



Arkansas Division of Higher Education

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Asa Hutchinson
Governor

Maria Markham, Ph.D.
Director

June 1, 2021

The Honorable David Wallace, Chair
The Honorable David Hillman, Chair
Arkansas Legislative Council – Personnel Subcommittee
State Capitol Building
Little Rock, AR 72201

Dear Senator Wallace and Representative Hillman:

Arkansas State University Jonesboro (ASUJ) requests the establishment of four (4) non-classified position from the Higher Education Central Pool authorized by Act 763 of 2020, ACA §21-5-1415. In accordance with the provisions of the act, we are forwarding our recommendation to you for consideration.

We recommend that the following be established from the Higher Education Central Pool:

Requested

Title: Assistant Coach
LIM – FY21: \$90,331
Salary – FY21: \$35,568
Institution Match Rate % – FY21: 28%
Institution Match \$ - FY21: \$9,959
Total Compensation FY21: \$45,427
Number of Positions: 2

Title: Academic Coach
LIM – FY21: \$70,803
Salary – FY21: \$35,568
Institution Match Rate % – FY21: 28%
Institution Match \$ - FY21: \$9,959
Total Compensation FY21: \$45,427
Number of Positions: 2

Recommendation

Title: Assistant Coach
LIM – FY21: \$90,331
Salary – FY21: \$35,568
Institution Match Rate % – FY21: 28%
Institution Match \$ - FY21: \$9,959
Total Compensation FY21: \$45,427
Number of Positions: 2

Title: Academic Adviser
LIM – FY21: \$70,803
Salary – FY21: \$35,568
Institution Match Rate % – FY21: 28%
Institution Match \$ - FY21: \$9,959
Total Compensation FY21: \$45,427
Number of Positions: 2

The Assistant Coach positions are requested to maintain Title IX compliance and the Academic Adviser positions are needed to manage the size and scope of the Transition Studies program. These titles are currently used at other institutions.

The Assistant Coaches will coach, recruit, scout, and conduct player development. He/she will arrange team travel, video tasks and camps. In addition, they will make administrative/procedural decisions.

The Academic Advisers will provide student support from enrollment through graduation. He/she will mentor and motivate students as well resolve barriers to student success. In addition, they will provide leadership, career prep, and academic grit curriculum.

Sincerely,


Maria Markham, Ph. D.
Director



ARKANSAS STATE
UNIVERSITY

OFFICE OF HUMAN RESOURCES

P.O. Box 1500, State University, AR 72467 | o: 870-972-3454 | f: 870-972-3337

5/26/2021

Dr. Maria Markham
Arkansas Department of Higher Education
114 East Capitol
Little Rock, AR 72201

Dear Dr. Markham:

In accordance with Act 1065 of 2011, Arkansas State University-Jonesboro requests two (2) Assistant Coach Positions and two (2) Academic Coach Positions from the Central Pool. Consistent with the current ASU-Jonesboro appropriation act, the following titles and line item maximum are requested:

<u>Title</u>	<u>Number</u>	<u>Line Item Max</u>
Assistant Coach	2	\$90,331
Academic Coach	2	\$70,803

Justification

Assistant Coach,

Arkansas State University-Jonesboro has all appropriated assistant coach lines filled and to maintain Title IX compliance we need to add two Assistant Coaches. These positions are requests for current fiscal year and forward.

Justification

Academic Coach,

The additional academic coaches are needed to manage the size and scope of the Transition Studies program going forward. As part of the new Admissions Proposal as well as current admissions practices, the number of Transition Studies admits is growing and developmental course needs expanding. Arkansas State University-Jonesboro is transitioning this program to a four-year support model from a one-year model. This increases the intervention load for advisors starting Fall 2021. The additional coaches will offset the increase in students served beyond the first year and expansion of duties.

Sincerely,

Lori A. Winn
Assistant Vice Chancellor for Human Resources



Division of Higher Education Non-Classified Central Pool Justification Form

Institution:	Arkansas State University	Date:	06/01/2021
Requested Authorized Title:	Assistant Coach	LIM:	\$90,331
Working Title:	Assistant Coach	Estimated Salary Range:	\$35,568
Institution Match Rate %:	28%	Institution Match \$:	\$9,959
Total Compensation:	\$45,427	Number of Positions:	2

Board Approval Date: _____

Justification:

Arkansas State University-Jonesboro has all appropriated assistant coach lines filled and to maintain Title IX compliance we need to add two Assistant Coaches. There positions are requests for current fiscal year and forward.

Educational Requirements:

Bachelor's degree and prior successful coaching experience.

Duties:

Duties will include coaching, recruiting, scouting, player development, arranging team travel, video tasks, camps, community service, and other duties as assigned by the head coach. Ability to make administrative/procedural decisions and judgments. Knowledge of Athletic recruitment methods and techniques. Strong interpersonal and communications skills and the ability to work effectively with a wide range of constituencies in a diverse community.



Division of Higher Education Non-Classified Central Pool Justification Form

Additional Information:

The Assistant Coach reports to the Head Coach of each appropriate sport and will assist in all facets of the program. The positions will be conversions of part time employees and the job responsibilities is currently being done by Graduate Assistants.

Decision (for official use only)

<input type="checkbox"/> Approved	<input type="checkbox"/> Rejected
<input type="checkbox"/> Approved with modifications	<input type="checkbox"/> Deferred

Justifications:

Signatures (for official use only)

Institutional Finance:		Date:	
ADHE Director:		Date:	



Division of Higher Education Non-Classified Central Pool Justification Form

Institution:	Arkansas State University	Date:	06/01/2021
Requested Authorized Title:	Academic Coach	LIM:	\$70,803
Working Title:	Academic Coach	Estimated Salary Range:	\$35,568
Institution Match Rate %:	28%	Institution Match \$:	\$9,959
Total Compensation:	\$45,527	Number of Positions:	2

Board Approval Date:	
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Justification:

Identifying and serving at-risk student groups to improve completion rates is part of the Huron and CCC strategic goals. Transition Studies students have been identified as the most-at-risk for attrition. The additional coaches are needed to manage the size and scope of this program going forward. As part of the new Admissions Proposal as well as current admissions practices, the number of Transition Studies admits is growing and developmental course needs expanding. We are transitioning this program to a four-year support model from a one-year model. This increases the intervention load for advisors starting this Fall. Other changes to the model that involve time and effort include a living and learning community, leadership activities, and a summer bridge program. The additional coaches will offset the increase in students served beyond the first year and expansion of duties. The Academic Success coach is the primary point of contact for a select group of students admitted through the TS program. The Success Coach will motivate, advise, assist with retention efforts from enrollment through graduation. As part of a team-approach, Success Coaches offer holistic programming to enrich program participants campus experience

Educational Requirements:

Bachelor's Degree in Education, Behavioral Sciences, or job-related field from an accredited institution.



Division of Higher Education Non-Classified Central Pool Justification Form

Duties:

- Provide student support from enrollment through graduation
- Serve as primary academic advisor until students declare majors
- Mentor, motivate, & work to resolve barriers to student success
- Work collaboratively with colleges and departments to ensure student success
- Teach FYE courses
- Track student progress
- Provide leadership, career prep, and academic grit curriculum and opportunities
- Identify most at-risk students & facilitate needed support

Additional Information:

The positions will be new hires and report to Dr. Jill Simons and are needed due to program expansion.

Decision (for official use only)

- | | |
|--|-----------------------------------|
| <input type="checkbox"/> Approved | <input type="checkbox"/> Rejected |
| <input type="checkbox"/> Approved with modifications | <input type="checkbox"/> Deferred |

Justifications:

Signatures (for official use only)

Institutional Finance:		Date:	
ADHE Director:		Date:	