude worthy of special gratitude and lasting recognition;

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Trustees of Arkansas State University that the football locker room, located in Centennial Bank Athletics Operations Center, shall be known henceforth as the:

**Chuck and Tina Mitchell Locker Room**

DULY ADOPTED AND APPROVED this 20<sup>th</sup> day of September 2019

  
Niel Crowson, Chair

  
Stacy Crawford, Vice Chair

  
Price Gardner, Secretary

  
Christy Clark, Member

  
Tim Langford, Member

  
Charles L. Welch, President



**ARKANSAS STATE UNIVERSITY  
BOARD OF TRUSTEES**

A Resolution Recognizing the Significant Contributions of  
Demario Davis  
to Arkansas State University-Jonesboro

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

**WHEREAS**, Demario Davis, an A-State letterman and alumnus, is a respected NFL player and a community advocate in New Orleans, Louisiana, as well as a supporter of higher education and the students we serve; and

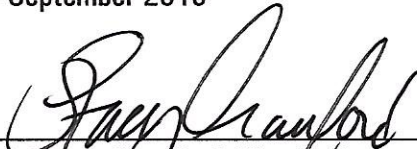
**WHEREAS**, Demario Davis has made outstanding contributions to Arkansas State University-Jonesboro of a magnitude worthy of special gratitude and lasting recognition;

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Trustees of Arkansas State University that the linebackers' position room, located in Centennial Bank Athletics Operations Center, shall be known henceforth as the:

**Demario Davis Linebackers Room**

DULY ADOPTED AND APPROVED this 20<sup>th</sup> day of September 2019

  
Niel Crowson, Chair

  
Stacy Crawford, Vice Chair

  
Price Gardner, Secretary

  
Christy Clark, Member

  
Tim Langford, Member

  
Charles L. Welch, President

**ARKANSAS STATE UNIVERSITY  
BOARD OF TRUSTEES**

A Resolution Recognizing the Significant Contributions of  
Dr. B.D. and Brenda Tiner  
to Arkansas State University-Jonesboro

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

**WHEREAS**, Dr. B.D. and Brenda Tiner, respected alumni from San Antonio, Texas, are advocates of higher education and the students we serve; and

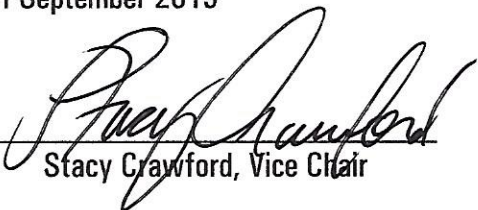
**WHEREAS**, Dr. B.D. and Brenda Tiner have made outstanding contributions to Arkansas State University-Jonesboro of a magnitude worthy of special gratitude and lasting recognition;

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Trustees of Arkansas State University that the fueling center, located in Centennial Bank Athletics Operations Center, shall be known henceforth as the:

**Dr. B.D. and Brenda Tiner Fueling Station**

DULY ADOPTED AND APPROVED this 20<sup>th</sup> day of September 2019

  
Niel Crowson, Chair

  
Stacy Crawford, Vice Chair

  
Price Gardner, Secretary

  
Christy Clark, Member

  
Tim Langford, Member

  
Charles L. Welch, President

**ARKANSAS STATE UNIVERSITY  
BOARD OF TRUSTEES**

A Resolution Recognizing the Significant Contributions of  
Dr. Tim and Terri Langford  
to Arkansas State University-Jonesboro

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

**WHEREAS**, Dr. Tim Langford is an A-State letterman, physician, and member of the Board of Trustees, and he and Terri Langford are respected alumni and community leaders from Little Rock, Arkansas, as well as advocates of higher education and the students we serve; and

**WHEREAS**, Dr. Tim and Terri Langford have made outstanding contributions to Arkansas State University-Jonesboro of a magnitude worthy of special gratitude and lasting recognition;

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Trustees of Arkansas State University that the hydrotherapy training room, located in Centennial Bank Athletics Operations Center, shall be known henceforth as the:

**Dr. Tim and Terri Langford Hydrotherapy Training Room**

DULY ADOPTED AND APPROVED this 20<sup>th</sup> day of September 2019



Niel Crowson, Chair



Stacy Crawford, Vice Chair



Price Gardner, Secretary



Christy Clark, Member



Tim Langford, Member



Charles L. Welch, President



**ARKANSAS STATE UNIVERSITY  
BOARD OF TRUSTEES**

A Resolution Recognizing a Significant Contribution from  
Dr. Reggie Collum  
to Arkansas State University-Jonesboro  
in Memory of Joe Williams

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

**WHEREAS**, Dr. Reggie Collum has made a substantial and generous monetary contribution to Arkansas State University-Jonesboro; and

**WHEREAS**, Dr. Reggie Collum wishes to honor the late Joe Williams, who was the head student trainer for the Arkansas State football team for five seasons from 1974-78, and after graduation, he embarked on a successful 35-year career with the manufacturing company, Southwire;

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Trustees of Arkansas State University that the head trainer's office, located in Centennial Bank Athletics Operations Center, shall be known henceforth as the:

**Joe Williams Head Trainer's Office**

DULY ADOPTED AND APPROVED this 20<sup>th</sup> day of September 2019

  
Niel Crowson, Chair

  
Stacy Crawford, Vice Chair

  
Price Gardner, Secretary

  
Christy Clark, Member

  
Tim Langford, Member

  
Charles L. Welch, President

**ARKANSAS STATE UNIVERSITY  
BOARD OF TRUSTEES**

A Resolution Recognizing the Significant Contributions of  
John Church  
to Arkansas State University-Jonesboro

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

**WHEREAS**, John Church, a respected A-State alumnus from Blytheville, Arkansas, is an advocate of higher education and the students we serve; and

**WHEREAS**, John Church has made outstanding contributions to Arkansas State University-Jonesboro of a magnitude worthy of special gratitude and lasting recognition;

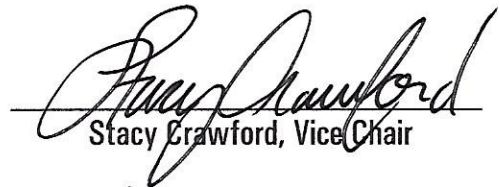
**NOW, THEREFORE, BE IT RESOLVED** by the Board of Trustees of Arkansas State University that the football equipment room, located in Centennial Bank Athletics Operations Center, shall be known henceforth as the:

**John Church Equipment Room**

DULY ADOPTED AND APPROVED this 20<sup>th</sup> day of September 2019



Niel Crowson, Chair



Stacy Crawford, Vice Chair



Price Gardner, Secretary



Christy Clark, Member



Tim Langford, Member



Charles L. Welch, President

**ARKANSAS STATE UNIVERSITY  
BOARD OF TRUSTEES**

A Resolution Recognizing the Significant Contributions of  
Jeffrey Higgins  
to Arkansas State University-Jonesboro

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

**WHEREAS**, Jeffrey Higgins, an A-State alumnus, is a respected business owner in Jonesboro, Arkansas, and an advocate of higher education and the students we serve; and

**WHEREAS**, Jeffrey Higgins has made outstanding contributions to Arkansas State University-Jonesboro of a magnitude worthy of special gratitude and lasting recognition;

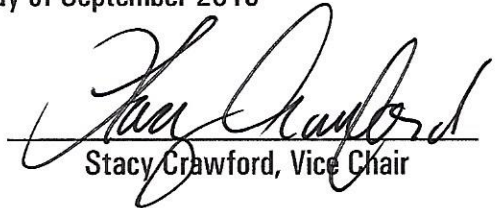
**NOW, THEREFORE, BE IT RESOLVED** by the Board of Trustees of Arkansas State University that the recruiting room, located in Centennial Bank Athletics Operations Center, shall be known henceforth as the:

**JTown's Grill Recruiting Room**

DULY ADOPTED AND APPROVED this 20<sup>th</sup> day of September 2019



Niel Crowson, Chair



Stacy Crawford, Vice Chair



Price Gardner, Secretary



Christy Clark, Member



Tim Langford, Member



Charles L. Welch, President



**ARKANSAS STATE UNIVERSITY  
BOARD OF TRUSTEES**

A Resolution Recognizing the Significant Contributions of  
Price and Sara Gardner  
to Arkansas State University-Jonesboro

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

**WHEREAS**, Price Gardner is an A-State letterman, attorney, alumnus, and member of the Board of Trustees, and he and his wife Sara Gardner are respected community leaders from Little Rock, Arkansas, as well as advocates of higher education and the students we serve; and


**WHEREAS**, Price and Sara Gardner have made outstanding contributions to Arkansas State University-Jonesboro of a magnitude worthy of special gratitude and lasting recognition;

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Trustees of Arkansas State University that the offensive line coach's office, located in Centennial Bank Athletics Operations Center, shall be known henceforth as the:

**Price and Sara Gardner Offensive Line Coach's Office**

DULY ADOPTED AND APPROVED this 20<sup>th</sup> day of September 2019

  
Niel Crowson, Chair

  
Stacy Crawford, Vice Chair

  
Price Gardner, Secretary

  
Christy Clark, Member

  
Tim Langford, Member

  
Charles L. Welch, President

**ARKANSAS STATE UNIVERSITY  
BOARD OF TRUSTEES**

A Resolution Recognizing a Significant Contribution from  
Dr. Tim and Terri Langford  
to Arkansas State University-Jonesboro  
in Honor of Ron Carroll

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

**WHEREAS**, Dr. Tim and Terri Langford have made a substantial and generous monetary contribution to Arkansas State University-Jonesboro; and

**WHEREAS**, Dr. Tim and Terri Langford wish to honor Ron Carroll, who became A-State's first certified athletic trainer in 1976, has since worked more than 500 football games, was inducted into the National Athletic Trainers Association Hall of Fame in 2003, and was an ASU Athletics Hall of Honor inductee in 2005;

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Trustees of Arkansas State University that the athletic training room, located in Centennial Bank Athletics Operations Center, shall be known henceforth as the:

**Ron Carroll Sports Medicine Center**


DULY ADOPTED AND APPROVED this 20<sup>th</sup> day of September 2019

  
Niel Crowson, Chair

  
Stacy Crawford, Vice Chair

  
Price Gardner, Secretary

  
Christy Clark, Member

  
Tim Langford, Member

  
Charles L. Welch, President



**ARKANSAS STATE UNIVERSITY  
BOARD OF TRUSTEES**

**A Resolution Recognizing the Significant Contributions of  
Steve and Sharon Bryant  
to Arkansas State University-Jonesboro**

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

**WHEREAS**, Steve Bryant is an A-State letterman and pharmacist, and he and Sharon Bryant are respected alumni and business owners from Batesville, Arkansas, as well as advocates of higher education and the students we serve; and

**WHEREAS**, Steve and Sharon Bryant have made outstanding contributions to Arkansas State University-Jonesboro of a magnitude worthy of special gratitude and lasting recognition;

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Trustees of Arkansas State University that the head coach's suite, located in Centennial Bank Athletics Operations Center, shall be known henceforth as the:

**Steve Bryant Family Head Coach's Suite**

DULY ADOPTED AND APPROVED this 20<sup>th</sup> day of September 2019



Niel Crowson, Chair



Stacy Crawford, Vice Chair



Price Gardner, Secretary



Christy Clark, Member



Tim Langford, Member



Charles L. Welch, President

**EXECUTIVE SUMMARY**

Contact: Sandra Massey (870) 512-7851

**ACTION ITEM:** Arkansas State University-Newport (ASUN) requests approval of its Strategic Plan for 2019-2022.

**ISSUE:** The ASU Board of Trustees must approve the strategic plans for all institutions in the Arkansas State University System.

**BACKGROUND:**

- ASUN conducted a Strategic Planning Initiative that began in December 2018 with the formation of the Strategic Planning Core Committee. The committee was made up of a diverse group of faculty, staff, and students who helped organize, manage, and provide guidance and feedback on the strategic planning process. In February 2019, ASUN conducted strategic planning sessions with faculty and staff on each of its three campuses. Employees participated in a SWOT (Strengths, Weaknesses, Opportunities, and Threats) Analysis, as well as an analysis of issues ASUN needs to address immediately, practices ASUN needs to preserve at all costs, pitfalls ASUN needs to avoid at all costs, and practices that ASUN does better than other colleges. In March and April of 2019, ASUN then conducted strategic planning sessions with community members at each of the three campuses where they similarly participated in a SWOT Analysis. Finally, in May 2019, Chancellor Massey held a lunch meeting with student leaders in which they also conducted a SWOT Analysis. ASUN also distributed a SWOT Analysis survey to all students who attended graduation.
- Following this extensive and thorough collection of data, the Strategic Planning Committee, Chancellor Massey, and members of the Executive Cabinet developed a Strategic Plan that supports and aligns with ASUN's existing Vision and Mission.
- A copy of ASU-Newport's Strategic Plan for 2019-2022 is attached to this resolution.

**RECOMMENDATION/ RESOLUTION:**

Be it resolved that the Arkansas State University-Newport Strategic Plan for 2019-2022 is approved.



Price Gardner, Secretary



Niel Crowson, Chair

## Soaring Into 2022...



For many years now, the value of a college degree has been increasingly called into question. Critics claim that colleges are too costly, students are not reaching completion and Americans are not realizing their potential. As it is ASUN's vision to restore the American Dream in the communities we serve by providing an accessible, affordable, quality education, these claims are a dagger to the heart of our institution. Moreover, these perceptions are shaking the

foundation of higher education and putting all colleges in the hot seat. Throughout much of the country, state support for higher education has declined precipitously and many colleges have been forced to close their doors. For over a decade in Arkansas, we saw costs of operation continue to rise, but no additional funding from the state.

But in 2015, higher education in Arkansas took a promising turn when the Governor adopted a state goal of increasing the percentage of Arkansans who attained post-secondary degrees by 20% over 10 years. Thereafter in 2017, the Governor committed an additional \$10 million in higher education funding to be distributed among the states' colleges. But the money was not to be distributed as it had been in the past. Instead of focusing solely on student headcount, the legislature adopted a Higher Education Productivity Funding Formula. Under the new Formula, funding is determined primarily by two measures – effectiveness and affordability. Simply put, effectiveness is measured by how many students progress, earn credentials transfer to 4-year colleges. Affordability focuses on how long it takes a student to achieve the credentials sought and how efficiently they were able to get there.

Facing these challenges head on, ASUN began the process of creating its next Strategic Plan. After several months of collecting and analyzing the valued input of our students, faculty, staff and community, ASUN developed its 2019-2022 Strategic Plan. While our Vision and Mission have not changed, the measures by which we gauge success have been brought more clearly into focus. It is not enough to get more students in the door – we must get those students in the door and back out again with work-ready credentials or ready for transfer to a 4-year university. This is essential not only to ASUN's funding, but to achieving our Vision and Mission and keeping our promise to the communities we serve.

ASUN has experienced tremendous growth and success over the past five years. We have grown enrollment, kept tuition low and contributed substantially to the local economy, both in terms of the number of jobs provided and the number of skilled workers produced. We could not have accomplished these things without the input and support of our community and we cannot succeed in the future without that same support.

As chancellor, I am excited to see what the next three years will hold for ASUN and I look forward to continuing our mission to enrich the community, strengthen the economy and transform the lives of our students.



## The Process...

Strategic planning involves evaluating successes and failures, examining processes and policies and taking a hard look at the past, present and future. Successful strategic planning also requires a careful investigation of what is going on in the lives of our students, the local economy and in the communities we serve. We must ask ourselves, “where do we want to go and how do we plan to get there?”

The development of ASUN’s 2019-2022 Strategic Plan was a 9-month process that took place as follows:

- December 2018 – ASUN formed its Strategic Planning Core Committee (a diverse group of faculty, staff and students) and began preparation for the strategic planning process.
- February 2019 – ASUN conducted strategic planning sessions with faculty and staff on each of its three campuses which included:
  - Participation in a SWOT (Strengths, Weaknesses, Opportunities and Threats) Analysis; and
  - An analysis of: (1) issues ASUN needs to address immediately; (2) practices ASUN needs to preserve at all costs; (3) pitfalls ASUN needs to avoid at all costs; and (4) practices that ASUN does better than other colleges.
- March/April 2019 – ASUN conducted strategic planning sessions with community members on each of its three campuses which included:
  - Participation in a SWOT Analysis; and
  - Input and feedback about the needs of local industry and the community.
- May 2019 – ASUN conducted strategic planning sessions with students.
  - Chancellor Massey conducted a SWOT Analysis with student leaders; and
  - ASUN invited all students participating in graduation to complete a SWOT Analysis.

Following this extensive and thorough collection of data, the Strategic Planning Committee and members of the Executive Cabinet developed a Strategic Plan that aligns with ASUN’s existing Vision and Mission.

Three priorities emerged that are the focus of this strategic plan:

**SOARING INTO 2022**  
**FOCUS of the STRATEGIC PLAN**

**STUDENT SUCCESS**  
provide a premiere holistic student experience

**INSTITUTIONAL EXCELLENCE**  
foster an employee centric culture of inclusion, improvement and stability

**COMMUNITY ENGAGEMENT**  
assume a leading role in economic, social and cultural advancement

## Student Success

---

*Arkansas State University-Newport will aggressively demonstrate a strong commitment to student success in all areas of the organization, providing a premiere holistic student experience.*

**STRATEGY 1: Continue to improve outstanding service initiatives to enhance the student life cycle.**

### KEY PERFORMANCE INDICATORS

- Finalize and implement the Holistic Student Support Model.

**STRATEGY 2: Expand ASUN's reach by increasing enrollment within the following student populations: adults without a post-secondary credential, underserved race and underserved income demographics.**

### KEY PERFORMANCE INDICATORS

- Increase the number of adults without a post-secondary credential by 1% annually.
- Increase the number of students in an underserved race by 1% annually.
- Increase the number of students who are Pell eligible by 1% annually.

**STRATEGY 3: Aggressively focus on high-demand and STEM programs to maximize the number of students in the transfer and workforce pipeline.**

### KEY PERFORMANCE INDICATORS

- Increase the number of high-demand program students by 2%
- Increase the number of STEM program students by 2%

**STRATEGY 4: Develop and implement initiatives designed to eliminate barriers to student success.**

### KEY PERFORMANCE INDICATORS

- Increase the number of credentials awarded by 1% annually.
- Increase retention annually by 1% annually.
- Increase gateway course success annually by 1% annually.

**STRATEGY 5: Strategically support student transitions from ASUN to a university.**

### KEY PERFORMANCE INDICATORS

- Increase the college transfer rate by 1% annually.

**STRATEGY 6: Increase affordability for students by reducing unnecessary credits at the time of completion and reducing time to degree.**

### KEY PERFORMANCE INDICATORS

- Complete and implement a new advising model.
- Increase progression rates 1% annually.

## Institutional Excellence

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*Arkansas State University-Newport will ensure a sustainable state-of-the-art learning organization while promoting a highly skilled and diverse workforce which fosters an employee centric culture of inclusion, continuous improvement and financial stability.*

**STRATEGY 1: Ensure the highest level of excellence of faculty and staff through an emphasis on recruitment, diversity, employee retention and professional development.**

### KEY PERFORMANCE INDICATORS

- Identify high-impact practices to increase exceptionally qualified and diverse applicant pools.
- Increase professional development opportunities and participation.
- Increase wellness opportunities to promote a healthy work environment.
- Empower employees to benefit the college in accomplishing strategic goals by aligning strengths with career development.

**STRATEGY 2: Foster a culture of diversity, inclusion and safety.**

### KEY PERFORMANCE INDICATORS

- Campus survey shows an increase in employee awareness and understanding of ASUN's culture of diversity, inclusion and identity safety.
- Implement best practice initiatives to increase campus safety.

**STRATEGY 3: Ensure continuous improvement in all institutional operations, guided by rigorous assessment and strengthened by accountability.**

### KEY PERFORMANCE INDICATORS

- Add a minimum of one new SOP per division annually.
- Complete co-curricular assessment plan across the college.
- Adhere to the Executive Cabinet review calendar to ensure accountability.
- Distribute an annual assessment and impact report to stakeholders.

**STRATEGY 4: Deploy and sustain evolving information technology to transform the student experience and organizational efficiency.**

### KEY PERFORMANCE INDICATORS

- Transition to the ASU System ERP software.
- Develop and implement procedures to ensure integrity of student identification.

**STRATEGY 5: Actively identify and engage external parties to secure alternate revenue streams that will strengthen the college and enhance the student learning experience.**

### KEY PERFORMANCE INDICATORS

- Increase new grant funding by an average of \$100,000 annually.
- Increase giving/endowments by an average of \$100,000 annually.

**STRATEGY 6: Align resources to strategic goals and activities.**

**KEY PERFORMANCE INDICATORS**

- Establish a process for continuous review of alignment of resources.

STRATEGIC INITIATIVE THREE:

## **Community Engagement**

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*Arkansas State University-Newport will assume a leading role in creating economic, social and cultural advancement for the communities we serve.*

**STRATEGY 1: Serve as a catalyst for economic development by creating and advancing workforce development partnerships.**

**KEY PERFORMANCE INDICATORS**

- Increase the number of active advisory committee members by 5%.
- Add three significant new industry partners.

**STRATEGY 2: Support local business and industry workforce needs by graduating students who are highly employable and effective once hired.**

**KEY PERFORMANCE INDICATORS**


- Increase the number of employer surveys which indicate ASUN graduates are valuable employees.
- Increase the number of third party credentials offered.
- Increase the number of third party credential and licenses earned by students.

**STRATEGY 3: Ensure engagement and visibility in our communities to influence positive change, cultural advancement and diversity.**

**KEY PERFORMANCE INDICATORS**

- Increase the number of ASUN participants in community organizations within the three service counties.
- Increase ASUN employee and student volunteerism by 1% annually.

# Alignment Crosswalk

		Strategic Priorities		
		Student Success	Institutional Excellence	Community Engagement
2019-2022 Key Performance Indicators	1.1.1 Finalize and implement the Holistic Student Support Model.	X		
	1.2.1 Increase the number of adults without a post-secondary credential by 1% annually.	X		
	1.2.2 Increase the number of students in an underserved race by 1% annually.	X		
	1.2.3 Increase the number of students who are Pell eligible by 1% annually.	X		
	1.3.1 Increase the number of high-demand and STEM program students by 2%.	X		
	1.3.2 Increase the number of STEM program students by 2%			
	1.4.1 Increase the number of credentials awarded annually.	X		
	1.4.2 Increase retention annually.	X		
	1.4.3 Increase gateway course success annually.	X		
	1.5.1 Increase the success rate for college transfer by 1% annually.	X		
	1.6.1 Complete and implement a new advising model.	X		
	1.6.2 Increase progression rates 1% annually.	X		
	2.1.1 Identify high-impact practices to increase exceptionally qualified and diverse applicant pools.		X	
	2.1.2 Increase professional development opportunities and participation.		X	
	2.1.3 Increase wellness opportunities to promote a healthy work environment.		X	
	2.1.4 Empower employees to benefit the college in accomplishing strategic goals by aligning strengths with career development.		X	
	2.2.1 Campus survey shows an increase in employee awareness and understanding of ASUN's culture of diversity, inclusion and identity safety.		X	
	2.2.2 Implement best practice activities to increase campus safety.		X	
	2.3.1 Add a minimum of one new SOP per division annually.		X	
	2.3.2 Complete co-curricular assessment across the college.		X	
	2.3.3 Adhere to the Executive Cabinet review calendar to ensure accountability.		X	
	2.3.4 Distribute an annual assessment report to stakeholders.		X	
	2.4.1 Transition to the ASU System ERP software.		X	
	2.4.2 Develop and implement processes to ensure integrity of student identification.		X	
	2.5.1 Increase new grant funding by an average of \$100,000 annually.		X	
	2.5.2 Increase giving/endowments by an average of \$100,000 annually.		X	
	2.6.1 Establish a process for continuous review of alignment of resources.		X	
	3.1.1 Increase the number of active advisory committee members by 5%.			X
	3.1.2 Add three significant new industry partners.			X
	3.2.1 Employer surveys indicate ASUN graduates are valuable employees.			X
	3.2.2 Increase the number of third party credentials offered.			X
	3.2.3 Increase the number of third party credential and licenses earned by students.			X
	3.3.1 Increase the number of ASUN participants in our three county community organizations.			X
	3.3.2 Increase ASUN employee and student volunteerism by 1%.			X





## CORE VALUES

### INTEGRITY

is the cornerstone of our organizational culture.

### TRUST

fosters open and honest relationships.

### STUDENT FOCUS

guides our decisions and actions.

### INNOVATION

drives institutional excellence.

### COMMUNITY

is essential to our mission.

### DIVERSITY

is our common bond.

## MISSION STATEMENT

ASU-Newport provides an accessible, affordable, quality education that transforms the lives of our students, enriches our communities and strengthens the regional economy.

## OUR VISION

ASU-Newport will be the driving force that revitalizes the Delta and restores the American Dream in the communities we serve.

Arkansas State University  
Board of Trustees  
September 20, 2019

The Arkansas State University Board of Trustees met on Friday, September 20, 2019, on the campus of ASU-Jonesboro. Niel Crowson, Chair of the Board, called the meeting to order at 10:00 a.m. Board members present were the following: Niel Crowson, Stacy Crawford, Price Gardner, Christy Clark, and Tim Langford.

Tyler Hoffpauir, campus minister for A-State Baptist College Ministry, gave the invocation.

**Minutes:**

Upon a motion by Dr. Langford, seconded by Mr. Gardner, the minutes of the Board Meeting held on June 6, 2019, were approved.

Ayes: Crowson, Crawford, Gardner, Clark, Langford

Nays: None

**ASU System - Dr. Charles Welch, President**

Before we start, I want to make sure everybody is clear on the schedule for the rest of the day. Immediately following the meeting, the Trustees will have lunch in the Pine Tree Room, which is just right around the corner; at 1:30 p.m., there will be a tour and presentations at the Arkansas Biosciences Institute; and then tonight there are two different events – at 6:00 p.m., the Letterman’s Club Hall of Honor Banquet at the Woodard McAlister Club, and also at 6:00 p.m., the Alumni Association Emerging Young Leaders Awards Dinner at the Cooper Alumni Center. We are moving along and getting closer to the date when College of the Ouachitas becomes a member of our System. They have reached a monumental decision in the last week or so regarding the name and logo, and I’ll let Dr. Rook do that unveiling. That has probably, without question, been the most controversial part of this entire process, and they have worked very hard on these decisions. The Higher Learning Commission will be coming for their review, and we’re still on target for a January 1 approval. Again, everything has gone very well, and we are very appreciative of the good work done by our friends at College of the Ouachitas. At Henderson State University, we continue our work with them regarding their finances, legal assistance, and really

everything across the spectrum. I think we've made tremendous progress. We have a lot of work to do, but the campus has been extremely inviting and appreciative of us being there. I want to thank Julie Bates. She has worked very hard and has effectively been their CFO for the past couple of months, but they are getting close to hiring their own CFO, which will hopefully help. I would be remiss if I didn't comment on our annual report and update from Moody's, our bond rating agency. We received a stable rate. This is at the same time that higher education in general as an industry has a negative outlook. We've seen multiple institutions in the state and around the country that have seen downgrades in recent months. Not only were we stable, but there were some glowing comments within that report. Henderson received two downgrades from Moody's this summer, and were facing the prospect of a third downgrade. They agreed to the MOU with us on a Friday. On the following Monday, Moody's called to schedule a meeting and stabilize Henderson's rating, and it was almost all because of the fact that they signed the MOU with us. We should all feel good about the confidence that Moody's has in the way that our campuses operate and the way that we've been able to address our finances in an industry with a negative outlook. We will soon be receiving funding formula recommendations for the coming year. Those have not been formally released, but I can tell you we have dug into the numbers, and we are very excited about what's coming. We feel that there are going to be some really good results for our campuses. In the last six years, we have had three significant public-private partnerships, and all three of those have reached some degree of milestones in the course of the last few months. The Embassy Suites Hotel and Red Wolf Convention Center, a \$58 million project, will open in November. I know the Trustees got a tour of that this morning and would agree that everything in there is first class, and it's a major asset to this community and to this region. Our Mexico campus is now in the third year of operations, and things are starting to really come together well in terms of balancing all of the challenges of a start-up campus in another country. We have a 53% increase in enrollment this fall, 535 students, with a 90% student retention rate. I think that speaks volumes about what's happening there and really being able to get those students to feel like they are a part of that community. We're still not responsible for any of the operations costs or construction costs, but we are pleased with the progress that is being made there. Then finally, NYIT College of Osteopathic Medicine has four full classes of medical students, and 78 faculty and staff are now employed by NYIT on this campus. Of the 456 students, about one-third of



those are from Arkansas. Seventeen of this year's first-year students are A-State graduates, which is the most of any feeder school that is coming into NYIT. We are very pleased with what we are seeing there already. They will actually have their first residents Match Day on March 20, and then their inaugural graduation on May 21. It's hard to believe we are already at that point. The feasibility study for NYIT projected a \$70 million economic impact on Jonesboro. If you count students and faculty, this partnership has brought 534 individuals with families to Jonesboro over the course of the last few years. So, again, all three of these projects are examples of ways that we can be creative, diversify our revenue streams, and benefit our community, without extensive cost to the institution or extensive cost to the state. We will continue to look for transformational opportunities. I think you all know that we hired Eric Atchison as our first System Vice President for Strategic Research. Eric came to us from Mississippi. I was visiting with someone just this week who knew Eric and had worked with him on a national scale, not in Mississippi and not in Arkansas. That person said to me, "I understand you hired Eric Atchison. I hope you realize that is a World Series, Game 7, bottom of the 9<sup>th</sup>, walk-off grand slam." We agree, and he is doing a tremendous job. He's been very helpful on a number of fronts, and has already hit the ground running with what he wants to do. So I would like to ask Eric to come forward and do a brief presentation.

Summary of Presentation: Atchison spoke about recent campus visits he has made to discuss the current data infrastructure within the ASU System, including opportunities for collaboration and gaps in reporting. Several dashboards were developed and presented to provide users with a range of information about the ASU System and the Southeastern Region. Atchison also described the first meeting of the Strategic Research Working Group. This group of campus representatives met to discuss the development of a system-wide data system and will continue to meet to develop a reporting mechanism for measuring productivity and student success and evaluating system efficiency.

Dr. Welch: Keep in mind that Eric has been here two months, and he has already done just incredible work.

## **ASU-Jonesboro – Dr. Kelly Damphousse, Chancellor**

It's great to have our fellow chancellors here representing the entire System. We had a great meeting this morning talking about how we can continue to improve our partnership with each other. We are excited about the progress we are making, especially creating opportunities for graduates who want to get a four-year degree by coming to Jonesboro or actually by staying on their campuses as well. One of the big things that's happening on our campus right now is our strategic planning exercise. We are now in the process where we have created a rough draft of the goals that we want to achieve in the coming years. We are now going to have a series of town hall meetings with faculty, staff, students, alumni, and community leaders to go over the plan and get feedback from them to finalize the plan. That will happen in October. Then in November and December, we will actually start working on implementation of that plan, which will hopefully kick off on January 1. The key word that keeps popping up in the plan is the word "invest" - investing in our students, investing in our faculty and staff, investing in our infrastructure, and being as efficient as we can when we are doing that. This is a busy weekend. Family Day Weekend is a time when we bring families to campus and celebrate with them. We have already had a picnic at our house and the "Family of the Year" will be recognized this weekend as well. Game Day 5K will be held tomorrow morning. That activity first began as a walk around the campus with the Chancellor, with zero people participating the first time. Then we had like 12 people the second time, and we had almost 300 people show up at the last one. There is a Big football game this week. It's the first home game with Coach Anderson after his leave of absence, and we are glad to have him back. The ESPN Game Day recorded a feature on him the week leading up to the Georgia game, including the Georgia game itself, and that feature will air tomorrow morning as part of Game Day. I know it will be very impactful. The game will also include the 90<sup>th</sup> Anniversary Band Day at Arkansas State University, and we will have almost 1,000 high school band students on the field at halftime. That's very exciting for us and also a great recruiting effort for us. We have had record graduations the past few semesters. It's wonderful to see students graduate, but it also affects our enrollment numbers, so our enrollment numbers are a little bit down this year. Also the impact of federal policies on international students coming here affected our enrollment numbers. We have several international students who had been admitted but couldn't get visas to come on the campus. We had some hits there, but our overall numbers of 1.2% decline in

enrollment are relatively low. Across the country, the average is 1.7% decline. We feel very good about next year with our new enrollment management system. Currently, we are already exceeding the number of applications we've ever had. Finally, I will close by saying that last year we changed from being a M1 institution to becoming an R2 university, which puts us in an elite group of 399 universities in the country. One of the consequences of that is that the *US News and World Report* now refers to us not as a "regional university" but as a "national university," which puts us in a different level again. We used to be compared to other regional institutions; now we are compared nationally. That means that while we were pretty high in regionals, now we have dropped down in the nationals, but it's nice to be in that upper level. One particularly interesting classification that has been added in their ranking is called Social Mobility. It's a measure of the percentage of students who come to a university and who are Pell Grant eligible. Those are students who have significant financial problems, and it reflects the percentage at which they graduate on time and have a successful experience here. We rank 79<sup>th</sup> in the country, and number one in the state on that. So it's another example or another indicator of how we are changing lives at Arkansas State. We have a video that that has some other highlights. VIDEO

Dr. Langford: Kelly, do we have a feel for how many ASU students are being accepted at NYIT?

Dr. Damphousse: There are about 115 students in each cohort, and we had 17 students from Arkansas State in the most recent cohort, which is the most we've ever had. There is a growing sense in the state that Arkansas State is the destination for undergraduate degrees that can lead to acceptance into another medical school here in Arkansas. So, we are seeing more chemistry majors, for example, which is an indicator of how many pre-med students we have here. And, we are seeing more pre-med majors. They may not formally declare as pre-med students, but pre-med majors are increasing. Students are now realizing they can come to Arkansas State, get their undergraduate degree, and they can get their DO degree as well.

Dr. Welch: One of the slides on the video was regarding Luis Talavera, who is a representative on the Gates Value Commission. The Gates Value Commission, obviously funded by the Bill and Melinda Gates Foundation, is a national commission that attempts to accurately portray the value of a college education. It has members like Margaret Spellings, who was the former Chancellor of the University of North Carolina System and the former Secretary of Education under President George W. Bush. Some



definite major heavy hitters are on that commission. But, they have one student nationally. The President of AASCU is the co-chair of that commission, and she threw a little fit about the fact that there was only one student. She wanted someone from an AASCU institution to be able to represent, and naturally, they agreed. Since I'm the incoming chair of her board, she called and said that she didn't want someone from the coasts, she wanted someone from middle-America, so why not Arkansas. Chancellor Damphousse recommended Luis to me. Luis is not only a first-generation college student, he's a first-generation American from Leachville. Luis went to his first meeting in New York. Dr. Garcia called me and said, "This kid is an absolute rock star." Apparently, he just took over the meeting and everyone wanted to talk to him. The other student kind of played second fiddle, and by the way, he is a Harvard student. Luis, who goes by Alex, is representing us extraordinarily well, and they've got a video of him on their website. It is really a great representation, not only of our institution, but of the types of students we serve. We are certainly very proud of Alex and the way he is representing ASU.

#### **ASU-Beebe – Dr. Jennifer Methvin, Chancellor**

Dr. Jason Goodner has joined my team from Dean of Arts and Humanities as the Chief Academic Officer and he is here with us today. I look forward in the next few weeks to introducing you to Katie Vaughn as Associate Vice Chancellor of Institutional Effectiveness. With all of our Strategic Enrollment Management planning with the Strategic Plan, nearly everything we have going is very dependent upon good information, good data, and smart minds. We have landed a very good hire. A few weeks ago, we had what I hope is the first annual A-State picnic on the ASU-Beebe campus. Dr. Damphousse joined us, along with several of his staff members. It was an opportunity to make them more aware of A-State Center on our campus, and that they can continue their education with A-State. Something like 88 students said they hadn't thought about that, but asked to have their names put down, and give them more information. It's a new shot in the arm for our faculty and staff to inform students of such a good thing and a good opportunity for our students, so let's all make sure we are a part of the marketing and publicity plan for the University Center at ASU-Beebe. So, thank you for that, Dr. Damphousse. Our new partnership with the Yamaha Corporation and Motorsports is truly a big deal. It's an opportunity for students to complete our "powersports" program, obtain a marine certification paid for by Yamaha, and

begin on a career pathway with that extra third-party certification. What makes this a little bit unique is it is available to both our secondary and post-secondary students. High school students, who are coming to campus during the day for our “powersports” program are going to graduate with not only our credential but also with a nationally recognized credential from a corporation. It should be a big boost for them in their careers. We are very excited to have Yamaha as one of our corporate partners. Our Concert Lecture Series is expanding. The U.S. Army Field Band and Soldier Chorus will be with us on October 22, and we are honored that it is our first Concert Lecture Series event in Heber Springs. On October 5, we will have our first Family Day for our residential students and non-residential students. And, we have a Lecture Concert Series event on that day as well; John King will be performing that night, so it will be a big day. Also that day, we have the Fallen Black Bird 5K, and Fallen Black Bird Festival. We will cheer folks around town, and the race goes right through the middle of campus. We are very excited about these events. I also want to tell you about another community project through the arts. Our art faculty member, Thomas Fernandez, was commissioned for the second time this summer to create a mural on a building in downtown Beebe. Thomas and his wife, Irena, as well as Dr. Goodner and I, and many others, laid down a little paint to help make this happen. We now have a mural in downtown Beebe, Arkansas, that commemorates the 144<sup>th</sup> birthday of the city as well as State Hall, that grand 1938 building that houses me and several members of our staff. We remodeled our welding shop with some of our productivity funding for this year. It was a good, much-needed remodel.

### **ASU-Mountain Home – Dr. Robin Myers, Chancellor**

I, too, have a brand new Provost/Vice Chancellor for Academic Affairs, Dr. Tamara Daniel. We are very proud to have her with us. We have a big veteran’s event coming up in October. Today, we are setting up for a huge food bank fundraising event on campus tomorrow. There will be bands and all kinds of activities outside for 3,000-4,000 people. We will hopefully raise more than \$100,000 for the food bank. It should be a great event. We have a great lineup this year for the ninth season of our Lecture Concert Series. One of our local residents is Peter Guiliano, and he was the producer of “Law and Order.” He’s doing a lecture for us in October, which will coincide with Halloween. He was the producer of “Frankenstein” when Francis Ford Coppola was the director. His lecture will be about his 10 months with

Francis Ford Coppola and the making of that film. So it should be a great event. Lots of fundraising activities are going on at ASU-Mountain Home. We had our annual charity golf classic this summer and raised about \$25,000. We've had several donors come forward to fund scholarships. One of our former instructors, Suzanne Sutherland, presented us with a \$32,000 endowed scholarship, which was really great and set the pace for instructional staff. We had a lady come forward who wanted to help female students, and she gave us a \$332,000 scholarship endowment. Another person, with the help of our local bank, established a \$50,000 endowed scholarship for his deceased wife. We also had two individuals come forward who want us to build an amphitheater, and they have pledged \$450,000 for that. In the near future, we will be getting a final drawing of our walking trail, at which time we will submit for bids. We are looking forward for construction to begin next summer. The city has been awarded an additional grant to connect our trail to their trail, so that's going to be a great adventure over the next two or three years. Last year, Wallet Hub, a national financial services group, analyzed all the community colleges in the nation, and they found us to be the number one community college based on all their metrics. I'm sorry to say we didn't make number one this year, but we are number two and very proud of that.

#### **ASU-Newport – Dr. Sandra Massey, Chancellor**

ASU-Newport once again had winners at the National Skills USA Competition. A cosmetology student won third place and another student in aesthetics won fourth place. We didn't even have an aesthetics program at the time they went to competition, but we did start a program this fall and it is full. It's a very intense program. Students are in lectures from 8:00 a.m. until noon, and then they go straight into lab, five days a week. At the end of this semester, they will be ready to take the licensure exam and enter the workforce. We received a Regional Workforce Continuation Grant in the amount of \$401,000. These funds will help us expand and enhance the Northeast Arkansas Educating Agriculture Technology (EAT) program. We are going to be able to build an equipment shed, and we will also be able to do some lab activities in that facility. We are going to be able to order new equipment, including a pickup truck and a trailer. We are in the process of designing a greenhouse that is going to allow students to watch the growing process throughout the year. The grant is also going to allow us to bring in our high school partners for dual enrollment credit. We will dedicate space in the greenhouse for each of those

high schools that want it so they can have their own activities. In addition, we were able to get scholarship dollars that will go to secondary and post-secondary students. The Northeast Arkansas Higher Education Charitable Foundation owned a tiny piece of property that is surrounded by ASU-Newport property. Currently, it has a building on it. The Arkansas State Police (ASP) lease that from the Foundation and do CDL testing there, then they go right down the street to our truck-driving facility to do the skills assessment. We didn't want to lose the opportunity to have the ASP there, and you never know what will happen to a piece of property. The Foundation was kind enough to let us purchase that property from them, so we can continue to have the relationship with the ASP. They were able to sell it to us at a reduced price based on the appraised value. We were very happy and very appreciative for that partnership. We had 23 students participate in a project in the community. Cornerstone Transition Home is a home for women who have left prison and are transitioning back into the community. They purchased a house downtown that is going to be focused on clothing, household goods, and eventually they will have a soup kitchen. We have a really energetic nursing group and there were 23 students who showed up to help with this renovation. They weren't there because their instructor asked them to do that – they really had their hearts in it. Several said they wanted to continue working to help with that project. We had the Newport Trashiest Team contest, and ASUN had two or three nursing teams helping pick up trash. So every time I am out in the community now, I hear compliments on these nursing students. But it just goes to show the quality of all of our nursing students and how much they really care and do want to give back to the community. I will close with our summer camps. We did our Tech Stars that we always do, again both in Newport and Jonesboro. But this year, we added our Junior Culinary Camp. It was a lot of fun for third through seventh graders on the first day, and then eighth through twelfth graders on the second day. They did all kinds of fun activities. I actually have three granddaughters who attended the first one, and they were just thrilled that Chef Gee let them use knives. I really don't know that I wanted to hear that part, but he assured me that they have safety protocols at that age, as well. We had no injuries. The kids prepared pizza, ice cream, and cotton candy, and then the older group actually got to learn how to make crème brûlée and use the torch. It was a fun day for everyone. I'm so proud of the faculty who made that happen and it will just get better and better and we will continue to do that as well



## **ASU Mid-South – Dr. Debra West, Chancellor**

We have a new Chief Academic Officer, Dr. Debbie Thomas, at ASU Mid-South, and we are delighted to have her on board. She began August 1, and hit the ground running. I also have a new Associate Vice Chancellor for Institutional Research and Effectiveness, Dr. Michael Lejman. He had been history faculty for us and was so interested in this position that he had been shadowing my previous Associate Vice Chancellor. So, when she left to go start her own business, he applied for the job and was selected by the hiring committee. You should have at your seats our athletic schedule for the upcoming basketball season and an application to join our booster club. We wouldn't want you to miss out on the opportunity to join our booster club and get all the cool swag that goes along with that. This year's schedule features 18 home games, including 11 double-headers for men's and women's basketball. For those of you who have been to a Greyhound basketball game, you know how exciting those games are. We are very pleased with the caliber of athletes who are being recruited to our campus, and we are looking forward to great things. More Arkansas community colleges are fielding teams for the first time, and we look forward to playing our sister institutions and our in-state rivals as the season progresses. The fourth Annual Hometown Showdown, the football game between Marion High School and West Memphis High School, is a big deal in Crittenden County. We are a partner in that. It includes a huge tailgate party, and this year we are using this event as a fundraiser for St. Jude's Children's Research Hospital. It's a competition between Marion High School, West Memphis High School, and ASU Mid-South to see who can raise the most money. This fundraiser has a special meaning for me because my great-niece is a patient there and has been since she was in the eighth grade. She is now a tenth grader at West Memphis High School, as well as an ASU Mid-South concurrent student. She will be speaking to representatives from both schools and St. Jude's at a kick-off event before that game occurs. I am very proud of her, and she's doing well. We have another big fundraiser every fall that's called our Left Bank Festival, and it's traditionally been a 5K event. A few years ago we added a catfish cooking competition. This year, we are making it bigger and better in that it will feature a tribute to musician Willie Mitchell, who was an iconic blues musician back in the day and architect of what is regarded as the Memphis Sound, which we like to think of as the West Memphis Sound. It will feature a performance by the Hi Rhythm Section with vocal accompaniment by Don Bryant, who is actually married to Anne Peebles. We

are very excited about that because it's just taking this event and adding more to it every year and making it more of a community event. Southland is one of our big sponsors, as is the city of West Memphis. This is an event that raises scholarship funds for our student athletes.

Dr. Langford: I want to commend all of our Chancellors for how involved they are in the communities with all of their Lecture Series and service projects. I think I speak for all the trustees when I say, this is not something we take for granted, and we are proud of the impact you are having.

### **College of the Ouachitas – Dr. Steve Rook, President**

The last couple of months have been interesting to say the least. Dr. Welch and I have discussed a couple of issues over the last few weeks, and I don't think either one of us would have ever have thought that choosing the name would be what really gave us the most trouble. We had 20 members on a naming committee, and we brought in CJRW to help us with the process. One name actually rose to the top, and it was an almost unanimous decision for our new name and logo. We are thrilled to be Arkansas State University Three Rivers as of January 1. Now, I've been asked, what rivers? We have a five county service area, which contains Dallas; Grant; Saline; Hot Spring; and Clark Counties, and the Caddo; Saline; and Ouachita Rivers run through that service area and really connect the southern border of the state. We had Ouachita in our name, and in the logo, the Ouachita River is in the middle and it is longer than the others, so it is kind of a tip-of-the hat to our history. We are very excited with what CJRW presented to us, especially some of the merchandise and branding. We are still very thrilled about this partnership, and the ASU System staff has been amazing.

Dr. Welch: Steve is one of the more patient people I've ever met in my life. He held focus groups and public forums, and we met with the Trustees collectively and one-on-one. He had 33 name possibilities, which is a lot. We are pleased with the result. We've gotten lots of positive comments and we are excited about that new branding opportunity.

### **ASU System Resolutions:**

- Resolution 19-34 approving the ASU System to revise the Family Educational Rights and Privacy Act Policy

Dr. Welch: The Arkansas Division of Higher Education (ADHE) is going to begin a more cooperative partnership with the National Student Clearinghouse, so we will have access to a lot more data and can track students to see where they are going. As a result of that partnership, ADHE needs every institution and/or system in the state to revise its FERPA policy to specifically reference this partnership. So that is all we have done in our revised policy.

Upon a motion by Mr. Gardner, seconded by Mrs. Crawford, ASU System Resolution 19-34 was approved.

Ayes: Crowson, Crawford, Gardner, Clark, Langford

Nays: None

- Resolution 19-35 approving the ASU System to refund the ASU-Jonesboro Housing System Revenue Bond, Series 2012C
- Resolution 19-36 approving the ASU System to refund the ASU-Jonesboro Student Fee Junior Lien Revenue Refunding Bonds, Series 2010A
- Resolution 09-37 approving the ASU System to refund the ASU-Mountain Home Student Fee Revenue Refunding Bonds, Series 2012

Mr. Gardner: As you all know, my day job is managing partner and attorney at Friday, Eldridge & Clark. Our law firm is involved in these three resolutions which involve bond issues for two of our campuses. It is our policy that I recuse myself on the record from any discussion or consideration of any resolution in which we have an interest, so I am doing that.

Dr. Welch: We have three resolutions approving the refunding of bond series, two for the Jonesboro campus and one for Mountain Home. These are simple refundings. They are not new bond issuances, but obviously, anytime we have an opportunity to do a refunding and save money, we want to do that. We look at a standard Net Present Value benefit of 4% minimum before we will approve these. Each of these will exceed that 4%. So we are excited about the opportunity. We have available today Jack Truemper from Stephens, Paul Phillips from Crews and Associates, and Ryan Bowman from Friday, Eldridge, & Clark who have worked on these issues.

Upon a motion by Dr. Langford, seconded by Mrs. Clark, ASU System Resolutions 19-35 through 19-37 were approved.

Ayes: Crowson, Crawford, Clark, Langford

Recused: Gardner

**ASU-Jonesboro Resolutions:**

Dr. Welch: There are 13 naming resolutions related to the football North End Zone project for ASU-Jonesboro, and 12 are directly related to financial contributions to the Red Wolves Foundation. Two of those were made by two of our Trustees. These two Trustees, Price Gardner and Tim Langford, have indicated a desire to recuse from voting on their particular naming opportunity, so we need to have three separate votes on ASU-Jonesboro resolutions.

- Resolution 19-45 approving ASU-Jonesboro to name the hydrotherapy training room in Centennial Bank Athletics Operations Center, the Dr. Tim and Terri Langford Hydrotherapy Training Room

Upon a motion by Mrs. Clark, seconded by Mr. Gardner, ASU-Jonesboro Resolution 19-45 was approved.

Ayes: Crowson, Crawford, Gardner, Clark

Recused: Langford

- Resolution 19-49 approving ASU-Jonesboro to name the offensive line coach's office in Centennial Bank Athletics Operations Center, the Price and Sara Gardner Offensive Line Coach's Office

Upon a motion by Mrs. Crawford, seconded by Dr. Langford, ASU-Jonesboro Resolution 19-49 was approved.

Ayes: Crowson, Crawford, Clark, Langford

Recused: Gardner

- Resolution 19-38 approving ASU-Jonesboro to apply for grant funding from the Arkansas Department of Human Services to continue participating in the Child and Adult Care Food Program

Dr. Welch: This is federal money that comes through our Early Childhood Program and helps fund food services for students who have financial needs. It is all federal money, and you simply have to approve the application to be in compliance with the regulations.



- Resolution 19-39 approving ASU-Jonesboro to name the main lobby in Centennial Bank Athletics Operations Center, which pays homage to the A-State Football Program past and present, the A-State Lettermen’s Club Heritage Hall
- Resolution 19-40 approving ASU-Jonesboro to name the offensive line position room in Centennial Bank Athletics Operations Center, the Bert Johnson Offensive Line Room
- Resolution 19-41 approving ASU-Jonesboro to name the players’ lounge in Centennial Bank Athletics Operations Center, the Bill Templeton Players Lounge
- Resolution 19-42 approving ASU-Jonesboro to name the football locker room in Centennial Bank Athletics Operations Center, the Chuck and Tina Mitchell Locker Room
- Resolution 19-43 approving ASU-Jonesboro to name the linebackers’ position room in Centennial Bank Athletics Operations Center, the Demario Davis Linebackers Room
- Resolution 19-44 approving ASU-Jonesboro to name the fueling center in Centennial Bank Athletics Operations Center, the Dr. B.D. and Brenda Tiner Fueling Station
- Resolution 19-46 approving ASU-Jonesboro to name the head trainer’s office in Centennial Bank Athletics Operations Center, the Joe Williams Head Trainer’s Office
- Resolution 19-47 approving ASU-Jonesboro to name the football equipment room in Centennial Bank Athletics Operations Center, the John Church Equipment Room
- Resolution 19-48 approving ASU-Jonesboro to name the recruiting room in Centennial Bank Athletics Operations Center, the JTown’s Grill Recruiting Room
- Resolution 19-50 approving ASU-Jonesboro to name the athletic training room in Centennial Bank Athletics Operations Center, the Ron Carroll Sports Medicine Center
- Resolution 19-51 approving ASU-Jonesboro to name the head coach’s suite in Centennial Bank Athletics Operations Center, the Steve Bryant Family Head Coach’s Suite

Upon a motion by Dr. Langford, seconded by Mrs. Crawford, ASU-Jonesboro Resolutions 19-38 through 19-44; resolutions 19-46 through 19-48; and resolutions 19-50 and 19-51 were approved.

Ayes: Crowson, Crawford, Gardner, Clark, Langford

Nays: None

**ASU-Newport Resolution:**

- Resolution 19-52 approving the ASU-Newport Strategic Plan for 2019-2022

Upon a motion by Mr. Gardner, seconded by Mrs. Clark, ASU-Newport Resolution 9-52 was approved.

Ayes: Crowson, Crawford, Gardner, Clark, Langford

Nays: None

**Executive Session:**

Upon a motion by Mrs. Clark, seconded by Mrs. Crawford, the Board voted to retire into executive session at 11:13 a.m.

Ayes: Crowson, Crawford, Gardner, Clark, Langford

Nays: None

Mr. Crowson 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 11:51 a.m.

**Personnel Actions:**

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

Ayes: Crowson, Crawford, Gardner, Clark, Langford

Nays: None

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

Ayes: Crowson, Crawford, Gardner, Clark, Langford

Nays: None

Upon a motion by Mrs. Clark, seconded by Dr. Langford, the academic appointments and non-academic appointments for ASU-Mountain Home were approved.

Ayes: Crowson, Crawford, Gardner, Clark, Langford

Nays: None

Upon a motion by Mrs. Crawford, seconded by Mrs. Clark, the academic appointment and non-academic reassignment for ASU-Newport were approved.

Ayes: Crowson, Crawford, Gardner, Clark, Langford

Nays: None

Upon a motion by Dr. Langford, seconded by Mr. Gardner, the academic appointments, academic reassignment, non-academic appointments, and non-academic reassignment for ASU Mid-South were approved.

Ayes: Crowson, Crawford, Gardner, Clark, Langford

Nays: None

**Adjournment:**

Upon a motion by Mrs. Crawford, seconded by Mr. Gardner, the meeting adjourned at 11:55 a.m.

Ayes: Crowson, Crawford, Gardner, Clark, Langford

Nays: None



Price Gardner, Secretary



Niel Crowson, Chair

**ARKANSAS STATE UNIVERSITY-JONESBORO**  
**ACADEMIC APPOINTMENTS**  
**September 20, 2019**

**ARMSTARD, TERRANCE**

Instructor, Media/Multimedia Lab Advisor

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

Effective: August 16, 2019

Source of Funds: Education and General, page 114, line 13

Justification: Replacement for Ronald Sitton, who transferred to an Assistant Professor position (\$60,616)

**Education:**

2006 M.A. Communication, University of Louisiana at Monroe, Monroe, LA

2001 B.A. Photojournalism, University of Louisiana at Monroe, Monroe, LA

**Employment:**

2016-Present Adjunct Instructor, South Arkansas Community College, El Dorado, AR

2015-Present News Editor, *El Dorado News-Times*, El Dorado, AR

2014-2015 Photography Instructor, Excellence Academy, Monroe, LA

2010-2014 Digital Media Coordinator, University of Louisiana at Monroe, Monroe, LA

2006-2010 Staff Photographer, *The News-Star*, Monroe, LA

**BAKER, TIMBERLY**

Associate Professor, Educational Leadership Doctoral Program

Salary: \$70,000 (9-month)

Effective: August 16, 2019

Source of Funds: Education and General, page 152, line 2 (\$60,000) and page 153, line 3 (\$10,000)

Justification: Replacement for Steve Bounds, who retired (\$71,254)

**Education:**

2012 Ph.D. Educational Leadership Policy Studies, Indiana University Graduate School of Education, Bloomington, IN

2006 M.S.E. Educational Theory and Practice, Arkansas State University-Jonesboro

2004 B.S.E. Secondary Education Social Studies, University of Arkansas at Pine Bluff, Pine Bluff, AR

**Employment:**

2015-Present Assistant Professor, Teacher Education Department, University of Southern Indiana, Evansville, IN

2012-2015 Research Associate, The Equity Project, Indiana University, Bloomington, IN

2011-2012 Research Associate, Center for Education on Lifelong Learning, Indiana University, Bloomington, IN



2010-2011 Research Associate and Co-Project Coordinator, Indiana University Purdue University at Indianapolis, Indianapolis, IN  
2009-2010 Visiting Research Associate, Indiana University Purdue University at Indianapolis, Indianapolis, IN

**BALADO, ALICIA**

Temporary Instructor

Salary: \$50,000 (9-month)  
Effective: August 16, 2019  
Source of Funds: Education and General, page 140, line 16  
Justification: Replacement for Travis Simkins, who resigned (\$79,063)

Education:

2001 M.B.A. Marketing, Nova Southeastern University, Ft. Lauderdale, FL  
2000 B.S. Communicative Disorders/Speech Language Pathology, Orlando, FL

Employment:

2015-2017 Curriculum Designer and Staff Developer, Learning Sciences International, LSI, West Palm Beach, FL  
2011-2013 Online Educational Instructor, Broward County Schools, Sheridan Technical Center, Hollywood, FL  
2004-2010 Educational Instructor, Broward County Schools, Coral Glades High School, Coral Springs, FL

**BHATTACHARYYA, SUDEEPA**

Research Associate Professor of Bioinformatics, ABI

Salary: \$97,000 (9-month)  
Effective: August 16, 2019  
Source of Funds: Education and General, page 49, line 19  
Justification: New budgeted position to establish an externally funded research program to further build on plans for Data Science at A-State and to be advantageous for collaborations with NYIT

Education:

2007 Ph.D. Bioinformatics, University of Arkansas at Little Rock, Little Rock, AR  
2001 M.S. Bioinformatics, University of Alberta, Alberta, Canada  
1992 M.Sc. Biochemistry, Calcutta University, Calcutta, India  
1990 B.Sc. Chemistry, Calcutta University, Calcutta, India

Employment:

2018-Present Associate Professor, Biomedical Informatics, University of Arkansas for Medical Sciences, Little Rock, AR

2018-Present Associate Professor, Department of Pediatrics, Biostatistics Program, University of Arkansas for Medical Sciences, Little Rock, AR

2012-2018 Assistant Professor, Pediatrics, University of Arkansas for Medical Sciences, Little Rock, AR

**CORMIER, SAVANNAH**

Instructor, Psychology

Salary: \$50,000 (9-month)

Effective: August 16, 2019

Source of Funds: Education and General, page 154, line 18

Justification: Replacement for Kasie Lee, who retired (\$56,952)

Education:

2019 Ph.D. Counselor Education and Supervision, University of Northern Colorado, Greeley, CO  
(Expected May 2020)

2014 M.S. Counselor Education and Clinical Mental Health, University of Louisiana at Lafayette, Lafayette, LA

2011 B.S. Psychology, University of Louisiana at Lafayette, Lafayette, LA

Employment:

2018-Present Licensed Professional Counselor and Registered Play Therapist, Parent-Child Interaction Center, LLC & Canopy Counseling, Fort Collins, CO

2016-Present Clinical Staff, Campus Connections, Greeley, CO

2016-Present Instructor, University of Northern Colorado, Greeley, CO

Jan-May 2016 Mentor Coach, Campus Connections, Greeley, CO

2015-2016 Licensed Professional Counselor Candidate, Psychological Services Clinic, Greeley, CO

Aug-Dec 2015 Mentor, Campus Connections, Greeley, CO

Jan-Jul 2015 Provisionally Licensed Professional Counselor, Lafleur Counseling Services, Lafayette, LA

2014-2015 Provisionally Licensed Professional Counselor Group Director, Healing House, Lafayette, LA

Jan-May 2014 Group Leader and Masters Student Co-Supervisor, Honorary Internship in Group Leadership and Supervision, University of Louisiana at Lafayette, Lafayette, LA

2013-2014 Lead Counseling Intern, Clinic for Counseling and Personal Development (CCPD), Lafayette, LA

2013-2014 Counseling Intern/Group Facilitator, Healing House, Lafayette, LA

**DIAZ, MICHAEL**

Temporary Instructor, Art & Design

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

Effective: August 16, 2019

Source of Funds: Education and General, page 125, line 7

Justification: Replacement for John Norris, who resigned (\$60,153)

**Education:**

2019 M.F.A. Painting & Design, Arizona State University, Tempe, AZ

2016 B.F.A. Drawing & Printmaking, University of Central Florida, Orlando, FL

2011 A.A. Hillsborough Community College, Tampa, FL

**Employment:**

2018-2019 Teaching Artist, Phoenix Art Museum, Phoenix, AZ

2017-2019 Instructor of Record, School of Art, Arizona State University, Tempe, AZ

2016-2019 Lead Digital Designer, Arizona State University Library, Tempe, AZ

2018 Painting Summer Camp Instructor, School of Art, Arizona State University, Tempe, AZ

2016 Teaching Assistant, University of Central Florida, Orlando, FL

2016 Intern, University of Central Florida Gallery, Orlando, FL

2015-2016 Digital Media Lab Assistant, University of Central Florida, Orlando, FL

2014 Printmaking Intern, Flying Horse Editions, Orlando, FL

**FLEMING, ROBERT**

Assistant Professor, Mechanical Engineering

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

Effective: August 16, 2019

Source of Funds: Education and General, page 163, line 5 (\$77,449) and page 161, line 10 (\$2,050), plus Faculty Salary Pool (\$1,501)

Justification: Replacement for Paul Sherman, who retired (\$79,499)

**Education:**

2017 Ph.D. Mechanical Engineering, University of Arkansas, Fayetteville, AR

2012 M.S.M.E. Mechanical Engineering, University of Arkansas, Fayetteville, AR

2009 B.S.M.E. Mechanical Engineering, University of Arkansas, Fayetteville, AR

**Employment:**

2015-Present Research Engineer, WattGlass, Fayetteville, AR

2010-2016 Graduate Researcher, University of Arkansas, Fayetteville, AR

Aug-Dec 2009 Heat Transfer Lab Instructor, University of Illinois, Urbana-Champaign, IL

2007-2009 Cleanroom Operator, University of Arkansas, Fayetteville, AR

**GUNNET-SHOVAL, KARYN**

Assistant Professor, Psychology & Counseling

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

Effective: August 16, 2019

Source of Funds: Education and General, page 155, line 3 (\$50,000), plus A-State Online Program Revenue (\$5,000)

Justification: New budgeted position for FY20 needed due to growth of the A-State Online MSE School Counseling Program

Education:

2015 Ph.D. Psychology, Lehigh University, Bethlehem, PA

2007 M.Ed. Counseling and Human Services, Lehigh University, Bethlehem, PA

2005 B.A. Psychology, Wilkes University, Wilkes-Barre, PA

Employment:

2019-Present Online Instructor, University of Berkeley Extension, Berkeley, CA

2018-Present Postdoctoral Clinical Fellow, Dartmouth-Hitchcock Medical Center, Hanover, NH

2017-Present Online Instructor, Harvard University, Cambridge, MA

2016-Present Postdoctoral Fellow, Department of Psychology, Harvard University, Cambridge, MA

2013-2015 Predoctoral Psychology Fellowship/Psychology Trainee, Yale University School of Medicine, New Haven, CT

2010-2012 Visiting Instructor, Department of Psychology, Lafayette College, Easton, PA

Jan-May 2011 Lecturer B, University of Pennsylvania, Philadelphia, PA

Fall 2010 Adjunct Instructor, Marywood University, Dunmore, PA

**HANCOCK, LAUREN**

Assistant Professor, Nursing

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

Effective: August 16, 2019

Source of Funds: Education and General, page 166, line 34 (\$10,000) and page 168, line 6 (\$55,652), plus NHP Tuition Differential (\$5,762)

Justification: Replacement for Lisa Schafer, who retired (\$65,238)

Education:

2011 M.S.N. Nursing, Arkansas State University-Jonesboro

2008 B.S.N. Nursing, Arkansas State University-Jonesboro

Employment:

2011-Present Family Nurse Practitioner, St. Bernards Regional Medical Center, Jonesboro, AR

2008-2011 Registered Nurse, St. Bernards Regional Medical Center, Jonesboro, AR

**ISOM, RACHAEL**

Assistant Professor, English & Philosophy

Salary: \$50,000 (9-month)

Effective: August 16, 2019

Source of Funds: Education and General, page 102, line 23

Justification: Replacement for Kathryn Krueger, who resigned (\$62,580)

**Education:**

2019 Ph.D. English, University of North Carolina at Chapel Hill, Chapel Hill, NC

2013 M.A. English Literature, Murray State University, Murray, KY

2011 B.A. English, Murray State University, Murray, KY

**Employment:**

2015-2019 Graduate Teaching Fellow, University of North Carolina at Chapel Hill, Chapel Hill, NC

2014-2018 Graduate Research Consultant, University of North Carolina at Chapel Hill, Chapel Hill, NC

2011-2013 Graduate Teaching Assistant, Murray State University, Murray, KY

**KENDRICK, ALEXIS**

Temporary Assistant Professor, Physical Therapy

Salary: \$74,000 (12-month)

Effective: June 1, 2019

Source of Funds: Education and General, page 167, line 53 (\$7,400) and page 178, line 4 (\$66,600)

Justification: Replacement for Kristie Vinson, who resigned (\$77,576)

**Education:**

2016 D.P.T. Physical Therapy, Arkansas State University-Jonesboro

2010 B.S. Mechanical Engineering, Arkansas Tech University, Russellville, AR

**Employment:**

2019-Present Pediatric Physical Therapist, Therapy 4 Kids and On-Track Therapy, Conway, AR

2017-Present Skilled Nursing Facility Physical Therapist, Cabot, AR

2016-2017 Inpatient Physical Therapist, Therapy Providers of Arkansas, Jonesboro, AR

**KIM, GWANSEON**

Assistant Professor, Agricultural Economics

Salary: \$70,000 (9-month)

Effective: August 16, 2019

Source of Funds: Education and General, page 84, line 8, funded with VCAAR Salary Pool

Justification: Replacement for David Agnew, who resigned (\$79,940)



Education:

2019 Ph.D. Agricultural Economics, University of Kentucky, Lexington, KY  
2011 M.S. Agricultural Economics, Mississippi State University, Starkville, MS  
2009 B.A. Business Information System, Mississippi State University, Starkville, MS

Employment:

2014-Present Research Assistant, University of Kentucky, Lexington, KY  
2015-Present Teaching Assistant/Instructor, University of Kentucky, Lexington, KY

**LONG, TYLER**

Academic Advisor, Nursing

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

Effective: July 1, 2019

Source of Funds: Education and General, page 167, line 52 (\$12,360) and page 170, line 2 (\$22,640)

Justification: Replacement for Jenafer Wray, who retired (\$33,691)

Education:

2015 B.A. Criminology, Arkansas State University-Jonesboro  
2015 B.A. Sociology, Arkansas State University-Jonesboro

Employment:

2018-Present Program Eligibility Specialist Supervisor, Arkansas Department of Human Services, Jonesboro, AR  
2016-2018 Program Eligibility Specialist, Arkansas Department of Human Services, Jonesboro, AR  
2015-2016 Lead Teller, Bear State Bank, Jonesboro, AR  
2014-2015 Human Resources Generalist, Facilities Management, ASU-Jonesboro  
2012-2014 Administrative Support, Facilities Management, ASU-Jonesboro

**MASSEY, CASSANDRA**

Assistant Professor, Nurse Anesthesia

Salary: \$115,000 (9-month)

Effective: August 16, 2019

Source of Funds: Education and General, page 181, line 4

Justification: Replacement for Kathy Wren, who resigned (\$136,350)

Education:

2011 DNAP Anesthesia, Texas Wesleyan University, Fort Worth, TX  
2005 M.S.N. Anesthesia, Texas Wesleyan University, Fort Worth, TX  
2003 B.S.N. Nursing, Arkansas State University-Jonesboro  
1991 A.S.N. Nursing, Arkansas State University-Jonesboro

Employment:

2018-Present Certified Registered Nurse Anesthetist, NEA Baptist, Jonesboro, AR; Arkansas Methodist Medical Center, Paragould, AR; Baxter Regional, Mountain Home, AR; Piggott Community Hospital, Piggott, AR; Jonesboro Surgery Center, Jonesboro, AR

2014-Present Instructor, Master's Projects, Texas Wesleyan University, Fort Worth, TX

2005-2018 Certified Registered Nurse Anesthetist, Jonesboro Anesthesia, Jonesboro, AR

Feb-May 2011 Instructor, Anesthesia/Obstetrics & Gynecologic courses, ASU-Jonesboro

**MAY, MONTY**

Instructor, Developmental Math, Transition Studies

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

Effective: August 16, 2019

Source of Funds: Education and General, page 75, line 5, plus VCAAR Faculty Salary Pool (\$586)

Justification: Replacement for Tara Banks, who transferred to First Year Studies (\$35,352)

Education:

1978 M.Ed. Arkansas State University-Jonesboro

1970 B.B.A. Arkansas State University-Jonesboro

Employment:

2016-Present Realtor, Crye Leike Realtors, Jonesboro, AR

2012-2015 Teacher, East Poinsett County Public Schools, Lepanto, AR

2009-2010 Teacher, Valley View Public Schools, Jonesboro, AR

**MONTGOMERY, LARK**

Assistant Professor, Nursing

Salary: \$68,500 (9-month)

Effective: August 16, 2019

Source of Funds: Education and General, page 166, line 17 (\$2,110) and page 168, line 18 (\$66,390)

Justification: Replacement for Angela Smith, who resigned FY18 (\$66,472)

Education:

2015 M.S.N. Adult Gerontology Acute Care Practice Specialty, University of Arkansas, Fayetteville, AR

2010 B.S.N. Nursing, Arkansas State University-Jonesboro

Employment:

2016-Present Advanced Practice Registered Nurse, Cardiovascular Surgery, St. Bernards Heart and Vascular, Jonesboro, AR

2014-2016 Registered Nurse/Physician Extender, St. Bernards Heart and Vascular Center, Jonesboro, AR

2010-2014 Registered Nurse, Intensive Care Unit, St. Bernards Regional Medical Center, Jonesboro, AR

**MOORE, CARLITTA**

Clinical Coordinator/Assistant Professor, Athletic Training

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

Effective: August 16, 2019

Source of Funds: Education and General, page 187, line 3 (\$40,213), plus Faculty Salary Pool (\$24,787)

Justification: Replacement for Hollie Huckabee, who resigned (\$40,213) and position was upgraded from Instructor to Clinical Coordinator/Assistant Professor

Education:

2018 Ed.D. Educational Leadership/Higher Education, Fayetteville State University, Fayetteville, NC

2009 M.S. Health and Human Performance/Athletic Training, University of Tennessee at Chattanooga, Chattanooga, TN

2007 B.S. Biology, Fayetteville State University, Fayetteville, NC

Employment:

2012-Present Assistant Athletics Director for Sports Medicine/Head Athletic Trainer, Fayetteville State University, Fayetteville, NC

2016-2017 Internship/Instructor, Campbell University, Buies Creek, NC

2010-2012 Assistant Athletic Trainer/Professor, Saint Augustine's University, Raleigh, NC

2009-2010 Athletic Trainer, Champion Sports Medicine, Birmingham, AL

**MOSELEY, MARY**

Associate Director, A-State Online Operations

Salary: \$45,000 (12-month)

Effective: July 1, 2019

Source of Funds: Education and General, page 64, line 4 (\$40,000), plus A-State Online Program Revenue (\$5,000)

Justification: Replacement for William Free, who was promoted to a provisional position (\$40,000)

Education:

2018 M.P.A. Public Administration, Arkansas State University-Jonesboro

2016 B.S. Business Administration, Arkansas State University-Jonesboro

Employment:

2019-Present Human Resources Generalist, Greenway Equipment, Weiner, AR

2017-Present Human Resources Generalist, Advantage Service Company, North Little Rock, AR

2017-2019 Employee Experience Specialist, Harrison Energy Partners, Little Rock, AR

2016-2017 Receptionist, Harrison Energy Partners, Little Rock, AR

**QUINTANA, TAQUEENA**

Assistant Professor, School Counseling

Salary: \$62,565 (9-month)

Effective: August 16, 2019

Source of Funds: A-State Online Revenue

Justification: New position needed to meet demands and remain within Council for Accreditation of Counseling and Related Education Programs ACREP for the new A-State Online MSE in School Counseling Program

Education:

2018 Ed.D. Counselor Education and Supervision, Argosy University-Northern Virginia, Arlington, VA  
2013 M.A. Clinical Mental Health Counseling, Medaille College, Buffalo, NY  
2012 M.S.Ed Education, (School Counseling), CUNY-Brooklyn College, Brooklyn, NY  
2010 M.S.Ed Education (Students with Disabilities-Secondary Education), CUNY-Brooklyn College, Brooklyn, NY  
2008 B.A. History, CUNY-Hunter College, New York, NY  
2005 A.A. Liberal Arts, CUNY-Medgar Evers College, Brooklyn, NY

Employment:

2017-2019 Professional School Counselor/504 Coordinator, Department of Defense Education Activity, Alexandria, VA  
2016-2017 Professional School Counselor/504 Facilitator, Prince George’s County Public Schools, Upper Marlboro, MD  
Jul-Dec 2016 Telemental Health Counselor (Virtual), Talkpace, New York, NY

**RUCCIO, KRISTEN**

Assistant Professor, English & Philosophy

Salary: \$50,000 (9-month)

Effective: August 16, 2019

Source of Funds: Education and General, page 102, line 8, funded with VCAAR Salary Pool

Justification: Replacement for Zachary Warzecka, who resigned (\$51,000)

Education:

2019 Ph.D. English Rhetoric and Composition, Georgia State University, Atlanta, GA  
2010 M.A. English, University of Alabama, Huntsville, AL  
2006 B.A. Sociology and Philosophy, University of Alabama, Huntsville, AL

Employment:

2014-Present Graduate Teaching Assistant, English Department, Georgia State University, Atlanta, GA  
2008-2014 Adjunct Instructor, English, Calhoun Community College, Huntsville, AL  
2009-2010 Adjunct Instructor, English, University of Alabama, Huntsville, AL  
2007-2009 Graduate Teaching Assistant, University of Alabama, Huntsville, AL

**SALDIVAR, CHRISTOPHER**

Temporary Instructor, Computer Sciences

Salary: \$40,000 (4.5-month)

Effective: August 16, 2019

Source of Funds: VCAAR Faculty Pool

Justification: Fall semester backfill for instructor on leave without pay

**Education:**

2018 M.S. Computer Science, Arkansas State University-Jonesboro

2016 B.S. Computer Science, Arkansas State University-Jonesboro

**Employment:**

2017-Present Graduate Assistant, Computer Science, ASU-Jonesboro

2015-2016 Teaching Assistant, Computer Science, ASU-Jonesboro

**SCHACK, JAYNE**

Temporary Assistant Professor, Physical Therapy

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

Effective: August 16, 2019

Source of Funds: Education and General, page 167, line 76 (\$1,000) and page 178, line 6 (\$59,000)

Justification: Replacement for LaToya Green, who was promoted to a professor position (\$64,000)

**Education:**

1989 M.A. Business & Organizational Communications, Emerson College, Boston, MA

1982 B.S. Physical Therapy, Boston University, Boston, MA

**Employment:**

2018-2019 Hospice Care Consultant, Compassus, Auburn, MA

2015-2017 Per Diem Physical Therapist, Newbury Court, Concord, MA

2015-2016 Per Diem Rehabilitation Liaison, Fairlawn Rehabilitation Hospital, Worcester, MA

2012-2016 Physical Therapist, D'Youville Life and Wellness Community, Lowell, MA

2012-2013 Physical Therapist, Aegis Therapies, West Newton, MA

2011-2012 Physical Therapist, Athena Health Care, Lowell & Worcester, MA

2009-2011 Physical Therapist, UMass Memorial Medical Center Home Health, Worcester, MA

2003-2009 Physical Therapist, Emerson Hospital Home Care, Concord, MA

**TEDDER, DYLAN**

Academic Advisor, Dean of Education and Behavioral Science

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

Effective: May 28, 2019

Source of Funds: Education and General, page 147, line 4, funded with VCAAR Salary Pool

Justification: New position in 2019-2020 budget, necessary to meet the critical needs of students.



Education:

2019 M.S. College Student Personnel, Arkansas Tech University, Russellville, AR  
(Expected December 2019)  
2018 B.S. Strategic Communication, Arkansas State University-Jonesboro

Employment:

2018-Present Graduate Assistant, Student Leadership and Campus Life, Arkansas Tech University, Russellville, AR  
2014-2018 Sports Information Intern, Arkansas State Athletics, ASU-Jonesboro  
2015-2018 Chancellor Ambassador, ASU-Jonesboro

**WATTS, KENA**

Instructor, A-State Online Math & Science

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

Effective: August 16, 2019

Source of Funds: Education and General, page 99, line 1, funded from A-State Online Revenue

Justification: New position in 2019-2020 budget, needed to teach math Business Calculus for online Business Administration degree

Education:

2017 Ed.D. Mathematics Education, Teachers College, Columbia University, New York, NY  
2011 M.S. Mathematics, Arkansas State University-Jonesboro  
2009 B.A. Mathematics Education, Harding University, Searcy, AR

Employment:

2018-Present Mathematics Teacher, Nettleton High School, Jonesboro, AR  
Jun-Aug 2018 Adjunct Mathematics Instructor, ASU-Newport  
2016-2018 Mathematics Teacher, The Academies at Jonesboro High School, Jonesboro, AR

**WEST, ERIC**

Assistant Professor, Dietetics

Salary: \$58,000 (12-month)

Effective: July 1, 2019

Source of Funds: Education and General, page 183, line 1

Justification: Replacement for Pamela Towery, who resigned (\$75,835)

Education:

2019 M.B.A. Healthcare, John F. Kennedy University, Pleasant Hill, CA  
2014 A.A.S. Dietetics, Black River Technical College, Pocahontas, AR  
2010 B.S. Interdisciplinary Studies, Arkansas State University-Jonesboro

Employment:

2018-Present Assistant Director of Food & Nutrition, Morrison Healthcare, Jonesboro, AR  
2015-2018 Patient Services Manager, Morrison Healthcare, Jonesboro, AR  
2014-2015 Retail Manager, Morrison Healthcare, Jonesboro, AR  
2008-2014 Professional Teller, Bank of America, Jonesboro, AR

**WIMPY, CAMERON**

Assistant Professor, Political Science

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

Effective: August 16, 2019

Source of Funds: Education and General, page 109, line 4 (\$56,686), plus VCAAR Salary Pool (\$3,314)

Justification: Replacement for Jacob Ausderan, who resigned (\$55,876)

Education:

2014 Ph.D. Political Science, Texas A&M University, College Station, TX  
2009 M.A. Political Science, Arkansas State University-Jonesboro  
2007 B.A. Political Science, Arkansas State University-Jonesboro

Employment:

2017-Present Research Director, Massachusetts Institute of Technology, Cambridge, MA  
2015-2017 Senior Researcher, Fors Marsh Group, Arlington, VA  
2014-2015 Post-Doctoral Researcher, Texas A&M University, College Station, TX  
2010-2014 Research Associate, Texas A&M University, College Station, TX

**ZARE, SINA**

Assistant Professor, Supply Chain & Operations Management

Salary: \$108,000 (9-month)

Effective: August 16, 2019

Source of Funds: Education and General, page 133, line 37 (\$20,488) and page 140, line 17 (\$87,512)

Justification: Replacement for Dong Li, who resigned (\$107,161)

Education:

2019 Ph.D. Management Science, University of Texas at Arlington, Arlington, TX  
2014 M.S. Production Engineering and Management, Royal Institute of Technology, Stockholm, Sweden  
2007 B.S. Industrial Engineering, Azad University, Qazvin, Iran

Employment:

2018-Present Lecturer, University of Texas at Arlington, Arlington, TX  
2018-Present SAP University Alliances Faculty Coordinator, University of Texas at Arlington, Arlington, TX  
2015-2018 Graduate Teaching Associate, University of Texas at Arlington, Arlington, TX

**ARKANSAS STATE UNIVERSITY-JONESBORO**  
**ACADEMIC REASSIGNMENTS**  
**September 20, 2019**

**BANKS, TARA**

From: Instructor, First Year Studies  
To: Instructor and Quantitative Reasoning Coordinator, Math & Statistics  
Effective: August 16, 2019  
Salary: \$42,000 (9-month)  
Source of Funds: Education and General, page 98, line 2 (\$38,000), plus VCAAR Salary Pool (\$4,000)  
Justification: Replacement for Mary Mitchell, who resigned (\$38,000 part-time); position was changed from Associate Professor, 12-month, to Instructor, 9-month

**BEARDEN, DONALD**

From: Administrative Specialist II, Engineering  
To: Academic Advisor, Advising Services  
Effective: May 1, 2019  
Salary: \$35,000 (12-month)  
Source of Funds: Education and General, page 160, line 3, funded from VCAAR Salary Pool  
Justification: New position necessary for adequate advising of students

**BRYANT, LANCE**

From: Assistant Professor, Health, P.E. & Sports Sciences  
To: Associate Dean of Schools, College of Education & Behavioral Science  
Effective: July 1, 2019  
Salary: \$115,000 (12-month)  
Source of Funds: Education and General, page 147, line 2, funded with VCAAR Faculty Salary Pool  
Justification: New position in 2019-2020 budget

**DEARING, SARAH**

From: Assistant Professor, A-State Online  
To: Assistant Professor, Nursing  
Effective: August 16, 2019  
Salary: \$55,000 (9-month)  
Source of Funds: Education and General page 168, line 12  
Justification: Replacement for Renee Miller, who retired (\$67,507)

**DOWNUM, KEVIN**

From: Research Assistant, Faculty Center  
To: Instructor, A-State Online Faculty Support  
Effective: August 1, 2019  
Salary: \$55,000 (12-month)  
Source of Funds: Education and General, page 65, line1  
Justification: Replacement for Christopher Boothman, who was promoted to Director of Administrative Services, Online Operations (\$55,000)

**RAWLINS, BRAD**

From: Professor  
To: Department Chairperson, Media and Journalism  
Effective: July 1, 2019  
Salary: \$124,000 (12-month)  
Source of Funds: Education and General, page 114, line 1 (\$114,066), plus VCAAR Faculty Salary Pool (\$9,934)  
Justification: Replacement for Osabuohien Amienyi, who retired (\$114,066)

**SITTON, RONALD**

From: Instructor, Media  
To: Assistant Professor, Multimedia Journalism  
Effective: August 16, 2019  
Salary: \$50,000 (9-month)  
Source of Funds: Education and General, page 114, line 9  
Justification: Replacement for Gabriel Tait, who resigned (\$60,957)

**WILLIAMS, JOHN**

From: Student Development Specialist, Recruitment  
To: Academic Advisor, Advising Services  
Effective: May 1, 2019  
Salary: \$37,000 (12-month)  
Source of Funds: Education and General, page 78, line 6, funded with VCAAR Faculty Salary Pool  
Justification: New position in 2019-2020 budget necessary for adequate advising of students

**ARKANSAS STATE UNIVERSITY-JONESBORO**  
**NON-ACADEMIC APPOINTMENTS**  
**September 20, 2019**

**ADAMS, KELLY**

Residence Life Coordinator, Residence Life

Salary: \$30,000

Effective: July 1, 2019

Source of Funds: Auxiliary, page 245, line 9

Justification: New position in 2019-2020 budget, funded from existing part-time labor budget; part-time positions were reallocated to full-time to better provide oversight, programming, student development, and retention efforts in residential facilities

**Education:**

2019 B.S. Accounting, Missouri State University, Springfield, MO

**Employment:**

2017-Present Resident Assistant, Missouri State University, Springfield, MO

Sum 2018 Summer Assistant, Missouri State University, Springfield, MO

Sum 2017 Summer Assistant, Missouri State University, Springfield, MO

2016-2018 Desk Worker, Missouri State University, Springfield, MO

**BARNHILL, CYNTHIA**

Admissions Counselor, Admissions

Salary: \$30,000

Effective: August 16, 2019

Source of Funds: Education and General, page 22, line 4

Justification: Replacement for Rebekah Hickman, who was promoted to Assistant Director of Admissions (\$30,000)

**Education:**

2018 B.S. Creative Media Production, Arkansas State University-Jonesboro

**Employment:**

2015-Present Freelance Design & Photography, Jonesboro, AR

2015-Present Sales Associate, Forever 21 Red, Jonesboro, AR

Jan-May 2018 Graphic Design Intern, KASU Public Radio, Jonesboro, AR

Jan-May 2018 Web/Graphic Design Intern, Northeast Arkansas Humane Society, Jonesboro, AR

Jan 2018 Graphic Designer, Delta Sigma Theta Sorority Inc., Jonesboro, AR

Nov 2017 Graphic Designer, I Will Fitness, Jonesboro, AR

2017-2018 Homecoming/Springfest Director, Student Activities Board, ASU-Jonesboro

2013-2015 Team Member, Chick-Fil-A, Jonesboro, AR



**BEAVER, CATHERINE**

Assistant Dean of Students, Residence Life

Salary: \$42,000

Effective: July 16, 2019

Source of Funds: Auxiliary, page 245, line 2

Justification: Replacement for Adonis Thompson, who resigned (\$46,583)

**Education:**

2019 M.Ed. Higher Education, University of Arkansas, Fayetteville, AR

2014 B.S. Public Relations, University of Central Arkansas, Conway, AR

**Employment:**

2017-2019 Graduate Assistant for Residence Education, University of Arkansas, Fayetteville, AR

Jan-May 2019 New Student and Family Programs Intern, University of Arkansas, Fayetteville, AR

May-Jul 2018 Operations Assistant Intern, University at Buffalo Housing, Buffalo, NY

Jan-May 2018 International Student and Scholars Intern, University of Arkansas, Fayetteville, AR

2017-2017 Director of Sales, Fairfield Inn & Suites, Benton, AR

2015-2016 Marketing Assistant, Vibrant Occasions Catering, Benton, AR

**BOLTON, KYLE**

Director of Strength & Conditioning, Athletics

Salary: \$40,000

Effective: July 1, 2019

Source of Funds: Auxiliary, page 230, line 1

Justification: Replacement for Ryan Jackson, who resigned (\$40,000)

**Education:**

2019 M.S. Sports Management, Baker University, Baldwin City, KS

2012 B.S. Sociology, Baker University, Baldwin City, KS

**Employment:**

2017-2019 Football Coach (Offense/Strength & Conditioning), Baker University, Baldwin City, KS

2016-2017 Assistant Athletic Performance Coach, Baylor University, Waco, TX

2013-2016 Event Operations, San Diego Padres, San Diego, CA

**BOUZHAY, NORA**

Academic Counselor, Transition Studies

Salary: \$35,000

Effective: August 1, 2019

Source of Funds: Education and General, page 75, line 6

Justification: Replacement for Sanoya Amienyi, who resigned (\$35,000)

Education:

2017 M.P.S. Public Service, Clinton School of Public Service, Little Rock, AR  
2015 B.S. Biology, University of Arkansas at Little Rock, Little Rock, AR

Employment:

2017-Present Fellow & Director, North Little Rock Work, North Little Rock, AR  
2017-Present First Year Experience Instructor, University of Arkansas at Little Rock, Little Rock, AR  
2017-2019 ACT Prep Instructor, Charles W. Donaldson Scholars Academy, Little Rock, AR  
2017 TRIO/Upward Bound Program Assistant & Instructor, ASU-Jonesboro  
2016 Intern, U.S. Department of State: EducationUSA AMIDEAST Rabat, Morocco  
2016 Intern, U.S. Department of State, U.S. Consulate General, Dubai

**BOWIE, PAMELA**

Senior Director, Admissions

Salary: \$68,000

Effective: August 16, 2019

Source of Funds: Education and General, page 22, line 2

Justification: New position in 2019-2020 budget to serve as the primary planner and driver of admissions efforts

Education:

2006 M.S. Mass Communications, Arkansas State University-Jonesboro  
2005 B.S. Broadcast Journalism, Texas Christian University, Fort Worth, TX

Employment:

2018-Present Director of Admissions, University of Arkansas-Pulaski Tech, North Little Rock, AR  
2011-2018 Associate Director of Admissions, University of Arkansas at Little Rock, Little Rock, AR  
2010-2011 Program Manager, Arkansas Cancer Coalition, Little Rock, AR  
2007-2010 Admissions Counselor, ASU-Jonesboro

**CABRERA, RICARDO**

Assistant Coach, Men's Basketball

Salary: \$86,700

Effective: May 7, 2019

Source of Funds: Auxiliary, page 231, line 4

Justification: Replacement for Vince Walden, who resigned (\$86,700)

Education:

2001 M.A. Instructional Leadership, Tennessee Tech University, Cookeville, TN  
1999 B.S. Multidisciplinary Studies, Tennessee Tech University, Cookeville, TN

Employment:

2017-Present Assistant Coach, Austin Peay State University, Clarksville, TN  
2012-2017 Associate Head Coach, Tennessee Tech University, Cookeville, TN  
2008-2012 Assistant Coach, University of Tennessee at Chattanooga, Chattanooga, TN

**DOTSON, EMILY**

Assistant Dean of Students, Residence Life

Salary: \$34,000

Effective: July 1, 2019

Source of Funds: Auxiliary, page 245, line 4 (\$33,000) plus Permanent Salary Savings (\$1,000)

Justification: Replacement for Brittany Dawson, who resigned (\$33,000)

Education:

2019 M.S. Higher Education Administration, University of Dayton, Dayton, OH

2016 B.A. Psychology, Wright State University, Fairborn, OH

Employment:

2018-Present Graduate Assistant, Restorative Justice Programming, University of Dayton, Dayton, OH

2018-Present Hazing Prevention Committee Member, University of Dayton, Dayton, OH

2017-Present University Hearing Boards, University of Dayton, Dayton, OH

2014-Present Human Resource Specialist, U.S. Army National Guard

Jan-May 2018 Intern, Community Standards & Civility, University of Dayton, Dayton, OH

2017-2018 Patient Services Specialist, SpringCreek Fertility, Dayton, OH

**DUARTE, VERONICA**

Global Engagement & Outreach Marketing Coordinator, A-State Online Operations

Salary: \$45,000

Effective: August 1, 2019

Source of Funds: A-State Online Budgeted Part-time Labor, page 69

Justification: New position critical to work in creating marketing campaigns for various programs including non-AP program, MBA, CSPS, DEPM, Master's in Nursing, online international students, the new UpSkill high school initiative with the Governor's office and University centers at various two-year colleges

Education:

2015 B.A. Public Relations & Advertising, Samford University, Birmingham, AL

Employment:

2018-Present HR Recruiter/Internal Marketing, Honda Logistics of North America, Lincoln, AL

2017-2018 Marketing/Social Media Specialist, Hibbett Sports Corporate, Birmingham, AL

2015-2017 Marketing/Social Media Coordinator, Hibbett Sports Corporate, Birmingham, AL

May-Nov 2015 Marketing Director & Account Manager, Seasonal Sports, Birmingham, AL

2014-2015 Marketing/Fan Experience Intern, Samford University Athletics, Birmingham, AL  
2013-2019 Sales Supervisor, Michael Kors Lifestyle Store, Birmingham, AL

**ESKEW, NATALIE**

Associate Dean of Students, Residence Life

Salary: \$56,000

Effective: June 1, 2019

Source of Funds: Auxiliary, page 245, line 1 (\$41,208) and line 12 (\$14,792)

Justification: Replacement for Heather Brake, who was promoted to Associate Dean of Students (\$41,208)

**Education:**

2007 M.S. College Student Personnel Services, Arkansas State University-Jonesboro

2005 B.S. Interdisciplinary Studies, Arkansas State University-Jonesboro

**Employment:**

2018-Present Associate Director of Student Life, New York Institute of Technology, College of Osteopathic Medicine, Jonesboro, AR

2016-2018 Career Counselor, Career Services, ASU-Jonesboro

2010-2016 Assistant Dean of Students, Leadership Center, ASU-Jonesboro

2010-2011 Conference Services Director, Reng Student Union, ASU-Jonesboro

2007-2010 Coordinator for Student Services, Leadership Center, ASU-Jonesboro

**GARNER, RUSSELL**

Assistant Director of Media Relations, Sports Information

Salary: \$30,906

Effective: July 1, 2019

Source of Funds: Auxiliary, page 226, line 3

Justification: Replacement for Chris Graddy, who resigned (\$30,906)

**Education:**

2019 M.S. Kinesiology, Mississippi State University, Starkville, MS

2017 B.S. Kinesiology, Mississippi State University, Starkville, MS

**Employment:**

2017-Present Graduate Assistant/Athletics Communications, Mississippi State University, Starkville, MS

2015-2017 Student Assistant/Athletic Communications, Mississippi State University, Starkville, MS

May-Aug 2016 Media & Public Relations Intern, Pensacola Blue Wahoos, Pensacola, FL

**HENNINGS, KEVIN**

Research Analyst, Assessment Services

Salary: \$36,000

Effective: May 16, 2019

Source of Funds: Education and General, page 60, line 3

Justification: Replacement for Elizabeth Wakefield, who was promoted to Data Analytics Strategist (\$36,000)

**Education:**

2017 M.B.A. Sam Houston State University, Huntsville, TX

2014 B.S.A. Williams Baptist College, Walnut Ridge, AR

**Employment:**

2017-Present Adjunct Instructor, Williams Baptist University, Walnut Ridge, AR

2017-Present Institutional Effectiveness Coordinator, Williams Baptist University, Walnut Ridge, AR

2017-Present Assistant Registrar, Williams Baptist University, Walnut Ridge, AR

2014-2017 Assistant to the Registrar, Williams Baptist University, Walnut Ridge, AR

2010-2014 Cashier/Secondary Customer Service Manager, Walmart, Pocahontas, AR

**HEREKAMP, DYLAN**

Residence Life Coordinator, Residence Life

Salary: \$30,000

Effective: July 1, 2019

Source of Funds: Auxiliary, page 245, line 8

Justification: New position in 2019-2020 budget, funded from existing part-time labor budget

**Education:**

2019 B.A. Political Science, Arkansas State University-Jonesboro

**Employment:**

2018-Present Resident Assistant, ASU-Jonesboro

2016-2017 Resident Hall Desk Assistant, ASU-Jonesboro

2014-2015 Cashier, Harps Food Store, Batesville, AR

**HOPE, EMILY**

Assistant Dean of Students, Student Development and Leadership

Salary: \$36,000

Effective: June 1, 2019

Source of Funds: Auxiliary, page 267, line 5

Justification: Replacement for Morgan Crain, who resigned (\$41,000)



Education:

2019 M.Ed. Higher Education/Student Affairs Administration, University of Southern Mississippi, Hattiesburg, MS  
2017 B.S. Psychology, University of Southern Mississippi, Hattiesburg, MS

Employment:

2017-Present Graduate Assistant/Teaching Assistant, Office of Orientation & Transition Programs, University of Southern Mississippi, Hattiesburg, MS

**JOHNSON, ROBERT**

Residence Life Coordinator, Residence Life

Salary: \$45,000

Effective: July 22, 2019

Source of Funds: Auxiliary, page 245, line 10 (\$30,000) and line 12 (\$10,000), plus Diversity funding for minority (\$5,000)

Justification: New position in 2019-2020 budget, funded from existing part-time labor budget

Education:

2016 M.A. Communication Studies, Arkansas State University-Jonesboro  
2014 B.A. Communication Studies, Arkansas State University-Jonesboro

Employment:

2016-Present Area Coordinator, Office of Residential Life, North Carolina Central University, Durham, NC  
2015-2016 Hall Director, Office of Residence Life, ASU-Jonesboro  
2014-2015 Graduate Assistant, Multicultural Center, ASU-Jonesboro

**JONES, CLIFF**

Coordinator of Non-Credit Activity, Delta Center for Economic Development

Salary: \$85,000

Effective: July 1, 2019

Source of Funds: Education and General, page 55, line 2

Justification: Replacement for Andrea Allen, who was promoted to Executive Director (\$86,708)

Education:

2004 Ph.D. Educational Administration, University of Texas at Austin, Austin, TX  
2000 M.P.A. Public Administration, University of Arkansas, Fayetteville, AR  
1996 B.A. Human Resource Management, University of Arkansas, Fayetteville, AR

Employment:

2012-Present Senior Vice Chancellor for Learning & Instruction, ASU-Mid-South  
2008-2012 Vice Chancellor of Academics, University of Arkansas Community College at Batesville, Batesville, AR

**KIMBRELL, KASON**

Development Advancement Specialist, Athletic Administration

Salary: \$30,222

Effective: April 29, 2019

Source of Funds: Education and General, page 39, line 4 (\$11,273) and Auxiliary, page 225, line 14 (\$18,949)

Justification: Replacement for John Hakenewerth, who resigned (\$30,222)

Education:

2018 B.S. Business/Sports Management, Mississippi State University, Starkville, MS

Employment:

2018-Present Intern, GTR-LINK, Columbus, MS

2018-Present Intern, Learfield Sports Properties, Mississippi State University, Starkville, MS

Jan-May 2018 Intern, United Athletics

2015-2016 Resident Assistant, Ouachita Baptist University, Arkadelphia, AR

**LAUREANO, GABRIELLE**

Residence Life Coordinator, Residence Life

Salary: \$30,000

Effective: July 16, 2019

Source of Funds: Auxiliary, page 245, line 11

Justification: New position in 2019-2020 budget, funded from existing part-time labor budget

Education:

2018 B.A. Political Science/Criminology, Arkansas State University-Jonesboro

Employment:

2019-Present Graduate Hall Director, ASU-Jonesboro

Jan-Aug 2018 Legal Assistant, Skarda & Lonidier, Jonesboro, AR

2017-2018 Resident Assistant, ASU-Jonesboro

**O'HARE, DANIEL**

Assistant Coach, Soccer

Salary: \$30,000

Effective: July 1, 2019

Source of Funds: Auxiliary, page 235, line 3, funded with A-State Red Wolves Foundation

Justification: New position in 2019-2020 budget, needed due to program growth

Education:

2017 B.A. Finance, Tennessee Wesleyan University, Athens, TN

Employment:

Jul-Aug 2016 Residential Coach, FC Dallas, Dallas, TX  
2015-2017 Head Goalkeeping Coach, McMinn United, Athens, TN  
2010-2015 Assistant Coach/Head Goalkeeping Coach, Wimbledon Regional Academy

**RECTOR, CYNTHIA**

Admissions Counselor, Admissions

Salary: \$30,000

Effective: August 16, 2019

Source of Funds: Education and General, page 22, line 10

Justification: Replacement for John Williams, who was promoted to Academic Advisor (\$30,000)

Education:

1996 B.B.A. Marketing, Baylor University, Waco, TX

Employee:

2015-2019 Insurance Account Representative, Garnett West State Farm, Olive Branch, MS

2009-2015 Customer Service Manager, Specialty Feeds, Memphis, TN

**ROGERS, DESTINEE**

Assistant Coach, Women's Basketball

Salary: \$55,000

Effective: April 25, 2019

Source of Funds: Auxiliary, page 238, line 4

Justification: Replacement for Deidra Johnson, who resigned (\$55,000)

Education:

2014 M.S. Health Sciences, University of Central Arkansas, Conway, AR

2012 B.S. Health Sciences, University of Central Arkansas, Conway, AR

Employment:

2016-2019 Head Women's Basketball Coach, El Dorado High School, El Dorado, AR

2012-2016 Assistant Women's Basketball Coach, University of Central Arkansas, Conway, AR

**ARKANSAS STATE UNIVERSITY-JONESBORO**  
**NON-ACADEMIC REASSIGNMENTS**  
**September 20, 2019**

**BOOTHMAN, CHRISTOPHER**

From: Director, A-State Online Faculty Support  
To: Director of Administrative Services, A-State Online Operations  
Effective: May 16, 2019  
Salary: \$60,000  
Source of Funds: Education and General, page 64, line 1 (\$50,000) and A-State Online Revenue (\$10,000)  
Justification: Replacement for Tracy Buchanan, who transferred to Online Coordinator of Graduate Programs (\$50,000)

**BRIGHTWELL, JACQUELINE**

From: Project Program Specialist, Bradbury Art Museum  
To: Director, Bradbury Art Museum  
Effective: July 1, 2019  
Salary: \$45,010  
Source of Funds: Education and General, page 123, line 1  
Justification: Replacement for Les Christensen, who retired (\$58,717)

**BROOKS, HILIARY**

From: Program Specialist, Museum  
To: Museum Registrar/Curator, Bradbury Art Museum  
Effective: July 1, 2019  
Salary: \$36,155  
Source of Funds: Education and General, page 123, line 2 (\$18,540), plus Foundation transfer (\$22,000)  
Justification: Replacement for Jacqueline Brightwell, who was promoted (\$18,540) - this position is increasing from 45% to 100% FTE due to increasing BAM activities and programming

**BUCHANAN, TRACY**

From: Director of Administrative Services, A-State Online Operations  
To: Online Coordinator of Graduate Programs, A-State Online Operations  
Effective: May 16, 2019  
Salary: \$50,000  
Source of Funds: Education and General, page 153, line 7  
Justification: New position in the 2019-2020 budget, needed with the launching of the Ed.D. program through A-State Online Operations

**BURLESON, JOE**

From: Project Program Specialist, Information Technology Services  
To: Senior Systems Administrator  
Effective: June 1, 2019  
Salary: \$56,689  
Source of Funds: Education and General, page 219, line 2 (\$54,692) and VCFA Salary Pool (\$1,997)  
Justification: Replacement for Justin Walker, who resigned (\$54,692)

**DEPROW, SUMMER**

From: Director of Assessment, Assessment Services  
To: Assistant Vice Chancellor for Assessment & Accreditation, Provost/Academic Affairs and Research  
Effective: May 1, 2019  
Salary: \$112,000  
Source of Funds: Education and General, page 46, line 4  
Justification: Reclassified to Assistant Vice Chancellor

**GORDON, ROBERT**

From: Student Development Specialist, Admissions  
To: Assistant Director, Admissions  
Effective: August 16, 2019  
Salary: \$47,296  
Source of Funds: Education and General, page 22, line 9 (\$34,299) and page 22, line 3 (\$10,000)  
Justification: Position restructured to compensate for expanded duties

**HICKMAN, REBEKAH**

From: Student Development Specialist, Admissions  
To: Assistant Director, Admissions  
Effective: April 16, 2019  
Salary: \$40,000  
Source of Funds: Education and General, page 22, line 7  
Justification: Replacement for Marcus Smith, who resigned (\$48,467)

**PINKARD, ASHLEY**

From: Sponsored Programs Officer, Sponsored Program Accounting  
To: Research Assistant, Research & Technology Transfer  
Effective: May 1, 2019  
Salary: \$46,738  
Source of Funds: Education and General, page 51, line 4 (\$11,038) and page 52, line 2 (\$35,700)  
Justification: Replacement for Liliana Peschanskaia, who resigned (\$46,738)

**VETETO, SHARON**

**From:** Admissions Analyst II, A-State Online Operations

**To:** Academic Advisor, A-State Online Operations

**Effective:** July 16, 2019

**Salary:** \$35,000

**Source of Funds:** Education and General, page 64, line 7

**Justification:** Replacement for Jennifer Brightwell, who resigned (\$30,600)



**ARKANSAS STATE UNIVERSITY-BEEBE**  
**ACADEMIC APPOINTMENTS**  
**September 20, 2019**

**BLOT, AMBER**

Instructor of Nursing

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

Effective: August 12, 2019

Source of Funds: Education and General, page 39, line 1

Justification: Replacement for Gail Burton, who retired (\$82,977)

Education:

2011 R.N. Registered Nursing, Baptist Health Schools, Little Rock, AR

2008 B.A. Arts and Humanities, Harding University, Searcy, AR

2006 A.A. General Studies, Arkansas State University-Beebe

Employment:

2012-2018 Registered Nurse, Unity Health Medical Center, Searcy, AR

Jun-Sep 2012 Registered Nurse, Newport Nursing and Rehab, Newport, AR

2011-2012 Registered Nurse, Baptist Health Medical Center, Little Rock, AR

**DAVIS, KOREY**

Instructor of Psychology

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

Effective: August 12, 2019

Source of Funds: Education and General, page 21, line 4

Justification: Replacement for Matthew Rhoads, who is no longer employed (\$42,213)

Education:

2015 M.S. Psychology, Arkansas Tech University, Russellville, AR

2012 B.A. Psychology, Arkansas Tech University, Russellville, AR

2010 A.A. Psychology, University of Arkansas Community College at Morrilton, Morrilton, AR

Employment:

Jan-May 2019 Visiting Lecturer of Psychology, Washington State Community College, Marietta, GA

2015-2019 Visiting Lecturer of Psychology, Arkansas Tech University, Russellville, AR

2014-2015 Graduate Assistant, Arkansas Tech University, Russellville, AR

Aug-Dec 2010 Tutor/Mentor/Student Counselor, University of the Ozarks, Clarksville, AR

**HOSTETLER, MICHAEL**

Instructor of Computer Information Systems

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

Effective: August 12, 2019

Source of Funds: Education and General, page 44, line 2

Justification: Replacement for Wendell Dillard, deceased (\$59,611)

**Education:**

2000 M.A. Computer Resources and Information Management, Webster University, Little Rock, AR

1996 B.S. Management/Computer Information Systems, Park University, Little Rock AFB, AR

1995 A.A. Computer and Data Processing, Arkansas State University-Beebe

**Employment:**

2014-2018 Adjunct Instructor, ASU-Beebe

2014-2015 Adjunct Instructor, Webster University, Little Rock AFB, AR

2002-Present Adjunct Instructor, Park University, Little Rock AFB, AR

2000-Present Adjunct Instructor, University of Arkansas-Pulaski Technical College, North Little Rock, AR

**RAINBOLT, JOSHUA**

Instructor of Emergency Medical Services

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

Effective: August 12, 2019

Source of Funds: Education and General, page 36, line 2

Justification: Replacement for Timothy Duncan, who resigned (\$38,425)

**Education:**

2019 T.C. Paramedic, Arkansas State University-Beebe, Searcy, AR

2018 C.P. Emergency Medical Technician, Arkansas State University-Beebe, Searcy, AR

2004 T.C. Law Enforcement, Southern Arkansas University Tech, Camden, AR

**Employment:**

2018-Present Emergency Medical Technician, Northstar EMS, Searcy, AR

2009-2019 Transportation Coordinator/Safety Officer, Community School of Cleburne County, Heber Springs, AR

**SPRADLIN, SUSAN**

Instructor of Spanish

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

Effective: August 12, 2019

Source of Funds: Education and General, page 27, line 10

Justification: Replacement for Lee Selvidge, who retired (\$43,372)

Education:

2005 M.A. Spanish Literature, University of Notre Dame, Notre Dame, IN  
2002 B.A. Spanish, University of Central Arkansas, Conway, AR

Employment:

Feb-Oct 2018 Spanish Teacher, Jacksonville Lighthouse CPA, Jacksonville, AR  
2016-2017 Tour Guide and Interpreter, Historic Nauvoo Visitors Center, Nauvoo, IL  
2014-2016 Spanish Instructor, Northeastern State University, Tahlequah, OK  
2011-2013 Teacher, Guatemala Mission Norte, Guatemala  
2007-2011 Instructor, El Dorado High School, El Dorado, AR

**ARKANSAS STATE UNIVERSITY-BEEBE**  
**ACADEMIC REASSIGNMENTS**  
**September 20, 2019**

**CASEY, JAMES**

From: Master Instructor of CADD  
To: Interim Dean of Career Education  
Salary: \$75,357 (12-month rate)  
Effective: July 1, 2019  
Source of Funds: Education and General, page 42, line 6  
Justification: Replacement for Suzanne Bailey, who resigned (\$80,580)

**DAVIS, TEDDY**

From: Associate Professor of Political Science  
To: Interim Dean of Arts and Humanities  
Salary: \$76,120 (12-month rate)  
Effective: July 1, 2019  
Source of Funds: Education and General, page 20, line 2  
Justification: Replacement for Jason Goodner, who was reassigned (\$80,580)

**ARKANSAS STATE UNIVERSITY-BEEBE**  
**NON-ACADEMIC APPOINTMENT**  
**September 20, 2019**

**BROGDON, AMANDA**

Coordinator of Campus Relations

Salary: \$45,000

Effective: August 1, 2019

Source of Funds: Education and General, page 105, line 2

Justification: Replacement for Lindsey Reynolds, who resigned (\$46,000)

**Education:**

2015 Ed.S. Educational Leadership, Arkansas State University, Jonesboro

2013 M.Ed. Counselor Education, University of Arkansas at Little Rock

2008 M.A. Teaching, University of Arkansas at Monticello

2005 B.S. Education, University of Arkansas at Fayetteville

**Employment:**

2009-Present Gifted and Talented Coordinator, Heber Springs School District, Heber Springs, AR

2008-2009 Business Technology Instructor, Concord School District, Concord, AR

**ARKANSAS STATE UNIVERSITY-BEEBE**  
**NON-ACADEMIC REASSIGNMENTS**  
**September 20, 2019**

**CLEGG, VICTORIA**

From: Financial Aid Specialist  
To: Coordinator of Admissions  
Salary: \$32,000  
Effective: September 3, 2019  
Source of Funds: Education and General, page 104, line 2  
Justification: Replacement for Debbie Thompson, who retired (\$38,388)

**MOSLEY, CYNTHIA**

From: Student Development Specialist  
To: Advising and Learning Center Coordinator/Student Development Specialist  
Salary: \$38,000  
Effective: July 1, 2019  
Source of Funds: Education and General, page 103, line 1, plus \$3,000 in salary savings from page 57,  
line 4  
Justification: Replacement for Hannah Johnson, who resigned (\$35,000)

**O'MEALIA, BRITTANY**

From: HEI Coordinator, LRAFB  
To: Coordinator of Campus Operations, LRAFB  
Salary: \$40,000  
Effective: September 1, 2019  
Source of Funds: Education and General, page 57, line 4  
Justification: Replacement for Nancy Sheflette, who retired (\$62,946)



**ARKANSAS STATE UNIVERSITY–MOUNTAIN HOME  
ACADEMIC APPOINTMENTS**

September 20, 2019

**BENTLEY, TIMOTHY**

Criminal Justice Instructor

Salary: \$42,600 (9-month rate)

Effective: August 12, 2019

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

Justification: Replacement for Kurt Monroe, who resigned (\$49,369)

Education

2009 M.S. Operations Management, University of Arkansas, Fayetteville

2006 F.B.I. National Academy, Quantico, VA

2001 B.S. Technology Management, Arkansas State University-Jonesboro

2000 A.A. Criminology, Arkansas Northeastern College, Blytheville, AR

1998 A.A.S. Criminal Justice, Arkansas Northeastern College, Blytheville, AR

Employment

2011-2019 Criminal Justice Director/Instructor, Arkansas Northeastern College, Blytheville, AR

**BRUSOE, BERNADETTE**

Funeral Science Instructor

Salary: \$34,800 (9-month rate)

Effective: August 12, 2019

Source of Funds: Education and General, page 58

Justification: New position in FY20 budget (\$35,000)

Education

2013 B.A. Psychology, Ottawa University, Ottawa, KS

2005 A.S.T. Funeral Service Arts & Sciences, Pittsburgh Institute of Mortuary Science, Pittsburgh, PA

Employment

2015-2016 Licensed Funeral Director/Preneed Advisor/Crematory Operator, Demaine Funeral Home and Crematory, Fairfax, VA

2014-2015 FAA Certified Flight Attendant, Republic Airways, Huntersville, NC

**WINTLE, KEVIN**

EMS Instructor/Clinical Coordinator

Salary: \$39,000 (9-month rate)

Effective: August 12, 2019

Source of Funds: Education and General, page 60, line 2

Justification: Replacement for Donald Gillihan, who resigned (\$34,000)

Education

1991 M.A. Education, Mid-America Nazarene University, Ottawa, KS  
1984 B.A. Education, Ottawa University, Ottawa, KS

Employment

2018-2019 Adjunct Instructor, ASU-Mountain Home  
2014-2019 EMT, Baxter Regional Medical Center, Mountain Home, AR

**ARKANSAS STATE UNIVERSITY–MOUNTAIN HOME**  
**NON-ACADEMIC APPOINTMENTS**  
**September 20, 2019**

**DANIEL, TAMARA**

Provost/Vice Chancellor for Academic Affairs

Salary: \$110,000

Effective: August 1, 2019

Source of Funds: Education and General, page 10, line 1

Justification: Replacement for Martin Eggensperger, who resigned (salary \$111,732)

Education

1992 Ph.D. Mathematics, University of Mississippi, Oxford, MS

1989 M.S. Mathematics, University of Mississippi, Oxford, MS

1984 B.A. Psychology, University of Mississippi, Oxford, MS

Employment

2019-2019 Lecturer, University of Tennessee at Martin, TN

2017-2018 Vice President, Dyersburg State Community College, Dyersburg, TN

2014-2017 Associate Dean, Southwest Tennessee Community College, Memphis, TN

2011-2017 Mathematics Department Chair, Southwest Tennessee Community College, Memphis, TN

2008-2017 International Studies Director, Southwest Tennessee Community College, Memphis, TN

**STALLINGS, TAMYA**

Director of Computer Services

Salary: \$75,000

Effective: July 1, 2019

Source of Funds: Education and General, page 21, plus \$17,989 from contingency

Justification: Replacement for Brian Shedenhelm, who resigned (salary \$57,011)

Education

2008 M.A. Higher Education Emphasis in Technology Management, University of Arkansas at Little Rock, Little Rock, AR

1996 B.S. Computer Information Systems, Arkansas State University-Jonesboro

Employment

2001-2019 Director of Information Technology Services, ASU-Newport

**ARKANSAS STATE UNIVERSITY-NEWPORT**  
**ACADEMIC APPOINTMENT**  
**September 20, 2019**

**LOVE, LESLIE**

Assistant Professor of Life Sciences

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

Effective: August 16, 2019

Source of Funds: Educational & General, page 18, line 2

Justification: Replacement for Jackie Denson, who resigned (\$44,370)

**Education:**

1996 M.S. Biological Sciences, University of Mississippi, University, MS

1991 B.S. Biological Sciences, University of Mississippi, University, MS

**Employment:**

2015-present Biology Instructor, Ozarka College, Ash Flat, AR

2013 Biology Instructor, University of Mississippi, University, MS

2009-2012 Biology Instructor, Holmes Community College, Grenada, MS

**ARKANSAS STATE UNIVERSITY-NEWPORT  
NON-ACADEMIC REASSIGNMENT  
September 20, 2019**

**MYERS, TYPHANIE**

From: Associate Dean of Applied Sciences  
To: Dean of Nursing and Health Professions  
Salary: \$76,000  
Effective: August 1, 2019  
Source of Funds: Educational and General, page 41, line 1  
Justification: Vacant position in FY20 budget (\$76,500)

**ARKANSAS STATE UNIVERSITY MID-SOUTH  
ACADEMIC APPOINTMENTS  
September 20, 2017**

**CABRERA, MARIO MARTINEZ**

Instructor, Mathematics

Salary: \$37,500 (10-month rate)

Effective: August 1, 2019

Source of Funds: Education and General, page 1

Justification: Replacement for Kearius Jackson, who resigned (\$37,500)

**Education:**

2019 M.S. Mathematics, University of Memphis, Memphis, TN

2017 B.S. Mathematics, Martin Methodist College, Pulaski, TN

**Employment:**

2017-2019 Graduate Assistant, Mathematics, University of Memphis, Memphis, TN

2016-2019 Referee, United States Soccer Federation

2015-2017 Peer Academic Leader, Martin Methodist College, Pulaski, TN

**RENO, KAYLA**

Instructor, History

Salary: \$37,500 (10-month rate)

Effective: August 1, 2019

Source of Funds: Education and General, page 2

Justification: Replacement for Michael Lejman, who was promoted (\$37,500)

**Education:**

ABD Ph.D. Modern Europe, Global History (Atlantic World), and Africa, University of Memphis, Memphis, TN

2011 M.A. History, Murray State University, Murray, KY

2009 B.A. History, Murray State University, Murray, KY

**Employment:**

2017-2019 Adjunct, Murray State University, Murray, KY

2016-2019 Adjunct, University of Memphis, Memphis, TN

2014-2019 Adjunct, Northeast Texas Community College, Mt. Pleasant, TX

2011-2016 Graduate Teaching Assistant, University of Memphis, Memphis, TN

**SALIU, FESOBI**

Instructor, Developmental Mathematics

Salary: \$37,500 (10-month rate)

Effective: August 1, 2019

Source of Funds: Education and General, page 12

Justification: Replacement for Sammie Redd, who resigned (\$38,633)

**Education:**

2019 M.S. Mathematical Science, University of Memphis, Memphis, TN

2014 B.S. Industrial Mathematics, Federal University of Technology, Akure, Ondo State, Nigeria

**Employment:**

2019 Systems Analyst, University of Memphis Research Foundation (UMRF) Ventures, Memphis, TN

2017-2019 Graduate Assistant, University of Memphis, Memphis, TN

**SIMMONS, DEBRA**

Instructor, Psychology

Salary: \$37,500 (10-month rate)

Effective: August 1, 2019

Source of Funds: Education and General, page 2

Justification: Replacement for Carolyn Simms, who resigned (\$37,500)

**Education:**

1997 M.S. Education, National Louis University, Wheeling, IL

1993 B.A. Psychology, Columbia College, Columbia, MO

**Employment:**

2018-2019 Clinical Coordinator, Beacon Health Options, Little Rock, AR

2005-2018 Case Manager, Abilities Unlimited, Jonesboro, AR

2002-2016 Psychology Instructor, ASU-Newport

**SIMON, YOLANDA**

Director, Clinical Education, Respiratory Therapy

Salary: \$52,000 (12-month rate)

Effective: August 5, 2019

Source of Funds: Education and General, page 3

Justification: Replacement for Kelli Gaines, who was promoted (\$52,000)



Education:

2013 J.D. Health Law, Concord Law School, Kaplan University, Los Angeles, CA  
2006 M.E. Instructional Technology, American Intercontinental University, Hoffman Estates, IL  
1997 B.A. Criminology, Arkansas State University-Jonesboro  
1987 C.P. Respiratory Therapy, Marion Career Training Center, Chicago, IL

Employment:

2008-2018 Respiratory Care Supervisor, Arkansas Children's Hospital, Little Rock, AR  
2005-2008 Respiratory Therapist, Arkansas Children's Hospital, Little Rock, AR

**VAUGHN, LISA**

Lead Faculty, Certified Nursing Assistant

Salary: \$52,000 (12-month rate)

Effective: August 12, 2019

Source of Funds: Education and General, page 4

Justification: Replacement for Charity McDaniel, who resigned (\$55,000)

Education:

2006 RN Southwest Community College, Memphis, TN  
2006 A.A.S. Southwest Community College, Memphis, TN  
1996 LPN Arkansas State University Mid-South  
1993 T.C. Certified Nursing Assistant

Employment:

2015-2019 Charge Nurse, Health Care and Rehabilitation Center, West Memphis, AR  
2014-2015 Acute Care Nurse, Oak Ridge Mental Development Center, West Memphis, AR  
1996-2014 Med-Surge Floor Nurse, Crittenden Memorial Hospital, West Memphis, AR

**ARKANSAS STATE UNIVERSITY MID-SOUTH  
ACADEMIC REASSIGNMENT  
September 20, 2019**

**GAINES, KELLI**

**From:** Clinical Director, Respiratory Therapy  
**To:** Program Director, Respiratory Therapy  
**Effective:** July 1, 2019  
**Salay:** \$70,000  
**Source of Funds:** Education and General, page 3  
**Justification:** Replacement for Janet Weathers, who resigned (\$70,000)

**ARKANSAS STATE UNIVERSITY MID-SOUTH  
NON-ACADEMIC APPOINTMENTS  
September 20, 2019**

**HALFORD, THOMAS**

Director, Secondary Technical Center

Salary: \$52,500

Effective: July 29, 2019

Source of Funds: Education and General, page 17

Justification: Replacement for Emmanuel Blair, who resigned (\$50,000)

Education:

2017 M.S.E. Educational Leadership, Arkansas State University-Jonesboro

2012 B.S.E. Mid-Level Education, Arkansas State University

Employment:

2012-2019 Teacher/Coach, West Memphis School District, West Memphis, AR

1994-2011 Athletic Director, Boys & Girls Club, West Memphis, AR

**KATTERJOHN, BRANDI**

Director, Sandra C. Goldsby Library Media Center

Salary: \$45,500

Effective: August 7, 2019

Source of Funds: Education and General, page 18

Justification: Replacement for C. Rene Jones, who retired (\$45,273)

Education:

2017 M.L.S. Library and Information Science, Texas Women's University, Denton, Texas

2016 B.G.S. General Studies (Biology, Psychology, Criminal Justice), University of Mississippi, Oxford, MS

2013 A.A. Pre-Veterinary Medicine, Northwest Mississippi Community College, Senatobia, MS

Employment:

2015-2019 Library Assistant, First Regional Library, Southaven, MS

2017 Academic Library Intern, University of Tennessee, Memphis, TN

2012-2013 Disability Service Aide, Northwest Mississippi Community College, Senatobia, MS

**THOMAS, DEBBIE**

Vice Chancellor for Learning and Instruction

Salary: \$105,000

Effective: August 1, 2019

Source of Funds: Education and General, page 33

Justification: Replacement for Dr. Cliff Jones, who resigned (\$102,500)

**Education:**

1993 Ph.D. Curriculum and Instruction, Southern Illinois University at Carbondale, Carbondale, IL

1985 M.A. Communication Studies, Northeast Louisiana University at Monroe, Monroe, LA

1983 B.A. Journalism, Northeast Louisiana University at Monroe, Monroe, LA

**Employment:**

2017-2018 Provost and Vice President for Academic Affairs, Kentucky State University, Frankfort, KY

2015-2017 Dean of Academic Affairs, Capital Community College, Hartford, Connecticut

2013-2015 Personal Sabbatical and Family Caregiver

2011-2013 Provost and Vice Chancellor for Academic Affairs, North Carolina Central University, Durham, NC

2010-2011 Associate Provost and Associate Vice Chancellor for Academic Affairs, North Carolina Central University, Durham, NC

2007-2010 Executive Director, Indiana University Northwest Center for Regional Excellence, Indiana University Northwest, Gary, IN

**ARKANSAS STATE UNIVERSITY MID-SOUTH  
NON-ACADEMIC REASSIGNMENT  
September 20, 2019**

**LEJMAN, MICHAEL**

From: History Instructor  
To: Associate Vice Chancellor, Institutional Research & Effectiveness  
Effective: August 1, 2019  
Salary: \$60,000  
Source of Funds Education and General, pages 18 and 32  
Justification: Replacement for Michelle McMillen, who resigned (\$60,000)