UNIVERSITY OF ARKANSAS SYSTEM

MEETING OF THE BOARD OF TRUSTEES
OF THE UNIVERSITY OF ARKANSAS

UNIVERSITY OF ARKANSAS – PULASKI TECHNICAL COLLEGE
CAMPUS CENTER BUILDING, GRAND HALL
3000 WEST SCENIC DRIVE
NORTH LITTLE ROCK, ARKANSAS

VIA IN PERSON AND VIRTUALLY

JANUARY 28-29, 2026

Tentative Schedule:

Wednesday, January 28, 2026 – Campus Center Building, Grand Hall

11:30 a.m.	Chair Opens Regular Session and Immediately Convenes Executive Session
1:30 p.m.*	Chair Reconvenes Regular Session and Calls for Action on Items Considered in Executive Session
1:45 p.m.*	Joint Hospital Committee Meeting
2:30 p.m.*	Audit and Fiscal Responsibility Committee Meeting
3:30 p.m.*	Academic and Student Affairs Committee Meeting

5:30 p.m. Reception and Dinner
UA-PTC Culinary Arts and Hospitality Institute
13000 Interstate 30, Little Rock

Thursday, January 29, 2026 – Campus Center Building, Grand Hall

8:45 a.m.*	Athletics Committee Meeting
9:45 a.m.*	Buildings and Grounds Committee Meeting
10:15 a.m.*	Regular Session Continues

Box Lunches Available

**Approximate time or at the conclusion of the previous meeting.*

University of Arkansas Board of Trustees

University of Arkansas System
UA-PTC, 3000 W. Scenic Drive, Campus Center Bldg., North Little Rock, AR 72118
2026-01-28 11:30 - 2026-01-29 12:00 CST

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AGENDA FOR THE MEETING OF THE
UNIVERSITY OF ARKANSAS BOARD OF TRUSTEES
UNIVERSITY OF ARKANSAS EAST ARKANSAS COMMUNITY COLLEGE
FINE ARTS CENTER BUILDING
FORREST CITY, ARKANSAS
12:00 P.M., NOVEMBER 19, 2025, AND 8:30 A.M., NOVEMBER 20, 2025

TRUSTEES PRESENT: Chair Kelly Eichler; Trustees Steve Cox, Ed Fryar, Ph.D., Ted Dickey, Jeremy Wilson, Nate Todd, Kevin Crass, Randy Lawson, Scott Ford and Judd Deere.

UNIVERSITY ADMINISTRATORS AND OTHERS PRESENT:

System Administration:
President Jay B. Silveria, General Counsel David Curran, Vice President for Agriculture Deacue Fields, Vice President for Academic Affairs Michael K. Moore, Vice President for University Relations and Chief of Staff Melissa Rust, Vice President for Finance and Administration and Chief Financial Officer Tara Smith, Vice President for Strategic and Community College Partnerships Chris Thomason, Vice President for Employee Benefits and Risk Management Services LeAnn Perkins, Senior Director of Policy and Public Affairs Ben Beaumont, Director of Communications Nate Hinkel, Chief Audit Executive Laura Cheak, Chief Information Officer Steven Fulkerson, Assistant to the President Angela Hudson and Associate for Administration Sylvia White.

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UAF Representatives:
Chancellor Charles F. Robinson, Provost Indrajeet Chaubey, Executive Vice Chancellor for Finance and Administration Ann Bordelon, Senior Associate Vice Chancellor and Chief Administration Officer for Campus Services Clayton Hamilton, Senior Vice Provost for Academic Affairs Jim Gigantino, Managing Associate General Counsel Bill Kincaid and Chief of Staff to the Chancellor Hannah Henderson.
UAMS Representatives:

Interim Chancellor Lowry Barnes; Senior Vice Chancellor for UAMS Health and Chief Executive Officer, UAMS Medical Center, Michelle Krause; Vice Chancellor for Finance and Administration and Chief Financial Officer Amanda George; Vice Chancellor for Communications and Marketing Leslie Taylor and Vice Chancellor, Institutional Relations Andy Davis.

UALR Representatives:
Chancellor Christina Drale, Executive Vice Chancellor and Provost Ann Bain, Vice Chancellor for Finance and Administration Allen Stanley, Vice Chancellor for Student Affairs Cody Decker and Chief of Staff Alicia Dorn.

UAPB Representatives:
Chancellor Anthony Graham, Provost and Vice Chancellor Andrea Stewart, Vice Chancellor for Student Affairs Elbert Bennett, Vice Chancellor for Finance and Administration Carla Martin, Vice Chancellor for Institutional Advancement George Cotton, Director of Technical Services Willette Totten, Vice Chancellor of Inter-collegiate Athletics Chris Robinson, Director of Communications Mary Hester-Clifton, Director and Alumni Affairs John Kuykendall and Chief of Staff Janet Broiles.

UAM Representatives:
Chancellor Peggy Doss, Vice Chancellor for Finance and Administration Alex Becker and Athletic Director Hud Jackson.

UAFS Representatives:
Chancellor Terisa Riley, Provost Shadow Robinson, Vice President for Finance and Administration Carey Tucker and Chief of Staff Jennifer King.

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PCCUA Representatives:
Chancellor Keith Pinchback and Vice Chancellor for Finance and Administration Stan Sullivant.

UAHT Representatives:
Interim Chancellor Laura Clark and Vice Chancellor for Finance and Administration Sherri Ford.

UACCB Representatives:
Chancellor Brian Shonk, Provost Zack Perrine and Dean of Career and Workforce Education Becky Warren.

UACCM Representatives:
Chancellor Lisa G. Willenberg, Vice Chancellor for Finance Jeff Mullen, Vice Chancellor for Academic Affairs Richard Counts and Vice Chancellor for Student Services Darren Jones.

CCCUA Representative:
Chancellor Steve Cole.

UACCRM Representatives:
Chancellor Phillip Wilson and Vice Chancellor for Academic Services Kyle Carpenter.

UA – PTC Representatives:
Chancellor Summer DeProw, Vice Chancellor for Academic Affairs and Provost Ana Hunt, Vice Chancellor for Finance and Administration Rita Fleming and Chief Information Officer Wayne Floyd.

ASMSA Representative:
Director Corey Alderdice.

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AGRI Representative:
Vice Chancellor for Agriculture Deacue Fields.

CJI Representative:
Interim Director Kimberly Hendricks Jones.

CSPS Representatives:
Victoria DeFrancesco Soto and Chief of Staff Nikolai DiPippa.

WRI Representative:
Executive Director and CEO Janet Harris.

UAG Representative:
Chancellor Lindsay Bridgeman.

UA-EACC Representatives:
Chancellor Cathie Cline, Vice President for Academic Affairs Jack Hill and Communications Director Lindsey Midkiff.

Members of the Press.

Chair Eichler called the regular session meeting of the Board of Trustees of the University of Arkansas to order at 12:00 p.m. on Wednesday, November 19, 2025, in the Fine Arts Center Building at the University of Arkansas – East Arkansas Community College, Forrest City, via in person and virtually.

Upon motion of Trustee Lawson and second by Trustee Fryar, Chair Eichler stated the Board would go into Executive Session for the purpose of considering appointments to the UAMS Medical and AHEC staffs, the UAM and UAFS Board of Visitors and the UA Foundation Board of Directors; and to consider the employment of public officers and employees.

1. Executive Session:

   Chair Eichler reconvened the Regular Session of the Board at 2:11 p.m. and called for action on the following matters discussed in Executive Session:

   1.1 Approval of Initial Appointments, Six-Month Reviews, Reappointments and Changes in Privileges for Medical, Regional and Affiliated Health Professional Staff, UAMS:

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Trustee Fryar moved that the requests for initial appointments, six-month reviews, reappointments and changes in status and privileges be approved; second was made by Trustee Wilson. The Board voted to adopt the following resolution:

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the following Initial Appointments, Reappointments, and Six-Month Reviews and Requests for Changes in Privileges for Medical, Regional and Affiliated Health Professional Staff are hereby approved:

Initial Appointments – Medical Staff

AHI, Salma, MD ..... Integrated Medicine/Endocrinology
ALKHATIB, Sondos, MD ..... Cancer/Radiation Oncology
BHARGAVA, Gitansh, DO ..... Emergency Medicine/Emergency Medicine
BYREDDY, Rajasekhar, MD ..... Anesthesiology
CHU, Henry, DDS ..... Primary Care & Pop Health/Dentistry
COCHRAN, Deanna, MD ..... Primary Care & Pop Health/Geriatric Medicine
CORRALES, German, MD ..... Primary Care & Pop Health/Family Medicine
CRAGLE, Chad, MD ..... Cancer/Complex General Surgical Oncology
CRISAN, Luminita, MD ..... Womens & Infants/Maternal & Fetal Medicine
FERRY, Bryce, DO ..... Pediatric Anesthesiology
HOQUE, Shadiqul, MD ..... Cancer/Medical Oncology
HUGHES, Tracy, PA ..... Musculoskeletal/Physician Assistant
Supervising Physician: Simon Mears, MD
KAKRIA, Anshuk, MD ..... Integrated Medicine/Internal Medicine
LYNCH, Brynna, CNM ..... Womens & Infants/Certified Nurse Midwife
Collaborating Physician: Nirvana Manning, MD
MAX, Nicholas, CRNA ..... CRNA
MUDY, Karol, MD ..... Cardiovascular/Thoracic & Cardiac Surgery
MURPHY, Christopher, MD ..... Cardiovascular/Critical Care Medicine
NISSEN, Timothy, DO ..... Womens & Infants/Pediatric Cardiology
ONGBIN, Tanya, MD ..... Integrated Medicine/Infectious Disease
POLA, Raja, MD ..... Integrated Medicine/Internal Medicine
RAGGAY, David, MD ..... Lab_Path/Blood Banking/Transfusion Medicine
RIVES, Gregory, MD ..... Surgical Specialties/General Surgery
ROBBINS, Alexa, MD ..... Surgical Specialties/Otolaryngology
SAUCEDO, Jorge, MD ..... Cardiovascular/Cardiovascular Disease
SHUFFIELD, Ashley, MD ..... Primary Care & Pop Health/Family Medicine
SHUKRALLAH, Bassam, MD ..... Cardiovascular/Thoracic & Cardiac Surgery
SIMMONS, Cynthia, MD ..... Emergency Medicine/Emergency Medicine
SVENDSEN, Natalie, CNP ..... Womens & Infants/Family NP
Collaborating Physician: Nirvana Manning, MD

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TROTTA, Holly, CNP .....Surgical Specialties/AC NP
Collaborating Physician: Sumant Inamdar, MD
WILCOX, Joy, CNP .....Surgical Specialties/Family NP
Collaborating Physician: Mauricio Garcia, MD
ZAHEER, Sidra, MD .....Lab_Path/Hematopathology

Reappointments-Medical Staff

ABUABDOU, Ahmed, MD..... Integrated Medicine/Internal Medicine
ALI, Meer, MD .....Surgical Specialties/Gastroenterology

BOWERMAN, Carol, PA ..... Emergency Medicine/Physician Assistant
Supervising Physician: Joseph Watkins, MD
BOYANTON, Bobby, MD..... Lab_Path/Molecular Genetic Pathology
BOYER, Maranda, CRNA..... CRNA
BRACEY, John, MD ..... Musculoskeletal/Surgery of the Hand
BURCH, James, MD.....Anesthesiology
CALAWAY, Shalyn, CNM..... Womens & Infants/Certified Nurse Midwife
Collaborating Physician: Nirvana Manning, MD
CLOW, Lauren, CRNA ..... CRNA
CRUTHIS, Leah, CNP .....Surgical Specialties/Adult-Gero AC NP
Collaborating Physician: Nolan Bruce, MD; Reappointing to Reinstate
DAVIS, Anthony, MD .....Neurosciences/Neurology
FILIP, Ari, MD.....Emergency Medicine/Medical Toxicology
GOFF, Tina, CRNA ..... CRNA
GONZALEZ-KRELLWITZ, Laura, MD.....Lab_Path/Pathology-Pediatric
HENSKE, Joseph, MD.....Integrated Medicine/Endocrinology
HOLT, Matthew, PA .....Musculoskeletal/Physician Assistant
Supervising Physician: Robert Martin, MD
HURT, Dawn, CNP .....Surgical Specialies/Adult-Gero PC NP
Collaborating Physician: Matthew Deneke, MD
JACEK, Holly, CRNA ..... CRNA
JOHNSON, Sandra, MD.....Integrated Medicine/Dermatology
JOSHI, Krittika, MD ..... Womens & Infants/Pediatric Cardiology
KIMBROUGH, Mary, MD.....Surgical Specialties/Surgical Critical Care
KNARR, Laura, CNP ..... Womens & Infants/Womens HC NP
Collaborating Physician: Nirvana Manning, MD
LOUDERMILK, Victoria, CNP ..... Cancer/Adult-Gero PC NP
Collaborating Physician: Michael Birrer, MD
LUNA, Michael, MD .....Cardiovascular/Adult Congenital Heart Disease
MARABOYINA, Sanjay, MD..... Cancer/Radiation Oncology
MAXEY, Robert, MD..... Diagnostic Radiology
MCNEILL, Julia, CRNA ..... CRNA

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MHYRE, Jill, MD.....Anesthesiology
MOHR, Kayla, MD.....Integrated Medicine/MOHS
MOONEY, Brian, MD.....Behavioral Health/Psychiatry
MOUNSEY, John, MD.....Cardiovascular/Clinical Cardiac Electrophysiology
OVERSTREET, Hunter, CNP ..... Cancer/Family NP
Collaborating Physician: Alan Baltz, MD
PALYS, Viktoras, MD.....Neurosciences/Neurological Surgery
PATIL, Naveen, MD..... Integrated Medicine/Infectious Disease
PERET, Carmen, CNP ..... Adult-Gero AC NP
Collaborating Physician: Danny Wilkerson, MD
PRIVRATSKY, Anna, DO.....Surgical Specialties/Surgical Critical Care
RADDER, Nivedita, MD .....Neuroradiology
Reappointing to Reinstate
RAWN, Mary, CNP .....Adult-Gero PC NP
Collaborating Physician: Danny Wilkerson
RENARD, Regis, MD.....Surgical Specialties/Orthopaedic Surgery
SHAH, Amit, MD .....Neurosciences/Clinical Neurophysiology
SIMON, Bala, MD .....Primary Care & Pop Health/Family Medicine
SINGH, Manisha, MD .....Integrated Medicine/Nephrology
SIVAKUMAR, Kalaivani, MD ..... Cardiovascular/Adv Heart Failure & Transp Card
SMITH, Charles, MD.....Primary Care & Pop Health/Family Medicine
TYREE, Emily, PA ..... Integrated Medicine/Physician Assistant
Supervising Physician: Aaron Wenger, MD
WOLTER, Keith, MD..... Surgical Specialties/Plastic Surgery

Six Month Review-Medical Staff

ALLEN, James, MD ..... Musculoskeletal/Orthopaedic Surgery
DALE, Gracen, CNP.....Womens & Infants/Neonatal NP
ENGLAND, Tracy, CNP .....Digital Health/Family NP
HEAD, John, PA .....Cancer/Physician Assistant
LANE, Teryn, CNP..... Neurosciences/Family NP
PHILLIPS, Dana, CNP ..... Cancer/AC NP
SCOTT, John, DDS..... Primary Care & Pop Health/Pediatric Dentistry
SINGH, Jasmeet, MD .....Pediatric Radiology
SPRINGFIELD, Sha'Roda, PA.....Cancer/Physician Assistant
STEELE, Lydia, CNP .....Womens & Infants/Neonatal NP
TAYAL, Bhupendar, MD .....Cardiovascular/Cardiovascular Disease
VICK, Tarah, CNP.....Surgical Specialties/Family NP
WEHRLE, Ann-Elizabeth, CNP..... Primary Care & Pop Health/Gero NP
WHITEHEAD, Daniel, CNP ..... Neurosciences/Adult-Gero AC NP

Initial Appointment-Affiliated Health Professional Staff

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BAILEY, Lynnette, PharmD .....Integrated Medicine/Pharmacy
BLEVINS, David, EMSP.....Emergency Medicine/Paramedic
DAIGLE, Seth, PharmD ..... Integrated Medicine/Comp Sterile Prep Pharm
NUNEZ DE LIMA, Nathan, EMSP .....Emergency Medicine/Paramedic
ORENDER, Donna, PharmD.....Integrated Medicine/Pharmacotherapy
POWELL, Jenae, PharmD .....Integrated Medicine/Pharmacy
SNIDER, Allen, PharmD.....Integrated Medicine/Pharmacotherapy
STREETT, Morgan, PharmD .....Integrated Medicine/Pharmacotherapy
TURNER, Jude, EMSP.....Emergency Medicine/Paramedic
VESS, Halley, PharmD.....Transplant/Pharmacotherapy

Reappointments-Affiliated Health Professional Staff

BROWN, Kathryn, OD.....Ophthalmology/Optometry
JAMES, Taylor, PharmD .....Integrated Medicine/Pharmacotherapy
Reappointing to Reinstate
PORCHIA, Barbara, DPM..... Musculoskeletal/Podiatry
SABOURI, Pouya, PhD..... Cancer/Therapeutic Medical Physics

Six Month Review-Affiliated Health Professional Staff

CLARK, Hilary, PhD..... Behavioral Health/Psychology
CONAWAY, Brandon, PharmD ..... Integrated Medicine/Critical Care Pharmacy
VAN ENK, Alexandria, PharmD.....Integrated Medicine/Pharmacy

Initial Appointment-Regional Staff

CLAMPITT, Jennifer, RD .....Registered Dietician
FLETCHER, Meaghan, OT ..... Musculoskeletal/Occupational Therapy
FUNK, Braxton, PT .....Musculoskeletal/Physical Therapy
FUSSELL, Jill, MD.....Developmental-Behavioral Pediatrics
GRAMMER, William, MD ..... Musculoskeletal/Orthopaedic Surgery
HERRING, Tara, CNP .....Primary Care & Pop Health/Family NP
Collaborating Physician: Jacquelene Childs, MD
HILL, Trenesha, PhD.....Psychology
LOVE, Albrey, CNP ..... Ped PC NP
Collaborating Physician: Jaimie Flor, MD
MILONE, Genie, CNP .....Primary Care & Pop Health/Family NP
Collaborating Physician: Katherine Irish-Clardy, MD
MOON, Cody, PT .....Musculoskeletal/Physical Therapy
OSAM, Megan, CNP ..... Ped PC NP
Collaborating Physician: Jaimie Flor, MD
RICKER, Cambre, PT.....Musculoskeletal/Physical Therapy
SCOTT, Angela, MD .....Developmental-Behavioral Pediatrics
SCOTT, Mary, PhD .....Pediatric Neuropsychology

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WILLIAMS, Eugie, PT.....Musculoskeletal/Physical Therapy
WILLIAMS, Hailey, PT .....Musculoskeletal/Physical Therapy
WORLEY, Karen, PhD.....Psychology

Reappointments-Regional Staff

CHALUPKA, Stacie, LCSW.....Behavioral Health/Licensed Social Worker
COX, Wesley, MD..... Musculoskeletal/Orthopaedic Surgery
DAVIS, Lori, SLP.....Speech Language Pathology
GILLIS, Lindsey, SLP .....Speech Language Pathology
MCNAMARA, Timothy, MD .....Primary Care & Pop Health/Family Medicine
SCHERER, Alissa, CNP .....Primary Care & Pop Health/Family NP
Collaborating Physician: Adam Sandlin, MD
SHIRRON, Amanda, CNP .....Primary Care & Pop Health/Family NP
Collaborating Physician: Ronald Brimberry, MD
SONGY, Chad, MD..... Musculoskeletal/Orthopaedic Surgery
WISNIEWSKI, Amy, SLP .....Speech Language Pathology
YLANAN, Ramon, MD..... Musculoskeletal/Sports Medicine

Six Month Review-Regional Staff

ALLBRIGHT, Melissa, LCSW .....Behavioral Health/Licensed Social Worker
MALLOY, Mark, MD .....Primary Care & Pop Health/Internal Medicine
SARRETT, James, MD.....Primary Care & Pop Health/Family Medicine
WOODALL, Aaron, PA .....Primary Care & Pop Health/Physician Assistant
WOODS, Forrest, MD .....Primary Care & Pop Health/Internal Medicine

Requested Change in Privileges

GLASER, Timlin, DO .....Emergency Medicine/Medical Toxicology
Requesting to add Medical Toxicology Privileges

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HARTUNG, Sarah, CNP ..... Surgical Specialties/Adult-Gero AC NP
Collaborating Physician: James Meek, DO
Requesting to add Ultrasound Guided Thyroid Biopsy Privilege

HORN, Morgan, MD .....Primary Care & Pop Health/Internal Medicine
Requesting to add Nexplanon Insertion and Removal and Pap Smear Privileges

KARRI, Manozna, MD .....Primary Care & Pop Health/Internal Medicine
Requesting to change from the Cancer Service Line to the Primary Care and Population Health Service Line with a change in Privileges from Hospital Medicine Privileges to Internal Medicine Privileges

NEGMADJANOV, Ulugbek, MD .....Surgical Specialties/Vascular Surgery
Requesting to add Transcarotid Stenting Privilege

PATEL, Kumar, PA ..... Surgical Specialties/Physician Assistant
Supervising Physician: James Meek, DO
Requesting to add Tunneled Pleural and Peritoneal Drain Placement Privileges

RUGGLES, Caroline, PA ..... Surgical Specialties/Physician Assistant
Supervising Physician: James Meek, DO
Requesting to add Thyroid Biopsy Privilege

TRIMBLE, Lauren, CNM .....Womens & Infants/Certified Nurse Midwife
Collaborating Physician: Nirvana Manning, MD
Requesting to add IUD Insertion Privilege

1.2 Approval of the Appointment of Mr. Bryan McDuffie and Mr. Tim Smith to the University of Arkansas at Monticello Board of Visitors, UAM:

Upon motion of Trustee Crass and second by Trustee Ford, the following resolution was adopted:

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT Bryan McDuffie and Tim Smith are hereby appointed to the Board of Visitors of the University of Arkansas at Monticello for four-year terms expiring December 31, 2029.

1.3 Approval of the Appointment of Mrs. Catherine Frederick to the University of Arkansas at Fort Smith Board of Visitors, UAFS:

Upon motion by Trustee Deere and second by Trustee Fryar, the following resolution was approved:

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT Mrs. Catherine Frederick is hereby appointed to membership on the Board of Visitors of the University of Arkansas at Fort Smith for a term to expire December 31, 2026.

DRAFT

1.4 Approval of the Appointment of Morril Harriman to the University of Arkansas Foundation, Inc., Board of Directors, UASYS:

Upon motion by Trustee Crass and second by Trustee Fryar, the following resolution was approved:

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT Morril Harriman is hereby appointed to The University of Arkansas Foundation, Inc., Board of Directors for a term to expire on December 31, 2029.

2. Approval of Minutes of the Regular Meeting Held September 25-26, 2025, and Special Meeting Held October 10, 2025:

Upon motion by Trustee Ford and second by Trustee Deere, the minutes of the regular meeting held September 25-26, 2025, and Special Meeting Held October 10, 2025, were approved.

3. Approval of a Resolution of Sorrow for Trustee Emeritus Jim von Gremp:

Upon motion by Trustee Lawson and second by Trustee Dickey, the following resolution of sorrow was approved.

WHEREAS, Mr. Jim von Gremp, 75, of Rogers died on October 12, 2025; and

WHEREAS, Mr. von Gremp served as a member of the Board of Trustees from March 2, 2005 to February 29, 2016; and

WHEREAS, during his tenure on the Board of Trustees, Mr. von Gremp served as an active and significant member on numerous committees of the Board, and he was elected and served as Chairman of the Board from March 1, 2014 through February 28, 2015; and

WHEREAS, throughout his service, Mr. von Gremp focused the efforts of the University on improving retention and graduation rates, showing a passion for higher education delivery, promoting student success and finding efficiencies in institutional operations; and

WHEREAS, Mr. von Gremp exhibited interest in and dedication to the various campuses, divisions, and units of the University of Arkansas System throughout the state, taking special interest in improving business operations of the university through areas such as procurement and information technology; and

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WHEREAS, Mr. von Gremp was an accomplished business executive and philanthropic leader, having worked in various roles for Wal-Mart Stores, Inc., in Bentonville before ultimately leading the company's charitable foundation; and

WHEREAS, Mr. von Gremp left the corporate world to pursue entrepreneurial interests and public service activities, including election to the Arkansas House of Representatives in 1992, representing Benton County, and later serving as Chairman of the Arkansas Public Service Commission under Governor Mike Huckabee; and

WHEREAS, Mr. von Gremp was a devoted husband, father and grandfather, sharing his life's journey with his wife Susan, their children, Meghan and Alan, and his four grandchildren.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the Board expresses its deep appreciation for Jim von Gremp for his leadership and service to the University of Arkansas, and its enduring gratitude for the immense contributions he made and the important legacy he leaves.

BE IT FURTHER RESOLVED THAT the Board expresses its sincere sympathy and condolences to Susan von Gremp and the entire von Gremp family.

BE IT FURTHER RESOLVED THAT the Board directs this resolution to be spread upon the minutes of this meeting, and a copy be provided to the von Gremp family.

4. Approval of the Proposed Pillars of the Strategic Plan, UASYS:

President Silveria presented six pillars, which are incorporated into the UA System revised mission statement and reflect our priorities as a system and can be used to help the Board and senior leadership guide the system's work and measure progress over the next several years. Upon motion by Trustee Fryar and second by Trustee Wilson, the following resolution was approved.

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the UA System Strategic Pillars presented to the Board at its meeting held on November 19-20, 2025, are hereby approved as presented.

Chair Eichler called on Trustee Crass to convene the Joint Hospital Committee meeting at 2:15 p.m., called on Trustee Ford to convene the Audit and Fiscal Responsibility Committee meeting at 2:42 p.m., called on Trustee Fryar to convene the Academic and Student Affairs Committee at

3:06 p.m. The Board went back into Executive Session at 4:42 p.m. to continue discussion from the morning executive session. No action was taken and the Board meeting adjourned at 5:15 p.m. until the next morning.

On Friday, November 20, 2025, Chair Eichler called on Trustee Dickey to convene the Athletics Committee meeting at 8:33 a.m. and called on Trustee Todd to convene the Buildings and Grounds Committee at 9:38 a.m. Chair Eichler reconvened the regular session of the Board at 9:58 a.m.

5. Report on University Hospital-Board of Trustees Joint Committee Meeting Held November 19, 2025:

Trustee Crass reported that the University Hospital-Board of Trustees Joint Committee met on November 19, 2025, and moved that the actions of the Committee, which included approval of the minutes of the meeting held September 25, 2025, be approved by the Board. Upon motion of Trustee Fryar and second by Trustee Wilson, the following committee items were reported on and approved by the full Board:

5.1 Approval of the UAMS Emergency Preparedness Report:

Dr. Michelle Krause presented the Emergency Preparedness Report from September through November 2025.

5.2 Review of UAMS Quality, Experience and Safety Report:

Dr. Michelle Krause presented the UAMS Quality, Experience and Safety Report. UAMS received a 3 star quality rating from Vizient with an overall score of 45.83%.

5.3 Review of the Integrated Clinical Enterprise Key Indicators:

Ms. Amanda George reviewed UAMS Integrated Clinical Enterprise Key Indicators for the period ending September 25.

5.4 Chief Executive Officer's Update:

Dr. Barnes provided an overview of implemented financial initiatives, expanding UAMS's footprint, expanding education and research and areas of clinical growth.

6. Report on Audit and Fiscal Responsibility Committee Meeting Held November 19, 2025:

Audit and Fiscal Responsibility Committee Chair Ford reported on the meeting held November 19, 2025, which included approval of the minutes of the meeting held September

25, 2025. Upon motion by Trustee Ford and second by Trustee Dickey, the following committee items were reported and approved by the full Board:

6.1 Approval of FORVIS's External Audit Report to Those Charged with Governance and the External Audit Report on the University of Arkansas for Medical Sciences Financial Statements for the year ended June 30, 2025:

The committee reviewed and approved FORVIS' Report to Those Charged with Governance and the External Audit Report on the University of Arkansas for Medical Sciences Financial Statements for the year ended June 30, 2025.

6.2 Approval of Fiscal Year 2026 Audit Plan Update Report:

The Fiscal Year 2026 Audit Plan Update Report was reviewed and approved. The update included the Audit Plan Update, the Strategic Audit Risk Assessment Report, Internal Audit Reports completed since the last meeting, the Follow-Up Report on Prior Audits, and a Listing of External Audit Reports Received and Reviewed during Fiscal Year 2026, with unmodified opinions and no material internal control or compliance findings.

6.3 Update on Losses Identified through the Internal Audit process:

The committee reviewed the Loss Tracking Report Schedule which shows audit reports presented to the Committee with a loss identified during the past year as well as any reported losses where the case is still active, and a final resolution has not been determined.

6.4 Other Business:

A copy of the Arkansas Legislative Audit Engagement Letter for the audit of the University of Arkansas System financial statements for the year ended June 30, 2025 was presented to the Committee. This was an information item.

7. Report on Academic and Student Affairs Committee Meeting Held November 19, 2025:

Chair Fryar reported that the Academic and Student Affairs Committee met on November 19, 2025, and moved that the actions of the Committee be approved by the Board. Trustee Dickey seconded the motion, and the following items were reported and approved by the full Board:

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7.1 Approval to Add an Associate of Applied Science in Farm and Ranch Management (FARM), a Technical Certificate in Precision Agriculture, and a Certificate of Proficiency in Agriculture Drone Technology, UACCB:

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the Board hereby approves the creation of a new Farm and Ranch Management (FARM) program at the University of Arkansas Community College at Batesville. The program is comprised of an Associate of Applied Science in Farm and Ranch Management, a Technical Certificate in Precision Agriculture, and a Certificate of Proficiency in Agriculture Drone Technology.

BE IT FURTHER RESOLVED THAT if enrollment and budget goals have not been met upon evaluation of the program after five years the program will be discontinued.

BE IT FURTHER RESOLVED THAT the President is hereby authorized to submit this proposal to the Arkansas Division of Higher Education for appropriate action.

7.2 Approval to Establish the Center for Simulation Innovation (CSI), UALR:

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the Board hereby approves the Center for Simulation Innovation (CSI) as an instructional center at the University of Arkansas at Little Rock.

BE IT FURTHER RESOLVED THAT if enrollment and budget goals have not been met upon evaluation of the program after five years the program will be discontinued.

BE IT FURTHER RESOLVED THAT the President is hereby authorized to submit this proposal to the Arkansas Division of Higher Education for appropriate action.

7.3 Approval of Academic Planning Retrenchment Proposal, UALR:

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT approval is granted for the elimination and retrenchment of the Rehabilitation of the Blind-Orientation and Mobility Master of Arts and Graduation Certificate Programs of the University of Arkansas at Little Rock presented by Chancellor Christina Drale and recommended by President Jay B. Silveria on November 19, 2025, pursuant to Board Policy 405.5.

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7.4 Approval of Academic Unanimous Consent Agenda:

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the Board hereby approves the Academic and Student Affairs consent items as presented to the Board at its November 19-20, 2025, meeting.

BE IT FURTHER RESOLVED THAT a letter of notification will be submitted to ADHE following the Board meeting setting forth these items.

ITEMS APPROVED:

1. University of Arkansas at Monticello
   A. Existing Programs Offered at Existing Off-Campus Locations
      - University of Arkansas Hope-Texarkana in Hope and Texarkana, Arkansas
      - Phillips Community College of the University of Arkansas in Helena, DeWitt, and Stuttgart, Arkansas

   B. Curriculum Revision of Program/Option/Emphasis/Concentration/Minor
      - Technical Certificate in Welding offered by the College of Technology-Crossett and the College of Technology-McGehee

2. University of Arkansas Community College at Rich Mountain
   A. Curriculum Revision of Program/Option/Emphasis/Concentration/Minor
      Associate of Science in Agriculture

3. University of Arkansas at Little Rock
   A. New Certificate Programs
      - Certificate of Proficiency in Cyber-lnformed Engineering (CIE)
      - Graduate Certificate in Health Informatics and Certificate of Proficiency in Health Informatics

   B. Change Program to Inactive Status
      - Bachelor of Science in Information Science

8. Report on Athletics Committee Meeting Held November 20, 2025:

Athletics Committee Chairman Dickey reported that the Athletics Committee met on November 20, 2025, and heard presentations from UAPB Chancellor Anthony Graham and Athletic Director Chris Robinson and UA Monticello Chancellor Peggy Doss and Athletic Director Hud Jackson regarding their athletic program successes and challenges. Upon motion of Chair Dickey and second by Trustee Cox, the report was accepted.

9. Report on Buildings and Grounds Committee Meeting Held November 20, 2025:

Chairman Todd reported that the Buildings and Grounds Committee met on November 20, 2025. He moved that the actions of the Committee be approved by the Board; Trustee Dickey seconded, and the following resolutions were adopted:

9.1 Approval to Sell University's One-Half Interest in Approximately 34 Acres of Undeveloped Land in Independence County (Robert Norris Property), UAF:

WHEREAS, the Board of Trustees has received a one-half interest in certain real property from the Estate of Mr. Robert Dale Norris arising from Mr. Norris generously naming the University of Arkansas as a beneficiary in his last will and testament; and

WHEREAS, the best use of the property would be to list it for sale and use the proceeds for the benefit and support of the University of Arkansas, Fayetteville, in accordance with the wishes contained in the last will and testament of Mr. Norris;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the Board hereby approves the acceptance of and the listing for sale of its one-half interest in and to the following described property located in Independence County, Arkansas, more particularly described as follows:

Tract 1:
All of the Northwest Quarter of the Southwest Quarter, Right Bank of White River, of Section 23, Township 13 North, Range 8 West, EXCEPT, two acres in the Northeast corner of said NW 1/4 of SW 1/4, leaving in the tract herein conveyed, 38 acres, more or less.
Less and except:
Part of the Northwest Quarter (NW1/4) Southwest Quarter (SW1/4) Section Twenty-three (23), Township Thirteen (13) North, Range Eight (8) West, more particularly described as follows: Beginning at the Northwest comer of said Northwest Quarter (NW1/4) Southwest Quarter (SW1/4), section, township and range, thence South 420 feet; thence East 420 feet; thence North 420 feet; thence West 420 feet to the Point of Beginning, containing four (4) acres, more or less.
ALSO:
Tract 2:
Part of the NW1/4 SW1/4, Section 23, Township 13 North, Range 8 West, containing 1/2 acre, more or less, and described as follows: Beginning at a point on the South side of Highway 14, said point being on the East line of said NW1/4 SW1/4, running thence South 70 yards more or less to a point, thence West 35 yards more or less to a point, thence

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North 70 yards more or less to a point on the South side of Highway 14, thence East along said Highway, 35 yards more or less to point of beginning, and being situated in Independence County, Arkansas.

Subject to a reservation in the Board of Trustees of the University of Arkansas of at least a one-half interest in and to all oil, gas, and other mineral interests associated with the above-described land.

BE IT FURTHER RESOLVED THAT the Board approves the use of Weichert, Realtors - The Property Shoppe as the real estate agent for the Board in the sale of the property in accordance with the Exclusive Right-to-Sell Agreement between the parties in a form satisfactory to General Counsel.

9.2 Project Approval and Selection of Design Professionals (Gensler) and a Construction Manager/General Contractor (Flintco) for the Razorback Road Parking Garage Project, UAF:

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the Razorback Road Parking Garage project at the University of Arkansas, Fayetteville, is hereby approved.

BE IT FURTHER RESOLVED THAT the University of Arkansas, Fayetteville, is authorized to select Gensler as the design professionals for the Razorback Road Parking Garage project.

BE IT FURTHER RESOLVED THAT the University of Arkansas, Fayetteville, is authorized to select Flintco as the construction manager/general contractor for the Razorback Road Parking Garage project.

BE IT FURTHER RESOLVED THAT the President, Chief Financial Officer, Chancellor, and Executive Chancellor for Finance and Administration of the University of Arkansas, Fayetteville, or their designees, shall be, and hereby are, authorized to take such further action and execute such documents and instruments as may be necessary to implement this resolution.

9.3 Approval of Purchase of Property Adjacent to Campus Located at Fox Run Drive and Lester Drive, Hope, Arkansas, UAHT:

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the Board hereby approves an offer dated August 21, 2025 for the total purchase price of $109,000, and on other terms and conditions set forth in the Real Estate Contract (Offer and Acceptance) to purchase certain property situated at Fox Run

and Lester Drive in Hope, Hempstead County, Arkansas, more particularly described as follows:

Tract#1
Parcel #700-05689-000 and Parcel #700-05759-001
A part of the Southwest Quarter of the Southwest Quarter (PT. SW 1/4 SW 1/4) of Section 04, Township 13 South, Range 24 West, and a part of the Southeast Quarter of the Southeast Quarter (PT. SE 1/4 SE 1/4), and a part of the Southwest Quarter of the Southeast Quarter (PT. SW 1/4 SE 1/4) of Section 05, Township 13 South, Range 24 West, of Hempstead County, Arkansas.
Containing 24.69 acres more or less.

Tract #2-1
Parcel #700-05759-002
A part of the Southwest Quarter of the Southwest Quarter (PT. SW 1/4 SW 1/4) of Section 04, Township 13 South, Range 24 West, of Hempstead County, Arkansas.
Containing 1.13 acres more or less.

Tract #2-2
Parcel #700-05689-027
Also, Tract #27 of the Timber Creek Subdivision to the City of Hope, which can also be described as a part of the Southwest Quarter of the Southwest Quarter (PT. SW 1/4 SW 1/4) of Section 04, Township 13 South, Range 24 West, of Hempstead County, Arkansas.
Containing 1.05 acres more or less.

BE IT FURTHER RESOLVED THAT the purchase shall be subject to a determination by the General Counsel that the seller has good and merchantable title to the property and obtaining an acceptable Phase One environmental assessment, unless waived by the campus officials after inspection of the property. The President, Chief Financial Officer, Chancellor, Vice Chancellor for Finance and Administration at UACCHT, or their designee, shall be, and hereby are, authorized to take such further action and execute such documents and instruments as may be necessary to close the transaction in accordance with the respective Real Estate Contracts.

BE IT FURTHER RESOLVED THAT all documents related to the transaction shall be in a form and content acceptable to the General Counsel.

9.4 Project Approval and Selection of Design Professionals (Domain Architecture) for the Alumni Hall and New Charter Field Project, ASMSA:

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BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the Alumni Hall and New Charter Field construction project at the Arkansas School for Mathematics, Sciences, and the Arts is hereby approved.

BE IT FURTHER RESOLVED THAT the Arkansas School for Mathematics, Sciences, and the Arts is authorized to select Domain Architecture as design professionals for the ASMSA Alumni Hall and New Charter Field construction project.

10. Knocking on the College Door: Patrick Lane, Vice President, Policy Analysis and Research,Western Interstate Commission for Higher Education:

President Silveria introduced Patrick Lane, Vice President, Policy Analysis and Research, Western Interstate Commission for Higher Education. Mr. Lane's presentation was on *Knocking at the College Door: Projections of High School Graduates* which has been a valuable resource for policymakers, decision-makers, researchers, and planners in education and workforce development. Key findings presented were:

- The total number of high school graduates is expected to peak in 2025 and then decline steadily through 2041.
- The proportion of future public high school graduating classes who come from underrepresented racial and ethnic backgrounds — particularly Hispanic and Multiracial graduates — will continue to increase.
- Compared to 2023, 38 states will see declines in the number of graduates by 2041 as most regions in the U.S. continue to shrink.
- COVID-19's impact on the education pipeline is modest but will be felt for years to come. Learning loss will continue to be a challenge.
- Beyond the "enrollment cliff": Potential solutions and strategies may address the upcoming declines and ensure college enrollments that help meet future workforce needs. Those include additional investments to make college more affordable, making financial aid more transparent and less confusing, introducing better academic and wraparound supports for postsecondary learners, and establishing more powerful pathways to and from work and learning.

11. Campus Report: Dr. Cathie Cline, Chancellor, UA-EACC:

Chancellor Cathie Cline shared a video discussing the impact that UA-EACC has on the community they serve and the impact that joining the UA System has had on the UA-EACC campus. Chancellor Cline also shared the following highlights.

- Record enrollment in an area with a declining population
- Graduation rate that exceeds state and national averages
- Significant achievements with the productivity funding formula
- National recognition for their diesel and LPN programs

- Work base learning experiences in all programs except the AA

12. President's Report: Jay B. Silveria, University of Arkansas System:

President Silveria reported that he continues to travel to the institutions around the state and invited the trustees to join him for upcoming site visits. He then highlighted the following achievements by staff and campuses:

- UA-EACC Chancellor Cathie Cline received a Governor's Quality Award from the Arkansas Institute for Performance Excellence (AIPE) during the 31st annual Governor's Quality Award Celebration held at the Clinton Presidential Center in Little Rock.
- PCCUA was recently recognized as the #1 Best Community College in Arkansas for 2026 by Niche.com.
- UAPTC announced a partnership with the Arkansas Aerospace Defense Alliance for its Avionics program at the Aviation Center of Excellence. This partnership was assisted by a 2.5M HIRED grant (state).
- AAS has eight archaeological stations across the state. The station, located at Henderson State University, is the first to complete an inventory of its holdings - 1.849M.
- UAF recently broke into U.S. News & World Report's top 100 of public universities. Additionally, UAF held the grand opening of the Multi-User Silicon Carbide (MUSiC) Research and Fabrication Laboratory. MUSiC represents the newest addition to the UA's power electronics ecosystem, and the first fabrication facility of its kind.
- UACCM's Nursing and Science Center grand opening was held on November 17 with Governor Sanders as the featured speaker introduced by Trustee Todd. He also noted that UACCM Chancellor Lisa Willenberg was named the 2025 Earle Love Business Leader of the Year at the 98th annual Morrilton Area Chamber of Commerce.
- UACCB and UA-Rich Mountain were named as institutions nationally eligible to compete for the $1 million Aspen Prize for Community College Excellence, the nation's premier recognition of high achievement and performance among two-year colleges.
- CCCUA's Women's Soccer team advanced to the NJCAA National Championship in Wichita, Kansas.

In closing. President Silveria acknowledged this meeting as ASMSA's Executive Director Corey Alderdice last meeting and expressed appreciation for his guidance of ASMSA and truly making a difference in the lives of the students.

13. Approval of Mission Statement, UAHT:

UAHT Interim Chancellor Laura Clark presented a request for approval of the University of Arkansas Community College at Hope-Texarkana Mission Statement. Upon motion of Trustee Dickey and second by Trustee Lawson, the following resolution was approved:

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BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the following revised and updated mission statement of the University of Arkansas Community College at Hope Texarkana is hereby approved.

The mission of the University of Arkansas Community College Hope-Texarkana is to connect students and community partners to quality academic and technical education, beneficial student support services, customized business and industry training, community development endeavors, and prevailing educational opportunities through exemplary and timely educational technologies, effective content delivery methods, and efficient organizational structures in an environment of integrity and respect that fosters student success, economic improvement, and civic and cultural enrichment.

14. Approval of Revisions to Board Policies, All Campuses and Units:

Senior Director of Policy and Public Affairs Ben Beaumont and Vice President for Employee Benefits and Risk Management Services LeAnn Perkins presented several minor Board Policy changes. Upon motion by Trustee Ford and second by Trustee Dickey, Board Policy 420.1, Board Policy 420.2 and Board Policy 420.8 were approved as presented. (Actual revised policies are included in finalized minutes.)

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the proposed revisions to Board Policy 420.8, Leave Exchange, Board Policy 420.1, Annual Leave, and Board Policy 420.2, Paid Parental Leave, are hereby adopted and approved as presented to the Board at its November 19-20, 2025, meeting.

Upon motion of Trustee Lawson and second by Trustee Dickey, the following Consent Agenda items were approved:

15. Approval of the Awarding of Degrees at the Fall 2025 Commencement Ceremonies:

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the Board hereby approves the awarding of degrees in December 2025 to all candidates who are certified by various campuses as having completed degree requirements and have the approval of the respective faculties of such campuses.

16. Approval of Honorary Degree, CSPS:

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the following honorary degree for the May commencement ceremony of the University of Arkansas Clinton School of Public Services is hereby approved:

Carlotta Walls LaNier, Honorary Master of Public Service, UACS.

17. Approval of Recommendations for Emeritus Status:

Dr. William G. Harter, University of Arkansas, Fayetteville

WHEREAS, Dr. William G. Harter, Professor of Physics in the Fulbright College of Arts and Sciences, University of Arkansas, Fayetteville, retired effective May 31, 2025; and

WHEREAS, Dr. Harter holds an A.B. degree from Hiram College, Ohio, and a Ph.D. from the University of California, Irvine; and was appointed an Assistant Professor at the University of Southern California in 1969, an Associate Professor at the University of Campinas, Sao Paulo, Brazil in 1974, a Professor at the Georgia Institute of Technology, Atlanta in 1975, and joined the University of Arkansas faculty in 1986 as Professor of Physics; and

WHEREAS, Dr. Harter also held Visiting Fellow appointments at the Joint Institute for Laboratory Astrophysics at the University of Colorado, Boulder and at the Center for Astrophysics | Harvard & Smithsonian, Cambridge, Massachusetts; and

WHEREAS, Dr. Harter gave 39 years of service to the University and brought novel graphical teaching techniques to a wide variety of undergraduate and graduate courses in Atomic and Molecular Physics, Modern Physics, Advanced Mechanics, and Group Theory; and

WHEREAS, Dr. Harter is a Fellow of the American Physical Society in the Division of Atomic, Molecular & Optical Physics for his contributions to the field of complex spectra of atoms and molecules and is the author of over 120 scholarly works; and

WHEREAS, Dr. Harter is a respected colleague and admired researcher and teacher held in high regard by his peers and students;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the Board bestows upon Dr. William G. Harter the title of Professor Emeritus of Physics, effective November 20, 2025, and grants him certain rights and privileges as extended to emeritus faculty by the Fayetteville campus and the University of Arkansas System.
FURTHERMORE, the Board directs that this resolution shall be spread upon the minutes of this meeting and a copy shall be provided to Dr. Harter.

Dr. Kevin Means, University of Arkansas for Medical Sciences

WHEREAS, in accordance with University policy, Kevin Means, M.D., has retired as a member of the faculty of the Department of Orthopaedic Surgery and Rehabilitation at the University of Arkansas for Medical Sciences as of June 30, 2025; and

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WHEREAS, Kevin Means, M.D., has served the Department of Orthopaedic Surgery and Rehabilitation and the University of Arkansas for Medical Sciences with distinction for 40 years, including serving as the Physical Medicine & Rehabilitation department chairman from 1999-2023 and the Physical Medicine & Rehabilitation Residency Program Director from 1997-2015; and

WHEREAS, he has contributed significantly in the areas of research, graduate education, and medical education; and

WHEREAS, he is recognized locally and nationally by organizations in the specialty of physical medicine and rehabilitation as well as in medical education, where in 2016 he received the Parker J. Palmer Courage to Teach Award from the Accreditation Council for Graduate Medical Education for his implementation of team-based learning methodology within the residency curriculum; and

WHEREAS, he has served the Department of Orthopaedic Surgery and Rehabilitation and the University in the past as a member or chair of many campus committees including Chair of the University Hospital Quality Review Committee, Chair of the Council of Department Chairpersons, Chair of the Policy Subcommittee on Physician Interaction with Industry; and

WHEREAS, he has shown the highest integrity and leadership, and his continued support and constant vigilance of quality has continued to improve the status of the University of Arkansas for Medical Sciences and the education of both medical students and graduate students;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the Board expresses its appreciation to Kevin Means, M.D., for his many contributions to the progress and development of the University of Arkansas for Medical Sciences and confers upon him the title of Professor Emeritus of the Department of Orthopaedic Surgery & Rehabilitation effective July 1, 2025. The Secretary of the Board is directed to transmit a copy of this resolution to Kevin Means, M.D., with our deepest gratitude.

Dr. Charlotte Williams, University of Arkansas Clinton School for Public Service

WHEREAS, Charlotte Lewellen Williams, DrPH, MPH, has retired as a member of the faculty of the Clinton School of Public Service at the University of Arkansas as of August 1, 2025; and

WHEREAS, Charlotte Lewellen Williams, DrPH, MPH., has served the UASYS since 2002 and has been Faculty and Director of the Center on Community Philanthropy at Clinton School for 18 years; and

WHEREAS, she has contributed significantly to the University system by launching the nationally recognized Clinton School Center on Community Philanthropy in its core work areas of Scholarship and Research, Leadership Development and Convening; and

WHEREAS, she has secured and administered substantial amounts of local and national support that transformed the Center on Community Philanthropy into a multimillion-dollar unit that has resulted in the Clinton School successfully integrating a reimagined concept of philanthropy into an academic setting; and

WHEREAS, she co-authored the first book published from the Clinton School entitled Passing the Torch: Planning for the Next Generation of Leaders in Public Service, developed and taught philanthropy leadership and nonprofit sector courses for the MPS and Clinton School Online and created numerous community partnerships across the state of Arkansas; and

WHEREAS, she has shown the highest integrity and leadership, and her dedication to excellence has continued to advance the University and her academic based philanthropy and public service pedagogy serves as an invaluable example for our MPS graduate students;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the Board expresses its deepest appreciation to Charlotte Lewellen Williams, DrPH, MPH, for her dedication and service to the University of Arkansas Clinton School of Public Service and confers upon her the title of Professor Emeritus of the Clinton School of Public Service effective August 2, 2025. The Secretary of the Board is hereby directed to transmit a copy of this resolution to Charlotte Lewellen Williams, DrPH, MPH, with deepest gratitude.

18. Approval of Voluntary Retirement Incentive Program Agreements, UA-EACC and UAMS:

Ms. Helen Bean, University of Arkansas East Arkansas Community College
BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the Voluntary Retirement Incentives Program Agreement of Ms. Helen Bean at the University of Arkansas East Arkansas Community College is hereby approved.

BE IT FURTHER RESOLVED THAT Helen Bean must resign her position no later than June 30, 2026. In return, the University of Arkansas East Arkansas Community College will

provide payments to or on behalf of Helen Bean in accordance with the Voluntary Retirement Incentives Program Agreement.

BE IT FURTHER RESOLVED THAT Helen Bean will be provided a period of at least seven (7) days following execution of the Voluntary Retirement Incentives Program Agreement by the Chairman of the Board within which to revoke the Agreement as required by applicable law.

Ms. Christine Haggans, University of Arkansas East Arkansas Community College

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the Voluntary Retirement Incentives Program Agreement of Ms. Christine Haggans at the University of Arkansas East Arkansas Community College is hereby approved.

BE IT FURTHER RESOLVED THAT Christine Haggans must resign her position no later than June 30, 2026. In return, the University of Arkansas East Arkansas Community College will provide payments to or on behalf of Christine Haggans in accordance with the Voluntary Retirement Incentives Program Agreement.

BE IT FURTHER RESOLVED THAT Christine Haggans will be provided a period of at least seven (7) days following execution of the Voluntary Retirement Incentives Program Agreement by the Chairman of the Board within which to revoke the Agreement as required by applicable law.

Ms. Margaret Anne Kelso, University of Arkansas East Arkansas Community College

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the Voluntary Retirement Incentives Program Agreement of Ms. Margaret Anne Kelso at the University of Arkansas East Arkansas Community College is hereby approved.

BE IT FURTHER RESOLVED THAT Margaret Anne Kelso must resign her position no later than June 30, 2026. In return, the University of Arkansas East Arkansas Community College will provide payments to or on behalf of Margaret Anne Kelso in accordance with the Voluntary Retirement Incentives Program Agreement.

BE IT FURTHER RESOLVED THAT Margaret Anne Kelso will be provided a period of at least seven (7) days following execution of the Voluntary Retirement Incentives Program Agreement by the Chairman of the Board within which to revoke the Agreement as required by applicable law.

Mr. Don Lewis, University of Arkansas East Arkansas Community College

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the Voluntary Retirement Incentives Program Agreement of Mr. Don Lewis at the University of Arkansas East Arkansas Community College is hereby approved.

BE IT FURTHER RESOLVED THAT Don Lewis must resign his position no later than June 30, 2026. In return, the University of Arkansas East Arkansas Community College will provide payment to or on behalf of Don Lewis in accordance with the Voluntary Retirement Incentives Program Agreement.

BE IT FURTHER RESOLVED THAT Don Lewis will be provided a period of at least seven (7) days following execution of the Voluntary Retirement Incentives Program Agreement by the Chairman of the Board within which to revoke the Agreement as required by applicable law.

Ms. Patricia Newborn, University of Arkansas East Arkansas Community College

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the Voluntary Retirement Incentives Program Agreement of Ms. Patricia Newborn at the University of Arkansas East Arkansas Community College is hereby approved.

BE IT FURTHER RESOLVED THAT Patricia Newborn must resign her position no later than June 30, 2026. In return, the University of Arkansas East Arkansas Community College will provide payments to or on behalf of Patricia Newborn in accordance with the Voluntary Retirement Incentives Program Agreement.

BE IT FURTHER RESOLVED THAT Patricia Newborn will be provided a period of at least seven (7) days following execution of the Voluntary Retirement Incentives Program Agreement by the Chairman of the Board within which to revoke the Agreement as required by applicable law.

Mr. James Parker, University of Arkansas East Arkansas Community College

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the Voluntary Retirement Incentives Program Agreement of Mr. James Parker at the University of Arkansas East Arkansas Community College is hereby approved.

BE IT FURTHER RESOLVED THAT James Parker must resign his position no later than June 30, 2026. In return, the University of Arkansas East Arkansas Community College will provide payments to or on behalf of James Parker in accordance with the Voluntary Retirement Incentives Program Agreement.

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BE IT FURTHER RESOLVED THAT James Parker will be provided a period of at least seven (7) days following execution of the Voluntary Retirement Incentives Program Agreement by the Chairman of the Board within which to revoke the Agreement as required by applicable law.

Mr. Dennis Smith, University of Arkansas East Arkansas Community College

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the Voluntary Retirement Incentives Program Agreement of Mr. Dennis Smith at the University of Arkansas East Arkansas Community College is hereby approved.

BE IT FURTHER RESOLVED THAT Dennis Smith must resign his position no later than June 30, 2026. In return, the University of Arkansas East Arkansas Community College will provide payments to or on behalf of Dennis Smith in accordance with the Voluntary Retirement Incentives Program Agreement.

BE IT FURTHER RESOLVED THAT Dennis Smith will be provided a period of at least seven (7) days following execution of the Voluntary Retirement Incentives Program Agreement by the Chairman of the Board within which to revoke the Agreement as required by applicable law.

Dr. Mark S. Mennemeier, University of Arkansas for Medical Sciences

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the Voluntary Retirement Incentives Program Agreement of Dr. Mark S. Mennemeier at the University of Arkansas for Medical Sciences is hereby approved.

BE IT FURTHER RESOLVED THAT Mark Mennemeier must resign his position no later than January 31, 2026, and relinquish all tenure rights. In return, the University of Arkansas for Medical Sciences will provide payments to or on behalf of Mark Mennemeier in accordance with the Voluntary Retirement Incentives Program Agreement.

BE IT FURTHER RESOLVED THAT Mark Mennemeier will be provided a period of at least seven (7) days following execution of the Voluntary Retirement Incentives Program Agreement by the Chairman of the Board within which to revoke the Agreement as required by applicable law.

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19. President's Report of Police Authority Granted:

Since the President's Report to the Board on September 25-26, 2025, police authority was granted as follows: Probationary Police Authority to Tenesha Harris, UALR.

There being no further business to come before the Board, upon motion and second, the meeting adjourned at 11:15 a.m.

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MINUTES OF THE SPECIAL MEETINGS OF THE
UNIVERSITY OF ARKANSAS BOARD OF TRUSTEES
UNIVERSITY OF ARKANSAS SYSTEM
CAMMACK CONFERENCE ROOM
VIRTUALLY AND IN PERSON
LITTLE ROCK, ARKANSAS
DECEMBER 9, 12, 16 AND 18, 2025

TRUSTEES PRESENT
VIRTUALLY OR IN PERSON: Chair Kelly Eichler; Trustees Randy Lawson, Steve Cox, Ed Fryar, Ted Dickey, Jeremy Wilson, Nate Todd. Kevin Crass, Scott Ford and Judd Deere.

UNIVERSITY ADMINISTRATORS
AND OTHERS PRESENT: System Administration:
President Jay B. Silveria, Vice President for University Relations and Chief of Staff Melissa Rust, General Counsel David Curran, Senior Director of Policy and Public Affairs Ben Beaumont, Director of Communications Nate Hinkel, Assistant to the President Angela Hudson and Associate for Administration Sylvia White.

Chair Eichler called to order the special meeting of the Board of Trustees of the University of Arkansas and, upon motion and second, the Board convened into executive session at 8:48 a.m. on Tuesday, December 9, for the purpose of considering the employment of the next Chancellor of the University of Arkansas for Medical Sciences. Chair Eichler reconvened the Regular Session at 9:37 a.m., stating that no action was taken during Executive Session. Upon motion by Trustee Dickey and second by Trustee Ford, the meeting was adjourned.

At 8:49 a.m. on Friday, December 1, 2025, Vice Chair Cox called to order the special meeting of the Board of Trustees of the University of Arkansas for the purpose of considering the employment of the next UAMS Chancellor, and upon motion by Trustee Dickey and second by Trustee Fryar, the Board immediately convened into Executive Session. Vice Chair Cox reconvened the Regular Session meeting of the Board at 9:55 a.m. stating that no action was taken during Executive Session. Upon motion and second the meeting was adjourned.

At 8:50 a.m. on Tuesday, December 16, 2025, Chair Eichler called to order the special meeting of the Board of Trustees of the University of Arkansas for the purpose of considering the employment of the next UAMS Chancellor, and upon motion by Trustee Cox and second by Trustee Todd, the Board immediately convened into Executive Session. Chair Eichler reconvened the Regular Session meeting of the Board at 10:04 a.m. stating that no action was

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taken during Executive Session. Upon motion Trustee Dickey and second by Trustee Fryar, the meeting was adjourned.

At 8:51 a.m. on Thursday, December 18, 2025, Chair Eichler called to order the special meeting of the Board of Trustees of the University of Arkansas for the purpose of considering the employment of the next UAMS Chancellor, and upon motion by Trustee Dickey and second by Trustee Fryar, the Board immediately convened into Executive Session. Chair Eichler reconvened the Regular Session meeting of the Board at 9:58 a.m. stating that no action was taken during Executive Session. Upon motion and second the meeting was adjourned.

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MINUTES OF THE MEETING OF THE
UNIVERSITY OF ARKANSAS BOARD OF TRUSTEES
UNIVERSITY OF ARKANSAS SYSTEM
CAMMACK CONFERENCE ROOM
VIRTUALLY AND IN PERSON
LITTLE ROCK, ARKANSAS
DECEMBER 17, 2025

DRAFT

TRUSTEES PRESENT VIRTUALLY OR IN PERSON:	Chair Kelly Eichler; Trustees Steve Cox, Ed Fryar, Ted Dickey, Nate Todd, Scott Ford, Randy Lawson and Judd Deere.
TRUSTEE ABSENT:	Jeremy Wilson and Kevin Crass.
UNIVERSITY ADMINISTRATORS AND OTHERS PRESENT:	System Administration: President Jay B. Silveria, Vice President for University Relations and Chief of Staff Melissa Rust, Vice President for Strategic and Community College Partnerships Chris Thomason, General Counsel David Curran, Vice President for Academic Affairs Michael Moore, Senior Director of Policy and Public Affairs Ben Beaumont, Director of Communications Nate Hinkel, Assistant to the President Angela Hudson and Associate for Administration Sylvia White. UAHT Representatives: Ms. Laura Clark, Interim Chancellor; Brian Berry, Misty Hughes, Wendy Jones, Sherri Ford, Anna Powell, Lloyd Jackson, Brad Sheppard, Michael Cox.

Chair Eichler called to order the special meeting of the Board of Trustees of the University of Arkansas and, upon motion by Trustee Fryar and second by Trustee Todd, the Board convened into executive session at 4:00 p.m. on Wednesday, December 17, 2025, for the purpose of considering the selection of the next Chancellor of the University of Arkansas Community College at Hope-Texarkana. Chair Eichler reconvened the Regular Session at 4:24 p.m. Upon motion by Trustee Dickey and second by Trustee Cox, the following resolution was unanimously approved.

BE IN RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the Board hereby appoints Dr. Ricky Tompkins as the next

Chancellor of the University of Arkansas Community College at Hope-Texarkana, effective on or before February 1, 2026, and upon other terms and conditions to be negotiated by the President.

Chair Eichler extended congratulations to Dr. Ricky Tompkins. Dr. Tompkins thanked President Silveria and the Board for the confidence placed in him, stating that he is so humbled and happy to get the rare opportunity to return to his hometown of Hope, Arkansas. Upon motion by Trustee Dickey and second by Trustee Fryar, the meeting was adjourned at 4:27 p.m.

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UofA
UNIVERSITY OF ARKANSAS SYSTEM
Office of the President

January 20, 2026

TO MEMBERS OF THE ACADEMIC AND
STUDENT AFFAIRS COMMITTEE:
Dr. Ed Fryar, Chair
Mr. Steve Cox
Mr. Randy Lawson
Mr. Jeremy Wilson

Dear Committee Members:

Chancellor Christy Drale, University of Arkansas at Little Rock, requests approval to create a new Bachelor of Science in Artificial Intelligence program. A summary of the proposal is attached.

Student interest in AI has surged in recent years, reflecting national and global trends, according to the 2024 Digital Education Council Global AI student survey. Likewise, employers in Arkansas and across the region want graduates who can build, deploy, and responsibly manage AI solutions. This program attempts to meet workforce needs by delivering applied, industry-relevant preparation while leveraging existing courses and faculty to minimize new resource demands.

The proposed AI program is designed to provide students with a rigorous foundation in mathematics, computer science, and applied AI techniques. The curriculum integrates core computing principles with specialized courses in machine learning, natural language processing, robotics, computer vision, reinforcement learning, and intelligent agents. Students will complete a two-semester AI capstone sequence, enabling them to design, implement, and evaluate AI systems for real-world applications in collaborations with academic, industry, and community partners.

The Bachelor of Science in Artificial Intelligence will strengthen UA Little Rock's recruitment and retention, support regional economic development priorities, and provide a clearer pathway toward AI professions such as data scientists and software developers.

The proposal has received the necessary campus approvals, and I concur with this recommendation. A resolution is attached for your consideration.

Sincerely,

Jay B. Silveria, President and Charles E. Scharlau Presidential Leadership Chair

Attachments

RESOLUTION

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the Board hereby approves adding a new Bachelor of Science in Artificial Intelligence at the University of Arkansas at Little Rock, effective Fall 2026.

BE IT FURTHER RESOLVED THAT if enrollment and budget goals have not been met upon evaluation of the program after five years the program will be discontinued.

BE IT FURTHER RESOLVED THAT the President is hereby authorized to submit this proposal to the Arkansas Division of Higher Education for appropriate action.

UNIVERSITY OF ARKANSAS AT LITTLE ROCK

Bachelor of Science in Artificial Intelligence

DEGREE COST AND SALARY EARNINGS

1. Expected cost to students to earn the credential
   - Total cost for an in-state student (before housing, books, transportation): $29,520
   - Total cost for an out-of-state student (before housing, books, transportation): $79,800

2. Expected starting salary
   - For students entering practice right after graduation, the starting salaries can range between $85,000 and $115,000.

3. Expected salary after 5 years
   - After five years, the salaries will range between $130,000 and $175,000.

New Degree Program Proposal Form

A New Program Proposal can be submitted once a Letter of Intent has been approved by the Arkansas Higher Education Coordinating Board. Program Proposals must be received by ADHE by the established deadlines. After ADHE reviews a submitted proposal, a member of ADHE Executive Staff will present a recommendation for approval at the next AHECB meeting. An institution's Provost/Chief Academic Officer, or their representative, is required to be in attendance to answer questions and/or present information.

When completing this form, please use font color black. Make all attempts to preserve document formatting. If you choose to create a separate document, please use the same outline structure as below.

1. **INSTITUTION NAME: University of Arkansas Little Rock**

2. **PROPOSED PROGRAM TITLE:**
Artificial Intelligence, B.S.

3. **REQUESTED CIP CODE:**
Link for CIP Codes: https://nces.ed.gov/ipeds/cipcode/Default.aspx?y=56
11.0102 – Artificial Intelligence

4. **PROPOSED START DATE:**
Fall 2026

5. **PROPOSED ACADEMIC PROGRAM REVIEW DATE:**
Program review date must be within 10 years of program start date.
Fall 2032

6. **PRIOR APPROVALS**
a. Provide the date that the Board of Trustees approved (or will consider) the proposed program.
November 19-20, 2025

b. Provide a copy of the Board of Trustees meeting agenda that lists the proposed program, and written documentation of program/unit approval by the Board of Trustees prior to the Coordinating Board meeting that the proposal will be considered.

c. Provide documentation of program review/approval by any required, external agency/board/program accreditors such as education, nursing-initial approval required, health professions, counseling, etc.

d. Provide the date that the institutional curriculum committee approved the proposed program.

7. **PROGRAM SUMMARY**

Consider writing your program summary after you have completed this document. This summary will be used to present your program to the Higher Education Coordinating Board. It should include foundational information and aspects you would like to highlight.

Elements that make a thorough summary include:

- A description of the academic program.
- Explain how new program supports the institutional mission and promotes strategic initiatives.
- Describe the capability of college/department to deliver the new program with high quality.
- Sustainability of program on a long-term basis.
- Are the characteristics of the new program distinctive from similar programs offered by the competition?
- General statement on student outcomes.
- General statement on market outlook.
- General recruitment/enrollment goals.
- General statement on both operating and capital resource requirements.
- General statement on economic benefit to community & region.
- Identify where the program will be administratively housed.

a. Provide a general description of the proposed program.

General Description: The proposed Bachelor of Science in Artificial Intelligence (AI) is a 120 credit hour undergraduate program designed to provide students with a rigorous foundation in mathematics, computer science, and applied AI techniques. The curriculum integrates core computing principles with specialized courses in machine learning, natural language processing, robotics, computer vision, reinforcement learning, and intelligent agents. Students will complete a two-semester AI Capstone sequence, enabling them to design, implement, and evaluate AI systems for real-world applications in collaboration with academic, industry, and community partners.

Mission Alignment: This new degree program supports UA Little Rock's mission to provide access to high-quality, career-relevant education that strengthens the state's workforce and fosters economic development. The program aligns with institutional and state strategic priorities by preparing graduates to lead in emerging technologies, advancing Arkansas's competitiveness in sectors such as healthcare, finance, manufacturing, energy, agriculture, and government services.

Capability: The Department of Computer Science within the Donaghey College of Science, Technology, Engineering, and Mathematics has the proven capability to deliver this program at a high level of quality. Faculty expertise spans artificial intelligence, data science, cybersecurity, and intelligent systems, with ongoing research and industry partnerships that ensure instruction remains current and applied. The curriculum leverages existing resources and courses, requiring minimal additional capital investment while ensuring a sustainable program structure.

Sustainability: The University is ensuring the long-term sustainability of the B.S. in Artificial Intelligence through strategic investments and program alignment. Supported by the Arkansas HIRED grant, partnerships with community colleges and secondary schools are expanding the enrollment pipeline to sustain steady growth over time. The Computer Science and Information Science Departments are coordinating resources, phasing out low-enrollment programs and courses, and prioritizing AI-focused research and teaching in new faculty hires. These actions collectively ensure the program's ongoing instructional capacity, financial viability, and long-term impact.

Distinctiveness: The proposed B.S. in Artificial Intelligence will stand out regionally as a comprehensive, standalone undergraduate degree focused entirely on AI, rather than a concentration or repackaging of courses. This clear disciplinary identity prepares graduates to meet the growing need for specialized AI expertise more directly than generalized computing programs. Through its stackable certificate, the program also provides accessible entry points for students across all academic disciplines and helps to fill the workforce gap in AI knowledge and skills. The full degree will produce a focused cohort of 10-15 expert AI engineers each year that are equipped to lead innovation, support regional economic growth, and drive startup development in this rapidly evolving field.

Student Outcomes: Student outcomes include the ability to design and evaluate AI systems, apply ethical and governance frameworks, and deploy intelligent solutions responsibly across diverse domains. Graduates will possess both technical depth and professional preparation for employment or advanced study.

Market Outlook: The market outlook for AI graduates is exceptionally strong. Nationally, the U.S. Bureau of Labor Statistics projects much faster than average growth for AI-related roles such as data scientists, software developers, and computer information researchers. In Arkansas and the surrounding region, employers across industry and public service sectors are increasingly seeking AI expertise to support automation, analytics, and innovation.

Recruitment and Enrollment Goals: Recruitment will target students from Arkansas and beyond who seek careers in advanced computing and Artificial Intelligence. Enrollment is expected to grow steadily through strong pipelines from high school computer science programs, community colleges, and established transfer pathways. The stackable certificate program is projected to attract over 100 students within its first two years, reflecting both workforce demand and strong interdisciplinary interest across campus. As the first comprehensive undergraduate AI degree in the state, including 16 new or revised AI courses aligned with the latest ACM international curriculum guidelines, the program is expected to generate new university enrollment, with a conservative estimate of 25-50 additional students in its early years.

Operating and Capital Resource Investments: The program will primarily utilize existing operating and instructional resources, supplemented by targeted investments in computing infrastructure, specialized AI software environments, and capstone project support. Long-term sustainability will be reinforced through industry partnerships, research integration, and external funding opportunities.

Economic Benefit: The economic benefit of the program extends beyond direct graduate employability. By producing a skilled AI workforce, the program will help Arkansas companies adopt intelligent technologies, improve productivity, and drive innovation. Graduates will also contribute to the state's entrepreneurial ecosystem by launching AI-driven startups and supporting technology transfer initiatives.

The B.S. in Artificial Intelligence will be administratively housed in the Department of Computer Science within the Donaghey College of Science, Technology, Engineering, and Mathematics.

b. List degree programs or emphasis areas currently offered at the institution that support the proposed program.

- Computer Science, B.S.

- Computer Science, M.S.
- Information Science, M.S.

8. PROGRAM NEED

Institutions should include as many of the following elements as possible to demonstrate the need for a proposed program. Since need may be defined differently based on several factors, it is the responsibility of the institution to prove/justify need. Focus should be primarily on local and state needs and less on regional and national needs, unless applicable to the program.

a. Based on the Workforce Analysis provided by ADHE, summarize program need in terms of corporate demand, current job availability, and employment/wage projections.

b. Submit a summary of an Employer Needs Survey. Survey and summary templates are available here. The summary should include information on the following:
   - Corporate demand
   - Current job availability
   - Employment and wage projections
   - Names and types of organizations or businesses surveyed
   - Survey data can be obtained by telephone, letters of interest, student inquiry, etc.

c. Describe what workforce need the proposed program will address and how the institution became aware of this need.

The proposed Bachelor of Science in Artificial Intelligence addresses a critical workforce shortage in AI and machine learning. The Brookings Institute reports 28% annual growth rate in AI-specific job postings from 2010 to 2025[1]. The US Bureau of Labor and Statitics projects a 17.9% increase of software development jobs from 2023 to 2033, primarily due to AI-related needs[2], and PWC indicated workers with AI skills currently have a 56% wage premium[3]. UA Little Rock became aware of this need through direct engagement with regional employers in industry workshops, advisory panels, and professional collaborations, where partners consistently emphasized the shortage of graduates with practical AI skills. This experiential input, combined with national data, makes clear the urgency of preparing Arkansas' workforce to lead in an AI economy.

d. Describe any established employer partnerships and explain how the employer will support the proposed program such as tuition assistance, capital investments, or other enrollment incentives.

UA Little Rock has developed strong and enduring partnerships with employers across both the public and private sectors, particularly in computing and technology-intensive fields. Organizations such as the Arkansas Electric Cooperative Corporation, Dillards, Simmons Bank, Bank OZK, Tyson Foods, and the Arkansas State Police have actively collaborated with the university on workforce development initiatives, including providing direct input into curriculum design and program priorities. These employers recognize the urgent demand for AI and cybersecurity talent and have supported our efforts

[1] https://www.brookings.edu/wp-content/uploads/2025/06/Mapping-AI-readiness-final.pdf

[2] https://www.bls.gov/opub/ted/2025/ai-impacts-in-bls-employment-projections.htm

[3] https://www.pwc.com/gx/en/issues/artificial-intelligence/ai-jobs-barometer.html

through internships, applied projects, advisory roles, and ongoing dialogue about evolving workforce needs. Their engagement ensures that the proposed program remains aligned with industry expectations and that graduates are prepared to step directly into critical roles. As the program grows, these partners are well-positioned to extend their support through tuition assistance programs, sponsored capstone projects, and other enrollment incentives that strengthen both the talent pipeline and the state's innovation capacity.

e. If applicable, provide evidence regarding student interest and demand.

f. Submit letters of support. Letters should address the following when relevant:
- Local, economic impact
- Number of current/anticipated job vacancies
- Whether the degree is desired or required for advancement
- The increase in projected wages based on additional education, etc.

9. PROGRAM ADVISORY COMMITTEE

Provide information on the program advisory committee. Include the following:
- Number of members
- Professional background of members
- Topics to be considered by the members
- Meeting schedule (annual, bi-annual, quarterly)
- Institutional representative

10. ENROLLMENT AND GRADUATION PROJECTIONS

In the table below, provide program enrollment and graduation projections for the next five academic years. Should this proposal contain more than one credential, complete a table for each award type. Projections need to be realistic and attainable based on workforce need/demand.

Academic Year	Projected Enrollment	Projected Graduates
2026-2027	25	--
2027-2028	50	--
2028-2029	100	--
2029-2030	110	10
2030-2031	120	15

11. CURRICULUM

a. Provide a curriculum outline **and** an 8-semester degree plan. The outline should include:
- Course numbers and course titles.
- New courses should be italicized, and course descriptions provided.
- Identify whether each course is a required general education course, a core course, a major course, an elective course, etc.

- Identify which courses are currently or will be offered by distance technology
- If applicable, indicate the number of contact hours for internship/clinical courses.
- If applicable, include information received from potential employers about course content.
- Total number of semester credit hours required for the program, including prerequisite courses.

Program Requirements

First-Year Colloquium (1 hour)
- **CPSI 10501** *(was CPSC 1105)* - First Year Experience for Computing Majors

Standard UA Little Rock Core (24 hours)
- Written Communication (6)
- U.S. Traditions (3)
- Fine Arts (3)
- Social Science (3)
- History of Civilization (3)
- Humanities (3)
- Flex (3)

Additional Math and Science Courses (25 hours)
- **MATH 24004** *(was 1451)* - Calculus I
- **MATH 25004** *(was 1452)* - Calculus II
- **Choose 1:**
  - **Chemistry**
    - **CHEM 10234** - General Chemistry I
    - **CHEM 14204** - General Chemistry II
  - **Physics**
    - **PHYS 20103** - College Physics I and **PHYS 20101** - College Physics I Laboratory
    - **PHYS 20203** - College Physics II and **PHYS 20201** - College Physics II Laboratory
- **MATH 26103** *(was 2310)* - Discrete Mathematics
- **MATH 31263** - Linear Algebra
- **STAT 35203** *(was 3352)* - Applied Statistics I

Major (72 hours)
Computer Science Requirements (19 hours)
- **CPSI 17503** *(was CPSC 1375)* - Programming I
- **CPSI 27603** *(was CPSC 2376)* - Programming II
- **CPSI 28003** *(was CPSC 2380)* - Algorithms
- **CPSI 28204** *(was CPSC 2482)* - Computer Organization
- **CPSI 37503** *(was CPSC 3375)* - Database Concepts
- **CPSI 38003** *(was CPSC 3380)* - Operating Systems

Major Requirements (51 hours)
- **AINT 11003** - AI Foundations - This course introduces key principles and practical applications of Artificial Intelligence. Students will examine central AI challenges and review real-world implementations, while exploring historical milestones and philosophical considerations that shed light on the nature of intelligent behavior. Additionally, the course investigates the diverse types of

agents and provides an overview of the societal impact of AI applications.

- **AINT 12003** - AI Operations - This course walks students through the full operational lifecycle of modern artificial-intelligence systems, from framing messy, real-world problems as solvable AI tasks to safely maintaining models in production. Learners prepare and annotate small data sets, diagnose and mitigate data- and model-level bias, and study the core steps of model selection, training, validation, and evaluation.
- **AINT 21003** - AI Governance - This course equips students with the knowledge and practical tools needed to direct artificial-intelligence systems toward responsible, lawful, and socially beneficial outcomes. Through case studies and hands-on exercises, learners explore model transparency techniques, privacy-preserving design for commercial LLMs, and best practices for data provenance and consent. They analyze adversarial threats, interpret cross-industry regulations and global policy frameworks, and evaluate emerging legal standards to craft actionable compliance plans.
- **AINT 22003** - AI Tools and Techniques - Introduces students to practical applications of artificial intelligence across diverse fields. Students design user-friendly human-AI collaboration tools, explore AI-driven processes in robotics and automation, and create decision-support systems that deliver actionable insights. The course covers hands-on applications such as data transformation using AI methodologies, image recognition, language analysis, and code generation. Learners apply AI solutions in healthcare settings, educational technology, creative industries, law enforcement, public safety, and accessibility enhancement.
- **AINT 23003** - AI Practicum - This course provides students with the opportunity to integrate and apply the knowledge and skills gained in earlier AI coursework through a supervised, hands-on project. As a service-learning experience, the practicum connects student teams with community partners to identify, design, and implement AI-based solutions to real-world challenges. The course emphasizes responsible AI use, sound technical implementation, and ethical decision-making, with students documenting their process, defending design choices, and reflecting on the broader social impact of their work.
- **AINT 31003** - Machine Learning I - This course is an applied introduction to supervised and unsupervised methods. Students learn to frame problems, prepare data, build foundational models (linear/logistic regression, decision trees, k-NN, basic clustering), and evaluate them with appropriate metrics and cross-validation. Emphasis is on controlling overfitting, feature engineering, and representation.
- **AINT 35003** - Machine Learning II - This advanced course builds on foundational machine learning concepts to explore optimization, advanced model families, ensemble methods, Bayesian learning, unsupervised learning, and interpretability. Students will study mathematical formulations, parameter estimation, and optimization techniques, and apply advanced models such as support vector machines, random forests, boosting, clustering algorithms, and recommender systems. Ethical considerations including fairness, explainability, and trust in AI systems are explored in depth.
- **AINT 32003** - Search and Planning - This course covers the fundamental concepts and methods of search and planning in Artificial Intelligence. Students will study classical and modern approaches to state-space search, heuristic design, adversarial search, and automated planning systems. Emphasis will be placed on theoretical foundations, algorithmic strategies, and practical applications. Students will gain experience implementing search and planning algorithms, analyzing their performance, and evaluating ethical and societal implications of AI-driven decision-making systems.
- **AINT 33003** - Probabilistic Reasoning in AI - Introduces probabilistic models and decision-theoretic methods that enable AI systems to reason and act under uncertainty. Students learn to build and query Bayesian and Markov networks, implement approximate and temporal inference, and analyze the complexity of exact algorithms. Emphasis is placed on designing and coding

graphical models that integrate uncertainty, evidence, and preferences, and prepare students for the application of probabilistic AI techniques in real-world domains.

- **AINT 36003** - Natural Language Processing - This course introduces the foundational concepts of Natural Language Processing (NLP) and statistical language models. Students apply and design NLP and Large Language Model (LLM) techniques to analyze various corpora of text for tasks such as classification and information extraction, using Python libraries and tools. Additionally, they learn how to fine-tune and deploy large pre-trained language models such as BERT and GPT for real-world applications.
- **AINT 34003** - Robotics - An introduction to the principles and technologies of intelligent robotic systems, including sensors, effectors, control architectures, kinematics, localization, mapping, and motion planning. Students will design and program robots in simulation or with low-cost platforms, integrating hardware and software to accomplish specific tasks. The course also examines vision-based control, human-robot interaction, and the societal, economic, and ethical considerations of robotics in real-world applications.
- **AINT 43003** - Perception and Computer Vision - This course explores the interdisciplinary foundations and methods of perception and computer vision. Students will study how humans and machines perceive and interpret visual information, covering image processing, feature extraction, object recognition, and deep learning for vision. Emphasis will be placed on connections between human perceptual processes and computational models, and students will critically examine the limitations, ethical concerns, and societal implications of deploying perception-driven AI systems.
- **AINT 44003** - Intelligent Agents - This course introduces the foundations of intelligent agents, focusing on their interactions with both external environments and other agents. Students are expected to learn how to use existing software and hardware platforms to develop, test, and evaluate intelligent agents in simulation environments and real-world applications.
- **AINT 45003** - Deep Learning - This course offers a comprehensive overview of deep learning, with a focus on the foundational architectures of artificial neural networks and their associated learning rules. Students will gain extensive hands-on experience by applying deep learning techniques to a wide range of real-world problems across domains including industry and science. The course emphasizes strategies for optimizing neural networks, such as regularization, pruning, and model compression. By the end of the course, students will be proficient in developing, evaluating, and deploying deep learning models using widely adopted Python libraries, including PyTorch, Keras, and TensorFlow.
- **AINT 46003** - Reinforcement Learning - This course provides a comprehensive introduction to reinforcement learning (RL), the area of machine learning concerned with agents that learn to make sequential decisions through interaction with an environment. Students will explore foundational concepts including Markov Decision Processes, dynamic programming, and temporal difference learning, before progressing to advanced topics such as deep reinforcement learning, policy search methods, and multi-agent systems. The course emphasizes both theoretical understanding and practical implementation, with hands-on programming exercises using modern RL frameworks.
- **AINT 41003** - AI Capstone I - Integrate the skills and theory acquired throughout the AI degree to solve an open-ended, real-world problem. Working in small teams under faculty mentorship and, when possible, in collaboration with industry or research partners, students scope an AI project, design and implement AI models, evaluate performance and societal impact, and communicate results.
- **AINT 42003** - AI Capstone II - This is a continuation of Capstone I to integrate the skills and theory acquired throughout the AI degree to solve an open-ended, real-world problem.
- **AINT 47003** - Bio-Inspired Technologies - This course explores the principles and applications of bio-inspired technologies, focusing on the intersection of neurobiology, cognitive psychology, and artificial intelligence. The course combines theoretical foundations with hands-on computational

activities, encouraging critical analysis of similarities and differences between biological and artificial systems. Students examine how biological mechanisms—such as neural signaling, learning, memory, perception, and decision-making—inspire computational models and architectures. Topics include biophysically detailed neuron modeling, reinforcement learning, deep learning, computer vision, and neuromorphic computing.

Additional Upper-Level Electives (3 hours)

Additional upper-level CPSI elective courses (30000–40000 level) may be chosen from the following ordered list of program codes: **CPSI, IFSC, CSEC, PHYS, MATH, ECET, BINF, SYEN**, and **GEOL 42104**.

Unrestricted General Electives

Remaining hours, if any, to reach **120** minimum total hours, **45** hours of upper-level courses (30000–40000 level), and/or **30** hours in residence.

Suggested Curriculum (120 Hours)

First Semester, Fall (17 hours)

- **ENGL 10103** *(was RHET 1311)* - Composition I
- **MATH 24004** *(was 1451)* - Calculus I
- **HIST 11103** *(was 1311)* - History of Civilization I **or HIST 11203** *(was 1312)* - History of Civilization II
- **CPSI 17503** *(was CPSC 1375)* - Programming I
- **CPSI 10501** *(was CPSC 1105)* - First Year Experience for Computing Majors **or IFSC 10501** *(was 1105)* - First Year Experience for Computing Majors
- **AINT 11003** - AI Foundations

Second Semester, Spring (16 hours)

- **HIST 21103** *(was 2311)* - U.S. History to 1877 **or HIST 21203** *(was 2312)* - U.S. History since 1877 **or PLSC 20003** *(was POLS 1310)* - American National Government
- **MATH 25004** *(was 1452)* - Calculus II
- **CPSI 27603** *(was CPSC 2376)* - Programming II
- **MATH 26103** *(was 2310)* - Discrete Mathematics
- **AINT 12003** - AI Operations

Third Semester, Fall (17 hours)

- **ENGL 10203** *(was RHET 1312)* - Composition II
- **MATH 31263** - Linear Algebra
- 1st Physics or Chemistry Sequence
- **CPSI 28204** *(was CPSC 2482)* - Computer Organization
- **AINT 21003** - AI Governance

Fourth Semester, Spring (16 hours)

- **STAT 35203** *(was 3352)* - Applied Statistics I
- 2nd Physics or Chemistry Sequence
- **CPSI 28003** *(was CPSC 2380)* - Algorithms
- **AINT 22003** - AI Tools and Techniques
- **AINT 23003** - AI Practicum

Fifth Semester, Fall (12 hours)
- **CPSI 38003** *(was CPSC 3380)* - Operating Systems
- **AINT 31003** - Machine Learning I
- **AINT 32003** - Search and Planning
- **AINT 33003** - Probabilistic Reasoning in AI

Sixth Semester, Spring (15 hours)
- **Fine Arts core requirement (3 hours)**
- **CPSI 37503** *(was CPSC 3375)* - Database Concepts
- **AINT 35003** - Machine Learning II
- **AINT 36003** - Natural Language Processing
- **AINT 34003** - Robotics

Seventh Semester, Fall (15 hours)
- **Social Sciences core requirement (3 hours)**
- **PHIL 22103** - Ethics and Society
- **AINT 43003** - Perception and Computer Vision
- **AINT 44003** - Intelligent Agents
- **AINT 41003** - AI Capstone I

Eighth Semester, Spring (12 hours)
- **Upper level elective (3 hours)**
- **AINT 45003** - Deep Learning
- **AINT 46003** - Reinforcement Learning
- **AINT 42003** - AI Capstone II
- **AINT 47003** - Bio-Inspired Technologies

b. Describe specified program-level learning outcomes.
- Apply core concepts of computer science, mathematics, and statistics to design and implement AI systems.
- Develop and evaluate machine learning, deep learning, and natural language processing models for real-world applications.
- Analyze complex problems and select appropriate AI tools and techniques to address them effectively.
- Evaluate the ethical, societal, and governance implications of AI technologies in professional practice.
- Communicate technical ideas, research findings, and project outcomes clearly to both technical and non-technical audiences.
- Collaborate effectively in multidisciplinary teams to design, build, and deploy AI-driven solutions.

c. State the program admission and graduation requirements. Indicate if any licensure/certification is a requirement for either program admission or graduation.

Admission Requirements

Admission to the B.S. in Artificial Intelligence follows the general undergraduate admission standards of UA Little Rock. Incoming students must meet university criteria for freshman or transfer admission, including minimum high school GPA or transfer GPA and standardized test scores (if applicable). There are no additional selective admission requirements specific to the AI program. Students are encouraged to begin in the mathematics and computer science course sequences early in their studies to ensure

timely progress toward the degree.

Graduation Requirements

To graduate with the B.S. in Artificial Intelligence, students must:

- Complete a minimum of 120 credit hours, including all university core requirements.
- Earn at least 45 upper-level credit hours (3000–4000 level) and a minimum of 30 credit hours in residence at UA Little Rock.
- Successfully complete all required courses in the major with a grade of D or better.
- Maintain a minimum 2.0 cumulative GPA.

Licensure/Certification

There are no licensure or certification requirements for admission to or graduation from the B.S. in Artificial Intelligence program. However, students are encouraged to pursue industry certifications (such as AWS Certified Machine Learning Specialty, Microsoft Azure AI Engineer Associate, or CompTIA Data+) to enhance their employability; these are optional and not required for degree completion.

d. Describe or provide a link to the institution's assessment process. If the proposed program will be assessed in a manner other than described, indicate the adapted assessment measures.

12. FACULTY

a. Provide the names and credentials of all faculty teaching courses for the proposed program. Include the following:
   - Degree level, degree field, and college/university awarding the degree.
   - Courses program faculty are currently teaching and/or will teach.
   - Indicate lead faculty member or program coordinator for the proposed program.
   - For associate degrees and above, a minimum of one full-time faculty member with appropriate academic credentials is required.

Faculty	Degree	Courses Teaching	Will Teach
Ahmed AbuHalimeh	Ph.D. in Integrated Computing from UA Little Rock	Graduate Seminar	Bio-Inspired Technologies
Francesco Cavarretta	Ph.D. in Mathematics from the University of Milan, Italy	Principles of UI and UX Distributed Computing	Search and Planning, Probabilistic Reasoning in AI, AI Capstone I & II, Bio-Inspired Technologies

Mariofanna Milanova	Ph.D. in Engineering and Computer Science from the Technical University, Sofia, Bulgaria	Machine Learning Artificial Intelligence	Machine Learning 1 & 2, Deep Learning
Billy Spann	PhD, Information Science from UA Little Rock	Foundations of AI	AI Foundations, AI Operations, AI Governance, AI Tools and Techniques
Nicholas Seward	Master's degree in Computer Science from Georgia Tech	Programming 1 and Programming 2	Robotics
Aryabrata Basu	PhD in Computer Science from the University of Georgia	Distributed Systems, Advanced Game Programming, Computer Science Capstone	Perception and Computer Vision
Philip Huff	PhD in Computer Science from the University of Arkansas	Cybersecurity Capstone, Cybersecurity Practicum	Intelligent Agents, Reinforcement Learning
Ningning Wu	Ph.D. in Information Technology from George Mason University	Database security, Networking, Database Architecture	Machine Learning 1 & 2, Natural Language Processing
Mary Yang	Ph.D. in Computational Science / Biological	Data Fundamentals	AI Tools & Techniques, Machine Learning 1 & 2, Deep Learning

	Physics, from Purdue University		

b. Total number of faculty required for program implementation, including:
- the number of existing faculty
- the number of **new** faculty needed. For new faculty, provide the expected credentials/experience and expected hire date.
- If applicable, provide the projected number of graduate assistants and/or research assistants.

Existing faculty: 9

New Faculty Needed: None initially. The program will leverage existing faculty resources made available through the sunsetting of low-enrollment programs, including the B.S. in Information Science and the Computer Science Game Development option currently under review. This reallocation ensures sufficient instructional capacity without requiring immediate new hires.

Our strong industry partnerships also provide access to highly qualified adjunct instructors who can support rapid enrollment growth and specialized course offerings. As the program reaches sustained enrollment milestones, additional full-time faculty will be added strategically to maintain instructional quality and research engagement.

Graduate/Research Assistants: Not applicable at this stage, though future assistantships may be considered as enrollment and research activity expand.

13. RESOURCES

a. Briefly describe the current library resources relevant to students enrolled in the proposed program.

The library resources include ACM, IEEE, and SpringerLink subscriptions, which are sufficient for this program.

b. Describe current instructional facilities (classrooms/laboratories), equipment, and technology to be used by students enrolled in the proposed program.

We have state of the art hybrid classrooms, lab space, and cloud resources for students enrolled in the program.

14. PROGRAM EXPENDITURES

a. Provide a summary of personnel expenses for the first 3 years. Include the following:
- New administrative costs, including the number and title of new administrators.
- Number of new faculty (full-time and part-time) and costs.
- Number of new graduate or research assistants and costs.
- Faculty development and cost.

Expenditure	Cost Per	Y1 cnt	Y1 tot	Y2 cnt	Y2 tot	Y3 cnt	Y3 tot	Total
Administrative Staff	$62,500	0.5	$31,250	0.5	$31,250	0.5	$31,250	$93,750
New Faculty	$0	0	$0	0	$0	0	$0	$0
Adjunct Faculty	$6,000	3	$18,000	6	$36,000	6	$36,000	$92,000
New graduate assistants	$0	0	$0	0	$0	0	$0	$0
Faculty Development	$0		$0		$0		$0	$0
Total			**$49,250**		**$67,250**		**$67,250**	**$185,750**

b. Provide a summary of resource and equipment expenses for the first 3 years. Include the following:
   - New library resources and costs.
   - New instructional equipment/resources and costs and acquisition plan.
   - New research equipment/resources and costs and acquisition plan.
   - Distance delivery costs, if applicable.

   No additional resources or equipment expenses are necessary for this program.

c. Provide a summary of facility expenses for the first 3 years including new or renovated facilities and costs.

   No additional facility expenses are necessary for this program.

d. Other new expenses (i.e., program accreditation, affiliations, etc.).

   No additional expenses are necessary for this program.

e. If no new expenses are required for program implementation, provide an explanation.

15. **PROGRAM FUNDING**

a. Based on the previously stated projected annual student enrollment, provide the amount of student tuition per credit hour and the total amount of tuition and fee revenue generated by the proposed program for the first 3 years of operation.

Year	Students	Credit Hour Per Student	Tuition Cost Per Hour	Total
1	25	24	$246	$147,600
2	50	24	$246	$295,200
3	100	24	$246	$590,400
Total				$1,033,200

b. Provide information regarding grants received by the institution to support the proposed program. List the name, source, amount, and timeframe for each grant.

We have grant funding through the Spring of 2027 with the Arkansas HIRED Grant for up to $226,000 to support curriculum development, adjunct faculty, and AI licensing.

c. If a reallocation of funds will occur, indicate from which department, program, etc.

No reallocation of funds will occur with this program.

d. Other funding sources (donations, employers, special tuition rates, mandatory technology fees, program specific fees, etc.)

There are no additional funding sources at this time, but we anticipate high growth in employer support and donations for this program.

16. **PROGRAM DUPLICATION**

Based on the list of similar programs included in the Workforce Analysis provided by ADHE, provide rational or justification for program duplication.

a. If proposed program is offered at other institutions in Arkansas or region, indicate:
   - Need for an additional program
   - How the proposed program differs from existing, similar programs such as modality, target population, cost, curriculum focus, etc.

This program partners with 12 other institutions throughout the state to assist in offering high-quality AI degree programs to all Arkansas regions.

b. If a similar program was used as a model for the proposed program, indicate the institution and program name.

This program is based on international standards in AI education from the Association of Computing Machinery: https://csed.acm.org/.

c. Provide a copy of the e-mail notification sent to all Arkansas public institutions notifying them of the proposed program. Please inform institutions not to send the response to **"Reply All"**.

ADHE Academic Affairs staff (academic.affairs@adhe.edu) should be copied on all correspondence between institutions regarding any objections or concerns of the proposed program. If the objection/concern(s) cannot be resolved, ADHE may intervene.

Note: A written institutional objection/concern(s) to the proposed program/unit may delay Arkansas Higher Education Coordinating Board (AHECB) consideration of the proposal until the next quarterly AHECB meeting.

17. ORGANIZATIONAL CHART

Provide an organizational chart indicating the college or department where the proposed program will be housed.

UALR → College of Science, Technology, Engineering, and Mathematics → Computer Science Department

18. SPECIALIZED ACCREDITATIONS

If specialized accreditation is required for the proposed program, provide the following:

- the name of accrediting agency
- accreditation timeline

19. INSTITUTIONAL AGREEMENTS/MEMORANDUM OF UNDERSTANDING (MOU)

If courses or academic support services will be provided by other institutions or organizations, include a copy of the signed MOU that outlines the responsibilities of each party and the effective dates of the agreement.

20. INSTRUCTION BY DISTANCE TECHNOLOGY

a. If the proposed program will be offered by distance technology, summarize or provide documentation showing the institution has developed adequate and appropriate technology policies and procedures, infrastructure, security measures, services, and support for distance education. Links to existing policies are acceptable.

b. Provide a list of services that will be outsourced to other organizations (course materials, course management and delivery, technical services, online payment, student privacy, etc.).

21. CONTACT INFORMATION

a. Provost/Chief Academic Officer: Dr. Ann Bain
E-mail Address: abbain@ualr.edu
Phone Number: 501-916-3204

b. Program Contact Person: Dr. Philip Huff
Title: Associate Professor
E-mail Address: pdhuff@ualr.edu
Phone Number: 501-590-3070

Additional information may be requested by ADHE Academic Affairs staff.

Artificial Intelligence, B.S.

First-Year Colloquium (1 hour)

Required of full-time freshmen entering college for the first time and transfer students with fewer than 12 hours of credit.

- **CPSI 10501** *(was CPSC 1105)* - First Year Experience for Computing Majors

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Standard UA Little Rock Core (24 hours)

- Written Communication (6)
- U.S. Traditions (3)
- Fine Arts (3)
- Social Science (3)
- History of Civilization (3)
- Humanities (3)
- Flex (3)

Additional Math and Science Courses (25 hours)

- **MATH 24004** *(was 1451)* - Calculus I
- **MATH 25004** *(was 1452)* - Calculus II
- **Choose 1:**
    - **Chemistry**
        - **CHEM 10234** - General Chemistry I
        - **CHEM 14204** - General Chemistry II
    - **Physics**
        - **PHYS 20103** - College Physics I and **PHYS 20101** - College Physics I Laboratory
        - **PHYS 20203** - College Physics II and **PHYS 20201** - College Physics II Laboratory
- **MATH 26103** *(was 2310)* - Discrete Mathematics
- **MATH 31263** - Linear Algebra
- **STAT 35203** *(was 3352)* - Applied Statistics I

Students may take courses approved by the Core Curriculum Council in the above categories to satisfy core requirements.

Major (72 hours)

Computer Science Requirements (19 hours)

- **CPSI 17503** *(was CPSC 1375)* - Programming I
- **CPSI 27603** *(was CPSC 2376)* - Programming II
- **CPSI 28003** *(was CPSC 2380)* - Algorithms
- **CPSI 28204** *(was CPSC 2482)* - Computer Organization
- **CPSI 37503** *(was CPSC 3375)* - Database Concepts
- **CPSI 38003** *(was CPSC 3380)* - Operating Systems

Major Requirements (51 hours)

- **AINT 11003** - AI Foundations
- **AINT 12003** - AI Operations
- **AINT 21003** - AI Governance
- **AINT 22003** - AI Tools and Techniques
- **AINT 31003** - Machine Learning I
- **AINT 35003** - Machine Learning II
- **AINT 32003** - Search and Planning
- **AINT 33003** - Probabilistic Reasoning in AI
- **AINT 36003** - Natural Language Processing
- **AINT 34003** - Robotics
- **AINT 43003** - Perception and Computer Vision
- **AINT 44003** - Intelligent Agents
- **AINT 47003** - Advanced AI Applications
- **AINT 45003** - Deep Learning
- **AINT 46003** - Reinforcement Learning
- **AINT 41003** - AI Capstone I
- **AINT 42003** - AI Capstone II

Additional Upper-Level Electives

Additional upper-level CPSI elective courses (30000–40000 level) may be chosen from the following ordered list of program codes: **CPSI, IFSC, CSEC, PHYS, MATH, ECET, BINF, SYEN**, and **GEOL 42104**.

Unrestricted General Electives

Remaining hours, if any, to reach **120** minimum total hours, **45** hours of upper-level courses (30000–40000 level), and/or **30** hours in residence.

Suggested Curriculum (120 Hours)

First Semester, Fall (17 hours)

- **ENGL 10103** *(was RHET 1311)* - Composition I
- **MATH 24004** *(was 1451)* - Calculus I
- **HIST 11103** *(was 1311)* - History of Civilization I **or HIST 11203** *(was 1312)* - History of Civilization II
- **CPSI 17503** *(was CPSC 1375)* - Programming I
- **CPSI 10501** *(was CPSC 1105)* - First Year Experience for Computing Majors **or IFSC 10501** *(was 1105)* - First Year Experience for Computing Majors
- **AINT 11003** - AI Foundations

Second Semester, Spring (16 hours)

- **HIST 21103** *(was 2311)* - U.S. History to 1877 **or HIST 21203** *(was 2312)* - U.S. History since 1877 **or PLSC 20003** *(was POLS 1310)* - American National Government
- **MATH 25004** *(was 1452)* - Calculus II
- **CPSI 27603** *(was CPSC 2376)* - Programming II
- **MATH 26103** *(was 2310)* - Discrete Mathematics
- **AINT 12003** - AI Operations

Third Semester, Fall (17 hours)

- **ENGL 10203** *(was RHET 1312)* - Composition II
- **MATH 31263** - Linear Algebra
- 1st Physics or Chemistry Sequence
- **CPSI 28204** *(was CPSC 2482)* - Computer Organization
- **AINT 21003** - AI Governance

Fourth Semester, Spring (16 hours)

- **STAT 35203** *(was 3352)* - Applied Statistics I
- 2nd Physics or Chemistry Sequence
- **CPSI 28003** *(was CPSC 2380)* - Algorithms
- **AINT 22003** - AI Tools and Techniques
- **AINT 23003** - AI Practicum

Fifth Semester, Fall (12 hours)

- **CPSI 38003** *(was CPSC 3380)* - Operating Systems
- **AINT 31003** - Machine Learning I
- **AINT 32003** - Search and Planning
- **AINT 33003** - Probabilistic Reasoning in AI

Sixth Semester, Spring (15 hours)

- **Fine Arts core requirement (3 hours)**
- **CPSI 37503** *(was CPSC 3375)* - Database Concepts
- **AINT 35003** - Machine Learning II
- **AINT 36003** - Natural Language Processing
- **AINT 34003** - Robotics

Seventh Semester, Fall (15 hours)

- **Social Sciences core requirement (3 hours)**
- **PHIL 22103** - Ethics and Society
- **AINT 43003** - Perception and Computer Vision
- **AINT 44003** - Intelligent Agents
- **AINT 41003** - AI Capstone I

Eighth Semester, Spring (12 hours)

- **AINT 47003** - Advanced AI Applications
- **AINT 45003** - Deep Learning
- **AINT 46003** - Reinforcement Learning
- **AINT 42003** - AI Capstone II

Letter of Intent

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ARKANSAS DIVISION OF HIGHER EDUCATION

A Letter of Intent must be submitted to ADHE for the creation of a new program, new organizational unit, or new off-campus instruction center. Letters of Intent must be submitted to ADHE by the established deadlines. Once a Letter of Intent has been approved by the AHECB, a Proposal for the new program or organizational unit can be presented no sooner than the following AHECB meeting. Proposals should be submitted no later than one year after LOI approval. A workforce analysis will be conducted based on the information provided in this form. Results will be provided by ADHE and should be used when writing a proposal.

Please complete the Institution information below and Category 1, 2, or 3, depending on the intent.

Institution: University of Arkansas Little Rock

Dr. Ann Bain		
Name of Provost/Chief Academic Officer	Signature	Date

President/Chancellor Approval Date:

Contact Person: Philip Huff Contact Person's Title: Associate Professor

Contact Phone Number: 501-590-3070 Contact Email Address: pdhuff@ualr.edu

Provide a copy of the e-mail sent to all Arkansas public institutions notifying them of the proposed program, unit, or off- campus instruction center. Please inform institutions not to send the response to "Reply All". ADHE Academic Affairs staff (academic.affairs@adhe.edu) should be copied on all correspondence between institutions regarding any objections or concerns of the proposed program. If the objection/concern(s) cannot be resolved, ADHE may intervene.

Category 1: New Academic Administrative/Organizational Unit

For new administrative units that serve as the basis for faculty appointments or the offering of degrees.

Proposed Name of Academic Administrative Unit:

Effective Term and Year:

Basis for Academic Administrative Unit: ☐ Faculty Appointments ☐ Offering Certificate/Degree Programs

Description of Academic Administrative Unit:

Category 2: New Off-Campus Instruction Center

A minimum of 50% of the credits for an existing certificate/degree must be offered at an off-campus instruction center.

Proposed Name of Off-Campus Instruction Center:

Effective Term and Year: Projected annual student enrollment:

Address of Off-Campus Instruction Center:

Justification for Off-Campus Instruction Center: Include projected annual budget for administrative and faculty resources, facilities and equipment, and sources of funding. Why is proposed off-campus center needed if other AR institutions are located in the area?

Letter of Intent

ARKANSAS DIVISION OF HIGHER EDUCATION

Category 3: New Degree Program

Proposed Name of Certificate/Degree Program: Bachelor of Science in Artificial Intelligence

Requested CIP Code: 11.0102 Effective Term and Year: Fall 2026

Mode of Delivery: ☒ On-Campus ☐ Distance Education* ☐ Off-Campus Location*
(check all that apply)
%Online: ☐ *(Name and physical address)*

Existing certificate/degree programs that support the proposed program

Computer Science, B.S.
Computer Science, M.S.
Information Science, M.S.

Brief Program Description:

The proposed Bachelor of Science in Artificial Intelligence (AI) is a 120 credit hour undergraduate program designed to provide students with a rigorous foundation in mathematics, computer science, and applied AI techniques. The curriculum integrates core computing principles with specialized courses in machine learning, natural language processing, robotics, computer vision, reinforcement learning, and intelligent agents. Students will complete a two-semester AI Capstone sequence, enabling them to design, implement, and evaluate AI systems for real-world applications in collaboration with academic, industry, and community partners.

Workforce Analysis Information Required for New Programs

A workforce analysis will be conducted based on the information provided below. Results of this analysis should be used when writing a new program proposal.

Relevant SOC Code(s): 15-2051, 15-1252, 15-1221, 17-2199.08

Relevant NAICS Code(s): 541511, 541512, 541519, 513210

Possible occupation title(s): Data Scientists, Data Engineers, Software Engineers, Data Analysts, Heads of Artificial Intelligence Product

Employment Region(s): Indicate counties, states, regions, metropolitan areas, or drive-time where graduates are most likely to work.

Little Rock-North Little Rock-Conway, AR
Fayetteville-Springdale-Rogers-Bentonville, AR

Supportive Workforce Analysis Considerations: Describe any existing data, characteristics (program or institutional), or anecdotes that would be helpful in conducting a workforce analysis.

Companies have recently started hiring under the job position of AI Architect and software engineer positions increasingly require AI skills.

**If notification is required by HLC, please submit a copy of the written notification.*

Please save and upload this form to: File Transfer System

UNIVERSITY OF ARKANSAS SYSTEM

Office of the President

January 20, 2026

TO MEMBERS OF THE ACADEMIC AND
STUDENT AFFAIRS COMMITTEE:
Dr. Ed Fryar, Chair
Mr. Steve Cox
Mr. Randy Lawson
Mr. Jeremy Wilson

Dear Committee Members:

Chancellor Christy Drale, University of Arkansas at Little Rock, requests approval to create a Master of Science in Cybersecurity. A summary of the proposal is attached.

The Master of Science in Cyber Offensive Operations and Secure Al prepares students to address the full spectrum of emerging threats in digital and AI-enable systems. The program addresses these workforce needs by providing applied, industry-relevant training that will help students develop specialized expertise in AI and cybersecurity.

Furthermore, the proposed program is aligned with the National Centers of Academic Excellence Knowledge Units. This master's program is designed to meet significant workforce demand and has projected enrollment of at least 200 students, paralleling the growth of the Master in Information Science. It will provide a clear pathway for regional professionals seeking to build proficiency in cybersecurity. Additionally, this program will support UA Little Rock undergraduates through an early-entry option with dual-credit courses.

A Master of Science in Cybersecurity strengthens recruitment and retention, supports regional economic development priorities, and provides a clearer pathway to a profession in cybersecurity-related fields.

The proposal has received the necessary campus approvals, and I concur with this recommendation. A resolution is attached for your consideration.

Sincerely,

Jay B. Silveria, President
Charles E. Scharlau Presidential Leadership Chair

Attachments

RESOLUTION

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the Board hereby approves adding a new Master of Science in Cybersecurity with an emphasis in Cyber Offensive Operations and Secure Artificial Intelligence at the University of Arkansas at Little Rock, effective Fall 2026.

BE IT FURTHER RESOLVED THAT if enrollment and budget goals have not been met upon evaluation of the program after five years the program will be discontinued.

BE IT FURTHER RESOLVED THAT the President is hereby authorized to submit this proposal to the Arkansas Division of Higher Education for appropriate action.

UNIVERSITY OF ARKANSAS AT LITTLE ROCK

Master of Science in Cybersecurity

DEGREE COST AND SALARY EARNINGS

1. Expected cost to students to earn the credential
   - Total cost for an in-state student (before housing, books, transportation): $10,860
   - Total cost for an out-of-state student (before housing, books, transportation): $23,250

2. Expected starting salary
   - For students entering practice right after graduation, the starting salaries can range between $85,000 and $115,000.

3. Expected salary after 5 years
   - After five years, the salaries will range between $130,000 and $175,000.

New Degree Program Proposal Form

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ARKANSAS DIVISION OF HIGHER EDUCATION

A New Program Proposal can be submitted once a Letter of Intent has been approved by the Arkansas Higher Education Coordinating Board. Program Proposals must be received by ADHE by the established deadlines. After ADHE reviews a submitted proposal, a member of ADHE Executive Staff will present a recommendation for approval at the next AHECB meeting. An institution's Provost/Chief Academic Officer, or their representative, is required to be in attendance to answer questions and/or present information.

When completing this form, please use font color black. Make all attempts to preserve document formatting. If you choose to create a separate document, please use the same outline structure as below.

1. INSTITUTION NAME:

University of Arkansas Little Rock

2. PROPOSED PROGRAM TITLE:

Master of Science in Cybersecurity - Emphasis in Cyber Offensive Operations and Secure Artificial Intelligence

3. PROPOSED START DATE:

Fall 2026

4. PROPOSED ACADEMIC PROGRAM REVIEW DATE:

Program review date must be within 10 years of program start date.

Fall

5. PROGRAM NEED:

Student interest has been expressed through those graduating from the S.S. in Cybersecurity and those obtaining the Master of Science in Cybersecurity expressing a desire to continue their education in a Masters program. Half of the students graduating from the S.S. program in 2025 have already enrolled in the Masters Certificate program in hopes of finishing in a new Masters Program.

6. ENROLLMENT AND GRADUATION PROJECTIONS:

In the table below, provide program enrollment and graduation projections for the next five academic years. Should this proposal contain more than one credential, complete a table for each award type. Projections need to be realistic and attainable based on workforce need/demand.

Academic Year	Projected Enrollment	Projected Graduates
2026-2027	25	--
2027-2028	50	10
2028-2029	100	25
2029-2030	100	50
2030-2031	100	50

7. CURRICULUM:

a. Provide a curriculum outline **and** an 8-semester degree plan.

Cyber Offensive Operations Emphasis (12 Credit Hours)

Required Courses (9 Credit Hours)

- *CSEC 73003 - Reverse Engineering* - This course introduces students to theory, tools, and techniques used in software reverse engineering (RE). Students will learn to analyze binary software without source code, recover functionality, identify vulnerabilities, and analyze malware. Emphasis is placed on practical skills using industry-standard RE tools, binary analysis, de-obfuscation techniques, and vulnerability discovery through static and dynamic analysis.
- *CSEC 73503 - Critical Infrastructure Security* - This course prepares students to secure arid strengthen critical infrastructure with an emphasis on industrial control systems (ICS/SCADA) and cyber-informed engineering (CIE). Students learn how cyber attacks translate into physical consequences, how to prioritize critical functions, and how to design layered engineered controls that bound risk. The course blends protocol-level analysis, compliance-level assessments, consequence-first risk methods, and incident response tailored to operational technology (OT).
- *CSEC 74003 - Offensive Cyber Operations* - This course offers a hands-on exploration of offensive cyber operations, covering the entire attack lifecycle. Students will learn to conduct open-source intelligence (OSINT), perform network enumeration and scanning, and execute various cyberattacks using tools, custom software, and scripts. The curriculum focuses on vulnerability identification, malware development, achieving unauthorized system access, and defining/executing actions on objectives. Students will also master evasion techniques, including covert communications, to achieve operational goals. This course is for those seeking a deep, practical understanding of offensive cybersecurity capabilities.

Elective Courses (3 Credit Hours)

Students may choose an elective credit from the cybersecurity or other related discipline (in particular computer science, information science, engineering, and mathematics).

Secure Artificial Intelligence Emphasis (12 Credit Hours)

Required Courses (6 Credit Hours)

- *CSEC 75503 -Adversarial AI - This course explores the critical and evolving field of adversarial machine learning, focusing on the vulnerabilities of AI systems to malicious attacks and the development of robust countermeasures. Students will gain a comprehensive understanding of various adversarial attack techniques and how they exploit weaknesses in machine learning models. Furthermore, the course will delve into defensive strategies, enabling students to design and implement more secure and resilient AI systems in real-world applications.*
- *CSEC 76003 - Securing AI - This course equips students to secure AI enabled* systems across *their entire lifecycle. Through hands on Jabs and threat modeling projects, students learn to govern risk with industry frameworks, identify and prioritize threats to data and models, architect zero trust AI pipelines, and design continuous monitoring controls. Graduates leave able to translate technical analysis*

Semester 1
- CSEC 53003 - Cybersecurity Principles & Systems (3 cr.)
- CSEC 55003 - Defensive Cyber Operations (3 cr.)
- AI Elective 1 (3 cr.)

Semester 2
- CSEC 75503 - Adversarial AI (3 cr.)
- CSEC 75003 - Advanced Cloud Security (3 cr.)
- AI Elective 2 (3 er.)

Semester 3
- CSEC 74503 - Quantum-Resistant Cryptography (3 cr.)
- Thesis/Project
- Thesis Option: Enroll in research hours 79803 (3 cr.)
- Project Option: CSEC 79503 - Cybersecurity Practicum (3 cr.)
- CSEC 76003 - Securing AI

Semester4
- Thesis Option:
- CSEC 79503 - Cybersecurity Practicum (3 cr.)
- Enroll in research hours 79803 (3 cr.)
- Project Option: CSEC 79003 (3 cr.)

b. Total number of faculty required for program implementation:
Existing faculty: 6
New faculty needed: 0.5
Additional Teaching Assistants needed: 2

8. PROGRAM DUPLICATION:

There are no other graduate cybersecurity programs in Arkansas specializing in cyber offensive operations and secure AI. These are relatively new program in the National Centers of Academic Excellence (NCAE) with only approximately 20 programs nationwide for cyber operations, and many of these are at the undergraduate level. There are many programs being developed for secure AI, but none that currently exist.

a. If a similar program was used as a model for the proposed program, indicate the institution and program name.

This program is based on the NCAE Cybersecurity Operations Knowledge Units (https://dl.dod.cyber.mil/wp-content/uploads/cae/pdf/unclass-cae-co_knowledge_units.pdf)

Docusign Envelope ID: 7125489F-69FE-46A1-B67B-1A4943F9099F

Master of Science in Cybersecurity

Emphasis in Cyber Offensive Operations and Secure Artificial Intelligence

This program is offered both in-person and as a 100% online degree program through UA Little Rock Online.

The Master of Science in Cybersecurity prepares learners to lead in protecting, assessing, and securing complex digital systems across critical sectors. Students develop advanced technical expertise, strategic thinking, and applied research skills to address modern cyber threats. The program integrates offensive and defensive security disciplines, risk management, and artificial intelligence necessary for graduates to operate in national security, defense, and industry environments where cyber resilience is mission-critical.

Cyber Offensive Operations Emphasis

The Cyber Offensive Operations emphasis develops advanced skills for assessing, exploiting, and securing digital infrastructures. Students learn red-team methodologies, vulnerability research, exploit development, and adversary simulation within legal and ethical frameworks. This emphasis prepares graduates to conduct and defend against sophisticated cyber operations at the highest levels of government, military, and critical infrastructure missions.

Secure Artificial Intelligence Emphasis

The Secure Artificial Intelligence emphasis prepares students to address the evolving security challenges of AI-enabled systems. Students gain expertise in protecting AI models from adversarial manipulation, ensuring data integrity, and promoting the ethical and secure deployment of AI in critical applications. Graduates are equipped to design and defend resilient AI systems that maintain trust, transparency, and reliability in automated decision-making environments.

Admission Requirements

In addition to the UALR Graduate School admission requirements, the applicants for the M.S. program in Cybersecurity must also meet the following criteria:

- Baccalaureate Degree from an accredited institution. Candidates with prior coursework or professional experience in computer science, information technology, networking, or related technical fields will be the most prepared to enter the program.
- Cumulative Grade Point Average (GPA) of at least 3.0 on a 4.0 scale.

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Program Requirements

The Master of Science in Cybersecurity requires the successful completion of 30 (project option) or 33 credit hours (thesis option), as outlined below.

Core Courses (15 Credit Hours)

CSEC 53003 - Cybersecurity Principles & Systems
CSEC 55003 - Defensive Cyber Operations
CSEC 73503 - Quantum-Resistant Cryptography
CSEC 75003 - Advanced Cloud Security
CSEC 79503 - Cybersecurity Practicum

Cyber Offensive Operations Emphasis (12 Credit Hours)

Required Courses (9 Credit Hours)

CSEC 73003 - Reverse Engineering
CSEC 73503 - Critical Infrastructure Security
CSEC 74003 - Offensive Cyber Operations

Elective Courses (3 Credit Hours)

Students may choose an elective credit from the cybersecurity or other related discipline (in particular computer science, information science, engineering, and mathematics).

Artificial Intelligence Emphasis (12 Credit Hours)

Required Courses (6 Credit Hours)

CSEC 75503 - Adversarial AI
CSEC 76003 - Securing AI

Elective Artificial Intelligence Courses (6 Credit Hours)

Students must choose six credits in artificial intelligence and machine learning, including two of the following courses:

- CPSI 77503 - Machine Learning
- CPSI 77303 - Artificial Intelligence
- IFSC 72503 - Deep Learning Theory and Apps

Master's Project or Thesis

Students complete 3 or 6 credit hours via one of the following options:

- Option 1 - **Master's Thesis** (6 credits). Students pursuing the thesis option are required to only complete 3 credit hours of electives. They must also enroll in any combination of CSEC 79801, 79802, 79803, 79804, 79805, or 79806 over consecutive semesters to

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Courses Eligible for PLA by Certification

- **CSEC 53003** - Awarded with an active **CISSP (Certified Information Systems Security Professional).**
- Additional certifications may be considered on a case-by-case basis in alignment with **NCAE knowledge units** and **industry standards.**

Credit Award and Limitations

- PLA credit will appear on the student's transcript as transfer credit and will not affect GPA.
- A maximum of six credit hours may be earned through PLA.
- All PLA awards are subject to final approval by the Department.

4-Semester Degree Plan (Cyber Offensive Operations Emphasis)

Semester 1

- CSEC 53003 - Cybersecurity Principles & Systems (3 cr.)
- CSEC 55003 - Defensive Cyber Operations (3 cr.)
- CSEC 74003 - Offensive Cyber Operations (3 cr.)

Semester 2

- CSEC 73503 - Critical Infrastructure Security (3 cr.)
- CSEC 75003 - Advanced Cloud Security (3 cr.)
- CSEC 73003 - Reverse Engineering (3 cr.)

Semester 3

- CSEC 74503- Quantum-Resistant Cryptography (3 cr.)
- Thesis/Project
  - Thesis Option: Enroll in research hours 79803 (3 cr.)
  - Project Option: CSEC 79503 - Cybersecurity Practicum (3 cr.)
- Elective (3 cr.)

Semester 4

- Thesis Option:
  - CSEC 79503 - Cybersecurity Practicum (3 cr.)
  - Enroll in research hours 79803 (3 cr.)
- Project Option: CSEC 79003 (3 cr.) completed in the final semester.

4-Semester Degree Plan (Secure AI Emphasis)

Semester 1

- CSEC 53003 - Cybersecurity Principles & Systems (3 cr.)
- CSEC 55003 - Defensive Cyber Operations (3 cr.)

UNIVERSITY OF ARKANSAS SYSTEM

Office of the President

January 20, 2026

TO MEMBERS OF THE ACADEMIC AND
STUDENT AFFAIRS COMMITTEE:
Dr. Ed Fryar, Chair
Mr. Steve Cox
Mr. Randy Lawson
Mr. Jeremy Wilson

Dear Committee Members:

Chancellor Christy Drale, University of Arkansas at Little Rock, requests approval to add a new Bachelor of Science in Education in Early Childhood Education. This program will directly address the growing demand for highly qualified early childhood educators in Central Arkansas and across the state. A summary of the proposal is attached.

The proposed Bachelor of Science in Education in Early Childhood Education program is grounded in national and state standards, including the National Association for the Education of Young Children (NAEYC) and the Arkansas Early Childhood Competencies for PreK-2nd Grade. Graduates will be equipped to foster healthy cognitive and emotional growth in young children, laying a strong foundation for lifelong academic success.

Arkansas continues to face a critical teacher shortage, particularly in early childhood settings where only 40% of teachers hold degrees in early childhood education. At the same time, nearly half of the state's children under age five are enrolled in non-parental care for extended hours each week. These trends highlight the urgent need for programs that produce well-prepared, licensed educators for Pre-Kindergarten through 2nd-grade classrooms. By investing in this specialized program, UA Little Rock affirms its commitment to improving educational outcomes, strengthening the regional workforce, and supporting Arkansas families and communities.

The proposal has received the necessary campus approvals, and I concur with this recommendation. A resolution is attached for your consideration.

Sincerely,

Jay B. Silveria, President
Charles E. Scharlau Presidential Leadership Chair

Attachments

RESOLUTION

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the Board hereby approves adding a new Bachelor of Science in Education in Early Childhood Education at the University of Arkansas, effective Fall 2026.

BE IT FURTHER RESOLVED THAT if enrollment and budget goals have not been met upon evaluation of the program after five years the program will be discontinued.

BE IT FURTHER RESOLVED THAT the President is hereby authorized to submit this proposal to the Arkansas Division of Higher Education for appropriate action.

UNIVERSITY OF ARKANSAS AT LITTLE ROCK

Bachelor of Science in Education in Early Childhood Education

DEGREE COST AND SALARY EARNINGS

1. Expected cost to students to earn the credential
   - Total cost for an in-state student (before housing, books, transportation): $40,741.04
   - Total cost for an out-of-state student (before housing, books, transportation): $91,478.80

2. Expected starting salary
   - For students entering practice right after graduation, the starting salaries can range between $26,000 and $50,000.

3. Expected salary after 5 years
   - After five years, the salaries will range between $42,458 to $67,650.

New Program Proposal Form

A new program proposal can be submitted once a Letter of Intent has been presented to the Arkansas Higher Education Coordinating Board. Program proposals must be received by ADHE by the established deadlines. After ADHE reviews a submitted proposal, a member of ADHE executive staff will present a recommendation for approval at the next AHECB meeting. An institution's Provost/Chief Academic Officer, or their representative, is required to be in attendance to answer questions and/or present information.

When completing this form, please use a font color of black. Make all attempts to preserve document formatting. If you choose to create a separate document, please use the same outline structure as below.

1. **INSTITUTION NAME:** University of Arkansas Little Rock

2. **PROPOSED PROGRAM TITLE:** Early Childhood Education PK-2, BSE

3. **PROPOSED START DATE:** Fall 2026

4. **PROPOSED ACADEMIC PROGRAM REVIEW DATE:** Fall 2032
   Program review date must be within 10 years of program start date.

5. **PROGRAM SUMMARY:**
   The proposed Bachelor of Science in Education (B.S.E.) in Early Childhood Education at UA Little Rock is a direct response to the critical need for highly skilled educators in Central Arkansas. This comprehensive program is designed to cultivate a new generation of passionate teachers who will lay the groundwork for long-term academic success for our youngest learners.

   The program prepares educators for pre-kindergarten through second-grade licensure, with a curriculum grounded in national standards and state needs. Graduates will be equipped to foster healthy cognitive and emotional growth in young children, positioning them for success throughout their educational journey. The curriculum is built upon and aligned with key standards, including the National Association for the Education of Young Children (NAEYC) Accreditation, Praxis Curriculum Alignment Resources, and the Arkansas Early Childhood Competencies for PreK-2nd Grade.

   Through this specialized B.S.E., UA Little Rock will ensure that our educators are exceptionally prepared to deliver the highest standard of instruction. By investing in our early childhood teachers, we are making a fundamental investment in the future of Arkansas, driving positive change for families, businesses, and communities across the state.

   List degree programs or emphasis areas currently offered at the institution that support the proposed program.
   - Early Childhood Education PreK Academy (Gr)
   - Early Childhood PreK endorsement (UG, Gr)
   - Elementary Education K-6 BSE
   - Special Education K-12 BSE

6. PROGRAM NEED:

Based on the Workforce Analysis provided by ADHE, summarize program need in terms of corporate demand, current job availability, and employment/wage projections.

Sources:
Program Review- Early Childhood Education (Central Arkansas)
Program Review- Early Childhood Education (State of Arkansas)

The data points demonstrating the need and student demand/interest for the new Early Childhood PreK-2 BSE program fall broadly into three categories: current market demand and occupational growth, policy and program quality gaps, and the existing deficit in regional training capacity.

1. Market Demand and Occupational Need

Data from Arkansas labor market analyses strongly supports the need for the Early Childhood Education (ECE) program, particularly in Central Arkansas:

Workforce Demand (Central Arkansas Region)

The analysis focused on the Little Rock-North Little Rock-Conway MSA (Central Arkansas), which includes Faulkner, Lonoke, Pulaski, and Saline Counties.

- Total Jobs and Annual Openings: Target occupations related to ECE (filtered by jobs requiring a Bachelor's degree nationally) totaled 3,588 jobs in 2020 in the Central Arkansas region, with 462 projected annual openings.
- High Growth Occupations (2020-2025): Several key ECE administrative and special education roles show extremely high recent growth rates, indicating urgent labor needs:
  - Education and Childcare Administrators, Preschool and Daycare (11-9031): Projected growth of +95.74%. This occupation had 47 jobs in 2020 with 14 annual openings. This occupation requires a Bachelor’s degree for entry and is listed as in-demand statewide.
  - Child, Family, and School Social Workers (21-1021): Projected growth of +46.28%.
  - Special Education Teachers, Preschool (25-2051): Projected growth of +43.75%.
- High Job Postings: From September 2020 to September 2025, there were 9,598 total job postings for selected ECE occupations in Central Arkansas, with 4,297 unique postings.
- Specific Roles Posted: Top posted job titles include Elementary School Teachers, Elementary Teachers, and 2nd Grade Elementary Teachers (194 total/91 unique postings).
- Median Pay: Median earnings for target occupations in Central Arkansas were $18.39/hour or $38.2K/year in 2020. The statewide median salary for the in-demand occupation Preschool Teachers (25-2011), which typically requires an Associate's degree, was $30,054 (May 2024 data). The median pay for a bachelor’s-prepared Preschool Teacher is expected to be competitive.

Workforce Demand (Statewide Arkansas)

The need for ECE professionals is recognized statewide, particularly for positions requiring a Bachelor's degree or higher:

- In-Demand Occupations (May 2024 Median Salary): Occupations related to the proposed degree that are identified as in-demand throughout Arkansas include:
  - Education and Childcare Administrators, Preschool and Daycare (11-9031): $42,427 (Requires Bachelor's degree).

- Kindergarten Teachers, Except Special Education (25-2012): $50,259 (Requires Bachelor's degree).
- Child, Family, and School Social Workers (21-1021): $42,960 (Requires Bachelor's degree).

- Annual Openings and Projected Growth (2020-2025/2030): Statewide target occupations show significant need, totaling 1,785 annual openings.
  - Preschool Teachers (25-2011) are projected to grow by +3.93% (146 new jobs projected between 2025 and 2030).
  - Education and Childcare Administrators, Preschool and Daycare (11-9031) had a high growth rate of +85.21% between 2020 and 2025.

2. Policy and Program Quality Gaps

The justification for the new BSE program is significantly bolstered by evolving state and national standards, as well as identified gaps in the current ECE system:

- Policy Imperative: The proposed BSE program is a direct response to the critical need for highly skilled educators in Central Arkansas and is designed to cultivate a new generation of passionate teachers.
- Licensure Alignment: The program prepares educators for pre-kindergarten through second-grade licensure (PreK-2). This is timely as the state is "inclined to do" this shift in certification, which would allow educators to focus on supporting and educating the youngest learners.
- Degree Requirements: Increasing standards globally necessitate advanced degrees for ECE professionals:
  - Public schools typically require a bachelor's degree in Early Childhood Education (ECE) for preschool teachers.
  - Head Start mandates that at least 50% of lead teachers hold a BA in ECE or a related field.
  - Federal and state standards increasingly require bachelor's degrees for preschool teachers in public programs, Head Start, and for center directors.
- Systemic Challenges: The state recognizes the critical importance of early childhood programming but faces systematic challenges. The demand for quality programs exceeds supply across the state, particularly in the central region.
- Training Gap: There are critical gaps in policy and training for early childhood education programming. UA Little Rock is uniquely positioned to define quality professional learning standards, addressing a "policy gap regarding training and requirements" for ECE programs.

3. Student Demand and Training Capacity Deficit

Data suggests a severe capacity issue in the Central Arkansas region for producing Bachelor's degree graduates in this field, highlighting the necessity of a new program at UA Little Rock:

- Zero Regional Completions: For the CIP code 13.1210 (Early Childhood Education and Teaching) at the Bachelor's degree level, in the Central Arkansas region (Faulkner, Lonoke, Pulaski, and Saline Counties), there were 0 Completions in 2024. The data identifies no regional training providers for this specific selection.
- Low Statewide Completions vs. Demand: Although other institutions offer programs, the total Bachelor's degree completions for Early Childhood Education and Teaching (CIP 13.1210) across Arkansas in 2024 was only 156. This completion number is drastically lower than the estimated 1,785 annual openings for related target occupations statewide.

- Historical Decline in Training: Statewide completions in this field have declined dramatically, from 425 completions in 2012 to 156 in 2024, representing a -63.3% change.
- Student ROI: A BS in ECE positions graduates for teaching roles and leadership pathways (assistant director, director, curriculum coordinator), offering strong potential for career ladder advancement. The median wages are considered competitive for bachelor's-prepared teachers, supporting the return on investment (ROI) for students.
- Gap in Financial Feasibility for Families: The high cost of childcare presents a major barrier for families, driving demand for innovative solutions and qualified staff, demonstrating a societal need the program is designed to address. For instance, a single parent with two children earning the median wage ($37,275) pays 69% of their disposable income for childcare. This financial burden forces employees to leave positions, impacting businesses with high turnover and hiring costs.

In summary, the data confirms a critical absence of degree-level training programs in Central Arkansas (0 completions in 2024), coinciding with high and growing labor market demand in the region (462 annual openings and administrative roles growing over 95%), and driven by evolving state policy favoring dedicated PreK-2 licensure and Bachelor's degree attainment.

Describe what workforce need the proposed program will address and how the institution became aware of this need.

Based on the report provided by Education Partners, Early Childhood Education: UA Little Rock Initiatives & Program Reforms, the demand for quality Early Childhood programs exceeds supply across the state, and few areas, particularly in Central Arkansas, are effectively meeting those needs. As local school districts expand their early childhood offerings, we will be able to provide high quality Early Childhood Educators that can teach from age three to second grade, allowing for flexibility in delivery and school model.

UA Little Rock's proposed Bachelor of Science in Education (B.S.E.) in Early Childhood Education (ECE) program is designed as a direct response to the critical need for highly skilled educators in Central Arkansas.

Describe any established employer partnerships and explain how the employer will support the proposed program such as tuition assistance, capital investments, or other enrollment incentives.

UA Little Rock has established strong partnerships with various school districts in Arkansas through the Corporate Partnership Program. Additionally, the School of Education works closely with Little Rock School District, Jacksonville North Pulaski School District, and districts around the state to place our teacher candidates in residency classrooms and give preferential consideration for hiring. We are also a PREK Academy with the Arkansas Department of Education, so students are supported through TEACH scholarships. As we are a Teacher Academy in general, UA Little Rock students in programs leading to licensure who intend to teach in Arkansas schools can receive scholarships every semester that they are studying.

7. ENROLLMENT AND GRADUATION PROJECTIONS:

In the table below, provide program enrollment and graduation projections for the next five academic years. Should this proposal contain more than one credential, complete a table for each award type. Projections need to be realistic and attainable based on workforce need/demand.

Academic Year	Projected Enrollment	Projected Graduates
2026-2027	10	-
2027-2028	20	5
2028-2029	40	15
2029-2030	45	15
2030-2031	45	15

8. CURRICULUM: *Provide a curriculum outline **and** an 8-semester degree plan. The outline should include:*

Catalog Information

General: 120 minimum total hours, including 45 hours of upper-level courses (3000-4000 level), and 30 hours in residence

First-Year Colloquium (0-3 hours)

Required of full-time freshmen entering college for the first time and transfer students with less than 12 hours of credit. Recommended First Year Colloquium course is EDHP 10001 (was TCED 1100) Introduction to Teaching and Learning.

University Core (35)

See "General Education Requirements."

Second Language Proficiency

(none required)

Major (78 hours)

Foundational courses (26 hours)

Candidates may enroll in these courses without full admission to the Early Childhood Education Program.

- LSTE 30502 Instructional Technology
- ELED 20033 Foundations of Education: PreK-6
- ELED 20003 Literacy and Multilingual Learners
- EDFD 32003 Intro to Educational Psychology
- EDHP 31203 Child Growth & Development
- MATH 38063 Math for Elementary Educ I
- MATH 38263 Math for Elementary Educ II
- HIST 41533 Arkansas History
- ELED 20103 Children's Literature*

Formal admission to the Early Childhood Education program is required to enroll in the following courses.

Program Courses (24 hours)

- *ECED 41013 Early Science Methods*
- *ECED 41023 The Early Childhood Classroom*
- ECED 41003 Building Family and Community Relationships
- ELED 30133 Teaching Structured Literacy
- ELED 40103 Data-Driven Reading Assessment
- MATH 48503 Math Methods PreK-8

- READ 32203 SOR: Essential Foundations
- SPED 40143 Education of Exceptional Children

Clinical Experience Courses (28 hours)

- ELED 20002 Field Experience I
- ELED 30002 Field Experience II
- ELED 40109 Internship I
- ELED 40403 Internship Seminar I
- ELED 40209 Internship II
- ELED 40603 Internship Seminar II

Minor
None Required

Unrestricted General Electives
Remaining hours, if any, to reach 120 minimum total hours, 45 of upper-level courses (3-4000 level), or 30 hours in residence.

New courses:
ECED 41013 Early Science Methods
ECED 41023 The Early Childhood Classroom

8 Semester Degree Plan
Years 1&2 - Floating Block and University Core (26 hrs)
These courses may be taken before official entry into the School of Education.

- To finish in 4 years, these courses should be completed before beginning year 3
- It is recommended to take a math course (core or program) every year, to prepare you for the Praxis exam.
- Alert the Financial Aid Office before the academic year if you plan to use financial aid for summer courses.

Year 1 (fall, spring, summer)- 11 hours	Year 2 (fall, spring, summer)- 15 hours
ELED 20033 Foundations of Education PreK-6. (f) HIST 41533 Arkansas History (f/sp/su) LSTE 30502 Instructional Technology (sp) MATH 38063 Math for Teachers I (sp) Core courses	EDHP 31203 Child Growth & Development (sp/su) EDFD 32003 Intro to Educational Psychology (f/sp) ELED 20003 Literacy and Multilingual Learners (sp) ELED 20103 Children's Literature (sp) MATH 38263 Math for Elementary Educ II (f) Core courses (should complete before starting year 3)

Year 3 - Block Courses (28 hrs)

Fall Year 3 -14 hours	Spring Year 3 - 14 hours
ELED 20002 Field Experience I ECED 41013 Early Science Methods ECED 41023 The Early Childhood Classroom ECED 41003 Building Family and Community Relationships MATH 48503 Math Methods K-8 *At the completion of the Praxis Block, students should take their Praxis tests.*	ELED 30002 Field Experience II ELED 30133 Teaching Structured Literacy ELED 40103 Data-Driven Reading Assessment READ 32203 SOR: Essential Foundations SPED 40143 Education of Exceptional Children *At the completion of the Literacy Block, students should take their Foundations of Reading test.*

Year 4 - Internship (24 hrs)

Fall Year 4 -12 hrs	Spring Year 4 - 12 hrs
ELED 40109 Internship I	ELED 40209 Internship II
ELED 40403 Internship Seminar	ELED 40603 Internship Seminar II

9. INSTRUCTION BY DISTANCE EDUCATION:

This program will not be completely online, but will be built to be flexible, with some courses delivered online, some hybrid, and some face to face. UA Little Rock uses Blackboard Ultra to house, run, and support online courses and online components of face to face or hybrid courses.

10. PROGRAM EXPENDITURES:

a. Provide a summary of personnel expenses for the first 3 years. Include the following:

- Administrative Costs: There are no new administrative costs, including the number and title of new administrators. No new administrative staff will be required to support this program; therefore, there are no additional administrative costs associated with its implementation.
- Number of new faculty (full-time and part-time) and costs: The program is budget-neutral with respect to institutional funds. The only new faculty line, a full-time Early Childhood Education (ECED) position with a research emphasis, will be fully supported by the Trinity Foundation Endowment. Based on UA Little Rock's salary study, we have budgeted at the Associate Professor rank ($64,000 annually), totaling $192,000 over three years. No university operating funds are required.
- Number of new graduate or research assistants and costs: A Graduate Assistant (GA) will be added in Year 2 of the program. This position will also be funded entirely by the Trinity Foundation dollars, at $8,000 per year for two years ($16,000 total).
- Faculty development and cost: Faculty development activities, including professional memberships and conference participation, are likewise fully supported by Trinity Foundation funds. We estimate $5,000 annually for two faculty members across three years ($30,000 total).

b. Provide a summary of resource and equipment expenses for the first 3 years. Include the following:

- New library resources and costs. We will need to purchase early childhood High Quality Instructional Materials for our teacher candidates to use. These are curricular materials in use in early childhood classrooms in Arkansas, and the Arkansas Department of Education requires that we incorporate them into our program. This will be roughly $25,000, and can be funded from the Trinity Foundation Gift, $200,000 of it was set aside for research and start-up funds.
- New instructional equipment/resources and costs and acquisition plan. In the fall of 2025, the School of Education was able to use leftover grant funds from CCAMPIS grant "GR021661" to order materials and supplies that relate to early childhood. Any additional instructional equipment /resources can come from the Trinity Foundation Gift, $200,000 of it was set aside for research and start-up funds.
- New research equipment/resources and costs and acquisition plan. The research agenda will be determined by the faculty, in consultation with the Advisory Board, and all costs will come from the Trinity Foundation Gift, $200,000 of it was set aside for research and start-up funds.

c. Provide a summary of facility expenses for the first 3 years including new or renovated facilities and costs.
No additional facility expenses are necessary for this program within the first three years.

d. Other new expenses (i.e., program accreditation, affiliations, etc.).
No additional other expenses are necessary for this program within the first three years.

11. PROGRAM FUNDING:

a. Based on the previously stated projected annual student enrollment, provide the amount of student tuition per credit hour and the total amount of tuition and fee revenue generated by the proposed program for the first 3 years of operation.

Year	Students	Average Tuition and fees per year- resident	Total
1	10	$10,185.26	$101,852.60
2	20	$10,185.26	$203,705.20
3	40	$10,185.26	$407,410.40
	Total		$739,968.20

b. Provide information regarding grants received by the institution to support the proposed program. List the name, source, amount, and timeframe for each grant.
A $4.2 million gift from the Trinity Foundation will fund an endowment for a faculty line and $200,000 to us for research funding. The Forward Arkansas Grant is in its third year, and remaining funds will continue to be used by the School of Education for transformation of all of our Initial Licensure programs.

12. PROGRAM DUPLICATION:

Based on the list of similar programs included with the Workforce Analysis provided by ADHE, provide rational or justification for program duplication.

According to DESE's website, **no Arkansas university is currently officially approved for Early Childhood/PreK to 2nd grade licensure programs.**

At many community colleges such as these, Arkansas students can earn an Associate's Degree that prepares them for the Early Childhood PreK licensure.

- University of Arkansas - Pulaski Technical College
- University of Arkansas - Fort Smith
- University of Arkansas Community College at Batesville
- University of Arkansas Hope-Texarkana
- Southeast Arkansas College
- Arkansas State University-Beebe
- NorthWest Arkansas Community College

According to DESE's website, **no Arkansas university is currently officially approved for Early Childhood/PreK to 2nd grade licensure programs.**
The following colleges and universities provide pathways to some level of Early Childhood licensure.

- Arkansas State University (undergrad- PreK endorsement, grad- PreK licensure, endorsement)

- Arkansas Tech University (grad- Early Childhood/Special Ed Birth-K endorsement)
- Harding University (undergrad, grad- Early Childhood/Special Education Birth-K)
- Henderson State University (undergrad, grad- Early Childhood/Special Education Birth-K, & PreK endorsement)
- UA - Fayetteville (Bachelor's- Early Childhood/Special Education Birth-K)
- UA - Fort Smith (undergrad- PreK endorsement)
- UA Little Rock (undergrad- PreK endorsement, grad- PreK licensure, endorsement)
- Univ CEntral Arkansas (grad- Early Childhood/Special Ed Birth-K endorsement)

All of the institutions listed on DESE's website provide Elementary Education (K-6) programs.

If a similar program was used as a model for the proposed program, indicate the institution and program name. We based our program design our two of our own existing programs. At UA Little Rock, we provide pathways for the **Early Childhood Pre-K** first time licensure and endorsement for students who have earned a bachelor's degree, as well as a **BSE in Elementary Education K-6.**

13. SPECIALIZED ACCREDITATIONS:

State Accreditation will be through The Arkansas Department of Education, Division of Elementary and Secondary Education. We will need to submit program paperwork with them before our first students are admitted into the program, then the program will be reviewed, along with all of our Initial Licensure programs, on a 6 year cycle.

UNIVERSITY OF ARKANSAS SYSTEM

Office of the President

January 20, 2026

TO MEMBERS OF THE ACADEMIC AND
STUDENT AFFAIRS COMMITTEE:
Dr. Ed Fryar, Chair
Mr. Steve Cox
Mr. Randy Lawson
Mr. Jeremy Wilson

Dear Committee Members:

Chancellor Christy Drale, University of Arkansas at Little Rock, requests approval to restructure the Departments of Computer Science and Information Science into a single unit, the *School of Computer and Information Sciences*. A summary of the proposal is attached.

The goal of this restructuring is to build a stronger, more cohesive entity in the field of computer and information science. By merging these units into a single school, they can better improve their competitiveness for funding, streamline curriculum, foster more research collaborations between faculty, enhance collaboration in teaching, and address workforce needs more effectively.

Workforce demand in Arkansas is strong. Data from Cybersecurity Guide shows over 3,100 open cybersecurity positions with an average wage of more than $78,540 in computer and mathematical occupations. Likewise, recent Bureau of Labor Statistics aligned estimates reveal the average wage for cybersecurity analysts in Arkansas is about $93,560 per year, underscoring the strong labor market demand for these roles.

Additionally, UA Little Rock is actively working to meet these labor demands through partnerships, with the Arkansas Center for Data Sciences (ACDS), which offers students scholarships, internships, and apprenticeships to help close the state's growing IT workforce gap.

Furthermore, the establishment of this new school, which will feature four state-of-the-art research centers, could significantly bolster UA Little Rock's competitive standing among higher education institutions in Arkansas. The consolidation of both units into a single school will help to maximize certificate and degree concentrations in the areas of Cybersecurity, Artificial Intelligence, and Bioinformatics, thus providing a distinctive and appealing academic offering for students throughout the state and surrounding region.

The proposal has received the necessary campus approvals. I concur with this recommendation, and a resolution is attached for your consideration.

Sincerely,

Jay B. Silveria, President and Charles E. Scharlau Presidential Leadership Chair

Attachments

RESOLUTION

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the Board hereby approves the merging of the Department of Computer Science and the Department of Information Science into a School of Computer and Information Science at the University of Arkansas at Little Rock, effective Summer 2026.

BE IT FURTHER RESOLVED THAT the President is hereby authorized to submit this proposal to the Arkansas Division of Higher Education for appropriate action.

Proposal for a School of Computer and Information Sciences
Donaghey College of Science, Technology, Engineering, and Mathematics
University of Arkansas at Little Rock

1. **Rationale:** The Department of Computer Science (1020) and the Department of Information Science (1570) at the University of Arkansas at Little Rock request to merge our two academic units, the departments of Computer Science and Information Science, into a School of Computer and Information Sciences. The proposed school merger will create a combined faculty of 29 members, currently 16 from Computer Science and 13 from Information Science. Current enrollment for Computer Science and Information Science programs is 644 students. Computer Science enrolls 480 students (320 UG, 160 GR), and Information Science enrolls 164 students (58 UG, 106 GR).

   UA Little Rock is uniquely positioned to take this strategic step. While peer universities in Louisiana, Mississippi, Texas, and Oklahoma have already consolidated computing and information disciplines into dedicated schools, no institution in Arkansas has yet done so. Establishing the School would make UA Little Rock the first in the state, providing a clear competitive and branding advantage in computing education and research. This restructuring will:

   a. **Increased competitiveness for funding:** National funding agencies for example, NSF, DoD, and NIH increasingly emphasize interdisciplinary, multi-investigator proposals. Establishing a School signals strong institutional commitment to computing and information sciences, making UA Little Rock more competitive in securing large-scale grants and positioning it for new partnerships with state agencies and industry. According to the Bureau of Labor Statistics, more than 317,000 annual openings in computing and IT occupations are projected through 2034, with a 20 percent growth rate in computer and information research roles. These numbers reflect strong and sustained workforce demand both nationally and within Arkansas. This context strengthens the School's justification for increased competitiveness and funding support.

   b. **Promote increased cooperation in teaching/mentoring of students:** Currently, the two departments participate in a joint Doctoral Program in Computer and Information Sciences. At the master's level, many of our students take graduate courses and receive project or thesis mentoring from faculty in either department. This is a good start, and we believe that a School would further strengthen interdisciplinary teaching collaborations between faculty in the various computing areas. The merger would also enhance resource utilization—for example, some Information Science faculty could teach Computer Science courses in Artificial Intelligence or other traditional Computer Science courses, thereby allowing Computer Science faculty to focus on developing and teaching new courses in AI and Cybersecurity to support new undergraduate and graduate programs in these disciplines.

c. **Assist in streamlining curriculum between our various programs:** Our two departments have explored ways to combine courses to reduce duplication and more efficiently manage our faculty resources in areas such as scheduling, faculty workload, and curriculum. Currently, our two departments offer a common First Year Experience Course for Computing Majors. We also have a common IFSC/CPSC 1310 Internet/Web Technologies course. As a School, we can expand on this cooperation and eliminate departmental competition that inhibits the sharing of faculty and courses by having common management over course schedules, faculty workload, and curriculum planning.

d. **Foster more research collaborations between our faculty:** Currently, we have faculty from both departments working together on research projects. By promoting new collaborations, faculty and staff could communicate our success stories more effectively. This is another added benefit or bonus of being one unit versus two.

e. **Enable more comprehensive efforts in outreach, development, and alumni relations:** A School would allow us to combine our marketing and outreach efforts to more effectively reach out to employers, alumni, the community, and other stakeholders to advertise the activities and success stories taking place, as well as to get feedback and to pursue external funding by enabling centralization, increased scale, and simplified brand management.

f. **Provide a more unified front to our students for recruiting, advising, retention, and career placement activities:** A School would allow us to synchronize our efforts to more effectively serve our students through a common web portal with faculty, program, advising, student activities, and career placement information covering all of our computing areas. Although each computing area has its specialized focus, it is also true that there are places where curriculum and careers overlap (e.g., AI and Bioinformatics). Especially at the undergraduate level, where students are searching for the right area of computing for them, it is helpful for students to choose a school, rather than trying to decide between departments.

g. **Enhanced marketing and recruitment:** A consolidated School will enhance the university's ability to market its programs by presenting a more unified, modern, and high-profile identity that directly correlates with high-demand, high-salary careers. We believe the School brand carries more weight and visibility in the marketplace, making it easier to attract top-tier students and faculty, establish cross-disciplinary programs that are attractive to students, and facilitate partnerships for internships and research with industry employers who value this centralized structure. The broad program offerings—ranging from associate and technical certificates to PhDs—allow the school to capture students at all levels of their career, appealing to traditional undergraduates as well as working professionals needing to upskill through the proposed certificate programs.

h. **Address workforce needs**. This proposed restructure is a direct and strategic response to a critical, high-growth workforce demand within Arkansas. As industries continue to evolve in artificial intelligence, data analytics, and cybersecurity, a unified School will allow UA Little Rock to be more responsive to emerging workforce needs and to create stronger partnerships with employers. The state faces an acute need for technology professionals, most notably a severe talent gap in cybersecurity, with thousands of open positions projected to grow by over 28%. Furthermore, the school's programs in Computer Science, Data Science, and Information Science will supply skilled workers for high-demand roles like Software Engineer and Data Scientist, which are essential for Arkansas's expanding economy. By offering specialized programs like the joint UALR/UAMS degrees in Bioinformatics and new certificates in Health Informatics, the school directly supports the vital healthcare and biotechnology sectors, positioning itself as a central pipeline for the highly skilled talent needed to drive the state's economic and technological future. This initiative also aligns with regional and national growth patterns.

2. **Market Analysis:** A market analysis for the proposed School of Computer and Information Science at the University of Arkansas at Little Rock reveals a strong, strategic opportunity driven by high regional demand, minimal local competition in key specializations, and existing institutional strength. Regionally, peer institutions, for example, the University of Louisiana at Lafayette, the University of Southern Mississippi, and the University of Texas at San Antonio have successfully established schools or colleges uniting computing and information disciplines. UA Little Rock can build upon this regional trend and position itself as a leader within Arkansas. Additionally, within the state, universities, for example, the University of Arkansas at Fayetteville, Arkansas State University, and Arkansas Tech University continue to operate computing units within broader colleges. By forming a School, UA Little Rock would distinguish itself as the first in Arkansas to elevate computing and information sciences to this level.

   The market in Arkansas is critically undersupplied with technology talent, particularly in the core areas of the proposed school. The state's commitment to tech education, exemplified by Arkansas being one of the first states to mandate coding courses in schools, has fostered a receptive K-12 pipeline. The workforce need is robust, with over 3,100 open cybersecurity positions in Arkansas and an average tech worker wage of over $78,540 in computer and mathematical occupations. Furthermore, UA Little Rock is actively addressing this need through its partnerships, for example, the innovative program with the Arkansas Center for Data Sciences (ACDS), which provides students with scholarships, internships, and apprenticeships to fill the state's growing IT workforce gap. This existing framework provides a ready-made pipeline and employer network for the new school.

   In the Little Rock metro area, UA Little Rock already holds a strong, high-value position. The department of Information Science was ranked #1 in overall quality and best value among Information Science schools in Arkansas. While the University of Arkansas in Fayetteville is nationally ranked and often cited as the top-ranked Computer Science school in the state, UA Little Rock is positioned as a leading local competitor and an accessible regional alternative, with popular and established programs in Computer Science and Cybersecurity. In the *2026 U.S. News*

& World Report Best Colleges rankings, UA Little Rock's Computer Science program was ranked #245 among the 1,700 U.S. colleges and universities evaluated. The new school solidifies UA Little Rock's competitive edge by unifying the technical programs and giving immediate institutional weight and visibility to its unique and highly marketable specializations, for example, Bioinformatics (Joint UALR/UAMS programs) and the new Health Informatics and Data Science offerings, which have limited competition locally at the graduate level.

3. **Operational Budget:** The faculty proposes combining the operational budgets of Information Science and Computer Science into a single cost center, maintaining overall budget neutrality (see budget summary table below). Currently, the maintenance budgets are $21,200 for Computer Science and $35,000 for Information Science, totaling $56,200. Faculty indirect funds would continue to carry over, while departmental indirect funds would be combined into a single school-level indirect account. We expect some cost savings in salaries after converting one of the department chair positions to a nine-month faculty position (with savings primarily from the summer salary) and converting the other chair position to a Director role with a higher salary.

Budget Summary:

	Dept. of Computer Science	Dept. of Information Science	Proposed School of CIS
Faculty Salary Total	$1,633,537	$1,394,839	$3,028,376
Maintenance	$21,200	$35,000	$56,200
Total Budget	$1,654,737	$1,429,839	$3,084,576

4. **Organizational Staffing:** We propose the following organizational structure for the School.

   a. **Director of School:** The two department chairpersons would be replaced with a Director of the School who will report to the Dean of the College. The Director of the School of Computer and Information Sciences will report to the Dean of the College and will be responsible for elevating the School as a premier hub for computing and information science education and research. Key responsibilities include: leading the recruitment and mentoring of all faculty and staff, ensuring high standards for teaching, scholarship, and service; overseeing all operational and fiscal management, including budgeting and resource allocation; and ensuring that all academic programs are current, that students are well supported through advising, and that programs pursue necessary accreditation. Finally, the Director will significantly focus on external engagement, building crucial relationships with industry partners, government agencies, the College Leadership Council, the School Advisory Council, and alumni to secure funding, drive research collaborations, and enhance the School's reputation and resources.

   b. **Program Coordinators:** We propose reducing the number of coordinators from nine to six and restructuring the coordination areas to align with the new combined School

model. The proposed School will have six concentration areas: Computer Science, Cybersecurity, Web Design and Development, Information Science (including Health Informatics), Information Quality, and Bioinformatics. Each area will have a lead faculty member serving as a Program Coordinator, receiving a one-course teaching release per semester and a summer stipend to continue their duties beyond the standard nine-month faculty appointment. Enrollment numbers for the six concentration areas are provided in the table below, based on Fall 2025 data.

Program coordinators will lead academic functions for their assigned program, including proposing and implementing curriculum improvements, overseeing curriculum development, and managing the submission of all course forms. Key responsibilities include: Coordinating required program review, assessment, and reporting activities, including ABET and institutional evaluations; Handling core student administrative tasks such as monitoring student progress, assigning faculty advisors, managing registration overrides and transfer requests, certifying students for graduation, and conducting exit procedures. The Coordinator serves as a key communication link, regularly informing the School Director and Dean on program status. Program coordinators will be assisted by College and Graduate School Advising and Career Placement resources to help ensure that students receive sufficient academic mentoring to complete their degree plans successfully.

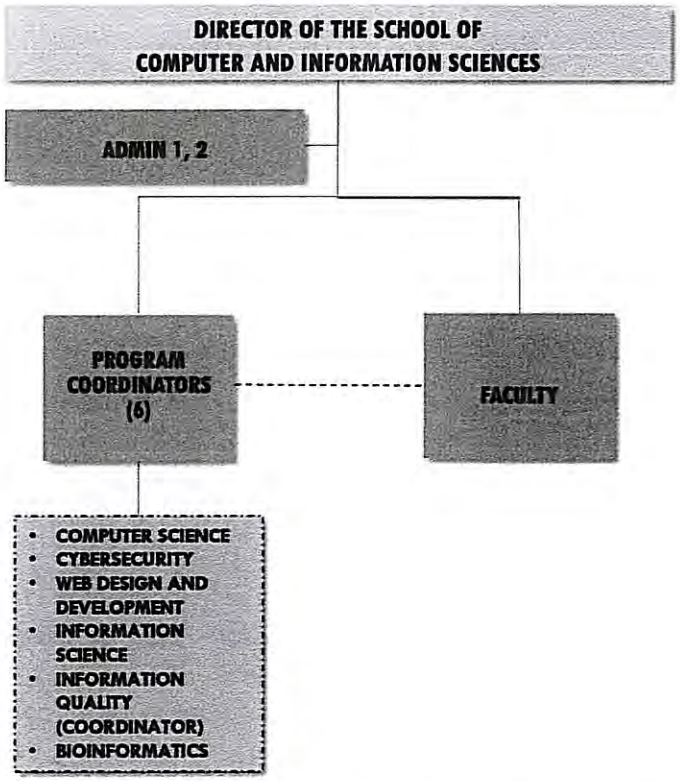
Number of Students per Program Coordinator (as of Fall 2025):

Program Coordinator	**# of Students**
Computer Science	234
Information Science	154
Cybersecurity	121
Information Quality	77
Web Design and Development	37
Bioinformatics	21

c. **Faculty Staffing:** Faculty and Adjuncts will be assigned to teach courses across programs depending on their expertise and program needs. The DCSTEM Dean has strategically realigned existing and anticipated vacant faculty positions to address key needs within the new School.

d. **Administrative Support:** The proposed School will require two Administrative Analysts to provide support for tasks, for example, managing budget and grant transactions, coordinating HR processes, maintaining facilities, and handling other operational duties generated by the School. This follows the model used by the recently established School of Physical Sciences in DCSTEM, where two Administrative Analysts were also retained. In addition, the Dean has identified an acute need for a procurement specialist to ensure timely and cost-effective grant-related purchases, thereby enhancing research support across the College and benefiting the new School.

e. **Organizational Chart:** An organizational chart of the proposed School is shown below.



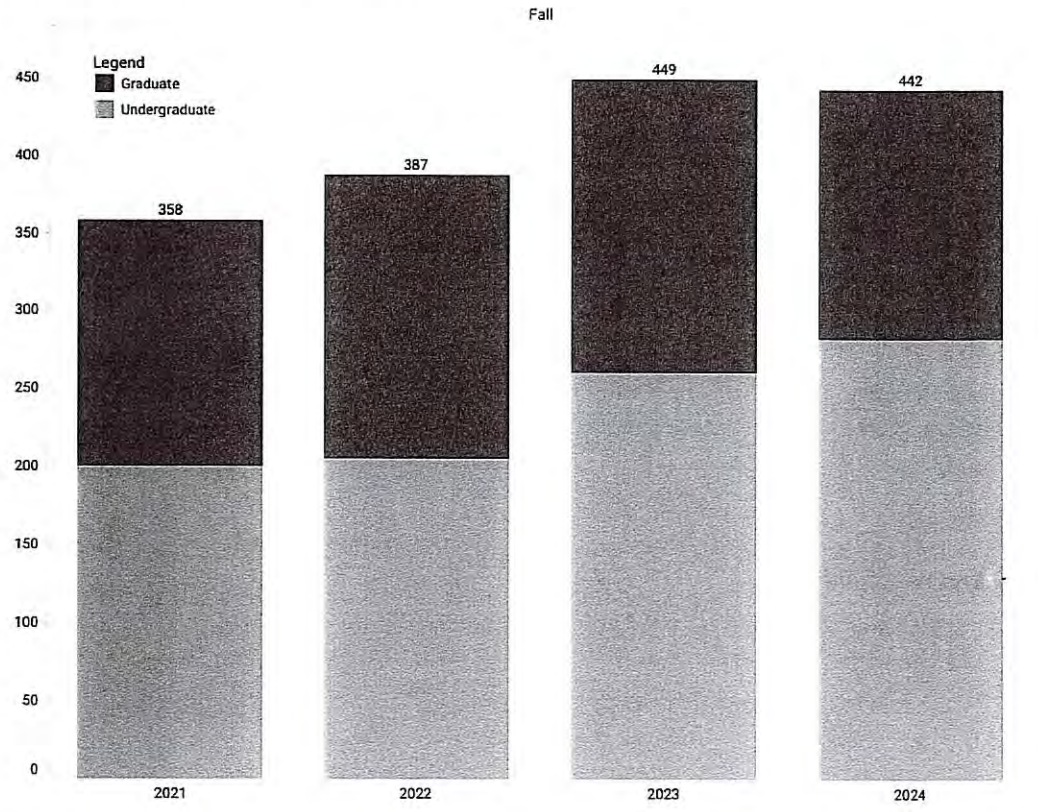
5. **Office Space:** Currently, faculty from the two departments occupy adjacent space on the 5th floor of the EIT Building. There are several larger offices from which the School Director could choose. The two departments already share a copier room. Other existing departmental spaces, for example, storage closets, conference rooms, etc., can be transferred to the school and managed as needed. A floor plan showing current and proposed faculty office space on the 5th floor of the EIT building is shown below.

6. **Classroom Space:** The classrooms assigned for primary use by the Computer Science and Information Science departments are on the 2nd, 3rd, and 4th floors of the EIT building and will be shared and managed by the School. This will create greater uniformity and economies of scale for maintaining the technology, audio-visual, and instructional spaces for serving the needs of faculty and students.

7. **Governance:** A new governance document will be written for the School.

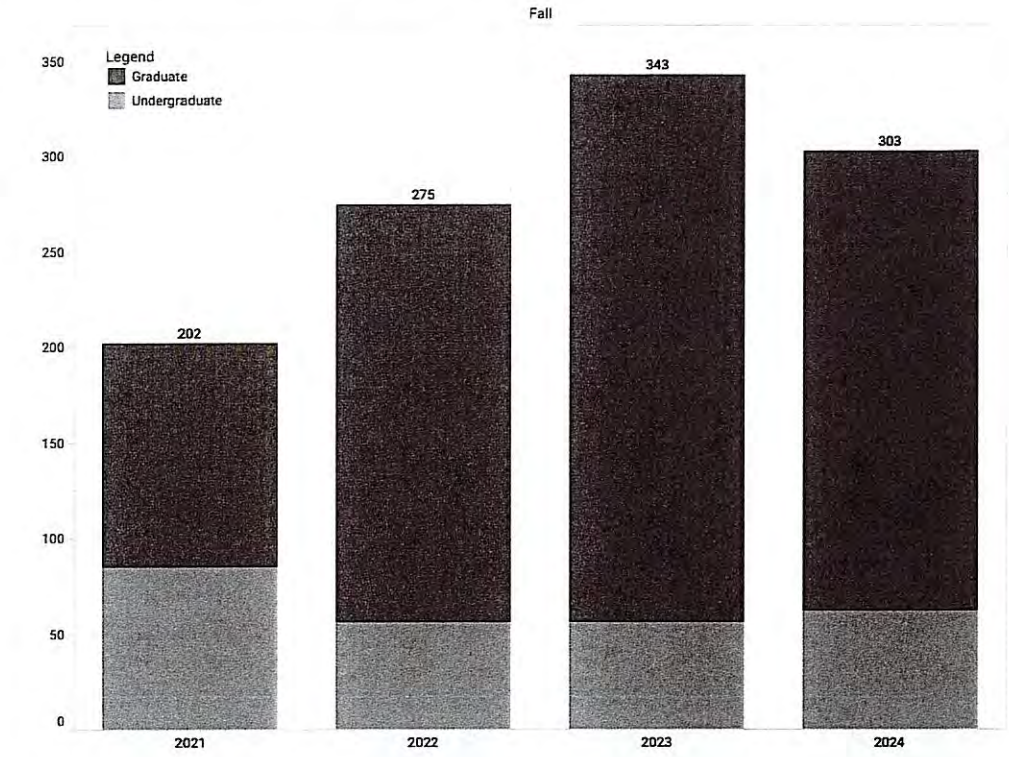
8. **Enrollment Projections for the School:** Student enrollment in Information Science and Computer Science has shown steady growth over the past several years, reaching a combined total of 745 students in Fall 2024 (see enrollment trend graphs below). Based on this multi-year trend, the projected combined enrollment for a unified School would likely fall in the range of 800 students. While a linear model suggests a higher estimate, the projection has been deliberately kept conservative in light of recent national changes affecting international student enrollment and visa processing. Because of these external uncertainties, 2025 numbers were not included in the forecast. Even with a cautious approach, the school is positioned for continued stability and moderate growth, reflecting strong regional demand for computing degrees and consistent interest from domestic students.

Enrollment Trends for Computer Science:



Fall	2021	2022	2023	2024
Grand Total	358	387	449	442
Graduate	158	182	189	160
Undergraduate	200	205	260	282

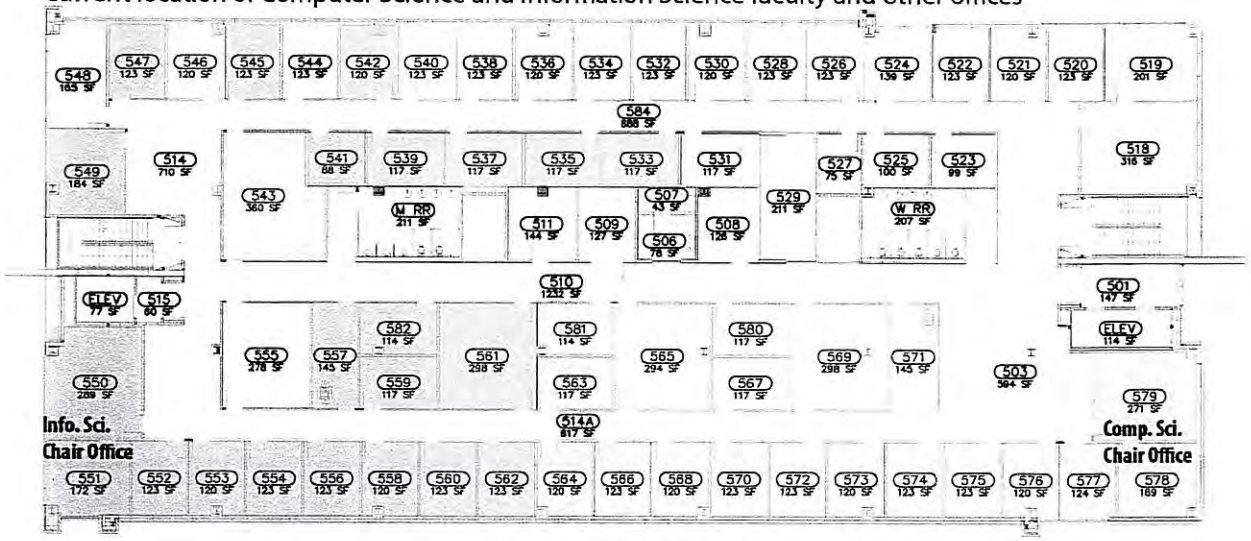
Enrollment Trends for Information Science:



	Fall			
	2021	2022	2023	2024
Grand Total	202	275	343	303
Graduate	117	219	287	241
Undergraduate	85	56	56	62

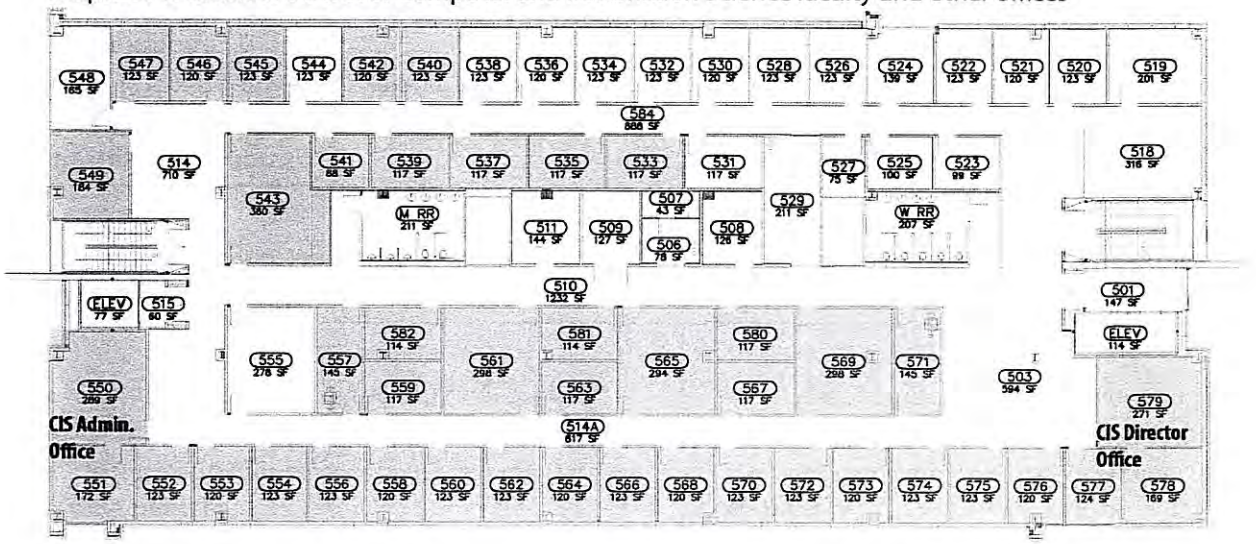
EIT Building 5th Floor

Current location of Computer Science and Information Science faculty and other offices



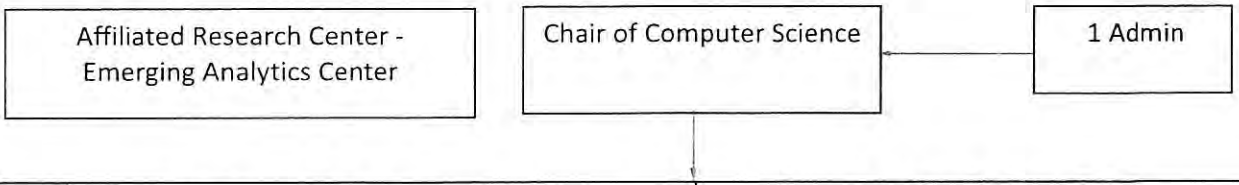
Dept. of Information Science Dept. of Computer Science

Proposed location of School of Computer and Information Science faculty and other offices



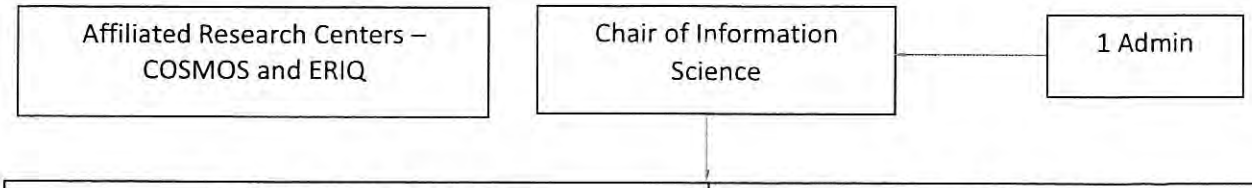
School of Computer and Information Science

Before Reorganization – Department of Computer Science



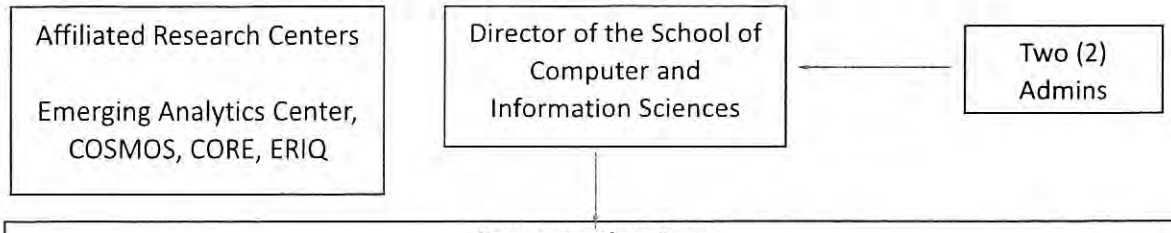
Undergraduate Programs	Graduate Programs
Bachelor's Degrees • BS in Computer Science (Program Coordinator) • BS in Computer Science, Game Option • BS in Cybersecurity (Program Coordinator)	**PhD Degrees** • Joint Computer and Information Sciences PhD Program – Computer Science Track (Program Coordinator)
Associate's Degrees • AS in Computer Science	**Master's Degrees** • MS in Computer Science (Program Coordinator)
Certificates and Minors • Computer Science Certificate of Proficiency • Advanced Software Development Technical Certificate • Advanced Cybersecurity Technical Certificate • Cybersecurity Fundamentals Certificate of Proficiency • Computer Science Minor • Minor in Information Assurance	**Graduate Certificates** • National Cyber Teaching Academy Certification

Before Reorganization – Department of Information Science



Undergraduate Programs	Graduate Programs
Bachelor's Degrees • *BS in Information Science (Scheduled for Deactivation due to obsolescence*) (Program Coordinator) • Bachelor of Arts in Web Design and Development (Program Coordinator)	**PhD Degrees** • Joint Computer and Information Sciences Doctoral Program – Information Science and Information Quality Tracks (Program Coordinator)
Associate's Degrees • None	**Master's Degrees** • Joint UALR/UAMS MS Program in Bioinformatics (Program Coordinator) • MS in Information Quality (Program Coordinator) • MS in Information Science (Program Coordinator)
Certificates and Minors • *Health Informatics Certificate of Proficiency (New)* • Minor in Bioinformatics • Computer Science Minor • Technical Certificate/Minor in Information Technology (Program Coordinator)	**Graduate Certificates** • Graduate Certificate in Data Science • Graduate Certificate in Information Quality • National Cyber Teaching Academy Certification • *Graduate Certificate in Health Informatics (New)*

After Reorganization – School of Computer and Information Sciences



Concentration Areas	
Computer Science (Program Coordinator) • Computer Science Minor • Computer Science Certificate of Proficiency • Advanced Software Development Technical Certificate • Associate of Science in Computer Science • Bachelor of Science in Computer Science • Bachelor of Science in Comp. Science, Game Option • MS in Computer Science • CIS PhD – CPSC Track	**Information Science (Program Coordinator)** • *BS in Information Science (Scheduled for Deactivation due to obsolescence)* • Graduate Certificate in Data Science • Health Informatics Certificate of Proficiency (New) • Graduate Certificate in Health Informatics (New) • MS in Information Science • CIS PhD – IFSC Track
Cybersecurity (Program Coordinator) • Bachelor of Science in Cybersecurity • Cybersecurity Fundamentals Certificate of Proficiency • Advanced Cybersecurity Technical Certificate • National Cyber Teaching Academy Certification • Minor in Information Assurance	**Information Quality (Program Coordinator)** • Graduate Certificate in Information Quality • MS in Information Quality • CIS PhD – INFQ Track
Web Design and Development (Program Coordinator) • Technical Certificate/Minor in Information Technology • BA in Web Design and Development	**Bioinformatics (Program Coordinator)** • Minor in Bioinformatics • Joint UALR/UAMS MS Program in Bioinformatics • Joint UALR/UAMS PhD Program in Bioinformatics

Notes:

- Each Concentration area will have one lead faculty member serving as the program coordinator to organize curriculum improvements and assessment efforts.

- Existing IFSC and CPSC Faculty Positions will be used to support teaching, research, and service activities of the school.
- DCSTEM Resources for Budget/Grant support, Undergraduate/Graduate advising, and HR assistance will further support the School.

Letter of Notification

adhe
ARKANSAS DIVISION OF HIGHER EDUCATION

A Letter of Notification is required for programmatic and organizational changes that do not require prior review by the Coordinating Board unless requested. The Letter of Notification with supporting documentation must be submitted to ADHE by the established deadlines. All changes in existing programs/units or requests for new programs/units may be approved by the ADHE Director for immediate implementation and must be included on the agenda of the next scheduled Coordinating Board meeting. This form sets forth the relevant criteria and compliance procedures for institutions submitting letters of notification.

Please complete the Institution information below and Category 1, 2, or 3, depending on the requested change.

Institution: University of Arkansas Little Rock

Dr. Ann Bain	Ann B Bain	11/12/2025
Name of Provost/Chief Academic Officer	Signature	Date

President/Chancellor Approval Date: _____ Board of Trustee Approval/Notification Date: _____

Contact Person: Tansel Karabacak Contact Person's Title: Dean, DCSTEM

Contact Phone Number: 501-916-5195 Contact Email Address: txkarabacak@ualr.edu

Category 1: New or Existing Program Modification (*select all that apply*)

- ☐ Articulation Agreement: ☐2+2 ☐3+1 ☐4+1 ☐Other **attach copy of MOU*
- ☐ CIP code change
- ☐ Curriculum revision of program/option/emphasis/concentration/minor **attach copy of before and after curriculum*
- ☐ Existing program offered by distance technology
- ☐ Existing program offered at an existing off-campus location
- ☐ New certificate program (CP, TC or GC made primarily of existing coursework) **attach copy of curriculum*
- ☐ New degree program (undergraduate or graduate made primarily of existing coursework) **attach copy of curriculum*
- ☐ New option, emphasis, concentration, or minor
- ☐ Title Change

Effective Term: Select Term Effective Year: _____

Before Proposed Changes					
Title:					
CIP Code:		**Degree Code:**		**% Online:**	
After Proposed Changes/New Program					
Title:					
CIP Code:		**% Online:**			

Reason for Proposed Action (*attach additional pages as needed*)

Category 2: Program Deletion/Inactive or Reactivation

☐ Delete program/option/emphasis/track

Requires phase-out plan. If program has enrolled students, it will be placed in P = Phase-Out Delete status until it has 0 students.

☐ Change program to Inactive Status

If program has enrolled students, it will be placed in F = Future Inactive status until it has 0 students. A program can be in Inactive Status for a maximum of 5 years. After 5 years, the program will be deleted.

☐ Reactivation of program from inactive status *(inactive for less than 5 years)*

Effective Term: Select Term Effective Year:

Effective date should reflect the date in which the deletion/inactivation should begin, not the anticipated date of zero enrolled students.

Title	CIP Code	Degree Code

Reason for Proposed Action (*attach additional pages as needed*)

Category 3: Instruction/Research/Service Centers and Administrative/Organization Units

☐ Establishment of new instruction, research, or service institute/center that does not serve as a basis for faculty appointments or degree programs. **attach synopsis of center's mission and role, physical address, projected annual budget, and funding sources.*

☐ Deletion of instruction, research, or service institute/center.

☐ Establishment of administrative/organization unit that does not serve as a basis for faculty appointments or degree programs. **attach copy of before and after organization chart*

☑ Reorganization/Renaming/Deletion of existing administrative/organization unit **attach copy of before and after organization chart*

Effective Term: Summer Effective Year: 2026

Administrative/Organizational Unit Title	Department Code
School of Computer and Information Sciences	CS 2410 & IS 7110

Reason for Proposed Action (attach additional pages as needed)

The Department of Computer Science (1020) and the Department of Information Science (1570) at the University of Arkansas at Little Rock request to merge our two academic units, the departments of Computer Science and Information Science, into a School of Computer and Information Sciences. We believe this merger will:

A. Promote increased cooperation in teaching/mentoring of students
B. Assist in streamlining curriculum between our various programs
C. Foster more research collaborations between our faculty
D. Enable more comprehensive efforts in outreach, development, and alumni relations
E. Provide a more unified front to our students for recruiting, advising, retention, and career placement activities.

Additional details along with a proposed organizational structure are listed in the attached pages.

SAVE ATTACH SUBMIT SHOW ATTACHMENTS

Please save and upload this form and supporting documents to: File Transfer System

UNIVERSITY OF ARKANSAS SYSTEM

Office of the President

January 20, 2026

TO: MEMBERS OF THE ACADEMIC AND
STUDENT AFFAIRS COMMITTEE:
Dr. Ed Fryar, Chair
Mr. Steve Cox
Mr. Randy Lawson
Mr. Jeremy Wilson

Dear Committee Members:

Items placed on the Academic Unanimous Consent Agenda are matters which traditionally receive the unanimous support of the Board; however, any item may be singled out for discussion. I am requesting that you consider the following items on the Unanimous Consent Agenda for the January 28-29, 2026 Academic and Student Affairs Committee meeting.

1. University of Arkansas – Pulaski Technical College
   A. New Certificate or Degree Program, Concentration or Minor
      - Certificate of Proficiency in Aviation Maintenance.
   B. Modification of an Existing Program – CIP Code Changes
      - Technical Certificate in Diesel Technology (DC 4460, current CIP 47.0605) – request to change CIP code to 47.0613
      - Certificate of Proficiency in Chassis & Brake Specialist (DC 1041, current CIP 47.0699) – request to change CIP code to 47.0604
      - Certificate of Proficiency in Climate Control & Drivability Specialist (DC 1705, current CIP 47.0699) – request to change CIP code to 47.0604
      - Certificate of Proficiency in Drivetrain Specialist (DC 1715, current CIP 47.0699) – request to change CIP code to 47.0604
      - Certificate of Proficiency in Nail Care & Skin Care (DC 1385, current CIP 12.0410) – request to change the CIP code to 12.0401
   C. Deletion of Certificate or Degree Program, Concentration or Minor
      - Associate of Applied Science in Business, Insurance Option
   D. Title Change
      - Associate of Applied Science in Health Information Technology to Health Information Management Technology
      - Certificate of Proficiency in Health Information Technology to Certificate of Proficiency - Health Information Management Technology
   E. Inactivation of Certificate or Degree Program
      - Technical Certificate in Insurance

2. University of Arkansas, Fayetteville
   A. New or Existing Program Modification (New option, emphasis, concentration or minor)
      - Military Leadership Minor
      - Data and Cybersecurity Management Concentration
      - Advanced Design Concentration in the Master of Design Studies
   B. Curriculum Revision of Program/Option/Emphasis/Concentration/Minor
      - Information Systems, Master of Information Systems
      - Doctor of Occupational Therapy
   C. Delete Program/Option/Emphasis/Track
      - Music Education for Students with Differences and Disabilities
      - East Asian History and Politics Minor
      - Cybersecurity and Data Management Certificate of Proficiency
      - Healthcare Business Administration and the Executive Healthcare Business Administration Concentrations in the Master of Business Administration Program
      - Master of Information Systems – Delete Following Concentrations: Cybersecurity Management, Digital Innovation Management, Enterprise Resource Planning Management, Information Technology Management and Software Engineering Management
   D. Title Change
      - Master of Arts in Journalism to Master of Arts in Journalism and Strategic Media

3. University of Arkansas at Monticello
   A. Reorganization, Renaming or Deletion of Existing Organization Unit(s).
      - College of Art, Humanities and Social Sciences.
   B. New Off-Campus Location Including Concurrent Education Partners
      - Woodlawn High School, 6760 US Hwy 63, Rison, Arkansas
      - University of Arkansas Community College at Batesville
   C. Title Change
      - Change Certificate of Proficiency in Child Development Associate to Certificate of Proficiency in Early Childhood Education

4. University of Arkansas at Little Rock
   A. New Certificate or Degree Program
      - Certificate of Proficiency in Software Engineering
      - Technical Certificate in Software Engineering
      - Cyberspace Foundations Program: Certificate of Proficiency in Artificial Intelligence, Technical Certificate in Artificial Intelligence, Certificate of Proficiency in Software Engineering, Technical Certificate in Software Engineering and Certificate of Proficiency in Cyber Informed Engineering
   B. Title Change
      - Bachelor of Arts in World Languages to Bachelor of Arts in Spanish.
   C. Inactivation of Certificate or Degree Program
      - PhD Reading Program
      - Bachelor of Arts in Physics

5. University of Arkansas at Pine Bluff
   A. New Certifice or Degree Program
      - Secondary Education Certificate
   B. Deletion of Certificate or Degree Program, Concentration or Minor
      - Bachelor of Arts in Theatre

6. University of Arkansas Community College at Hope - Texarkana
   A. New Off-Campus Location Including Concurrent Education Partners
      - Ignite Center for Advanced Professional Studies, 1510 N. Walton Blvd. Bentonville, AR 72712

A resolution for your consideration follows. I recommend approval.

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the Board hereby approves the Academic and Student Affairs consent items as presented to the Board at its January 28-29, 2026 meeting.

BE IT FURTHER RESOLVED THAT a letter of notification will be submitted to ADHE following the Board meeting setting forth these items.

Sincerely,

Jay B. Silveria
President and Charles E. Scharlau Presidential Leadership Chair

AGENDA FOR THE MEETING OF THE
BUILDINGS AND GROUNDS COMMITTEE OF THE
UNIVERSITY OF ARKANSAS BOARD OF TRUSTEES
UNIVERSITY OF ARKANSAS PULASKI TECHNICAL COLLEGE
CAMPUS CENTER BUILDING, GRAND HALL
NORTH LITTLE ROCK, ARKANSAS
9:45 A.M., JANUARY 29, 2026

1. Consideration of Request for Approval to Accept the Gift of Property Located at 1115 W. 4th Avenue, Pine Bluff (DuBocage House), UAPB (Action)

2. Consideration of Request for Approval to Accept the Gift of Property Located at 1520 S. Cherry Street, Pine Bluff (former Family Dollar), UAPB (Action)

3. Consideration of Request for Project Approval and Selection of Design Professionals and a Construction Manager for the Allied Health Building Project, UAPB (Action)

4. Consideration of Request for Approval to Select an Alternate Construction Manager for the revised Track and Soccer Complex Project, UAPB (Action)

UNIVERSITY OF ARKANSAS SYSTEM

Office of the President

January 20, 2026

TO MEMBERS OF THE BUILDINGS
AND GROUNDS COMMITTEE:
Col. Nate Todd, Chair
Mr. Steve Cox
Mr. Judd Deere
Mr. Ted Dickey

Dear Committee Members:

Chancellor Anthony Graham at the University of Arkansas at Pine Bluff is requesting approval to accept the donation of property from M.K. Distributor, Inc. located at 1115 W. 4th Avenue in Pine Bluff, Arkansas.

The property, known as the DuBocage House, is a two-story Greek Revival home built in 1866 and was once owned by the late Judge J. Bocage and family. The property has been on the National Register of Historic Places since 1974.

Chancellor Graham states this generous gift will allow UAPB to create specialized laboratories and classrooms dedicated to its Hospitality and Tourism Program. The spaces will provide hands-on training in the areas of culinary arts, event management and tourism operations. By transforming the house into a functional educational space, UAPB will be preserving its historical integrity while also creating opportunities for growth in the hospitality and tourism industry in Southeast Arkansas.

A proposed resolution for your consideration follows. I recommend its approval.

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the Board hereby approves acceptance from the M. K. Distributor, Inc., a donation of property situated at 1115 West 4th Avenue, Pine Bluff, Jefferson County, Arkansas, more particularly described as follows:

> The East 14 feet of Lot Eight (8), all of Lots Nine (9), Ten (10), Eleven (11) and Twelve (12), in Block Eight (8) of Woodruff's Addition West and South to the City of Pine Bluff, Arkansas; same being located in the Southwest Quarter (SW1/4) of Section 32, Township 5 South, Range 9 West of the 5th P.M. and the West Fractional Half (W FR'L 1/2) of Section 3, Township 6 South, Range 9 West of the 5th P.M. being more particularly described as follows:

BEGINNING at the southeast corner of said Lot 12, said corner being marked by a 1/2" rebar, running thence N89°17'41"W, along the south boundary of said Block 8, for a distance of 120.29 feet to a 3/4" iron pipe; thence run N89°04'35"W, continuing along said south boundary, for a distance of 134.00 feet to the southwest corner of said East 14 feet of Lot 8, said corner being marked by a 1/2" rebar; thence run N00°41'41"E, along the west boundary of said East 14 feet of Lot 8, for a distance of 200.00 feet to the northwest corner thereof, said corner being on the south boundary of an alley running through said Block 8, said corner being marked by a 1/2" Rebar; thence run S89°11'09"E, along said alley south boundary, for a distance of 254.07 feet to the northeast corner of said Lot 12, said cornering being marked by a 1/2" rebar; thence run S00°37'56"W, along the east boundary of said 12, for a distance of 200.03 feet to the POINT OF BEGINNING, containing 1.168 acres, more or less, subject to all easements and rights-of-ways of record or fact.

BE IT FURTHER RESOLVED THAT acceptance of the donation shall be subject to a determination by the General Counsel that the seller has good and merchantable title to the property and obtaining an acceptable Phase 1 environmental assessment unless waived by the campus officials after inspection of the property.

BE IT FURTHER RESOLVED THAT the President, Chief Financial Officer, and the Chancellor at the University of Arkansas at Pine Bluff or their designee, shall be, and hereby are, authorized to take such further action and execute such documents and instruments as may be necessary to close the transaction in accordance with the Gift Agreement.

BE IT FURTHER RESOLVED THAT all documents related to the acceptance of the donated property shall be in a form and content acceptable to the General Counsel.

Sincerely,

Jay B. Silveria
President
Charles E. Scharlau Presidential Leadership Chair

January 20, 2026

TO MEMBERS OF THE BUILDINGS
AND GROUNDS COMMITTEE:
Col. Nate Todd, Chair
Mr. Steve Cox
Mr. Judd Deere
Mr. Ted Dickey

Dear Committee Members:

Chancellor Anthony Graham at the University of Arkansas at Pine Bluff is requesting approval to accept the donation of property from the Greenberg Development Company located at 1520 South Cherry Street in Pine Bluff, Arkansas.

The property consists of approximately one acre with a 9,108 square foot metal-framed, metal wall retail building situated on it that previously housed a Family Dollar store. The fair market value of the property was appraised at $360,000 with a replacement value of $490,000. Chancellor Graham states this donation supports UAPB's mission by expanding its instructional, research and administrative services. He further believes that accepting the property offers several strategic benefits including repurposing the building so that it remains a vibrant part of the Pine Bluff community, enhancing the experiential learning for students and serving as a hub for educational opportunities for the community.

A proposed resolution for your consideration follows. I recommend its approval.

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the Board hereby approves acceptance from the Greenberg Development Company a donation of property situated at 1520 South Cherry Street, Pine Bluff, Jefferson County, Arkansas, more particularly described as follows:

> Part of Block Thirteen of Pine Bluff Land Company's Addition to the City of Pine Bluff, Arkansas; Same being located in the West Half of the Southeast Quarter of Section 9, Township 6 South, Range 9 West of the 5th P.M., and being more fully described as follows: Beginning at a Found Chiseled "X", marking the Northwest Corner of said Block 13 and run thence South 00 deg. 21 min. 54 sec. East along the West line thereof for a distance of 275.21 feet to a Found Mag. Nail; thence North 89 deg. 42 min. 56 sec. East for a distance of 119.97 feet to a Found 3/4 inch Pipe; thence South 00 deg. 24 min. 35 sec. East for a distance of 44.96 feet to a Found Mag. Nail on the South line of said Block 13; thence North 89 deg. 44

min. 45 sec. East along said South line for a distance of 120.05 feet to a Found Mag. Nail, marking the Southeast Corner of said Block 13; thence North 00 deg. 26 min. 20 sec. West along the East line of said Block 13 to a Found C.P.S., marking the Northeast Corner of said Block 13; thence South 89 deg. 46 min. 45 sec. West along the North line of said Block 13 for a distance of 239.64 feet to the Point of Beginning, containing 1.64 acres, more or less.

The above described property includes a 12 foot alley in said Block 13, which was vacated and abandoned by Ordinance No. 3553, adopted by the City Council of the City of Pine Bluff, Arkansas, dated April 20, 1959, recorded April 21, 1959, in Deed Record Book 285 at Page 455.

BE IT FURTHER RESOLVED THAT acceptance of the donated property shall be subject to a determination by the General Counsel that the seller has good and merchantable title to the property and obtaining an acceptable Phase 1 environmental assessment unless waived by the campus officials after inspection of the property.

BE IT FURTHER RESOLVED THAT the President, Chief Financial Officer, and the Chancellor at the University of Arkansas at Pine Bluff or their designee, shall be, and hereby are, authorized to take such further action and execute such documents and instruments as may be necessary to close the transaction in accordance with the Gift Agreement.

BE IT FURTHER RESOLVED THAT all documents related to the acceptance of the donated property shall be in a form and content acceptable to the General Counsel.

Sincerely,

Jay B. Silveria
President
Charles E. Scharlau Presidential Leadership Chair

UNIVERSITY OF ARKANSAS SYSTEM

Office of the President

January 20, 2026

TO MEMBERS OF THE BUILDINGS
AND GROUNDS COMMITTEE:
Col. Nate Todd, Chair
Mr. Steve Cox
Mr. Judd Deere
Mr. Ted Dickey

Dear Committee Members:

Dr. Anthony Graham, Chancellor of the University of Arkansas at Pine Bluff, has requested project approval and selection of design professionals and a construction manager for the Allied Health and Sciences Building Project. A copy of the Capital Project Proposal Form is attached for your information. This Project will be funded by a $15 million federal grant from the Labor, Health and Human Services-Health Resources & Services Administration.

Authorization was granted to begin the search for design professionals and a construction manager on July 28, 2025, and interviews were held on January 8 and 9, 2026. Board of Trustees selection guidelines concerning advertisement, notification, and interviews have been followed in accordance with Board Policy. The selection committee and the Chancellor recommend the following firms, with the consensus choice in **bold:**

Design Professionals	Construction Manager
AMR Architects	**East Harding**
WDD Architects	Clark Contractors
Taggart Architects	Baldwin & Shell

I concur with Chancellor Graham's recommendations and have included below a proposed resolution, with blanks for the selected firms, for your consideration.

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the Allied Health and Sciences Building Project at the University of Arkansas at Pine Bluff is hereby approved.

BE IT FURTHER RESOLVED THAT the University of Arkansas at Pine Bluff is authorized to select _____ as the professional design firm for the UAPB Allied Health and Sciences Building Project.

BE IT FURTHER RESOLVED THAT the University of Arkansas at Pine Bluff is authorized to select _____ as the construction manager for the UAPB Allied Health and Sciences Building Project.

BE IT FURTHER RESOLVED THAT the President, Chief Financial Officer, Chancellor and Vice Chancellor for Finance and Administration of the University of Arkansas at Pine Bluff, or their designees, shall be, and hereby are, authorized to take such further action and execute such documents and instruments as may be necessary to implement this resolution.

Sincerely,

Jay B. Silveria
President
Charles E. Scharlau Presidential Leadership Chair

Attachments

CAPITAL PROJECT PROPOSAL FORM

Campus: University of Arkansas at Pine Bluff

Name of Proposed Facility: UAPB Allied Health and Sciences Building

1. Proposed function of the project. If the proposed project is new construction, describe this project's role in the campus master building plan.

   The proposed facility will serve as a multidisciplinary hub for allied health, life sciences, and STEM education, supporting academic instruction, research, and workforce preparation. In alignment with UAPB's mission to provide high-quality academic programs and prepare students to become competitive, productive citizens, this facility will expand capacity in high-demand fields and strengthen the university's ability to serve regional workforce needs. As outlined in the campus master building plan, the project addresses critical space shortages while advancing UAPB's vision of becoming a leader in student success, research, and community impact.

2. Proposed facility location & description.

   The new Allied Health and Sciences Building will be located on the main campus of UAPB located at 1200 North University Drive.

3. Total estimated project cost, including construction and design, land acquisition, and fixtures.

Expense	**Amount**
New Construction	$11,400,000
Design Fees	$741,000
Furniture, Fixtures, and Equipment	$741,000
Medical Equipment	$501,000
Technology/Security	$660,000
Contingency	$798,000
Total Budget	**$15,000,000**

4. Estimated time to substantial completion.

   24 months.

5. Parking plan to support new or expanded facility.

   The project will utilize existing parking.

6. If this project will be phased, or is part of a phased, or multi-step, project, describe each proposed phase, the estimated timeline for subsequent phases, and the estimated cost of each phase.

The project will be completed in one phase.

7. Source of project funds. Where borrowing is proposed, include an estimated cost of financing.

Labor, Health and Human Services-Health Resources & Services Administration

Design Services Selection

As ranked by committee

PROJECT	Allied Health and Sciences Building Project	INTERVIEW DATE	1/8/2026

RANKING OF APPLICANTS

Selection Committee Member	A	B	C	D	E	F	G				
											Total
AMR Architects	1	1	1								3
Taggart Architects	3	3	3								9
WDD Architects	2	2	2								6

Design Teams are ranked from 1 to 5, with 1 being the highest.

FINAL RANKING

Preferred / Recommended to Board of Trustees in the order shown

1	AMR Architects
2	WDD Architects
3	Taggart Architects

Eligible / Considered to be qualified, but less suited to the requirements of this job

SELECTION COMMITTEE

By title

[redacted]

Construction Services Selection

As ranked by committee

PROJECT	Allied Health and Sciences Building Project	INTERVIEW DATE	1/9/2026

RANKING OF APPLICANTS

Selection Committee Member	A	B	C	D	E						Total
Baldwin & Shell	3	3	3								9
Clark Contractors	2	2	1								5
East Harding	1	1	2								4
Nabholz	4	4	4								12

Construction Teams are ranked from 1 to 5, with 1 being the best.

FINAL RANKING

Preferred / Recommended to Board of Trustees in the order shown

1.	East Harding
2.	Clark Contractors
3.	Baldwin & Shell

Eligible / Considered to be qualified, but less suited to the requirements of this job

4.	Nabholz

SELECTION COMMITTEE

By title

[redacted]	

UNIVERSITY OF ARKANSAS SYSTEM

Office of the President

January 20, 2026

TO MEMBERS OF THE BUILDINGS
AND GROUNDS COMMITTEE:
Col. Nate Todd, Chair
Mr. Steve Cox
Mr. Judd Deere
Mr. Ted Dickey

Dear Committee Members:

Chancellor Anthony Graham, University of Arkansas at Pine Bluff, has requested approval to select an alternate contractor for phase 1 of the UAPB Track and Soccer Complex project. UAPB received authorization in September of 2023 to execute a contract with Nabholz Construction for phase I of the Track and Soccer Complex. However, the parties were unable to agree on final pricing and decided not to proceed with the contract. A revised Capital Project Proposal Form is attached.

Based on the recommendation of Mr. Chris Robinson, Vice Chancellor for Intercollegiate Athletics, and Mrs. Alisha Lewis, Procurement Director, UAPB formally requests authorization to proceed with **Tarkett Sports Construction** through the Procurement Cooperative Purchasing Program (TIPS). Authorized TIPS vendors are bid and vetted at the national level. UAPB believes that transitioning to the new contract is a fiscally prudent move and supports UAPB's long-term objectives. Phase I of this project is funded by a combination of private donations, federal Title III funds, and university reserves.

I concur with Dr. Graham's recommendation. A proposed resolution follows for your consideration.

> BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the revised Track and Soccer Complex Project Phase I at the University of Arkansas at Pine Bluff is hereby approved.
>
> BE IT FURTHER RESOLVED THAT the University of Arkansas at Pine Bluff is authorized to select **Tarkett Sports Construction** as the construction manager for the UAPB phase I Track and Soccer Complex Project.
>
> BE IT FURTHER RESOLVED THAT the President, Chief Financial Officer, Chancellor and Vice Chancellor for Finance and Administration of the University of Arkansas at Pine Bluff, or their designees, shall be, and hereby are, authorized to

take such further action and execute such documents and instruments as may be necessary to implement this resolution.

Sincerely,

Jay B. Silveria
President
Charles E. Scharlau Presidential Leadership Chair

Attachment

ATTACHMENT A
CAPITAL PROJECT PROPOSAL FORM

Campus University of Arkansas at Pine Bluff

Name of Proposed Facility: UAPB Track and Soccer Field

1. Project Function:

   The University of Arkansas at Pine Bluff (UAPB) has NCAA Division I track and field teams but no venue to call home. The absence of a track results in the university's track and field team practicing at local high schools.

   UAPB seeks to begin a multiphase construction initiative to build a collegiate track and soccer field. The track and soccer field will serve as the home of the soccer team and the track and field teams. In addition to serving the university's needs, the project will also benefit the surrounding community.

   The proposed phases are outlined below.

   Phase I: Survey, excavation, installation of the soccer field and track, bleachers, restrooms, and concessions.

   Phase II: Lights, scoreboard, field house, and multi-purpose center, including the men's and women's locker rooms, classrooms, and equipment storage.

2. Facility location & Description (Attach Map):
   See Attached

3. Total Project Cost of Phase I: $5,500,000.00

4. Parking Plan to Support New or Expanded Facility:
   Parking will include new and existing parking spaces.

5. Source of Project Funds

   Funds will come from a grant from Jefferson County, Title III, private donations, and university reserves.

UNIVERSITY OF ARKANSAS SYSTEM

Office of the President

January 20, 2026

TO MEMBERS OF THE BOARD OF TRUSTEES

Dear Trustees:

Chancellor Christina S. Drale, University of Arkansas at Little Rock, has requested approval of its new mission statement.

The previous mission statement, adopted in 1988, served well for many years, but needed updating to reflect current institutional priorities. The new mission statement preserved the elements of UALR's official role and scope including research but put the emphasis on student outcomes and speaks more directly to constituents. The revisions are the result of a lengthy process of campus-wide discussion and feedback, and it is tied to the strategic planning process in preparation for review by the Higher Learning Commission.

I concur with Dr. Drale's recommendation. I proposed resolution for your consideration follows.

> BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the following revised mission statement of the University of Arkansas at Little Rock is hereby approved:
>
> The mission of the University of Arkansas at Little Rock is to empower students to thrive in a complex and dynamic world through accessible, high-quality education. Our curriculum fosters critical reasoning skills and innovation, and emphasizes experiential learning where students connect to their future roles and networks. As a metropolitan university, we seek to enhance social mobility through education, advance knowledge and creativity, provide a real-world research environment, and build strong partnerships in our community and across the state.

Sincerely,

Jay B. Silveria
President
Charles E. Scharlau Presidential Leadership Chair

January 20, 2026

TO MEMBERS OF THE BOARD OF TRUSTEES

Dear Trustees:

In 2014, the University entered into a license agreement with the local startup company NuShores Biosciences, LLC (NuShores) for the commercialization of a nanotechnology–based bone regeneration technology which was developed by researchers at the University of Arkansas at Little Rock (UA Little Rock). UA Little Rock has received research funding from the U.S. Department of Defense (DOD) for a three-year program to continue development of a nanotechnology-based product for bone regeneration.

The University has contracted with NuShores, the University's licensee of the underlying technology, to perform specific DOD–funded activities through a subcontract from the University. These activities are required to support commercialization and manufacturing of the branded NuCress™ bone filler scaffold in compliance with federal regulatory standards.

Under the subcontract, NuShores will conduct FDA-required product development and manufacturing activities that the University is not equipped to perform. These activities include test sample production, packaging, labeling, sterilization validation, along with the documentation required for Quality Management System (QMS), comprehensive regulatory documentation, and all other steps necessary for product finalization and U.S. Food and Drug Administration (FDA) approval. The DOD requires completion of these activities, and NuShores possesses the specialized infrastructure and expertise to meet the government's stringent biomanufacturing and Good Manufacturing Practice (GMP) requirements.

Subject to Board approval, the University has entered into a subcontract with NuShores with a total value of $3,813,086. This amount also includes funding for two animal studies conducted by the University of Iowa in compliance with Good Laboratory Practice (GLP) standards, which are required for regulatory approval. The University of Iowa studies will be issued as a subaward from NuShores.

Consistent with the funded proposals, the University will retain responsibility for basic research activities, while NuShores will perform FDA-required manufacturing, documentation, and process and product validation activities classified as product development. The University will provide funding to NuShores on a phased basis, beginning with Year 1 funding of $1,074,422. Subject to continued approval and project progress, the University anticipates providing Year 2 funding of $1,593,904 in August 2026 and Year 3 funding of $1,144,760 in August 2027

The completion of the above steps is essential to the success of the DOD program. The end goal is a commercialized product, which would put UA Little Rock and the State of Arkansas at the forefront of biomedical research and commercialization. After FDA approval is received, the DOD has stated its intent to become a customer and use the University's bone scaffold product to treat wounded warfighters.

UA Little Rock researcher and professor Alexandru Biris, the primary inventor of the nanotechnology–based bone regeneration technology, has an equity interest in NuShores. Pursuant to Board Policy 210.1, Dr. Biris, as an employee of UA Little Rock, has assigned his ownership rights in the patent and technology rights to the University and is entitled to receive a share of any revenues received from commercialization of the technology, pursuant to Board Policy. Also, Glediana Rexha, to whom Dr. Biris is married, is the Business Development Specialist at Nushores and the Intellectual Property Manager at UA Little Rock.

Because Dr. Biris and Ms. Rexha have direct financial interests in the company, questions of conflict of interest are raised. However, Ark. Code § 19-64-502(a), as amended, allows an institution of higher education to contract with a firm in which an employee of the institution has a financial interest if the contract involves intellectual property rights in which both the institution and the employee have interests. Under the law, the contract must, however, be approved by the Board of Trustees in a public meeting.

Based on the above considerations, Chancellor Drale recommends approval of this agreement. Because of the potential for creating a commercial product that would help put UALR and the State of Arkansas at the forefront of biomedical research and commercialization, I concur with her recommendation. A proposed resolution approving the subcontract follows.

> BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT THE President and Chief Financial Officer shall be, and hereby are, authorized to execute the following subcontract with terms and conditions substantially as presented to the Board: NuShores Biosciences, LLC.
>
> BE IT FURTHER RESOLVED THAT employees and students of the University who may serve as officers or directors of the subject company shall do so in their individual capacities and not as employees of the University or at the direction of the University.
>
> BE IT FURTHER RESOLVED THAT this resolution is adopted pursuant to the provisions of Arkansas Code Annotated § 19-64-502(a).

Sincerely,

Jay B. Silveria
President
Charles E. Scharlau Presidential Leadership Chair

UNIVERSITY OF ARKANSAS SYSTEM

Office of the President

January 20, 2026

TO MEMBERS OF THE BOARD OF TRUSTEES

Dear Trustees:

Attached is an explanatory memorandum concerning the following Board Policy revisions.

- Revised Board Policy 300.1, *Contracting Authority*
- Revised Board Policy 420.3, *Sick Leave*
- Revised Board Policy 420.6, *Leave Without Pay*

"Red-lined" versions of the policies are attached and are available on our website.

I recommend approval of these changes. A proposed resolution for your consideration follows.

> BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the proposed revisions to Board Policy 300.1, *Contracting Authority*, Board Policy 420.3, *Sick Leave*, and Board Policy 420.6, *Leave Without Pay*, are hereby adopted and approved as presented to the Board at its January 28-29, 2026, meeting.

Sincerely,

Jay B. Silveria
President
Charles E. Scharlau Presidential Leadership Chair

Attachments

UNIVERSITY OF ARKANSAS SYSTEM

Memorandum

TO: Members of the Board of Trustees of the University of Arkansas; Chancellors and CEOs of the campuses, divisions and units of the UA System

FROM: UA System Administration

RE: Proposed Board of Trustees Policy changes to be presented at the January 29, 2026, regular Board meeting

DATE: December 29, 2025

Enclosed are drafts of three revised Board Policies that will be presented to the Board for consideration at the January 29, 2026, regular Board of Trustees meeting. The enclosed policy drafts are red lined to show the proposed changes. These drafts are being presented to you in accordance with UA System Policy 220.1, which requires proposed Board Policy amendments to be shared with the Board and the Chancellors and chief executives of the campus, divisions, and units at least 30 days before the Board meeting at which the policies will be considered. Questions regarding these proposed policy amendments can be directed to the appropriate system staff via the President's Office or Ben Beaumont (bbeaumont@uasys.edu).

The proposed policy amendments include:

Revised Board Policy 300.1 *Contracting Authority* – The proposed draft increases the threshold compensation amount and term length for Presidential approval of athletic related employment contracts; allows Presidential delegation of multi-year human subject research or sponsored clinical trial agreements; deletes a provision for Presidential approval of contracts related to non-human research; and adds a threshold for Presidential approval of non-athletic related employment contracts with payment provisions for termination for convenience.

Revised Board Policy 420.3 *Sick Leave* – The proposed draft adds a new category of sick leave use for employees for bonding with an employee's child after a birth, adoption, or foster placement.

Revised Board Policy 420.6 *Leave Without Pay* – The proposed draft adds language consistent with the proposed changes to Board Policy 420.3 regarding the use of sick leave for bonding with a child and adds language allowing the President to establish a designee for approval of leave without pay requests.

CONTRACTING AUTHORITY

I. Purpose

This policy provides for delegation of the authority to execute contracts on behalf of the Board of Trustees, including contracts for the benefit of a campus, division, or unit ("campus") of the University of Arkansas.

II. General Authority

The President and the Chief Financial Officer are authorized to execute all contracts on behalf of the Board of Trustees, in its name or on behalf of any campus of the University of Arkansas.

The Board of Trustees shall be the contracting party for each contract. Each contract shall also indicate the particular campus for which the contract is applicable. Contracts made only in the name of a campus, school or college, academic department, etc., are not authorized and are unenforceable. Written agreements between campuses shall be made in the name of the campuses.

III. President's Authority to Delegate

The President is authorized to delegate to the Chancellor or chief executive officer of each campus, and to such other campus officials as the President deems appropriate, the authority to contract in the name of the Board of Trustees in the normal course of campus operations when the President determines that the efficiency, effectiveness, and best interests of the Board will be well served by such delegation, subject to the limitations described in this policy.

IV. Limits on Delegation

The President shall not delegate authority for the following: (a) a commitment to build or renovate a building, campus facility, or other structure with an estimated building or renovation cost exceeding $10,000,000; (b) any other contract for an amount exceeding $10,000,000 or exceeding 10 years in duration except for multi-year human subject research or sponsored clinical trial agreements; (c) a commitment to initiate or expand an academic program; (d) a commitment to continue expenditures of University funds after the termination or expiration of a contract; (e) an athletic related employment contract over $1,000,000 annually or for a term greater than ~~three~~ five years; (f) a contract or other instrument affecting the title to real estate; (g) a contract for sponsored research, clinical trial agreement, or corporate sponsorship that exceeds $10,000,000; ~~(h) a contract concerning non-human research for a term greater than five years;~~ (ih) an employment contract with a Chancellor or campus chief executive officer; (~~ji~~) a~~n~~ non-athletic employment contract over $1,000,000 annually providing for payment of compensation or a financial penalty

upon termination for convenience; or (~~kj~~) a ~~document~~ contract that requires the signature of the President or Chief Financial Officer under applicable state or federal law or other Board policies.

The President shall establish procedures for the review of contracts prior to their execution.

V. Employment Contracts and Appointments

With the exception of employment contracts described in Section IV, the Chancellor or chief executive officer of each campus may originate and sign any employment contract of campus personnel.

Chancellors and campus chief executive officers are responsible for appointment of the vice chancellors and deans, the senior associate vice president for the Cooperative Extension Service and the senior associate vice president for the Agricultural Experiment Station, but may not appoint any person to those positions without the prior approval of the President, who shall be consulted regularly in the selection process and who shall have the discretion to participate in the interviews of finalists.[1]

VI. Applications for Research and Sponsored Programs and Corporate Sponsorships

The President is authorized to delegate to the Chancellor, chief executive officer, and vice chancellor of research (or comparable position) of a campus or a designee, the authority to review, approve, and sign all applications or proposals for research and sponsored programs, and associated agreements, and corporate sponsorship agreements. Delegation of authority to execute contracts for sponsored research and corporate sponsorships is subject to the limitations described in Section IV.

The President is further authorized to delegate to the Chancellor, chief executive officer and vice chancellor of research (or comparable position) of a campus, or a designee, the authority to transfer funds, data, or personal property between campuses as required to comply with external agreements for research and sponsored programs, or corporate sponsorships. The campuses may enter into an agreement for purposes of documenting such transfer, and such agreements may be made in the name of the campuses.

The President may establish a procedure to submit to the Chief Financial Officer reports for those applications or proposals that involve a capital outlay by the University or other matters in connection with research and sponsored programs and corporate sponsorships.

[1] An appointment to a position does not create an employment contract, and is subject to all other Board and campus policies and UA Systemwide Policies and Procedures addressing appointment, termination, employment and employee benefits.

VII. Lease and Rental Agreements

The President is authorized to delegate to the Chancellor or chief executive officer of each campus the authority to lease, rent or license real property owned by the Board for a lease term no greater than two years and only for the following purposes: residential use, University-related programs or activities, and any other purposes approved by the President. Prior to execution of a lease, license, facility use or rental agreement, the Vice Chancellor for Finance or other appropriate campus administrator shall confirm that the lease or other document does not violate private activity use restrictions for tax exempt bond-financed facilities.

The President is authorized to delegate to the Chancellor or chief executive officer of each campus the authority to lease real property in the name of the Board for use by a campus in the normal course of campus operations when it is deemed that the efficiency, effectiveness and best interests of the University will be well served by such delegation. The President shall not delegate authority to lease real property where the term of the lease exceeds two years or where payments over the term of the lease will exceed $500,000.

VIII. Withdrawal of Delegation

The President may at his or her discretion withdraw at any time a specific delegation of authority granted by the President.

IX. Exceptions

The delegations of authority contained in this policy are limited by any state or federal law that prohibits or limits the power of the Board or the President to delegate signature authority for contracts.

X. General Counsel Review requirement

Subject to such exceptions as may be prescribed by the President, before execution all contracts shall be either reviewed by the Office of General Counsel or by an attorney designated by the General Counsel's Office. The General Counsel's Office may approve form agreements for recurring types of transactions.

September 17, 2021 (Revised)
March 30, 2017 (Revised)
September 11, 2015 (Revised)
November 22, 2013 (Revised)
September 19, 2002 (Revised)
April 18, 1998 (Revised)
September 26, 1997 (Revised)
November 8, 1996 (Revised)
November 20, 1992 (Revised)
January 15, 1988 (Revised)
November 6, 1987 (Revised)
September 17, 1982 (Revised)
November 21, 1975

SICK LEAVE

I. Definition

Sick leave is a benefit available to University employees who are employed half-time or greater and on at least a nine-month appointment period.[1] Paid sick leave is not granted as vacation leave and can be used only when: (1) the employee is unable to perform the employee's regular duties because of sickness or injury, ~~or~~ (2) for treatment by or consultation with a licensed health care provider, or (3) to bond with the employee's child (including an adopted child) or child placed for foster care within 12 months following a birth, adoption, or placement for foster care.

Sick leave may also be granted to employees due to the death or serious illness of a member of the employee's immediate family. Immediate family shall mean the employee's parent, sibling, spouse, child (including an adoptive child), grandparent, grandchild, in-law, or any individual acting as a parent or guardian of the employee. Serious illness for the purpose of this policy includes pregnancy- and maternity-related health conditions.

II. Requests for Sick Leave

An employee shall be required to furnish to his or her supervisor a certificate from an attending health care provider for five or more consecutive days of sick leave and may be required to furnish a certification for purposes of the Family and Medical Leave Act (FMLA) for a serious health condition of the employee or family member that continues for three or more consecutive days or acceptable documentation of a birth, adoption, or placement for foster care. An employee may also be required to provide a medical certification for other absences under a campus, division or unit attendance policy reviewed by the Office of General Counsel. A certificate from a Christian Science practitioner listed in the Christian Science Journal may be submitted in lieu of a physician's certificate.

Each campus, division, or unit is authorized to establish and enforce policies requiring employees to make timely notification to supervisors in the event that unscheduled sick leave is required, and regarding return-to-work procedures.

Requests for sick leave shall be submitted in advance, unless the circumstances make this impracticable. In that event, a request for sick leave must be submitted within two days after the employee returns to work.

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[1] Medical residents employed at UAMS are subject to the UAMS sick leave policy set out in the Resident Handbook established through the Graduate Medical Education Resident/Fellows program.

III. Sick Leave Accrual

An eligible, full-time (100%) employee accrues sick leave at the rate of eight hours for each complete month of service, up to a maximum annual carryover of 960 hours. Eligible employees working less than full time accrue sick leave in the same proportion to time worked.

Sick leave may not be accumulated during a leave without pay when such leave totals ten or more days within a calendar month.

When an employee is laid off due to budgetary reasons or curtailment of University activities and within six months again becomes an employee of the University, accrued sick leave may be restored to his/her credit.

IV. Use of Accrued Sick Leave

A. General

Sick leave is granted on a basis of work days and not calendar days. It is deducted from the employee's accrued sick leave in increments of not less than one-fourth hour. Non-workdays such as weekends and holidays when the employee would not ordinarily work falling within a period of sick leave are not charged as sick leave.

Sick leave may be granted only for a period when the employee is in an appointed status. For the purpose of this policy, academic employees who are in paid status during the summer term will be considered to be in appointed status. For academic employees on less than a 12-month appointment, sick leave that begins during the Spring Semester shall not extend into the Summer Session and may resume in the Fall Semester if the employee is otherwise eligible for sick leave and has received a benefits eligible appointment for the Fall Semester.

Absence due to illness or disability, except in case of leave for pregnancy- or maternity-related health conditions, is charged first to sick leave, and next to any remaining available leave in the order dictated by payroll procedures.

B. Worker's Compensation and FMLA

An employee who is absent from work due to a temporary occupational injury or illness and who is entitled to Worker's Compensation Benefits may, upon proper application, utilize their accrued sick leave as a supplement to Worker's Compensation so as to receive weekly benefits from both sources equal to but not in excess of their normal weekly pay at the time of the injury or onset of illness. This option, when exercised, will reduce the employee's accrued sick leave on a basis proportional to the sick leave pay being claimed. An employee receiving

Worker's Compensation benefits for a permanent disability is also eligible to utilize accrued sick leave.

Sick leave shall run concurrently with leave taken under the Family and Medical Leave Act.

C. Maternity-Related Health Conditions

Sick leave may be taken for pregnancy- and maternity- related health conditions and will be treated as any other leave for sickness or disability except that: (1) no health care provider certification will be required for the first four weeks following the birth of the child, and (2) the employee taking leave for a pregnancy- or maternity- related health condition may elect to take leave of absence without pay without exhausting accumulated annual and sick leave. Upon return from leave the employee will be given the same or comparable position to the one occupied prior to the leave. The employee is expected to provide the employee's supervisor as much notice as possible prior to beginning leave for a pregnancy- or maternity-related health condition, and at least two weeks' notice prior to returning to work from pregnancy- or maternity- related leave. Both notices must be in writing.

D. Bonding with a Child

The use of sick leave to bond with a child may only be used concurrently with Family and Medical Leave when an employee is eligible for FMLA. An employee who is not eligible for FMLA because the employee has not worked for the University for at least 12 months may use sick leave to bond with a child.

When an employee takes Family and Medical Leave for the birth or adoption of a child or placement of a child for foster care, the employee may use any combination of accrued sick leave, annual leave, or leave without pay that the employee designates. Upon return from leave the employee will be given the same or comparable position to the one occupied prior to the leave. The employee is expected to provide the employee's supervisor as much notice as possible prior to beginning leave to bond with a child, and at least two weeks' notice prior to returning to work from leave to bond with a child. Both notices must be in writing.

V. Payment for Accrued Sick Leave at Retirement

Employees who retire receive no payment or other compensation for accrued sick leave.

May 25, 2023 (Revised)
May 27, 2021 (Revised)
May 21, 2020 (1-31-19 temporary provisions removed—time period expired)
January 31, 2019 (originally part of BPs 420.1 and 420.2)

LEAVE WITHOUT PAY

I. Purpose

The purpose of this policy is to establish procedures for granting a leave of absence without pay for an employee of any campus, division or unit of the University of Arkansas System.

II. Approval of the President (or Designee) and Durations

The ~~President's~~ approval, upon the recommendation of the chancellor or chief executive officer for each campus, division or unit, of the President or designee is required for any employee's request for a leave of absence without pay, unless such leave is requested in accordance with the provision for military leave, the Family and Medical Leave Act, or the Americans with Disabilities Act, in which case the request may be approved by the chancellor, chief executive officer, or a designee.

Leave of absence without pay shall not exceed six months, provided that the President or designee may under special circumstances approve leave without pay for ~~an additional six months~~a period not to exceed a year.

III. Limitations

Leave without pay is not to be granted, except in the case of a maternity-related health condition or to bond with a child following birth, adoption, or placement for foster care (consistent with ~~See~~ Section IV~~. B.~~ of Board Policy 420.3), until all of the employee's accumulated annual leave has been exhausted, and any employee on a leave of absence without pay does not accumulate annual leave, participate in the group insurance programs to which the University makes a contribution, or receive pay for any legal holidays. An employee may continue participating with the insurance programs provided arrangements are made in advance with the campus human resource office to assume full payment of the premium costs.

IV. Disciplinary Actions

The chief executive office of a campus, division or unit may place an employee in a leave-without-pay status for disciplinary reasons consistent with other Board and UA System Policies and Procedures and in accordance with the written employment policies of the unit involved. In this instance, the individual is not required to exhaust annual leave and sick leave before being placed in leave-without-pay status.

May 25, 2023 (Revised) Effective July 1, 2023
May 21, 2020
(originally part of 420.1 and 420.2)

UNIVERSITY OF ARKANSAS SYSTEM

Office of the President

January 20, 2026

TO THE MEMBERS OF THE BOARD OF TRUSTEES

Dear Trustees:

Arkansas Code Annotated 25-16-902 requires every state board to authorize expense reimbursement for each board member by a majority vote of the total membership. This vote is necessary at the first regularly scheduled meeting of each calendar year to authorize expense reimbursement for each board member for performing official board duties.

The Law does not change the reimbursement policy (Board Policy 260.1 regarding official functions) currently in place for the University of Arkansas Board of Trustees but requires the Board to authorize such reimbursements by majority vote of the total membership of the Board.

A proposed resolution to comply with ACA 25-16-902 is as follows.

> BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the Board of Trustees, by a majority vote of the total membership, authorizes expense reimbursement for each board member for performing official board duties in calendar year 2026.
>
> BE IT FURTHER RESOLVED THAT the action by the Board will be fully documented in the official minutes of the meeting held on January 28-29, 2026.

Sincerely,

Jay B. Silveria
President
Charles E. Scharlau Presidential Leadership Chair

RESOLUTION

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT pursuant to Board Policy 470.2 the Board acknowledges with appreciation receipt of donated funds to The University of Arkansas Foundation, Inc. or to the University to establish the following endowed awards, chairs, endowments, funds, lectureship, professorship, and scholarships:

UNIVERSITY OF ARKANSAS COMMUNITY COLLEGE AT MORRILTON
Donor's Names: Arkansas Asphalt Pavers Association and Lorie Harris Tudor
Name of Endowment: Arkansas Asphalt Pavers Association Lorie Harris Tudor Endowment Scholarship
For the Benefit of: Short-term training and the heavy equipment program

UNIVERSITY OF ARKANSAS AT PINE BLUFF
Donor's Name: Larry and Carolyn Greer
Name of Endowment: Larry J. and Carolyn F. Greer Student Support Fund
For the Benefit of: General/all majors

UNIVERSITY OF ARKANSAS AT MONTICELLO
Donor's Name: Mr. Curt Socia, Family & Friends
Name of Endowment: Rebecca Socia Education Scholarship
For the Benefit of: Education

Donor's Name: Mr. Randall S. Risher
Name of Endowment: Linda Rushing Scholarship
For the Benefit of: UAM - College of Technology - Crossett

Donor's Name: Windgate Foundation
Name of Endowment: Windgate Foundation – Needs-Based Student Scholarships Endowment
For the Benefit of: Education and Nursing Programs

Donor's Name: Windgate Foundation
Name of Endowment: Windgate Foundation – Student Scholarships Endowment
For the Benefit of: Education and Nursing Programs

Donor's Name: Windgate Foundation
Name of Endowment: Windgate Foundation – Faculty Support Endowment
For the Benefit of: Education and Nursing Programs

Donor's Name: Windgate Foundation
Name of Endowment: Windgate Foundation – Program Enhancements and Technological Integration Endowment
For the Benefit of: Education and Nursing Programs

UNIVERSITY OF ARKANSAS PULASKI TECHNICAL COLLEGE
Donor's Name: Proceeds from the 2025 Diamond Chef Arkansas event.
Name of Endowment: Diamond Chef Arkansas Endowed Scholarship
For the Benefit of: Providing financial assistance to a part-time or full-time student who is enrolled in our culinary school. The student should be degree-seeking.

UNIVERSITY OF ARKANSAS FOR MEDICAL SCIENCES
Donor's Name: Dr. Brenda Sue Martinez
Name of Endowment: Dr. Brenda Sue Martinez and Dr. Domingo Martinez Scholarship
For the Benefit of: A student enrolled in the UAMS College of Pharmacy.

Donor's Name: Multiple Donors
Name of Endowment: Eddie Dunn Joy of Pharmacy Scholarship
For the Benefit of: A student enrolled in the UAMS College of Pharmacy.

Donor's Name: Multiple Donors
Name of Endowment: V. Suzanne Klimberg Lectureship in Oncology
For the Benefit of: Bringing experts in the field of oncology once a year to speak.

Donor's Name: James and Patricia Wallis
Name of Endowment: College of Public Health Advisory Board Scholarship Endowment
For the Benefit of: A student enrolled in the UAMS College of Public Health.

Donor's Name: Multiple Donors
Name of Endowment: Dustin Dougan Physical Therapy Memorial Scholarship
For the Benefit of: Physical therapy students in Northwest Arkansas.

Donor's Name: Dr. Marcia M. Smith
Name of Endowment: Phillip L. Smith, M.D. Fund for Excellence in Interventional Radiology
For the Benefit of: Supporting the strategic initiatives of the Department of Radiology's Division of Interventional Radiology to recruit, train, and retain technicians within the department.

Donor's Name: A. Gordon Worsham, M.D. and Sudie C. Appel Worsham
Name of Endowment: Theodore C. Panos Chair in Scientific Research in Genetics
For the Benefit of: Supporting discoveries in genetics research.

Donor's Name: Donna K. Easley
Name of Endowment: Nancy Jo Smith Scholarship endowed by Donna K. Easley
For the Benefit of: A student enrolled in the UAMS College of Nursing.

Donor's Name: Nicholas Lang, M.D., and Helen Lang
Name of Endowment: Patricia A. Cowan, Ph.D., RN, FAAN Endowed Scholarship for Nursing Leadership
For the Benefit of: A student enrolled in the UAMS College of Nursing.

Donor's Name: Anne Pace, Pharm.D. and Scott Pace, Pharm.D., J.D.
Name of Endowment: Anne Pace, Pharm. D. and Scott Pace, Pharm. D., J.D. Advocacy in Pharmacy Endowed Scholarship
For the Benefit of: A student enrolled in the UAMS College of Pharmacy.

Donor's Name: Willard & Pat Walker Charitable Foundation, Inc.
Name of Endowment: Jeanne Wei, M.D., Ph.D Distinguished Chair for Leadership in Geriatric Medicine
For the Benefit of: The Reynolds Institute on Aging to meet their greatest emerging needs or the highest priorities of the chair holder.

UNIVERSITY OF ARKANSAS AT LITTLE ROCK
Donor's Name: Vanessa and Richard Litwa
Name of Endowment: Emma Jane Litwa Endowed Scholarship
For the Benefit of: Students studying photography at the University of Arkansas at Little Rock

Donor's Name: Julie Brown
Name of Endowment: Count von Count Endowed Scholarship
For the Benefit of: Students studying accounting at the University of Arkansas at Little Rock

Donor's Name: Windgate Foundation, Inc
Name of Endowment: Enduring Opportunity Endowed Scholarship
For the Benefit of: Students studying at the University of Arkansas at Little Rock

Donor's Name: Trinity Foundation
Name of Endowment: Trinity Foundation Early Childhood Education Endowed Professorship Fund
For the Benefit of: School of Education at the University of Arkansas at Little Rock

Donor's Name: Qualenta and Joshua Kivett
Name of Endowment: Forrest-Kivett Endowed Book Award
For the Benefit of: Students studying law in the William H. Bowen School of Law at the University of Arkansas at Little Rock

Donor's Name: Dr. Christina S. Drale
Name of Endowment: Christina S. Drale Enduring Opportunity Endowed Scholarship
For the Benefit of: Students studying at the University of Arkansas at Little Rock

Donor's Name: Estate of Judith K. Faust
Name of Endowment: Judith K. Faust Endowment for Journalism
For the Benefit of: Little Rock Public Radio at the University of Arkansas at Little Rock

Donor's Name: Ann and Rick Owen
Name of Endowment: Founders Circle Endowment for Journalism
For the Benefit of: Little Rock Public Radio at the University of Arkansas at Little Rock

Donor's Name: Rodney M. Abston
Name of Endowment: Rodney M. Abston Family Enduring Opportunity Endowed Scholarship
For the Benefit of: Students studying at the University of Arkansas at Little Rock

Donor's Name: Allen and Sue Engstrom
Name of Endowment: Bruce R. Engstrom Endowed Scholarship
For the Benefit of: Students studying accounting at the University of Arkansas at Little Rock

Donor's Name: Cheryl Shuffield
Name of Endowment: Shuffield Enduring Opportunity Endowed Scholarship
For the Benefit of: Students studying at the University of Arkansas at Little Rock

UNIVERSITY OF ARKANSAS FAYETTEVILLE
Donor's Name: J.B. Hunt Transport Services, Inc.
Name of Endowment: J.B. Hunt Transport Services, Inc. Student Industry Engagement and Thought Leadership Fund

For the Benefit of: Departmental support for the Department of Supply Chain in Sam M. Walton College of Business

Donor's Name: Donor collective
Name of Endowment: Hoyt S. and Jane H. Purvis Endowed Scholarship in International Studies
For the Benefit of: Undergraduate scholarships in Fulbright College of Arts and Sciences

Donor's Name: Dr. Lucas and Janet Parsch
Name of Endowment: Lucas and Janet Parsch Endowed Graduate Scholarship in Agricultural Economics
For the Benefit of: Graduate scholarships in Dale Bumpers College of Agricultural, Food and Life Sciences

Donor's Name: Susan Patton
Name of Endowment: Patton Nursing Science Day Endowment
For the Benefit of: Nursing Science Day in College of Education and Health Professions

Donor's Name: Jim and Glennis Nokes
Name of Endowment: Land of Opportunity Scholarship Endowment by Jim and Glennis Nokes
For the Benefit of: Undergraduate scholarships at University of Arkansas, Fayetteville

Donor's Name: Sigma Chi Building Corporation
Name of Endowment: Saul M. Rousseau Endowed Scholarship
For the Benefit of: Undergraduate and graduate scholarships at University of Arkansas, Fayetteville

Donor's Name: Tommy and Shirley Holloway
Name of Endowment: Tommy and Shirley Holloway Endowed Scholarship
For the Benefit of: Undergraduate scholarships in College of Engineering

Donor's Name: Annette Smith
Name of Endowment: Land of Opportunity Scholarship Endowment In Memory of Linda Jane McMullin
For the Benefit of: Undergraduate scholarships at University of Arkansas, Fayetteville

Donor's Name: Catherine H. Mayton and Michael R. Mayton
Name of Endowment: Land of Opportunity Scholarship Endowment in Honor of Michael R. Mayton by Catherine H. Mayton
For the Benefit of: Undergraduate scholarships at University of Arkansas, Fayetteville

Donor's Name: JoHannah Goss, Brad Goss and JoHannah Sweetser Trust
Name of Endowment: JBG Endowed Travel Award
For the Benefit of: Undergraduate awards in the Fulbright College of Arts and Sciences

Donor's Name: Donna Epley
Name of Endowment: Lewis E. Epley Symphonic Band Endowed Award
For the Benefit of: Undergraduate awards in the Fulbright College of Arts and Sciences

Donor's Name: Gamma Eta Chapter of Omega Psi Phi Fraternity
Name of Endowment: Gamma Eta 50th Anniversary Scholarship
For the Benefit of: Undergraduate scholarships at University of Arkansas, Fayetteville

Donor's Name: Theresa Fette and Daniel Farrow
Name of Endowment: Virginia Shaver Endowed Memorial Scholarship
For the Benefit of: Undergraduate scholarships at University of Arkansas, Fayetteville

Donor’s Name: Theresa Fette and Daniel Farrow
Name of Endowment: Nancy Scamardo Endowed Memorial Scholarship
For the Benefit of: Undergraduate scholarships at University of Arkansas, Fayetteville

Donor’s Name: Ed and Leslie Wilson
Name of Endowment: Matt Waller Endowed Scholarship in Business
For the Benefit of: Undergraduate scholarships in the Sam M. Walton College of Business

Donor’s Name: Donor collective
Name of Endowment: Tulsa Area Chapter Endowed Alumni Scholarship
For the Benefit of: Undergraduate scholarships at University of Arkansas, Fayetteville

Donor’s Name: The Schoen Foundation
Name of Endowment: Land of Opportunity Scholarship Endowment by The Schoen Foundation in Honor of William J. Schoen
For the Benefit of: Undergraduate scholarships at University of Arkansas, Fayetteville

Donor’s Name: Dr. T.A. "Mac" McGilvery, Karen R. McGilvery and Maurice F. Storm
Name of Endowment: Dr. T.A. "Mac" McGilvery and Karen R. McGilvery and Maurice F. Storm Field Experience Endowed Chair
For the Benefit of: Faculty chair in the Fulbright College of Arts and Sciences

Donor’s Name: Fran W. Hagstrom
Name of Endowment: Fran W. Hagstrom Endowed Award
For the Benefit of: Graduate awards in the College of Education and Health Professions

Donor’s Name: Donor collective
Name of Endowment: School of Law Centennial Scholarship Endowment
For the Benefit of: Graduate awards in the School of Law

Donor’s Name: Terry Hedden and Vicki Hedden
Name of Endowment: Terry and Vicki Hedden Endowed Scholarship in Chemical Engineering
For the Benefit of: Undergraduate scholarships in the College of Engineering

Donor’s Name: Thomas David Schiller M.D. and Helen Mary Schiller
Name of Endowment: Schiller Family Endowed Nursing Award
For the Benefit of: Undergraduate and graduate awards in the College of Education and Health Professions

Donor’s Name: Union Bank
Name of Endowment: Land of Opportunity Scholarship Endowment by Union Bank
For the Benefit of: Undergraduate scholarships at University of Arkansas, Fayetteville

Donor’s Name: Stephen J. Langsner Revocable Living Trust
Name of Endowment: Steve Langsner Scholarship in Recreation and Sport Management
For the Benefit of: Undergraduate scholarships in the College of Education and Health Professions

Donor’s Name: Kenneth R. Sharp, Jr. and Carole Sharp
Name of Endowment: Land of Opportunity Scholarship Endowment by the Sharp Family
For the Benefit of: Undergraduate scholarships at University of Arkansas, Fayetteville

Donor's Name: Tara and Ethan Yarbrough, Margaret Yarbrough and Tim Rooney
Name of Endowment: J.A. Yarbrough Family Scholarship
For the Benefit of: Undergraduate scholarships in the College of Engineering

Donor's Name: Bradford K. Shapiro
Name of Endowment: Bradford K. Shapiro Endowed Scholarship in Architecture and Design
For the Benefit of: Undergraduate scholarships in the Fay Jones School of Architecture and Design

Donor's Name: Frank and Judy Mastrocola
Name of Endowment: Al and Clarice Boles Endowed Scholarship
For the Benefit of: Undergraduate scholarships in the College of Education and Health Professions

Donor's Name: Ben and Janet Hyneman
Name of Endowment: Land of Opportunity Scholarship Endowment by Ben and Janet Hyneman
For the Benefit of: Undergraduate scholarships at University of Arkansas, Fayetteville

Donor's Name: Dr. Hamdy Taha
Name of Endowment: Dr. Hamdy Taha Endowed Scholarship for Engineering Students
For the Benefit of: Undergraduate and graduate scholarships in the College of Engineering

Donor's Name: Delwin Richey
Name of Endowment: Delwin Richey Endowed Scholarship Fund
For the Benefit of: Undergraduate scholarships in Athletics

Donor's Name: Donor collective
Name of Endowment: Joe W. and Carrie F. Rhodes Scholarship
For the Benefit of: Undergraduate and graduate scholarships at University of Arkansas, Fayetteville

Donor's Name: Mark and Victoria Rumsey
Name of Endowment: Mark and Victoria Rumsey Design Camp Summer Scholarship Fund
For the Benefit of: Public service and outreach in the Fay Jones School of Architecture and Design

Donor's Name: Donor collective
Name of Endowment: Amis Chemistry Scholarship Fund
For the Benefit of: Undergraduate scholarships in the Fulbright College of Arts and Sciences

Donor's Name: Carolyn Cole and Nicholas Cole
Name of Endowment: Nicholas and Carolyn Cole Honors College Path Advance Arkansas Endowed Scholarship
For the Benefit of: Undergraduate scholarships in the Honors College

Donor's Name: Donor collective
Name of Endowment: Evelyn L. Worley Memorial Scholarship Fund
For the Benefit of: Undergraduate scholarships at University of Arkansas, Fayetteville

Donor's Name: Mike Phillips and June Philips
Name of Endowment: Phillips Family Graduate Student Endowed Award in Crop, Soil, and Environmental Sciences
For the Benefit of: Graduate awards in the Dale Bumpers College of Agricultural, Food and Life Sciences

Donor's Name: AIA Arkansas
Name of Endowment: AIA Arkansas Endowed Scholarship for Architecture Excellence
For the Benefit of: Undergraduate scholarships in the Sam M. Walton College of Business

Donor's Name: Donor collective
Name of Endowment: Arkansas Alumni Board of Directors Endowed Scholarship
For the Benefit of: Undergraduate scholarships at University of Arkansas, Fayetteville

Donor's Name: Tim and Courtney Trylovich
Name of Endowment: Tim and Courtney Trylovich MD Endowed Travel Award for Excellence in European History
For the Benefit of: Graduate awards in the Fulbright College of Arts and Sciences

Donor's Name: Stephanie and Kevin Wilcox
Name of Endowment: Land of Opportunity Scholarship Endowment by Stephanie and Kevin Wilcox
For the Benefit of: Undergraduate scholarships at University of Arkansas, Fayetteville

Donor's Name: John Berry
Name of Endowment: Land of Opportunity Scholarship Endowment in Honor of Hank and Marty Berry
For the Benefit of: Undergraduate scholarships at University of Arkansas, Fayetteville

Donor's Name: Jim and Susan von Gremp
Name of Endowment: Land of Opportunity Scholarship Endowment by Jim and Susan von Gremp
For the Benefit of: Undergraduate scholarships at University of Arkansas, Fayetteville

Donor's Name: Polk Stanley Wilcox Architects
Name of Endowment: Polk Stanley Wilcox Architects Endowed Scholarship in Design Excellence
For the Benefit of: Undergraduate scholarships in the Fay Jones School of Architecture and Design

Donor's Name: Donor collective
Name of Endowment: Glenn E. Atkins Memorial Endowed Award
For the Benefit of: Undergraduate awards in the Sam M. Walton College of Business

Donor's Name: Marty D. Casteel and Mary Virginia Casteel
Name of Endowment: Land of Opportunity Scholarship Endowment by Marty D., Mary Virginia and Mary Robin Casteel
For the Benefit of: Undergraduate scholarships at University of Arkansas, Fayetteville

Donor's Name: Tom Hanlon
Name of Endowment: Lillian H. McRae Endowed Scholarship in Architecture
For the Benefit of: Undergraduate scholarships in the Fay Jones School of Architecture and Design

Donor's Name: Ed Tinsley and Paula Tinsley
Name of Endowment: Tinsley Family AAME Endowed Scholarship in Mechanical Engineering
For the Benefit of: Undergraduate scholarships in the College of Engineering

Donor's Name: Mary Sue Marinoni Shaw
Name of Endowment: Professor Antonio and Rosa Zagnoni Marinoni Endowed Chair in Italian
For the Benefit of: Faculty chair in the Fulbright College of Arts and Sciences

Donor’s Name: Will Feland
Name of Endowment: Land of Opportunity Scholarship Endowment by Will Feland
For the Benefit of: Undergraduate scholarships at University of Arkansas, Fayetteville

Donor’s Name: Willard and Pat Walker Charitable Foundation
Name of Endowment: Land of Opportunity Scholarship Endowment By the Willard and Pat Walker Charitable Foundation
For the Benefit of: Undergraduate scholarships at University of Arkansas, Fayetteville

Donor’s Name: Mr. Vance Keaton and Dr. Jennifer Keaton
Name of Endowment: Keaton Family Endowed Scholarship
For the Benefit of: Undergraduate scholarships in the Dale Bumpers College of Agricultural, Food and Life Sciences

Donor’s Name: Meredith and Aaron Dunn
Name of Endowment: Land of Opportunity Scholarship Endowment by Meredith and Aaron Dunn
For the Benefit of: Undergraduate scholarships at University of Arkansas, Fayetteville

Donor’s Name: Steele Tait Family Foundation
Name of Endowment: Helen Tait, PhD Endowed Memorial Scholarship in Psychology
For the Benefit of: Graduate scholarships in the Fulbright College of Arts and Sciences

Donor’s Name: Donor collective
Name of Endowment: Land of Opportunity Scholarship Endowment By the Women's Giving Circle
For the Benefit of: Undergraduate scholarships at University of Arkansas, Fayetteville

Donor’s Name: The Plumley Foundation
Name of Endowment: Land of Opportunity Scholarship in Honor of Shirley Ann Plumley
For the Benefit of: Undergraduate scholarships at University of Arkansas, Fayetteville

Donor’s Name: Lauren Cowling
Name of Endowment: Reggie Cowling Memorial Endowed Scholarship in Electrical Engineering
For the Benefit of: Undergraduate scholarships in the College of Engineering

Donor’s Name: The Plumley Foundation
Name of Endowment: Officer Kevin D. Apple Endowed Scholarship
For the Benefit of: Undergraduate scholarships at University of Arkansas, Fayetteville

Donor’s Name: Kathleen E. Riggs
Name of Endowment: Land of Opportunity Scholarship Endowment by Kathleen Riggs in Memory of Marion McKay "Mac" & Virginia Breit Riggs
For the Benefit of: Undergraduate scholarships at University of Arkansas, Fayetteville

BE IT FURTHER RESOLVED THAT the Board hereby ratifies and approves the establishment of the foregoing named endowments which shall be held and used pursuant to Board Policy 470.2 and the agreement or resolution of The University of Arkansas Foundation, Inc. establishing them and with such provisions as may be required to be consistent with applicable law and accomplish the donor’s purposes as nearly as possible.

January 20, 2026

TO THE MEMBERS OF THE BOARD OF TRUSTEES

Dear Trustees:

The following individuals have been recommended for emeritus status:

University of Arkansas, Fayetteville
Dr. Catherine P. Chick
Dr. Kathleen Collins
Dr. Kelly Vowell Johnson
Dr. Janet Penner-Willams
Dr. David W. Stahle

University of Arkansas for Medical Sciences
Dr. Julea Garner
Dr. Mark Mennemeier
Dr. Kevin Phelan
Dr. Steven Post
Dr. Brian Storrie

I concur with these recommendations. Resolutions are attached for your consideration.

Sincerely,

Jay B. Silveria
President
Charles E. Scharlau Presidential Leadership Chair

Attachments (10)

RESOLUTION

WHEREAS, Catherine P. Chick, Associate Law Librarian in the Robert and Vivian Young Law Library and Associate Professor in the School of Law, University of Arkansas, Fayetteville retired on November 30, 2025, after 42 years of service; and

WHEREAS, Professor Chick earned a Bachelor of Arts from Louisiana Tech University, a Master of Library Science from Louisiana State University, joined the University of Arkansas in 1983 and was granted tenure in 1988; and

WHEREAS, Professor Chick served as a dedicated member of the Law Library faculty from 1983 to 2025, holding the position of Associate Librarian, specializing in Interlibrary Loan and Reference Services; and

WHEREAS, during her tenure, Professor Chick made significant contributions to the instructional, research, and scholarly activities of the Law School faculty, staff, and students, directly supporting faculty scholarship and the work of student-run journals through extensive interlibrary loan work, through which she built collaborative relationships with other libraries; and

WHEREAS, Professor Chick has enjoyed a successful career in the field of law library science and has spent 42 years providing reference and instruction to the legal community through public service; and

WHEREAS, Professor Chick has been active in many professional associations for law libraries and served on many Law School and university committees; and is held in high regard by her peers and law students;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the Board bestows upon Professor Chick the title of Associate Professor Emeritus of Law, effective January 29, 2026, and grants her certain rights and privileges as extended to emeritus faculty by the Fayetteville campus and the University of Arkansas System.

FURTHERMORE, the Board directs that this resolution shall be spread upon the minutes of this meeting and a copy shall be provided to Catherine Peterson Chick.

RESOLUTION

WHEREAS, Dr. Kathleen Collins, Professor in the Department of Curriculum and Instruction in the College of Education and Health Professions, University of Arkansas, Fayetteville, retired on December 31, 2025, after twenty-three years of service; and

WHEREAS, Dr. Collins joined the faculty of the University of Arkansas in 2003 as an Assistant Professor; and

WHEREAS, Dr. Collins is one of the top cited researchers at the University of Arkansas with over 15,000 citations at the time of retirement; and

WHEREAS, Dr. Collins was awarded for her paper on the role of Bronfenbrenner ecological systems theory in enhancing interpretive consistency in mixed methods research by the Mid-South Research Association in 2013; and

WHEREAS, Dr. Collins led the special education program's Arkansas state funded Resource Teacher Academy; and

WHEREAS, Dr. Collins was named as Outstanding Reviewer of the American Educational Research Association Journal *Educational Researcher* in 2009; and

WHEREAS, Dr. Collins was awarded the Department of Curriculum and Instruction's Outstanding Research Award in 2003, 2009, and 2011; and

WHEREAS, Dr. Collins led the Mixed Methods International Research Association as Conference Chair (2017-2018), President (2018-2019), and Consultant to the Executive Board since 2019;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the Board bestows upon Dr. Collins the title of Professor Emeritus of Curriculum and Instruction, effective January 28, 2026, and grants her certain rights and privileges as extended to emeritus faculty by the Fayetteville campus and the University of Arkansas System.

FUTHERMORE, the Board directs that this resolution shall be spread upon the minutes of this meeting, and a copy shall be provided to Dr. Collins.

RESOLUTION

WHEREAS, Dr. Kelly Vowell Johnson, Associate Professor of Nursing in the Eleanor Mann School of Nursing, College of Education and Health Professions, University of Arkansas, Fayetteville, retired on December 31, 2025, after many years of dedicated service; and

WHEREAS, Dr. Johnson became an assistant professor of nursing in the Eleanor Mann School of Nursing from 2017 to 2020; and was promoted in associate professor in 2021; and

WHEREAS, Dr. Johnson served as an undergraduate coordinator in the Eleanor Mann School of Nursing, Fayetteville from 2012 to 2015; and

WHEREAS, Dr. Johnson served as associate director of academic programs in the Eleanor Mann School of Nursing, from 2015 to 2016; and

WHEREAS, Dr. Johnson successfully launched and managed the Tiny Tusks Breastfeeding and Infant Support program at the University of Arkansas from 2019-2025; and

WHEREAS, Dr. Johnson developed the inaugural study abroad course to Scotland and England; and

WHEREAS, Dr. Johnson mentored, advised, and chaired Eleanor Mann School of Nursing honor students' theses and projects from 2014 to 2025; and

WHEREAS, Dr. Johnson mentored multiple Doctor of Nursing Practice students from 2017 to 2019; and

WHEREAS, Dr. Johnson was recognized with Eleanor Mann School of Nursing awards, including the excellence in teaching award and advising award;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the Board bestows upon Dr. Johnson the title of Associate Professor Emeritus of the Eleanor Mann School of Nursing, effective January 29, 2026, and grants her certain rights and privileges as extended to emeritus faculty by the Fayetteville campus and the University of Arkansas System.

FUTHERMORE, the Board directs that this resolution shall be spread upon the minutes of this meeting, and a copy shall be provided to Dr. Johnson.

RESOLUTION

WHEREAS, Dr. Janet Penner-Willams, Associate Professor in the Department of Curriculum and Instruction in the College of Education and Health Professions, University of Arkansas, Fayetteville, retired on December 31, 2025, after twenty years of service; and

WHEREAS, Dr. Penner-Williams joined the faculty of the University of Arkansas in 2005 as an Assistant Professor; and

WHEREAS, Dr. Penner-Williams served as Assistant Dean of Education for the College of Education and Health Professions from 2009-2016; and

WHEREAS, Dr. Penner-Williams served as Assistant Department Head of Curriculum and Instruction from 2006-2007; and

WHEREAS, Dr. Penner-Williams led the program in Teaching English to Students of Other Languages from 2019-2025; and

WHEREAS, Dr. Penner-Williams led multiple federally funded grants including Project CONNECT, Project SOAR, and Project RISE which have significantly advanced teacher capacity in Arkansas; and

WHEREAS, Dr. Penner-Williams has been recognized among the Top 15 externally funded researchers at the University of Arkansas; and

WHEREAS, Dr. Penner-Williams led the Arkansas state funded ESL Institute which has produced 400 newly endorsed ESL in-service teachers annually for Arkansas' schools;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the Board bestows upon Dr. Penner-Williams the title of Associate Professor Emeritus of Curriculum and Instruction, effective January 28, 2026, and grants her certain rights and privileges as extended to emeritus faculty by the Fayetteville campus and the University of Arkansas System.

FUTHERMORE, the Board directs that this resolution shall be spread upon the minutes of this meeting, and a copy shall be provided to Dr. Penner-Williams.

RESOLUTION

WHEREAS, Dr. David W. Stahle, Distinguished Professor in the Department of Geosciences in the Fulbright College of Arts and Sciences, University of Arkansas, Fayetteville, retired on December 31, 2025; and

WHEREAS, Dr. Stahle joined the University of Arkansas faculty in 1989 as an Assistant Professor in the Department of Geography and rose through the academic ranks to Associate Professor in 1992, Professor in 1998, and Distinguished Professor in 2005; and

WHEREAS, Dr. Stahle holds a B.A. in Anthropology from the University of Arizona, an M.A. in Anthropology from the University of Arkansas, and a Ph.D. in Physical Geography from Arizona State University; and

WHEREAS, Dr. Stahle founded and has served since 1980 as Director of the University of Arkansas Tree-Ring Laboratory, a globally recognized center for dendrochronology and paleoclimate research; and

WHEREAS, Dr. Stahle authored or co-authored more than 140 peer-reviewed publications, advancing the understanding of long-term climate variability, megadroughts, and forest ecology across the Americas; secured over $16 million in competitive grants and conservation projects; mentored more than 50 graduate students; and collaborated with scientists throughout North and South America to expand the global tree-ring network for paleoclimate reconstruction; and

WHEREAS, Dr. Stahle was elected a Fellow of the American Association for the Advancement of Science in 2015, elected a Fellow of the American Geophysical Union in 2025, and has been honored with national and international awards for scientific excellence and service; and

WHEREAS, Dr. Stahle is a respected colleague, teacher, and researcher, whose work has brought international recognition to the University of Arkansas and to the field of Geosciences;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the Board bestows upon Dr. David W. Stahle the title of Distinguished Professor Emeritus of Geosciences, effective January 29, 2026, and grants him certain rights and privileges as extended to emeritus faculty by the Fayetteville campus and the University of Arkansas System.

FURTHERMORE, the Board directs that this resolution shall be spread upon the minutes of this meeting and a copy shall be provided to Dr. Stahle.

RESOLUTION

WHEREAS, Julea G. Garner, M.D., FAAFP, has retired as a member of the faculty of the Department of Family and Preventive Medicine at the University of Arkansas for Medical Sciences as of January 6, 2026; and

WHEREAS, Julea G. Garner, M.D., FAAFP, has served the Department of Family and Preventive Medicine and the University of Arkansas for Medical Sciences (UAMS) with distinction for 11 years; and

WHEREAS, she has contributed significantly in the areas of clinical care, graduate and undergraduate medical education, research, and leadership and administration; and

WHEREAS, she has dedicatedly and joyfully served the people of Highland, Arkansas, in rural solo private family practice for nearly two decades; and

WHEREAS, she is recognized locally, regionally, and nationally by professional organizations in the specialty of Family Medicine and has served extensively in leadership and on committees with those organizations, such as the American Academy of Family Physicians and its affiliated Arkansas chapter and foundation, and has advised and mentored numerous family physicians and learners through these professional organizations and otherwise; and

WHEREAS, she has served as Founding Program Director of the Baptist Health–UAMS Family Medicine Residency Program in North Little Rock, Arkansas's largest Family Medicine residency program, and has served the Department of Family and Preventive Medicine as Vice Chair for Community Health and Engagement; and

WHEREAS, she has held the Ben Saltzman, M.D., Distinguished Chair in Rural Family Medicine during her service to the department; and

WHEREAS, she has served the Department of Family and Preventive Medicine as a member of multiple committees, including the Executive Committee and the Strategic Planning Committee, as well as serving on key committees of the Baptist Health–UAMS Family Medicine Residency Program, including the Clinical Competency Committee and the Program Evaluation Committee; and

WHEREAS, she has shown the highest integrity and leadership, and her continued support and constant vigilance of quality continues to improve the status of the University of Arkansas for Medical Sciences and the education of both medical students and graduate students;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the Board expresses its appreciation to Julea G. Garner, M.D., FAAFP, for her many contributions to the progress and development of the University of Arkansas for Medical Sciences and confers upon her the title of Associate Professor Emeritus of the Department of Family and Preventive Medicine effective January 7, 2026. The Secretary of the Board is hereby directed to transmit a copy of this resolution to Julea G. Garner, M.D., FAAFP, with deepest gratitude.

RESOLUTION

WHEREAS, Mark Mennemeier, Ph.D., will retire as a member of the faculty of the Department of Neuroscience at the University of Arkansas for Medical Sciences as of January 31, 2026; and

WHEREAS, Mark Mennemeier, Ph.D., served the University of Arkansas for Medical Sciences and Department of Neuroscience with distinction for 21 years; and

WHEREAS, Mark Mennemeier developed outstanding research programs focused on behavioral neuroscience and applied electrophysiological research. For this work, Dr. Mennemeier received continuous funding from the NIH as the PI of multiple grants for 22 years. His behavioral neuroscience research focused on neurological syndromes and disorders following brain injury. He and his colleagues established that the contralateral neglect syndrome and associated problems like hemiparesis and dysphagia relate to an alteration of the psychophysical power law that governs magnitude estimation. Magnitude estimation concerns how animals perceive and act on sensory information. This work was funded by three NIH grants. His funded, applied electrophysiological research primarily concerned the use of repetitive transcranial magnetic stimulation (rTMS) to treat tinnitus or "ringing in the ears." Dr. Mennemeier established the first rTMS laboratory at UAMS and he developed and published a highly cited technique for sham stimulation in the process. He then collaborated with neurotologist John Dornhoffer, M.D., to uniquely show that rTMS works by reducing tinntius awareness in daily life. Dr. Mennemeier also established a protocol for using maintenance rTMS to manage tinnitus chronically. This work was supported by grants from the NIH and the Tinnitus Research Consortium. In addition to maintaining an active research program as a Principal Investigator, Dr. Mennemeier has been extremely collaborative and contributed significantly to the research programs of other faculty members at UAMS. Dr. Mennemeier was a tenured Associate Professor at the University of Alabama-Birmingham in 2004 when he was recruited to UAMS by Dr. Edgar Garcia-Rill to become the first of three faculty mentors for a newly funded Centers of Biomedical Research Excellence (COBRE) (P20) award. The P20 was renewed and followed by a P30 grant (Garcia-Rill, PI, spanning 2004 to 2019). Dr. Mennemeier brought an R01 and personnel to UAMS to start the rTMS laboratory. He then integrated the rTMS lab into the Electrophysiology Core Research Facility, which he directed for the COBRE and P30 grants; and

WHEREAS, as a facutly mentor, Dr. Mennemeier was tasked with helping faculty, who received COBRE funds, achieve independent research funding following their awards. He mentored five faculty who were COBRE recipients to independent research funding which included NIH pilot study, K23, R01, NIH-AREA and Tinnitus Research Consortium awards, all with the mentees as PI. He mentored an additional faculty collaborator who received a Rehabilitation Research and Development Service Award at the North Little Rock VA. He has mentored other faculty in the Department of Neuroscience to advance in their research careers as Chair of the Department's Faculty Development Committee (aka, promotion and tenure committee) (2009 to 2025); and

WHEREAS, Mark Mennemeier brought a wealth of experience to UAMS that greatly benefited our students and graduate programs. He has been devoted to graduate education throughout his career. In total, Dr. Mennemeier has chaired 15 dissertations and served as a member of 15 additional dissertation committees. He led the Neuroscience Track in the Graduate Program in

Biomedical Sciences (GPIBS) at UAMS from 2020 to the present time. He chaired three dissertation committees and served on six additional committees for the Department of Neuroscience and the GPIBS. In this capacity, he was also the director of three graduate courses, a lab teacher, a lecturer for the Brain and Behavior course for M1 students and a lecturer to Neurology Residents. In 2010, Dr. Mennemeier resurrected a Ph.D. Program in the Department of Physical Therapy at the University of Central Arkansas (UCA) and served as its Program Director via a contract between UAMS and UCA that covered 25% of his effort and lasted until the present time. In this capacity, he advised and taught 34 Ph.D. students, chairing and co-chairing six dissertation committees and serving on three additional committees. He developed and directed three of the core courses for the Ph.D. curriculum — Research Design, Grant Writing for the NIH, and Professional Seminar for Physical Therapy. Before arriving at UAMS in 2004, he served on graduate admissions, training and dissertation committees for 10 years at the University of Alabama Birmingham's Departments of Psychology. In this capacity, he chaired six student dissertation committees and served as a member of six committees. He trained numerous graduate students, interns and post-doctoral students in neuropsychology at UAB where he was a highly sought after instructor. In student evlauations, he was consistently rated as an outstanding teacher and mentor across all of the above mentioned programs; and

WHEREAS, Mark Mennemeier provided excellent administrative service and experience to UAMS and he has performed extensive outreach to other institutions and professional organizations. Dr. Mennemeier served as a scientific reviewer and member of various study sections and special emphasis panels for 29 years including those for the NIH, NSF, VA, DOD, Alzheimers Research Foundation and Medical Research Council (London). He served on the Scientific Advisory Board of the American Tinnitus Association for 10 years. He served on numerous review committees at UAMS including those for TRI, ACRI and INBRE grant awards. He has served on several Dean's committees and on accreditation committees for the COM and the GPIBS programs. He was the Neuroscience Track leader for the GPIBS program from 2020-2026. Dr. Mennemeier served on committees for the Department of Neuroscience, most notably, he chaired the Faculty Development Committee since 2009. He was an editorial board member for three professional journals and he engaged in numerous public outreach webinars, most related to tinnitus research and treatment; and

WHEREAS, Mark Mennemeier has shown the highest integrity and leadership, and his continued support and constant vigilance of quality have continued to improve the status of the University of Arkansas for Medical Sciences and the mentorship and education of its faculty, medical and biomedical graduate students;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the Board expresses its appreciation to Mark Mennemeier, Ph.D., for his many contributions to the progress and development of the University of Arkansas for Medical Sciences and confers upon him the title of Professor Emeritus of the Department of Neuroscience effective February 1, 2026. The Secretary of the Board is hereby directed to transmit a copy of this resolution to Dr. Mark Mennemeier with our deepest gratitude.

RESOLUTION

WHEREAS, in accordance with University policy, Kevin Phelan, Ph.D., has retired as a member of the faculty of the Department of Neuroscience at the University of Arkansas for Medical Sciences as of February 1, 2026; and

WHEREAS, Kevin Phelan, Ph.D., served the University of Arkansas for Medical Sciences and Department of Neuroscience with distinction for 33 years; and

WHEREAS, he developed outstanding research programs focused on both basic science and educational research. His basic research focused on modulation of synaptic activity relevant to epilepsy as well as mechanisms of immune regulation in the central nervous system and was supported by NIH, NSF, and foundations. In addition to maintaining an active research program as a Principal Investigator, Dr. Phelan has been extremely collaborative and contributed significantly to the research programs of other faculty members at UAMS focused on spinal cord injury, epilepsy, fetal alcohol spectrum disorders, and neuroendocrinology. In addition to basic science research, Dr. Phelan developed an outstanding career focused on education-based research. This work has been supported by NIH, NSF, and foundations. Most notably, Dr. Phelan received two highly competitive R25 grants from NIH to develop interest in high school students in science and technology in both central and northwest Arkansas. It is remarkable that Dr. Phelan contributed so significantly to both basic science and education-based research during his career at UAMS; and

WHEREAS, he was much admired as a teacher and served for decades in our Gross Anatomy course. He also developed and served as the inaugural module director for the medical school Ultrasound course. He was highly decorated for his teaching excellence. Over the years, he received 20 Red Sash awards, five Golden Sash awards, and was the first runner up twice for the Golden Apple Teaching award. He received the College of Medicine Educational Innovation award, the Dean's Educational Excellence award three times, the Chancellor's Award of Excellence for Service, and was an Educational Scholar as part of the UAMS Educators Academy. Importantly, he was the recipient of the Charles H. Lutterloh and Charles M. Lutterloh Medical Excellence Professorship, which is the highest recognition of teaching excellence by the College of Medicine based on educational leadership; and

WHEREAS, he has provided excellent administrative service to UAMS and performed extensive community outreach; and

WHEREAS, he has shown the highest integrity and leadership, and his continued support and constant vigilance of quality have continued to improve the status of the University of Arkansas for Medical Sciences and the education of medical students;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the Board expresses its appreciation to Kevin Phelan, Ph.D., for his many contributions to the progress and development of the University of Arkansas for Medical Sciences and confers upon him the title of Professor Emeritus of the Department of Neuroscience effective February 2, 2026. The Secretary of the Board is hereby directed to transmit a copy of this resolution to Dr. Kevin Phelan with our deepest gratitude.

RESOLUTION

WHEREAS, Steven Post, Ph.D., will retire as a member of the faculty of the Department of Pathology at the University of Arkansas for Medical Sciences as of February 2, 2026; and

WHEREAS, Steven Post, Ph.D. has served the Department of Pathology and the University of Arkansas for Medical Sciences with distinction for 17 years; and

WHEREAS, he has contributed significantly to the areas of research, medical and graduate education, and university and community service; and

WHEREAS, he is recognized locally and nationally by organizations in the specialty of cancer biology; and

WHEREAS, he has served the Department of Pathology and the University in the past as a member or chair of many campus committees including mentoring and thesis committees, Basic Science Curriculum Committee, Vice Chair for Research for the Department of Pathology, Associate Director of Shared Resources at the Winthrop P. Rockefeller Cancer Institute, Chair of the University Research Committee, Chair of the Academic Conflict of Interest Committee and others; and

WHEREAS, he has shown the highest integrity and leadership, and his continued support and constant vigilance of quality has continued to improve the status of the University of Arkansas for Medical Sciences and the education of both medical students and graduate students;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the Board expresses its appreciation to Steven Post, Ph.D. for his many contributions to the progress and development of the University of Arkansas for Medical Sciences and confers upon him the title of Professor Emeritus of the Department of Pathology effective February 3, 2026. The Secretary of the Board is hereby directed to transmit a copy of this resolution to Steven Post., Ph.D., with our deepest gratitude.

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RESOLUTION

WHEREAS, Brian Storrie, Ph.D., will retire as a member of the faculty of the Department of Physiology and Cell Biology at the University of Arkansas for Medical Sciences as of February14, 2026; and

WHEREAS, Brian Storrie, Ph.D., has served the Department of Physiology and Cell Biology in the College of Medicine at the University of Arkansas for Medical Sciences with distinction for 22 years; and

WHEREAS, he has contributed significantly to the areas of research, graduate education, and medical education; and

WHEREAS, he is recognized locally and nationally by organizations in the specialties of cell biology and hematology; and

WHEREAS, he has served the Department of Physiology and Cell Biology and the University in the past as a member or chair of many campus committees including Director of the Digital Microscopy Laboratory, member of the Promotion and Tenure Committee, member of the Faculty Senate Research Committee; and

WHEREAS, he has shown the highest integrity and leadership, and his continued support and constant vigilance of quality has continued to improve the status of the University of Arkansas for Medical Sciences and the education of both medical students and graduate students;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the Board expresses its appreciation to Brian Storrie, Ph.D., for his many contributions to the progress and development of the University of Arkansas for Medical Sciences and confers upon him the title of Professor Emeritus of the Department of Physiology and Cell Biology effective February 15, 2026. The Secretary of the Board is hereby directed to transmit a copy of this resolution to Brian Storrie, Ph.D., with our deepest gratitude.

RESOLUTION

WHEREAS, Jackson “Jack” White, Professor Emeritus of Accounting and former Chair of the William Dillard Department of Accounting at the Sam M. Walton College of Business, died on November 13, 2025, in Fayetteville, at the age of 92; and

WHEREAS, Dr. White faithfully served the University of Arkansas for more than two decades, leading the Department of Accounting from 1985 to 1995, a period of significant transformation and growth that helped establish the foundation for one of the nation’s leading accounting programs; and

WHEREAS, upon his retirement from the Walton College in 1998, Dr. White was appointed by the Governor to serve on the Arkansas State Board of Public Accountancy, continuing his lifelong dedication to advancing the accounting profession; and

WHEREAS, Dr. White’s distinguished academic career included service at several institutions — including the University of Arkansas at Little Rock, Southern Illinois University, Northeast Louisiana University, and Louisiana State University — before his tenure at the University of Arkansas, where he earned tenure in 1972 and was later named professor emeritus; and

WHEREAS, Dr. White’s contributions extended well beyond the university, as he served as president of the Arkansas Society of Certified Public Accountants (1988–1989), president of the Federation of Schools of Accountancy (1995), and as an active member of the American Accounting Association and the Institute of Internal Auditors; and

WHEREAS, Dr. White’s leadership, scholarship, and mentorship profoundly influenced generations of students, faculty, and accounting professionals, leaving an enduring legacy within the Sam M. Walton College of Business and across the accounting community;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ARKANSAS THAT the Board expresses its appreciation for Dr. White’s dedication, service and contributions to the University and expresses condolences to his family.

FURTHERMORE, the Board of Trustees directs that this resolution shall be spread upon the minutes of this meeting, and a copy shall be provided to Professor White’s sons, Alan White, Roger White, John White, Chris Thorn, and Larry White.