



Board of Trustees Meeting

Friday, February 13, 2026, at 10:00 a.m.

ASU-Beebe

Agenda

- I.** Call to Order
- II.** Approval of the Minutes of the Past Meeting: December 12, 2025
- III.** President's Report
- IV.** Agenda
 - A.** Proposed ASU System Resolutions
 1. Resolution #26-01 conferring upon Steve Eddington the Designation of Trustee Emeritus
 2. Resolution #26-02 approving the ASU System to proceed with the Reynolds Center Renovations Capital Project at ASU Mid-South
 3. Resolution #26-03 approving the ASU System to revise the Family and Medical Leave Act (FMLA) Policy, currently found in the ASU System Staff Handbook, and create a separate Board policy.
 - B.** Proposed Arkansas State University (A-State) Resolution
 1. Resolution #26-04 approving A-State to rename and reorganize the Center for No-Boundary Thinking, currently housed in the College of Engineering and Computer Science, to become the Artificial Intelligence Center of Excellence in the Arkansas Biosciences Institute
 - C.** Proposed ASU Mid-South Resolution
 1. Resolution #26-05 approving ASU Mid-South to offer a Technical Certificate in Practical Nursing
 - D.** Proposed Henderson State University (HSU) Resolution
 1. Resolution #26-06 approving HSU to name the Entrepreneurship Institute in the College of Business in honor of Tad and Judy Krug

V. Executive Session

VI. Approval of Personnel Actions

VII. Other Business

VIII. Adjournment

**ARKANSAS STATE UNIVERSITY SYSTEM
BOARD OF TRUSTEES**

A Resolution Conferring upon
Steve Eddington
the Designation of Trustee Emeritus

WHEREAS, the Arkansas State University System Board of Trustees recognizes the importance of the many contributions provided by individuals who have faithfully served on the Board of Trustees; and

WHEREAS, in 1999, the Board of Trustees of Arkansas State University created a recognition group, the Trustee Emeriti, to honor those trustees who have served with exceptional distinction; and

WHEREAS, Steve Eddington, of Benton, Arkansas, has provided his expertise and performed his duties with excellence and dedication as a member of and as Chairman of the Board of the Arkansas State University System Board of Trustees, following his appointment by Governor Asa Hutchison in 2021;

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of the Arkansas State University System that Steve Eddington is designated Trustee Emeritus, in appreciation of his countless contributions and in deep gratitude for his legacy of wise and generous counsel and untiring efforts on behalf of the ASU System, its students, faculty, staff, and friends.

DULY ADOPTED AND APPROVED this 13th day of February 2026

Robert G. Rudolph, Chair

Paul Rowton, Vice Chair

Price Gardner, Secretary

Gary Harpole, Member

Jerry Morgan, Member

Carole Farmer, Member

Robin Myers, Interim President

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

ACTION ITEM: The Arkansas State University System (System) requests approval to proceed with the Reynolds Center (Learning Success Center and Library) Renovations Capital Project at Arkansas State University Mid-South (ASU Mid-South).

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

BACKGROUND:

- This project will include the renovation and modernization of the building's two largest student-serving spaces: 1) the Learning Success Center will create more flexible areas for study and tutoring, upgrades to the Testing Center that will meet certification requirements, and a redesign of the existing Greyhound Clothing Closet and the Greyhound Food Pantry; and 2) Goldsby Library renovations will include updating study rooms and reducing the height and number of existing book stacks to create adaptable learning and study spaces. These renovations will be part of the first major update to the Reynolds Center since it was built more than 25 years ago.
- The capital project will be financed through federal grant funds of \$400,000 and institutional reserves of \$1,600,000.

RECOMMENDATION/RESOLUTION:

Be it resolved that the Arkansas State University System is approved to proceed with the Reynolds Center (Learning Success Center and Library) Renovations Capital Project at Arkansas State University Mid-South.

Price Gardner, Secretary

Robert G. Rudolph Jr., Chair

ASU System

Capital Project Proposal Form

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

Institution	Arkansas State University Mid-South	Date	2/13/26
Project Name	Reynolds Center (Learning Success Center and Library) Renovations		

Project Description (in detail)

This project will include the renovation and modernization of the building's two largest student-serving spaces. Renovations to the Learning Success Center will include the creation of more flexible study and tutoring areas, upgrades to the Testing Center to meet certification requirements, and a redesign of the existing clothing closet and food pantry. Library renovations will include updating study rooms and reducing the height and number of existing book stacks to create adaptable learning and study spaces. These renovations will be the first major update to areas of the Reynolds Center since it was built more than 25 years ago.

Estimated Date of Commencement	05/01/26
Estimated Date of Completion	08/15/26
Total Project Cost Estimate	\$2,000,000

Please provide the detail of cost estimate below:

	Estimated Project Cost
Construction (include cost of built-in equipment)	\$ 1,218,511
Architect/Engineer Fees	121,851
Contingencies (not to exceed 10% of Construction and A&E)	121,296
Land Purchases	-
Movable Equipment and Furniture	538,342
Total Cost of Project	\$ 2,000,000

Please provide details of planned sources of funding:

	Amount	Percentage
General Improvement	-	0.0%
Institutional Reserves	\$ 1,600,000	80.0%
Institutional Operating Funds	-	0.0%
Federal Grant Funds	400,000.00	20.0%
Special Revenue Funds	-	0.0%
Foundation or Other Private Monies	-	0.0%
Loan Proceeds (if approved)	-	0.0%
Total Proposed Funding	\$ 2,000,000	100.0%

Notes

EXECUTIVE SUMMARY

Contact: Jeff Hankins (501) 660-1004

ACTION ITEM: The Arkansas State University System (System) requests approval to revise the Family and Medical Leave Act (FMLA) Policy, currently found in the ASU System Staff Handbook, and create a separate Board policy.

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

BACKGROUND:

- Creating a separate FMLA Policy will make the policy more visible and readily accessible to all employees.
- The proposed FMLA Policy substantively revises the existing policy and moves all ASU System institutions onto a “rolling forward,” 12-month period for calculating an employee’s FMLA balance. This will provide consistency across the ASU System, promote efficiency, and reduce the risk of error in maintaining FMLA compliance. A-State, ASU-Newport, ASU-Mountain Home, and Henderson State University already follow this calculation method. ASU-Beebe, ASU Mid-South, and ASU Three Rivers currently use a “backward rolling” method of calculating an employee’s FMLA balance. As required by law, employees of those three institutions will be given sixty-days notice of the change, and no employee will have their FMLA entitlement diminished by this change.
- The proposed FMLA Policy also notifies employees that the ASU System does not provide paid maternity leave, which is provided for certain state employees under Act 770 of 2023.
- A copy of the proposed FMLA Policy is attached.

RECOMMENDATION/RESOLUTION:

Be it resolved that the Arkansas State University System is approved to revise the Family Medical Leave Act Policy as outlined above, effective immediately.

Price Gardner, Secretary

Robert G. Rudolph Jr., Chair



Family and Medical Leave Act (FMLA) Policy	
Policy Section: [To Be Assigned] Policy Number: [To Be Assigned]	Effective Date: 02/13/2026 Revision Date: [To Be Assigned If Applicable]

1. Policy Statement

The purpose of this policy is to outline the rights and responsibilities of Arkansas State University System (ASU System) employees under the federal Family and Medical Leave Act (FMLA) of 1993. The ASU System complies fully with FMLA regulations and provides job-protected, unpaid leave for qualifying employees.

This policy applies to all employees of the Arkansas State University System, including full-time, part-time, and temporary employees across all campuses and institutions governed by the ASU System.

The ASU System shall grant up to 12 weeks (or 26 weeks for military caregiver leave) of unpaid, job-protected leave to eligible employees in accordance with the FMLA. The leave may be taken for qualifying family and medical reasons and will include continuation of group health benefits under the same terms and conditions as if the employee had not taken leave. Employees in a leave-without-pay status are responsible for employee and employer share of health benefit premiums. The ASU System does **not** participate in Arkansas Act 770 (Paid Maternity Leave for State Employees) and does **not provide paid leave beyond what is permitted or accrued under ASU System policies and federal law.**

2. Definitions

For the purposes of this policy, the following terms have the following meanings:

- **Family and Medical Leave Act (FMLA):** A federal law that allows eligible employees to take up to 12 weeks of unpaid leave in a 12-month period for

specified family and medical reasons, with job protection and continued group health benefits.

- **Eligible Employee:** An employee who has worked for an ASU System institution for at least 12 months and has worked at least 1,250 hours during the preceding 12-month period. The employee must also be employed at a worksite with 50 or more employees within a 75-mile radius.
- **Serious Health Condition:** An illness, injury, impairment, or physical or mental condition that involves inpatient care, or continuing treatment by a healthcare provider, as defined under FMLA regulations.
- **Covered Servicemember:** A member of the Armed Forces, including a veteran, who is undergoing medical treatment, recuperation, or therapy for a serious injury or illness, or is otherwise on the temporary disability retired list due to a serious injury or illness.
- **Military Caregiver Leave:** Leave available to an eligible employee to care for a covered servicemember with a serious injury or illness incurred in the line of duty, which may extend up to 26 weeks of unpaid leave in a single 12-month period.
- **Exigency Leave:** Leave available for an employee who needs to address certain urgent or exigent circumstances arising from a family member's active military duty or call-to-active-duty status.
- **Intermittent Leave:** Leave taken in separate blocks of time due to a single qualifying reason, rather than to a continuous period of leave.
- **Job Restoration:** The right of an employee returning from FMLA leave to be restored to his or her original position, or an equivalent position, with equivalent pay, benefits, and working conditions.
- **Paid Leave:** Leave for which an employee is compensated, such as sick leave, annual leave, or compensatory leave.
- **Unpaid Leave:** Leave for which an employee does not receive compensation but is granted job protection and continuation of benefits under the terms of the FMLA.
- **Health Care Provider:** A doctor of medicine or a doctor of osteopathic medicine, podiatrist, dentist, clinical psychologist, optometrist, chiropractor (in limited circumstances), nurse practitioner, nurse-midwife, clinical social worker, or other provider, as defined by the FMLA regulations.

3. Policy Details Outline

Eligibility Requirements

To be eligible for FMLA leave, the employee must:

- Have been employed by the ASU System or ASU System institution for at least 12 months (not necessarily consecutive), and

- Have worked at least 1,250 hours for the ASU System or ASU System institution during the 12 months immediately preceding the start of leave.

Leave Entitlement

Eligible employees are entitled to:

- Up to 12 workweeks of unpaid leave in a rolling 12-month period for qualifying events (see Section 7).
- Up to 26 workweeks of leave during a single 12-month period to care for a covered servicemember with a serious injury or illness.

The ASU System uses a “**rolling forward**” **12-month period** measured from the date the employee first uses FMLA leave. Using this measurement, an employee is entitled to 12 weeks of leave during the year beginning on the first date FMLA leave is taken; the next 12-month period begins the first time FMLA leave is taken after completion of any previous 12-month period.

Qualifying Reasons for Leave

FMLA leave may be used for the following qualifying reasons:

- Birth of a child, or placement of a child for adoption or foster care;
- To care for a spouse, child, or parent with a serious health condition;
- The employee’s own serious health condition that makes them unable to perform essential job functions;
- Qualifying exigencies related to a family member’s active military duty or call to covered active-duty status;
- To care for a covered service member with a serious injury or illness (military caregiver leave).

Use of Paid Leave

Employees must use accrued, paid leave (e.g., sick leave, compensatory leave, annual leave, or catastrophic leave, if approved) concurrently with FMLA leave when applicable, except for Maternity Leave. FMLA leave will run concurrently with any paid leave used for qualifying purposes.

4. Notice Requirements

- Employees must provide 30 days’ advance notice when the need for leave is foreseeable.
- When 30 days’ notice is not possible, employees must provide notice as soon as practicable, typically within one to two business days of becoming aware of the need for leave.

A Medical Certification from a health care provider must be submitted to the campus Human Resources Office within 15 calendar days of the leave request.

5. Job Protection and Benefits Continuation

- Employees returning from approved FMLA leave will be restored to their original position or an equivalent position with equivalent pay, benefits, and working conditions.
- During FMLA leave, group health benefit coverage will continue under the same terms as if the employee were actively working. However, for any month in which the employee remains in Unpaid Leave status for the entire month, the employee is responsible for paying 100% of all health benefit and insurance premiums (including the employer's share, in addition to the employee's share).
- Failure to return to work upon expiration of approved FMLA leave may result in termination, in accordance with ASU System policies.

6. Administration

The Human Resources Office at each ASU System institution is responsible for administering FMLA requests. Employees should initiate FMLA leave through their local HR office.

7. Compliance with Arkansas Law

Although Arkansas Act 770 provides paid maternity leave for certain state employees, the Arkansas State University System does not participate in Act 770 and does not provide additional paid maternity leave beyond what is allowed under federal law and existing ASU System leave policies.

8. Additional Information

Questions regarding this policy or FMLA eligibility and documentation should be directed to the employee's respective Human Resources department.

9. Related Documents

- [U.S. Department of Labor FMLA Fact Sheet](#)
- [US Department of Labor FMLA Fact Sheet for Military Family Members](#)
- [Family and Medical Leave Qualifying Exigency Leave](#)
- [ASU System Staff Handbook](#)
- [ASU System Leave Policies](#)

(Adopted by the Arkansas State University System Board of Trustees on February 13, 2026, Resolution 26-03)

EXECUTIVE SUMMARY

Contact: Todd Shields (870) 972-3030

ACTION ITEM: Arkansas State University (A-State) requests approval to rename and reorganize the Center for No-Boundary Thinking (CNBT), currently housed in the College of Engineering and Computer Science, in order to become the Artificial Intelligence Center of Excellence (AICE), located in the Arkansas Biosciences Institute (ABI).

ISSUE: The Board of Trustees must approve academic reorganizations.

BACKGROUND:

- The CNBT, established in 2020, is focused on the areas of data science, advanced computation, machine learning, and artificial intelligence. The interdisciplinary concept of “no-boundary thinking” is critical in today's world, but the title may leave the uninitiated unclear as to the CNBT’s role. The new title will clarify the mission of the CNBT to ensure that its purpose is more easily understood.
- Moving the CNBT to the ABI will help to facilitate the Center’s operations and promote interdisciplinary collaboration, as the position of Director of the CNBT is currently housed at the ABI. The original founders of the CNBT have moved on from A-State, and this is an opportune time to make changes.
- The reorganization and renaming will not require any additional financial resources.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University is approved to rename and reorganize the Center for No-Boundary Thinking, currently housed in the College of Engineering and Computer Science, in order to become the Artificial Intelligence Center of Excellence in the Arkansas Biosciences Institute, effective Summer 2026.

Price Gardner, Secretary

Robert G. Rudolph Jr., Chair

EXECUTIVE SUMMARY

Contact: Jeff Gray (870) 733-6731

ACTION ITEM: Arkansas State University Mid-South requests approval to offer a Technical Certificate in Practical Nursing.

ISSUE: The Board of Trustees must approve the offering of any new degree program.

BACKGROUND:

- Labor market data for Arkansas currently projects increasing demand for licensed practical nurses, forecasting a seven percent growth in job openings for licensed practical nurses and licensed vocational nurses through 2032.
- As part of the Memphis Metropolitan Statistical Area, the Mid-South region's demand for licensed practical nurses is more than 13 percent greater than the national average, with approximately 200 monthly hires in 2025.
- The Technical Certificate in Practical Nursing at ASU Mid-South will complement existing Allied Health certificate programs in Emergency Medical Services, Certified Nursing Assistant, and Phlebotomy, as well as Arkansas State University's Associate of Science degree in Nursing in the satellite program on the ASU Mid-South campus.
- A three-year grant in the amount of \$390,000, from the Department of Labor's Strengthening Community Colleges program, has been awarded to ASU Mid-South to support, in part, the development of a practical nursing program.
- Perkins Funds have also been leveraged to support personnel, equipment, and curricular expenses. Additional expenses will not be incurred until fiscal year 2027. These expenses should be offset by revenue generated through program enrollment.

RECOMMENDATION/RESOLUTION:

Be it resolved that Arkansas State University Mid-South is approved to offer a Technical Certificate in Practical Nursing, effective Spring 2027.

Price Gardner, Secretary

Robert G. Rudolph Jr., Chair

**ARKANSAS STATE UNIVERSITY SYSTEM
BOARD OF TRUSTEES**

A Resolution Recognizing the Significant Contributions
of Tad and Judy Krug
to Henderson State University (HSU)

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

WHEREAS, Tad and Judy Krug, alumni of Henderson State University, have demonstrated a lifelong connection and affection for the University, reflecting their commitment to leadership, service, excellence, and enriching the lives of others. They have further exemplified this commitment through generous philanthropic support to the University and its students, including the establishment and continued patronage of the Tad and Judy Krug Business Scholarship Endowment; and

WHEREAS, Tad and Judy Krug have committed to a transformational investment in HSU to establish start-up funding and endowed support for an Entrepreneurship Institute within the College of Business, providing resources for faculty, as well as dedicated space, student travel, and entrepreneurial initiatives that will have a lasting impact on the University, the College of Business, and generations of students through the fostering of innovation and leadership;

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of the Arkansas State University System, that the Entrepreneurship Institute within the College of Business on the Henderson State University campus shall be known henceforth as the:

Tad and Judy Krug Entrepreneurship Institute

DULY ADOPTED AND APPROVED this 13th day of February 2026

Robert G. Rudolph Jr., Chair

Paul Rowton, Vice Chair

Price Gardner, Secretary

Gary Harpole, Member

Jerry Morgan, Member

Carole Farmer, Member

Robin Myers, Interim President