



## Arkansas Division of Higher Education

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Jacob Oliva  
Secretary

Ken Warden, Ph.D.  
Commissioner

May 28, 2025

The Honorable Breanne Davis, Co-Chair  
The Honorable Les Warren, Co-Chair  
Arkansas Legislative Council - Personnel  
State Capitol Building  
Little Rock, AR 72201

Dear Senator Davis and Representative Warren:

The Arkansas Division of Higher Education (ADHE) submits a request from North Arkansas College (NAC) for your review.

NAC requests to obtain two (2) positions from the Higher Education surrender pool authorized by Act 778 of 2023, ACA §6-63-319 (c)(1). The positions requested, positions being surrendered, and positions recommended are listed below:

### POSITION(S) REQUESTED

<u>TITLE</u>	<u>SALARY RANGE</u>	<u>LINE-ITEM-MAX (LIM) SALARY</u>	<u>NUMBER OF POSITIONS</u>
Public Safety Officer	\$48,000	\$69,094	1
Vice President Technical and Workforce Development	\$100,000	\$115,800	1

### POSITION(S) SURRENDERED

<u>TITLE</u>	<u>SALARY RANGE</u>	<u>LINE-ITEM-MAX (LIM) SALARY</u>	<u>NUMBER OF POSITIONS</u>	<u>DATE VACATED</u>
Security Analyst	\$87,425	\$87,425	1	6/30/2022
Counselor	\$123,555	\$123,555	1	Unfilled

### POSITION(S) RECOMMENDED

<u>TITLE</u>	<u>SALARY RANGE</u>	<u>LINE-ITEM-MAX (LIM) SALARY</u>	<u>NUMBER OF POSITIONS</u>
Public Safety Officer	\$48,000	\$69,094	1
Chief Workforce Development Officer	\$100,000	\$151,800	1

**JUSTIFICATION**

The Public Safety Officer position is requested to increase safety officer presence ensuring continued protection and well-being of students, faculty, staff, and visitors. They will be responsible for safety conditions and security on campus. He/She will investigate and respond to criminal activity, complaints, requests for services, and related concerns.

The Chief Workforce Development Officer position is requested due to an increased focus on technical and workforce programs. They will provide leadership and strategic oversight for NAC's technical and workforce development programs.

**RECOMMENDATION**

The Arkansas Division of Higher Education (ADHE) has reviewed this request from North Arkansas College (NAC) and recommends the request to obtain two (2) positions and to surrender two (2) positions to the ADHE surrender pool. NAC states that the total compensation for positions requested is \$63,840 - \$133,000. The projected cost for the two (2) positions is \$10,000. If approved by the Personnel Subcommittee of the Arkansas Legislative Council, ADHE recommends continuation in the Higher Education Surrender Pool authorized by Act 778 of 2023, ACA §6-63-319 to be effective through FY26.

Sincerely,

A handwritten signature in black ink, appearing to read "Ken Warden", with a stylized flourish at the end.

Ken Warden, Ed. D.  
Commissioner



May 8, 2025

**RE: Request for Two Positions from Surrender/Swap Pool**

North Arkansas College is respectfully requesting new positions for:

One (1) Chief Career and Technical Officer, and

One (1) Public Safety Officer

North Arkansas College will surrender or swap two positions:

One (1) Counselor

One (1) Security Analyst

**Justification:**

With the increased state focus on technical and workforce programs as well as the opening of Northark's new building, the Center for Robotics and Manufacturing Innovation in 2025, the Vice President for Technical Education and Workforce Development provides visionary leadership and strategic direction for all credit-bearing technical programs and non-credit workforce development programs at the college. This position is a key member of the President's executive leadership team and plays a pivotal role in shaping the college's strategic vision for workforce development and technical education.

The need for an additional safety officer to increase presence on all Northark campuses is necessary to ensure continued protection and well-being of our students, faculty, staff and visitors.

North Arkansas College appreciates your consideration in our request for approval of these positions. Please contact me with any questions concerning this matter.

Sincerely,

A handwritten signature in blue ink, reading "Rick L. Massengale Sr.", written in a cursive style.

Dr. Rick L Massengale Sr., President, North Arkansas College



## Division of Higher Education Central Pool/Surrender Pool Justification Form

<b>Institution:</b>	<b>North Arkansas College</b>	<b>Date:</b>	<b>4/18/2025</b>
<b>Item # of Position(s) Surrendered:</b>	<b>#23</b>		
<b>Surrendered Title:</b>	<b>Security Analyst</b>	<b>Surrendered Salary Range:</b>	<b>\$87,425</b>
<b>Date Surrendered Positions Vacated:</b>	<b>6/30/2022</b>	<b>Number of Positions Surrendered:</b>	<b>1</b>
<b>Requested Authorized Title:</b>	Public Safety Officer	<b>LIM:</b>	\$69,094
<b>Working Title:</b>	Public Safety Officer	<b>Estimated Salary Range:</b>	\$48,000
<b>Institution Match Rate %:</b>	33%	<b>Institution Match \$:</b>	\$15,840
<b>Total Compensation:</b>	\$63,840	<b>Number of Positions:</b>	1

<b>Board Approval Date:</b>	<b>5/8/2025</b>
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### Justification:

The need for increased safety officer presence on all campuses is necessary to ensure continued protection and well-being of our students, faculty, staff and visitors.

### Educational Requirements:

Arkansas certified police officer in good standing.  
Equivalent of 2-4 years in law enforcement and Associates degree preferred.



## Division of Higher Education Central Pool/Surrender Pool Justification Form

### Duties:

This position is responsible for safety conditions on assigned Northark campuses. The officer is responsible for safety and security of students, faculty, staff, and to protect all assets of the College. Investigate and respond to criminal activity, complaints, requests for services, and related concerns. Build effective relationships with students, student groups, college employees, and area law enforcement entities.

### Additional Information:

This position reports to the Director Public Safety at North Arkansas College

### Decision (for official use only)

☐

Approved

☐

Rejected

☐

Approved with modifications

☐

Deferred

### Justifications:

### Signatures (for official use only)

Institutional  
Finance:

Date:

ADHE  
Commissioner:

Date:



## Division of Higher Education Central Pool/Surrender Pool Justification Form

<b>Institution:</b>	<b>North Arkansas College</b>	<b>Date:</b>	<b>4/18/2025</b>
<b>Item # of Position(s) Surrendered:</b>	<b>#8</b>		
<b>Surrendered Title:</b>	<b>Counselor</b>	<b>Surrendered Salary Range:</b>	<b>\$123,555</b>
<b>Date Surrendered Positions Vacated:</b>	<b>Unfilled</b>	<b>Number of Positions Surrendered:</b>	<b>1</b>
<b>Requested Authorized Title:</b>	Chief Career and Technical Education Officer	<b>LIM:</b>	\$151,800
<b>Working Title:</b>	Vice President Technical and Workforce Development	<b>Estimated Salary Range:</b>	\$100,000
<b>Institution Match Rate %:</b>	33%	<b>Institution Match \$:</b>	\$33,000
<b>Total Compensation:</b>	\$133,000	<b>Number of Positions:</b>	1

<b>Board Approval Date:</b>	<b>5/8/2025</b>
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<p><b>Justification:</b></p> <p>With the increased state focus on technical and workforce programs as well as the opening of Northark's new building, the Center for Robotics and Manufacturing Innovation in 2025, the Vice President for Technical Education and Workforce Development provides visionary leadership and strategic direction for all credit-bearing technical programs and non-credit workforce development programs at the college. This senior administrative role is responsible for ensuring these programs are responsive to the needs of the community, industry partners, and students, while upholding the college's mission and values. This position is a key member of the President's executive leadership team and plays a pivotal role in shaping the college's strategic vision for workforce development and technical education.</p>
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## Division of Higher Education Central Pool/Surrender Pool Justification Form

### Educational Requirements:

- Doctorate in a relevant field (e.g., education, business, engineering) is required.
- **Experience:**
  - A minimum of 10 years of progressive leadership experience in technical education, workforce development, or a related field, with a demonstrated history of driving transformative change and achieving measurable results.
  - Proven track record in program development, implementation, and evaluation.
  - Demonstrated experience in building and maintaining strong relationships with industry partners and community organizations.
  - Strong financial and budgetary management skills.
  - Significant experience managing a diverse team of professionals in an academic or workforce development setting.

### Duties:

Provide senior leadership and oversight in the following areas to Northark's Technical Programs and Workforce Development:

Strategic Planning and Leadership

Program Development and Management

Financial and Budgetary Oversight

Community and Stakeholder Engagement

Team Leadership and Development

### Additional Information:

This position will report to the President.

### Decision (for official use only)

☐

Approved

☐

Rejected

☐

Approved with modifications

☐

Deferred

### Justifications:



## Division of Higher Education Central Pool/Surrender Pool Justification Form

Signatures (for official use only)			
Institutional Finance:		Date:	
ADHE Commissioner:		Date:	