



# Board of Visitors

January 5, 2026

*UA Cossatot embraces diversity and is committed to improving the lives of those in our region by providing quality education, outstanding service, and relevant industry training.*

UA Cossatot Mission Statement

**Board of Visitors Meeting  
De Queen, Arkansas  
January 5, 2026**

**UA Cossatot Lockesburg Middle School Community Room**

- I. Light Meal Served: 11:30 AM
  
- II. Opening Prayer:  
  
Open Meeting:  
  
Introduce Guests:
  
- III. Staff Reports
  - A. Chancellor’s Report by Steve Cole .....4-6
  - B. Financial Report by Charlotte Johnson .....7-19
  - C. Academic Services Report by Ashley Aylett .....20-24
  - D. Public Services & Workforce Development Report by Tammy Coleman.....25-29
  
- IV. Action Items
  - No. 1 Approve Minutes of November 3, 2025, Board Meeting .....31-33
  - No. 2 Review College Policy 415: Instructional Staff..... 34-37
  - No. 3 Review College Policy 447: Educational Assistance .....38-40
  - No. 4 Review College Policy 640: Non-Traditional College Credit .....41-44
  - No. 5 Review Academic Calendars for 2026-2027 Academic Year .....45-50
  
- V. Adjournment:
  - Motion:
  - Second:

Board of Visitors meeting schedule:

- July 7, 2025 UAC Lockesburg Middle School-Community Room
- September 8, 2025 UAC Lockesburg Middle School-Community Room
- November 3, 2025 UAC Lockesburg Middle School-Community Room
- January 5, 2026 UAC Lockesburg Middle School-Community Room
- March 2, 2026 UAC Lockesburg Middle School-Community Room
- May 4, 2026 UAC Lockesburg Middle School-Community Room

VI. Information Items

1. First Friday Meeting .....52

COSSATOT COMMUNITY COLLEGE  
OF THE UNIVERSITY OF ARKANSAS

REPORT TO THE BOARD OF VISITORS

January 5, 2026

SUBJECT: Chancellor's Report

DR. STEVE COLE

## Exploration Mode

As we enter 2026, I want to reinforce a guiding principle for UA Cossatot: we must remain perpetually in **exploration mode**. This means that every member of our college community—administrators, faculty, staff, and students—should actively pursue new partnerships, grants, and opportunities that allow our small college to leverage external resources. In a resource-constrained environment, proactive exploration is essential for growth, enabling us to expand programs, enhance facilities, share expertise, and secure funding that directly benefits our students and Southwest Arkansas communities.

Exploration mode fosters innovation and sustainability. By building strategic relationships, we access grants, shared services, equipment, and collaborative programs that amplify our impact without solely relying on limited internal budgets.

Recent activities exemplify this approach:

- In December, we met with leaders from the University of Arkansas Division of Agriculture to discuss expanded partnerships. These conversations aim to develop joint initiatives in agricultural education, workforce training, and extension services tailored to our region's rural economy.
- We engaged with Donnie Chambers of Performance Services to explore facility improvements and potential partnerships. This dialogue focuses on energy-efficient upgrades, guaranteed performance contracts, and innovative financing models to address deferred maintenance and optimize our campuses.
- Representatives from the University of Arkansas at Fort Smith (UAFS) joined us to examine ways to leverage shared employee assets and resources, particularly in support of budgeting efficiencies and professional development across UA System institutions.
- We just received a \$49,000 grant from Weyerhaeuser to support our Industrial Maintenance program. (This donation represents .5% of our TOTAL yearly budget!)

These efforts complement our ongoing successes, such as cybersecurity training through the CyberLearn network, industry partnerships with Pilgrim's Pride, historic preservation grants for our Lockesburg campus, our alliances that support our Fiber Optic Engineering program, and s

Moving forward, I urge us all to prioritize exploring grants, academic collaborations, industry alliances, and every viable opportunity. For a small college like ours, this mindset is key to future growth, ensuring we continue providing affordable, high-quality education and workforce preparation.

**Our Current Charlotte Meter: 7.0**

Respectfully submitted,

A handwritten signature in blue ink, consisting of a series of fluid, connected strokes that form a cursive-style name.

Dr. Steve Cole

Chancellor

COSSATOT COMMUNITY COLLEGE  
OF THE UNIVERSITY OF ARKANSAS

REPORT TO THE BOARD OF VISITORS

January 5, 2026

SUBJECT: Financial Report

CHARLOTTE JOHNSON

**Cossatot Community College of the University of Arkansas**  
**Summary of Unrestricted & Auxiliary Revenues/Expenditure Report**  
**As of October 2025**

<u>REVENUES</u>	Fiscal Year 2024-2025		Fiscal Year 2025-2026	
	ACTUAL	BUDGETED	ACTUAL	BUDGETED
General Revenue	\$1,324,421.87	\$3,757,578.00	\$1,308,672.73	\$3,750,333.00
Workforce 2000	450,112.40	1,350,337.00	450,040.80	1,350,337.00
Tuition & Fees	1,590,394.04	4,432,287.00	1,623,139.61	4,652,245.00
Sales Tax Revenue	595,956.60	1,824,900.00	613,187.23	1,807,066.00
Other Income	140,746.42	473,000.00	248,197.16	775,556.00
Auxiliary Revenues (Book, Café, Sports)	151,002.55	917,500.00	268,033.96	1,131,500.00
<b>TOTAL REVENUES</b>	<b>\$4,252,633.88</b>	<b>\$12,755,602.00</b>	<b>\$4,511,271.49</b>	<b>\$13,467,037.00</b>
<u>EXPENDITURES</u>				
Salaries	\$1,638,641.03	\$6,329,093.00	\$2,027,380.86	\$6,816,077.00
Fringe Benefits	538,904.43	1,906,945.00	565,319.11	2,159,723.00
Travel, Conf. Expenses, Prof. Dev.	68,937.04	256,525.00	49,274.93	176,395.00
Supplies & Services	1,399,239.38	2,537,979.00	1,696,890.40	2,833,453.00
Utilities/Telephone	104,291.34	465,610.00	91,398.50	362,550.00
Professional & Administrative Fees	86,989.52	240,075.00	54,245.00	230,145.00
Miscellaneous Other	100,247.39	449,395.00	444,387.63	396,714.00
Debt Service *	7,360.11	267,300.00	22,513.78	270,000.00
Capital Outlay	142,162.43	302,680.00	55,227.47	221,980.00
<b>TOTAL EXPENDITURES</b>	<b>\$4,086,772.67</b>	<b>\$12,755,602.00</b>	<b>\$5,006,637.68</b>	<b>\$13,467,037.00</b>
Net Increase (Decrease) for Year	\$165,861.21	\$0.00	(\$495,366.19)	\$0.00
Unrestricted Cash Balance at Beginning of Year	<u>\$3,284,863.00</u>	<u>\$3,350,000.00</u>	<u>\$2,413,337.00</u>	<u>\$3,641,420.00</u>
Fund Balance at End of October	<u>\$3,450,724.21</u>	<u>\$3,350,000.00</u>	<u>\$1,917,970.81</u>	<u>\$3,641,420.00</u>

Cossatot Community College of the University of Arkansas  
 Accounts Receivable Month and Yearly Comparison  
 As of October 2025

	Jul-24	Jul-25	Yearly Change	
Student Accts Receivables (less allowances)	<u>\$1,179,989.28</u>	<u>\$2,230,743.88</u>	<u>\$1,050,754.60</u>	<i>*All Fall Charges came on 7-15-25</i>
Student Accts Receivables (less allowances)	<u>\$2,356,807.44</u>	<u>\$3,072,896.81</u>	<u>\$716,089.37</u>	
Student Accts Receivables (less allowances)	<u>\$1,648,561.73</u>	<u>\$1,943,043.75</u>	<u>\$294,482.02</u>	
Student Accts Receivables (less allowances)	<u>\$1,552,133.72</u>	<u>\$1,646,075.74</u>	<u>\$93,942.02</u>	

**Cossatot Community College of the University of Arkansas**  
**Grants & Other Restricted Programs**  
**As of October 2025**

Grants	Expiration Date	Total Award Amount Remaining	Earned to Date
Adult Education ABE Grant	6/30/2026	\$214,640.89	63,254.52
Adult Education General Education Diploma GAE Grant	6/30/2026	266,595.64	85,468.56
Adult Education D & E (Direct & Equitable)	6/30/2026	115,659.27	26,822.65
Adult Education EL/Civics Grant	6/30/2026	22,938.00	6,140.92
Adult Education C/I Grant	6/30/2026	21,363.34	6,263.91
Adult Education SNAP State Grant	6/30/2026	22,546.22	7,561.23
Adult Educaiton State Carryover Grant	6/30/2026	18,486.72	2,307.04
ACE-Career Coaches State Grant	6/30/2026	229,219.00	69,050.47
ACE-Career Coaches High School Share	6/30/2026	205,718.91	64,834.42
Carl Perkins Grant	6/30/2026	105,576.00	31,463.06
ACE-JAG De Queen Grant	6/30/2026	62,498.40	15,316.06
ACE-JAG Nashville Grant	6/30/2026	64,798.40	16,400.32
Career Pathways (TANF funds)	6/30/2026	244,207.00	86,132.78
Trauma EMS Training Grant	6/30/2026	2,963.00	2,963.00
Title III ALIGN Grant - 5 Yrs (\$2,226,660)	9/30/2025	558,093.19	139,725.69
EDA Wellness Education Learning and Living - 5 Yrs (2,000,000)	8/4/2026	1,239,661.00	13,409.06
Weyerhauser Giving Fund - Technology Grant 2025 Carryover	6/30/2026	17,560.31	-
Broadband Expansion Initiative (BEI) Grant Continuing	6/30/2026	264,995.59	69,582.44
Fiber Engineer Grant Continuing	6/30/2026	325,324.25	70,840.91
Economic Development Comm Block Grant Carryover	6/30/2025	271,004.07	21,463.52
Arkansas Community Foundation Delivering the Dream 2024 Carryo	12/31/2024	6,923.43	-
Domtar WEC Grant 2025	12/31/2025	18,023.60	11,459.47
DOL POWER Grant - 4 Yrs (\$1,597,031)	2/28/2027	795,791.00	152,099.12
AACC Cyberskills Grant Carryover	2/28/2024	5,446.45	2,865.73
ADHE SOR Collegiate Recovery Funding Grant	9/29/2026	15,000.00	11,673.64
DOL Youthbuild II 2023 Grant - 3 Yrs (\$ )	9/30/2026	335,631.00	119,756.81
USDA NIFA Lead Grant	8/14/2028	351,942.00	37,342.27
NSF HIS STEM Grant	9/30/2025	59,218.00	55,950.65
Sevier County FRIENDS 2025	12/31/2025	40,000.00	27,265.60
Little River County Intermodal FY2026	6/30/2026	79,475.00	27,115.01
Howard County Development 2025	12/31/2025	35,108.11	24,380.54
ARNEC Consortium	6/30/2026	363,012.00	47,493.81
		\$6,379,419.79	1,316,403.21

**Cossatot Community College of the University of Arkansas**  
**Schedule of Bank Accounts**  
**As of October 2025**

Name of Account	Bank Name	Balance
Cash Fund Account	Farmer's Bank & Trust	\$3,326,036.53
General Revenue Account - Unrestricted	State Treasury	425,405.30
Financial Aid	Farmer's Bank & Trust	120,150.30
Scholarship Fund	First State Bank	1,563.86
Student Organizations	First State Bank	52,457.25
	<b>Total</b>	<b><u>52,457.25</u></b>
		<b><u>\$3,925,613.24</u></b>

**\*Bank Balance as of October 2024 \$4,172,960.56**

**Cossatot Community College of the University of Arkansas  
Schedule of Investments - Certificate of Deposits  
As of October 2025**

Amount	Rate	Maturity Date	Bank	Term
<b>College Funds on Certificate of Deposit</b>				
\$330,047.82	4.25%	3/29/2026	Horatio State Bank	12 months
\$321,828.66	4.25%	6/26/2026	Horatio State Bank	12 months
\$322,214.05	4.75%	8/28/2026	Horatio State Bank	12 months
<u>\$120,985.61</u>	3.90%	11/6/2025	Diamond Bank	12 months
<b><u>\$1,095,076.14</u></b>	<b>Total College CD Funds</b>			

**\*CD Balance as of October 2024 \$1,047,939.24**

**University of Arkansas Pooled Investments  
As of October 2025**

	<i>Beginning Balance 7/1/2025</i>	<i>Net Change</i>	<i>Ending Balance 10/31/2025</i>
Tier 2 Investments	567,280.09	8,703.25	575,983.34

**\* UA Pooled Balance as of October 2024 \$546,820.78**

**Cossatot Community College of the University of Arkansas  
Schedule of Endowment Funds  
As of October 2025**

<b>Endowment Funds on Certificate of Deposit</b>				
Amount	Rate	Maturity Date	Bank	Term
\$75,000.00	Horatio State Bank	8/8/2026	Horatio State Bank	12 months
<b>\$75,000.00</b>	<b>Total Endowment CD's</b>			
<b>Balance</b>				
<b>Endowment Funds in Checking</b>				
\$181,066.84	Farmer's Bank & Trust			
<b>\$181,066.84</b>	<b>Total Endowment Checking</b>			
<b>\$256,066.84</b>	<b>Total Endowment Funds</b>			

*\*Endowment Fund Balance as of October 2024 \$204,608.03*

**Cossatot Community College of the University of Arkansas**  
**Summary of Unrestricted & Auxiliary Revenues/Expenditure Report**  
**As of November 2025**

<u>REVENUES</u>	Fiscal Year 2024-2025		Fiscal Year 2025-2026	
	ACTUAL	BUDGETED	ACTUAL	BUDGETED
General Revenue	\$1,629,605.73	\$3,757,578.00	\$1,627,732.95	\$3,750,333.00
Workforce 2000	562,640.50	1,350,337.00	562,551.00	1,350,337.00
Tuition & Fees	1,956,326.71	4,432,287.00	2,095,246.29	4,652,245.00
Sales Tax Revenue	595,213.94	1,824,900.00	766,484.04	1,807,066.00
Other Income	221,966.60	473,000.00	284,598.15	775,556.00
Auxiliary Revenues (Book, Café, Sports)	209,123.40	917,500.00	357,641.15	1,131,500.00
<b>TOTAL REVENUES</b>	<b>\$5,174,876.88</b>	<b>\$12,755,602.00</b>	<b>\$5,694,253.58</b>	<b>\$13,467,037.00</b>
<u>EXPENDITURES</u>				
Salaries	\$2,168,981.21	\$6,329,093.00	\$2,597,446.31	\$6,816,077.00
Fringe Benefits	677,544.45	1,906,945.00	714,488.35	2,159,723.00
Travel, Conf. Expenses, Prof. Dev.	80,680.65	256,525.00	57,637.04	176,395.00
Supplies & Services	1,497,457.88	2,537,979.00	1,822,774.02	2,833,453.00
Utilities/Telephone	119,702.74	465,610.00	107,513.97	362,550.00
Professional & Administrative Fees	103,568.77	240,075.00	54,245.00	230,145.00
Miscellaneous Other	168,732.49	449,395.00	465,602.60	396,714.00
Debt Service *	7,360.11	267,300.00	22,513.78	270,000.00
Capital Outlay	158,693.80	302,680.00	62,865.85	221,980.00
<b>TOTAL EXPENDITURES</b>	<b>\$4,982,722.10</b>	<b>\$12,755,602.00</b>	<b>\$5,905,086.92</b>	<b>\$13,467,037.00</b>
Net Increase (Decrease) for Year	\$192,154.78	\$0.00	(\$210,833.34)	\$0.00
Unrestricted Cash Balance at Beginning of Year	\$3,284,863.00	\$3,350,000.00	\$2,413,337.00	\$3,641,420.00
Fund Balance at End of November	\$3,477,017.78	\$3,350,000.00	\$2,202,503.66	\$3,641,420.00

Cossatot Community College of the University of Arkansas  
 Accounts Receivable Month and Yearly Comparison  
 As of November 2025

Student Accts Receivables (less allowances)	<u>Jul-24</u>	<u>Jul-25</u>	<u>Yearly Change</u>	
	\$1,179,989.28	\$2,230,743.88	\$1,050,754.60	<i>*All Fall Charges came on 7-15-25</i>
Student Accts Receivables (less allowances)	<u>Aug-24</u>	<u>Aug-25</u>	<u>Yearly Change</u>	
	\$2,356,807.44	\$3,072,896.81	\$716,089.37	
Student Accts Receivables (less allowances)	<u>Sep-24</u>	<u>Sep-25</u>	<u>Yearly Change</u>	
	\$1,648,561.73	\$1,943,043.75	\$294,482.02	
Student Accts Receivables (less allowances)	<u>Oct-24</u>	<u>Oct-25</u>	<u>Yearly Change</u>	
	\$1,552,133.72	\$1,646,075.74	\$93,942.02	
Student Accts Receivables (less allowances)	<u>Nov-24</u>	<u>Nov-25</u>	<u>Yearly Change</u>	<i>* Spring Charges started on 11-15-25 This is a new process from previous years</i>
	\$1,273,226.76	\$2,353,556.38	\$1,080,329.62	

**Cossatot Community College of the University of Arkansas  
Grants & Other Restricted Programs  
As of November 2025**

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Adult Education D & E (Direct & Equitable)	6/30/2026	115,659.27	35,186.32
Adult Education EL/Civics Grant	6/30/2026	22,938.00	7,972.28
Adult Education C/I Grant	6/30/2026	21,363.34	7,831.37
Adult Education SNAP State Grant	6/30/2026	22,546.22	9,374.45
Adult Educaiton State Carryover Grant	6/30/2026	18,486.72	7,597.95
ACE-Career Coaches State Grant	6/30/2026	229,219.00	86,676.60
ACE-Career Coaches High School Share	6/30/2026	205,718.91	81,168.28
Carl Perkins Grant	6/30/2026	105,576.00	42,852.98
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ACE-JAG Nashville Grant	6/30/2026	64,798.40	17,930.70
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Title III ALIGN Grant - 5 Yrs (\$2,226,660)	9/30/2025	558,093.19	153,225.69
EDA Wellness Education Learning and Living - 5 Yrs (2,000,000)	8/4/2026	1,239,661.00	14,234.06
Weyerhauser Giving Fund - Technology Grant 2025 Carryover	6/30/2026	17,560.31	13,886.64
Broadband Expansion Initiative (BEI) Grant Continuing	6/30/2026	264,995.59	86,789.20
Fiber Engineer Grant Continuing	6/30/2026	325,324.25	84,921.72
Economic Development Comm Block Grant Carryover	6/30/2025	271,004.07	50,918.73
Arkansas Community Foundation Delivering the Dream 2024 Carryo	12/31/2024	6,923.43	-
Domtar WEC Grant 2025	12/31/2025	18,023.60	15,056.55
DOL POWER Grant - 4 Yrs (\$1,597,031)	2/28/2027	795,791.00	199,750.99
AACC Cyberskills Grant Carryover	2/28/2024	5,446.45	2,865.73
ADHE SOR Collegiate Recovery Funding Grant	9/29/2026	15,000.00	11,673.64
DOL Youthbuild II 2023 Grant - 3 Yrs (\$ )	9/30/2026	335,631.00	136,906.79
USDA NIFA Lead Grant	8/14/2028	351,942.00	49,028.09
NSF HIS STEM Grant	9/30/2025	59,218.00	55,950.65
Sevier County FRIENDS 2025	12/31/2025	40,000.00	33,537.92
Little River County Intermodal FY2026	6/30/2026	79,475.00	33,801.01
Howard County Development 2025	12/31/2025	35,108.11	30,505.54
ARNEC Consortium	6/30/2026	363,012.00	65,063.58
		\$6,379,419.79	1,637,877.00

**Cossatot Community College of the University of Arkansas**  
**Schedule of Bank Accounts**  
**As of November 2025**

Name of Account	Bank Name	Balance
Cash Fund Account	Farmer's Bank & Trust	\$2,797,171.43
General Revenue Account - Unrestricted	State Treasury	425,405.30
Financial Aid	Farmer's Bank & Trust	123,922.59
Scholarship Fund	First State Bank	1,563.92
Student Organizations	First State Bank	55,491.34
	<b>Total</b>	<b><u>55,491.34</u></b>
		<b><u>\$3,403,554.58</u></b>

***\*Bank Balance as of November 2024 \$3,921,748.26***

**Cossatot Community College of the University of Arkansas  
Schedule of Investments - Certificate of Deposits  
As of November 2025**

Amount	Rate	Maturity Date	Bank	Term
<b>College Funds on Certificate of Deposit</b>				
\$331,239.16	4.25%	3/29/2026	Horatio State Bank	12 months
\$322,990.33	4.25%	6/26/2026	Horatio State Bank	12 months
\$323,377.11	4.75%	8/28/2026	Horatio State Bank	12 months
<u>\$121,386.35</u>	3.45%	11/6/2026	Diamond Bank	12 months
<b><u>\$1,098,992.95</u></b>	<b>Total College CD Funds</b>			

**\*CD Balance as of November 2024 \$1,052,044.84**

**University of Arkansas Pooled Investments  
As of November 2025**

	<i>Beginning Balance</i> 7/1/2025	<i>Net Change</i>	<i>Ending Balance</i> 11/30/2025
Tier 2 Investments	567,280.09	11,804.28	579,084.37

**\* UA Pooled Balance as of November 2024 \$549,102.37**

**Cossatot Community College of the University of Arkansas  
Schedule of Endowment Funds  
As of November 2025**

<b>Endowment Funds on Certificate of Deposit</b>				
Amount	Rate	Maturity Date	Bank	Term
\$75,000.00	Horatio State Bank	8/8/2026	Horatio State Bank	12 months
<b><u>\$75,000.00</u></b>			<b>Total Endowment CD's</b>	

<b>Balance</b>
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<b>Endowment Funds in Checking</b>	
\$181,550.02	Farmer's Bank & Trust
<b><u>\$181,550.02</u></b>	
<b>Total Endowment Checking</b>	
<b><u>\$256,550.02</u></b>	
<b>Total Endowment Funds</b>	

*\*Endowment Fund Balance as of November 2024 \$205,026.15*

COSSATOT COMMUNITY COLLEGE OF THE  
UNIVERSITY OF ARKANSAS

REPORT TO THE BOARD OF VISITORS

January 5, 2026

SUBJECT: Academic Services Report

DR. ASHLEY AYLETT

## Academic Services Report—January 2026

### GRADUATE NUMBERS

- Certificates Awarded: 248
- Associate Degrees: 56
- GED: 15
- OTA Program: 10
- PTA Program: 9
- Nursing Program: 23
- Total Credit Awards: 344

### CONCURRENT

Our concurrent program helps high school students begin their college coursework early. With Access 2 Acceleration (A2A) funds, students can take classes at no cost while still in high school.

#### Key Details

- Available to students in grades 9–12
- A2A funds cover up to 15 credit hours per semester for free
- Students can complete an associate degree by high school graduation
- Graduates will be transfer-ready for Arkansas universities
- Fall 2025 Online
  - Centerpoint- 32
  - Horatio – 19
  - Nashville – 27
  - Mineral Springs- 10
  - Homeschool – 5
  - Dierks – 51
  - Ashdown – 23
  - Dequeen – 126
  - Foreman – 25
  - Murfreesboro – 33
  - Kirby - 38
  - Umpire - 1

### CURRICULUM ITEM

As part of the CyberLearn Network, we've been asked to add a Certificate of Proficiency and Technical Certificate in Artificial Intelligence.

Certificate of Proficiency – Artificial Intelligence (16 credit hours)

- Math: MATH 11003 – College Algebra
- Computing Essentials: CPSI 10104 – Programming I
- AI Core Courses:
  - *AINT 11003 – AI Literacy and Society*
  - *AINT 12003 – AI Operations*

- Ethics: CPSI 10103 Principles of Computer Science OR CESC 11003 Introduction to Cybersecurity

Technical Certificate – Artificial Intelligence (28 credit hours)

- Math: MATH 11003 – College Algebra AND MATH 26103 – Discrete Mathematics
- Computing Essentials: CPSI 10104 – Programming I
- AI Core Courses (15 hours):
  - *AINT 11003 – AI Literacy and Society*
  - *AINT 12003 – AI Operations*
  - *AINT 21003 – Ethics and Responsible AI Use*
  - *AINT 22003 – AI Tools and Techniques*
  - *AINT 23003 – AI Practicum*
- Ethics: CPSI 10103 Principles of Computer Science OR CESC 11003 Introduction to Cybersecurity OR AI 21003 Ethics and Responsible AI Use

	<b>Course Description</b>
AINT 11003 – AI Literacy and Society	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 – Ethics and Responsible Use	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 best practices for ethical artificial intelligence use.
AINT 22003 – AI Tools and Techniques	This course introduces students to practical applications of artificial intelligence across diverse fields. Students design user-friendly human-AI collaboration tools, explore AI-driven processes, and create decision-support systems that deliver actionable insights. The course covers hands-on applications of AI tools. 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. This course must be taken in the student’s last semester of the program.

## ARTICULATION AGREEMENTS

### AGRICULTURE

- Arkansas State University-Jonesboro

- Southern Arkansas University
  - Associate of Science in Agriculture to Bachelor of Science in Agriculture Business
- UA-Monticello
  - Associate of Science in Natural Resources to Bachelor of Science in Natural Resources
- UA-Fayetteville
  - Associate of Science Agriculture Education to Bachelor of Science in Agricultural, Food, and Life Sciences with major in Agricultural Education, Communication, and Technology with concentration in Agricultural Education
  - Associate of Science Agriculture Business to Bachelor of Science in Agricultural, Food, and Life Sciences with major in Agriculture Business, concentration in Agriculture Business Management and Marketing
- UA-Grantham
  - Agriculture Business

## **BUSINESS**

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- UA-Fayetteville
- UA-Fort Smith
- UA-Pine Bluff
- UA-Monticello
- UA-Little Rock
- UA-Grantham
- Henderson State University
- Southern Arkansas University-Magnolia
- Arkansas Tech University
- Arkansas State University-Jonesboro
- University of Central Arkansas
- Texas A&M University-Texarkana

## **COMMUNICATION**

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- Arkansas State University-Jonesboro
  - Bachelor of Arts in Communication Studies
  - Bachelor of Science in Strategic Communication emphasis Social Media Management

## **CRIMINAL JUSTICE**

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- UA Grantham
- Arkansas State University-Jonesboro
  - Bachelor of Arts in Criminology
  - Bachelor of Arts in Sociology
- Southern Arkansas University
  - Bachelor of Science Criminal Justice

## **EDUCATION**

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- Henderson State University
- Southern Arkansas University
- UA Ft Smith
- UA Monticello

- UA Little Rock

## **NURSING**

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- Arkansas Tech University
- Central Methodist University
- Henderson State University
- John Brown University
- Southern Arkansas University
- University of Arkansas for Medical Sciences
- University of Central Arkansas

## **PHYSICAL THERAPIST ASSISTANT**

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- Texas A&M Texarkana
  - Bachelor of Science in Leadership

## **PSYCHOLOGY**

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- UA-Grantham
- Arkansas State University-Jonesboro
- Southern Arkansas University
- University of Central Arkansas

## **POLITICAL SCIENCE**

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- Arkansas State University-Jonesboro

## **ASSOCIATE OF ARTS OR ASSOCIATE OF GENERAL STUDIES**

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- Arkansas Tech University
  - Bachelor of Arts Organizational Leadership: Concentration Areas: Agricultural Business; Child Development; Criminal Justice; Emergency Management; Military Leadership; Psychology; Public Relations
- UA Ft Smith
  - Bachelor of Science in Organizational Leadership

## **ASSOCIATE OF APPLIED SCIENCE**

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- Arkansas Tech University
  - Bachelor of Applied Science

COSSATOT COMMUNITY COLLEGE  
OF THE UNIVERSITY OF ARKANSAS

REPORT TO THE BOARD OF VISITORS

January 5, 2026

SUBJECT: Public Services & Workforce Development

TAMMY COLEMAN

## Public Services & Workforce Development Report

**Contributing Team Members:** Aerial Lineman Instructor, Dennis Davis; Career Pathways Director, Crystal Bell-Hunter; Continuing Education Coordinator, Nancy Tollett; Continuing Medical and Safety Education Coordinator, Waco Jackson; CRC Team Leader, Gina Duncan; Fiber Network Engineer Instructor, Marty Allen; Workforce Development Coordinator, Melisha Conatser Stiles; Youth Build Manager, Leslie Daniels; and Public Services and Workforce Development Director, Tammy Coleman.

1. The Career Pathways staff returned to work on November 19th after a two-week furlough caused by a lapse in federal funding. During this time, many Career Pathways clients were able to transition to the college’s POWER program for childcare and transportation assistance. The POWER program, a grant-funded initiative that supports students pursuing careers in teaching or nursing, typically cannot provide the same level of support as Career Pathways. However, while continuing to issue childcare and fuel awards based on its standard eligibility guidelines, the program was able to temporarily lift its overall cap on these supports. This ensured that students did not lose access to essential services while Career Pathways was unavailable.

<b>CAREER PATHWAYS</b>	
<b>Enrollment</b>	88
<b>Credentials Earned</b> Certificate of Completion = 2 Commercial Truck Driving	2

2. The YouthBuild program, funded by a grant administered by the U.S. Department of Labor, remained in the “Follow-Up Phase” of the grant since late September, focusing on:

- Continued Support: Helping graduates maintain employment or continue education
- Tracking Outcomes: Monitoring job placement, retention, and educational progress
- Re-engagement: Offering additional services if needed to support long-term success

Follow-up ensures participants transition successfully into employment or further education.

<b>YOUTHBUILD</b>	
<b>Enrollment</b>	62
<b>Credentials Earned</b> 27 – GED 27 – Arkansas Workforce Alliance for Growth in Economy (WAGE) Certificates 59 – Heartsaver First CPR AED Certifications 59 – Bloodborne Pathogens 16 – Forklift Operator Certification 21 – OSHA 10: Construction Certifications 37 – OSHA 30: Construction Certifications 52 – National Center for Construction Education Research (NCCER) Core: Introduction to Basic Construction Skills Certifications 04 – Arkansas Certified Nurse Aid License	302

The UA Cossatot YouthBuild Program was invited to participate in the YouthBuild Global Youth Voice Day event held November 17-20 in Washington, D.C. Alainna Frady and Serinity Draper were selected to represent Arkansas's only YouthBuild program present at the event. During the conference they met with members of Congress to discuss continued support for YouthBuild. They also connected with YouthBuild participants from across the country, learning about different programs and cultures. Both students shared that the experience strengthened their leadership, confidence, and public-speaking skills.

*Pictured Below: Alainna Frady and Serinity Draper with representatives from Congress, YouthBuild Global and other Youth programs from across the nation.*



3. Continuing Education and Workforce Development:

<b>CONTINUING EDUCATION &amp; WORKFORCE DEVELOPMENT</b>	<b>October 2025</b>	<b>November 2025</b>
<b>Hours of Classroom Instruction Offered</b>	419.37	266.37
<b>Registrations Processed</b>	21	25

Courses offered:

- Aerial Lineman: Communications
- Broadband Essentials
- Clinical Medical Assistant
- Commercial Truck Driving
- Forklift Operator
- HeartCode Basic Life Support
- Nursing Assistant Program
- Total First Aid CPR AED
- Hundreds of non-credit courses made available online monthly in partnership with Cengage Learning

4. Career Readiness Certification Services:

<b>CAREER READINESS CERTIFICATION SERVICES</b>	<b>October 2025</b>	<b>November 2025</b>
<b>WorkKeys Curriculum</b>	8	3
<b>WorkKeys</b>	9	3
<b>Total Participants</b>	<b>17</b>	<b>6</b>
<b>AR NATIONAL CAREER READINESS CERTIFICATIONS EARNED</b>	<b>October 2025</b>	<b>November 2025</b>
<b>Platinum</b> - Has core employability skills for approximately 99% of jobs profiled by WorkKeys	2	0
<b>Gold</b> - Has core employability skills for approximately 90% of jobs profiled by WorkKeys	1	0
<b>Silver</b> - Has core employability skills for approximately 65% of jobs profiled by WorkKeys	4	2
<b>Bronze</b> - Has Core employability skills for approximately 30% of jobs profiled by WorkKeys	2	3
<b>Total Earned</b>	<b>9</b>	<b>2</b>

UA Cossatot is a one-stop provider for Arkansas National Career Readiness Certification (AR NCRC®). The primary purpose of the *free* Arkansas National Career Readiness Certificate Program is to positively impact the economy in Arkansas by helping job seekers build their workplace skills, respond to employer needs, and increase the likelihood of a job seeker’s success.

The CRC team consisting of staff members associated with multiple departments within the college:

- Verify job seekers have an Arkansas Job Link Account
- Administer WorkKeys Curriculum Pretests to determine if the job seeker is ready to take the WorkKeys assessments
- Provide remediation training using WorkKeys Curriculum, if the individual does not score adequately on the WorkKeys Curriculum Pretest
- Conducts WorkKeys Assessments
- Prints and distributes AR National Career Readiness Certificates (AR NCRCs) to successful examinees

COSSATOT COMMUNITY COLLEGE  
OF THE UNIVERSITY OF ARKANSAS

BOARD OF VISITORS

ACTION ITEMS

January 5, 2026



MINUTES OF MEETING  
COSSATOT COMMUNITY COLLEGE OF THE UNIVERSITY OF ARKANSAS  
BOARD OF VISITORS  
November 3, 2025

Chair Mike Cranford convened the regular meeting of the Board of Visitors at 12:22 p.m. in the UA Cossatot De Queen Campus, following a meal and an invocation.

Present:	Mike Cranford	Tim Pinkerton	Dr. Glenn Lance
	Barbara Dixon	Dori Gutierrez	Brenda Tate
Absent:	Barbara Horn	Joe Martinez	
	Angie Walker		

**Staff Reports**

Dr. Cole presented the Chancellor’s Report, focusing on the growing impact of AI on higher education and workforce preparation. He emphasized the importance of ensuring UA Cossatot programs prepare students for careers that rely on critical thinking, leadership, supervision, and interpersonal skills that cannot be replaced by AI. Dr. Cole discussed ongoing systemwide work on developing an AI policy applicable across academic and operational areas, noting the need for responsible and ethical use of AI tools. He referenced discussions within the Chancellor’s Cabinet and examples from other institutions highlighting the risks of overreliance on AI for professional decision-making. Dr. Cole reported positive enrollment trends and improvement in the college’s financial health, noting that the institution remains in the “green” on the Charlotte Meter, now rated at 8.5. He acknowledged continued efforts to rebuild cash reserves and improve auxiliary revenues. Operational updates included challenges with food service quality following staff turnover. Dr. Cole outlined immediate corrective actions, including restructuring oversight and leadership of the cafeteria to restore service quality and address student and parent concerns.

Vice Chancellor Charlotte Johnson presented the Financial Report for the first quarter. She reported approximately \$3.3 million in combined educational and auxiliary revenues, with expenditures slightly exceeding revenues, resulting in a quarterly decrease of approximately \$76,000. Account receivables totaled approximately \$1.9 million at the end of September, reflecting an increase compared to the prior year, though a decline from August. Grant funding remains limited at the federal level, with total awards of approximately \$6.3 million and just over \$1 million earned to date. Cash balances improved to approximately \$3.9 million, approaching prior-year levels. Certificates of Deposit continue to perform well with interest rates near 4%, and investment balances increased compared to the same period last year. Endowment funds totaled approximately \$250,000, reflecting growth supported by the final Title III funds. Charlotte noted ongoing challenges with system approvals but reported overall satisfaction with the college’s financial position and gradual improvement in system processes.

Dr. Aylett reported that Spring 2026 registration opened on October 17. She highlighted college participation in the Disabled Youth Hunt at Jones Ranch on October 24, where staff volunteered to provide meals. She reminded the Board that Fall Graduation will be held on Friday, December 12, 2025, with the Medical

Ceremony at 2:00 p.m. and the General Ceremony at 5:00 p.m. Adult Education first-quarter data included 130 participants, 9 graduates, 4 IET enrollments, and 14 WAGE certificates earned. A recent financial audit resulted in no findings. Dr. Aylett also reported submission of the final report to the Arkansas State Board of Nursing for full approval of the Transitional Registered Nursing program, with a site visit scheduled. She proudly announced a 100% pass rate for the most recent LPN graduating class.

Tammy Coleman followed with the Public Services and Workforce Development Report. Tammy introduced Melisha Conatser Stiles as the new Workforce Development Coordinator. Ms. Stiles will manage contracted training services, assist with job placement for non-credit program graduates, and assume leadership of the Career Readiness Certification (CRC) team. The Career Pathways program experienced a 32% increase in enrollment since the start of FY26. Tammy reported that due to a federal funding disruption, Career Pathways funds temporarily ceased, resulting in furloughs for affected employees. YouthBuild has transitioned into the follow-up phase, focusing on continued support, outcome tracking, and re-engagement of participants. Continuing Education and Workforce Development programs continue to offer a wide range of career training courses, with increasing participation. Tammy also reviewed Career Readiness Certification services, noting UA Cossatot's role as a one-stop provider for Arkansas National Career Readiness Certificates and the importance of these services to regional employers.

**Action Items:**

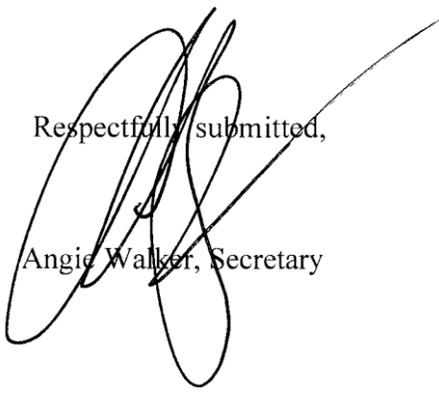
**No. 1 Approve Minutes of September 8, 2025, Board Meeting.** Dr. Glenn Lance motioned for passage and Brenda Tate seconded the motion. The motion passed with a vote of 6-0.

**Additional Action Items:**

**No. 2 Review College Policy 718: Use of Institutional Assets by Outside Entities and Employees.** Dr. Glenn Lance motioned for review and Tim Pinkerton seconded the motion. The motion passed by a vote of 6-0.

*This additional action item was added to the minutes prior to board approval on January 5, 2026.*

With no further business, Chair Mike Cranford asked for a motion to adjourn the meeting. Brenda Tate made the motion and with a second from Dori Gutierrez, Chair Mike Cranford adjourned the meeting at 1:08 p.m.

Respectfully submitted,  
  
Angie Walker, Secretary

wg

**Board of Visitors Meeting – January 5, 2026**

**Action Item No. 2: Review College Policy 415: Instructional Staff.**

1. **Background information:** In discussion of College Policy 415 on Instructional Staff, it was noted that faculty load requirements were previously reduced from 18 to 15 credit hours, resulting in an estimated annual cost of approximately \$300,000 to the College. Under the proposed direction, courses must enroll a minimum of 10 students in order to count toward faculty load. Courses with fewer than 10 students may be subject to cancellation or compensation at a rate of \$180 per enrolled student. Additionally, refusal by faculty to teach assigned courses may be considered non-compliance with college policy.

2. **Why action is needed at this time:** To keep our policy up-to-date.

3. **Chancellor's Recommendation:** The Chancellor recommends the Board review College Policy 415: Instructional Staff

4. **Board of Visitors Action:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Motion by:**

**Seconded by:**

**Yeas:**

**Nays:**

## INSTRUCTIONAL STAFF

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### 1. FULL-TIME FACULTY LOAD

Full-time faculty are scheduled for a combination of instructional time and office time that best meets the needs of the Division.

9-month faculty are required to be on campus 30 hours each week and a total of 180 working days per academic year.

10-month teaching faculty work 30 hours a week on campus, non-teaching 10-month employees work 40 hours on campus, and both work through the last day in May. Annual leave is not earned, but these employees receive the same breaks as 9-month faculty.

11-month teaching faculty work 30 hours a week on campus, non-teaching 11-month employees work 40 hours on campus, and both work through the last day in June. Annual leave is not earned, but these employees receive the same breaks as 9-month faculty.

12-month non-medical teaching faculty work 40 hours on campus and accrue annual leave to be used for any time off.

12-month faculty assigned to teach in medical or healthcare programs are required to work at least 30 hours on campus and accrue annual leave. The reduced teaching load is intended to accommodate these faculty members' clinical work in order to ensure teaching and curriculum are consistent with current evidence based practice in their respective fields.

All Division Chairs work 11 months and 40 hours on campus. Chairs do not earn annual leave but receive the same breaks as 9-month faculty. Teaching loads for chairs vary. Overloads are determined by the Vice Chancellor for Academics and Chancellor and payment follows the adjunct pay scale.

#### *a) Teaching assignments*

The institution uses a points system based on the model below. Full-time instructional employees are assigned 15 points of teaching duties per semester, which may include extension sites, combinations of day and evening classes, and/or Internet classes. The Vice Chancellor for Academics must approve any faculty scheduled to teach more than 21 points in a regular fall and spring 16-week semester or more than 12 points in an 8-week summer session.

#### *i. Pure Lecture and Lecture/Lab courses*

Points are determined at a 1:1 ratio. 1 student contact hour=1 point\*

#### *ii. Technical Skills Laboratory and Clinical Laboratory courses*

Points are determined at a 2:1 ratio. 2 student contact hours=1 point\*

*\*Definitions follow the Office of Postsecondary Education (OPE) guidelines*

Full-time faculty on 9-month appointments are not required to teach during summer terms but may serve as an adjunct during this time and will follow the adjunct pay scale.

Courses need a minimum of ten students to count toward load. Courses with less than ten may be cancelled by CAO. If courses are not cancelled, instructors may be required to teach the course at a per student rate. If a course does not count for load, the instructor will be required to pick up additional classes or be assigned alternative duties to reach the required point load. Instructors are required to teach their assigned load and may be considered insubordinate if they refuse to do so. See Procedure 605-1 for more details regarding points and course load requirements.

*b) Alternative duties*

If scheduled classes are canceled because of low enrollment, alternative duties such as community service classes, curriculum development, assessment activities, tutoring or other special projects may be assigned to make a full workload. Attempts will be made to assign alternative duties consistent with the education, training, and professional status of the faculty member. The faculty member and the Division Chair will discuss as to the nature and scope of the alternative duties prior to assignment. Alternative time must be approved by the Vice Chancellor for Academics and the Chancellor.

*c) Non-classroom responsibilities*

- i. **Office Time:** Separate from the teaching load is the requirement that each full-time faculty member be available for student consultations. Faculty schedules must be posted on the faculty's office door, Blackboard course, and will be filed with the appropriate Division Chair, Vice Chancellor of Academics, and front desks. 4 hours of faculty's 30-hour week must be solely used for office time—not committee meetings, committee tasks, general meetings, etc. Exceptions for faculty teaching in technical or medical programs may exist due to the contact time required.
- ii. **Shared Governance:** All full-time faculty members are required to participate in the shared governance structure of the college through committees.
- iii. **Attendance:** Full-time faculty members are expected to be present on campus during days of in-service, and monthly meetings. Full-time faculty are required to attend graduation ceremonies as part of their required days. Should a faculty need to be absent from a graduation ceremony, the Vice Chancellor for Academics must approve.
- iv. **Records:** All faculty members are expected to submit required records such as attendance, grades, outcomes assessment, etc. at appropriate times.
- v. **Advising:** Faculty members serving as academic advisors are expected to advise students throughout the academic year. Chairs, Student Services, or the Vice

Chancellor for Academics will serve as “stand-by advisors” as needed or during time outside the academic calendar when faculty members are not available.

vi. **Volunteerism/Community Outreach:** Faculty members may participate in community service through volunteerism, community organizations, or activities agreed upon by the faculty member and Chair.

vii. **Professional Development:** All faculty are expected to participate in activities designed to maintain their effectiveness in their respective disciplines, education in general, and assessment. Full-time faculty are required to complete four professional development items per calendar year related to their discipline, content, or field of education such as technology, classroom management, etc. Medical and technical instructors may use outside work or licensure requirements that ensure the faculty is staying current in best practices and trends of the discipline. Adjunct faculty should complete two professional development items per calendar year related to their discipline, content, or field of education such as classroom management, technology, etc.

Required Safe Trainings of the college should not be included in these items but may be documented on the faculty’s annual professional development plan. Each faculty should submit a professional development plan outlining all professional development completed over the past calendar year with each annual evaluation.

## 2. ADJUNCT FACULTY LOAD

The assignment of course load to adjunct faculty is contingent on departmental need and at the discretion of the Division Chair. An adjunct instructor may teach no more than 9 points per regular 16-week semester or during a summer term. The maximum weekly load for part-time faculty paid by the hour on a timesheet is 25 hours. Adjunct faculty must meet the same educational requirements as regular faculty. Assignment beyond 9 points may occur only in special circumstances and requires approval by the Vice Chancellor for Academics.

## 3. ADMINISTRATORS’ TEACHING RESPONSIBILITIES

Administrators and Directors may be required to teach some classes as part of their other duties as assigned. Division Chairs may be required to teach up to 9 points per semester. Overload payments for administrators or directors are determined by the Vice Chancellor for Academics and Chancellor and follow the adjunct pay scale.

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### Policy History:

January 6, 2025

July 8, 2024

July 11, 2022

July 9, 2019

January 8, 2018

March 2, 2020

May 6, 2019

November 3, 2014

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**Board of Visitors Meeting – January 5, 2026**

**Action Item No. 3: Review College Policy 447: Educational Assistance.**

1. **Background information:** College Policy 447 clarifies that educational assistance applies to full-time employees only.

2. **Why action is needed at this time:** To keep our policies up to date.

3. **Chancellor's Recommendation:** The Chancellor recommends the Board reviews College Policy 447: Educational Assistance.

4. **Board of Visitors Action:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Motion by:**

**Seconded by:**

**Yeas:        Nays:**

## EDUCATIONAL ASSISTANCE

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Full-time employees of UA Cossatot enrolling in higher education credit courses outside the institution may apply for educational assistance provided by UA Cossatot.

Courses/programs taken by full-time employees under this plan must be relative and useful to UA Cossatot. Reimbursement is granted only for classes from institutions accredited by a nationally recognized accrediting body. Educational Assistance only applies to actual out-of-pocket costs. Employees must provide their own course materials, such as textbooks, manuals, etc. Employees are required to take all undergraduate coursework at UA Cossatot, if offered, before 50% reimbursement will be approved for credit classes taken at another institution.

UA Cossatot intends to fund a specific dollar amount each year for this program. The level of funding is contingent upon the ability of the college to set aside funds for this program from the general operating budget. There may be years in which no funding is available.

The employee may receive 50% reimbursement of tuition only after grades are submitted for the term. The per academic year limit per full-time employee for tuition reimbursement is \$2000.

Employees who are taking college courses **MUST** show proof that they completed the FAFSA for the college they are attending. Reimbursement from UA Cossatot will not be applied to statement until all other funding has been exhausted.

Employees attending workshops, seminars, and training sessions during normal working hours may have their fees and ordinary expenses paid by the college, when appropriate supervisory approvals have been obtained.

Employees may, with the approval of their supervisor, enroll in classes that meet during the normal workday. Those employees have the option of using Annual Leave for the hours absent from the workstation or they may, with their supervisor's approval, establish a schedule for working after regular duty hours to make up for time missed.

Employees who personally benefit from training paid by the college (personal license, courses, certifications, or degrees) shall agree to remain with the institution for twelve (12) months upon completion of the training or reimburse the college for the funds it expended on behalf of the employee for training over the previous twelve (12) months.

### **Steps to Apply for Educational Assistance:**

1. The employee should acquire and submit the form from the Vice Chancellor of Academics before the first day of each term. The supervisor's signature, a semester schedule and bill showing the cost of tuition are required with submission.
2. After grades are posted, the employee should send an official document showing the grades received for the coursework to the Vice Chancellor for Academics. The employee must pass the course with a grade of C or better to remain eligible for the tuition waiver program. A grade of "I" or Incomplete

will be accepted for one extension period only. Withdrawal or a grade of D or F will require the employee to pay the tuition and fee for the class, or that portion thereof due the College.

3. If reimbursement is approved, the Vice Chancellor for Academics will submit to the business office for payment.

All tuition reimbursements will be assigned priority based on the following:

- First Priority: Employees that are required by the college to obtain additional training.
- Second Priority: Employees that are working on industry-specific credentials (outside of their program requirements which are paid for by the program budgets).
- Third Priority: Employees that are working on their Bachelor-level degree.
- Fourth Priority: Employees that are working on their Master-level degree.
- Fifth Priority: Employees that are working on their Doctoral-level degree.

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**Policy History:**

January 6, 2025  
May 4, 2020  
March 6, 2017  
September 8, 2014  
July 7, 2014  
December 3, 2012  
January 1, 2011  
July 31, 2006  
December 5, 2005  
May 23, 2005  
November 29, 2004  
May 24, 2004  
September 29, 2003  
March 27, 2000

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**Board of Visitors Meeting – January 5, 2026**

**Action Item No. 4: Review College Policy 640: Non-Traditional College Credit.**

1. **Background information:** College Policy 640 removes outdated challenge exam options in the policy.

2. **Why action is needed at this time:** To keep our policies up to date.

3. **Chancellor's Recommendation:** The Chancellor recommends the Board reviews Review College Policy 640: Non-Traditional College Credit.

4. **Board of Visitors Action:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Motion by:**

**Seconded by:**

**Yeas:        Nays:**

**NON-TRADITIONAL COLLEGE CREDIT**

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**GENERAL POLICY**

UA Cossatot may award credit for college level experience as demonstrated by acceptable test results or outcome demonstration through portfolio development. Students may also receive credit for previous military training. Please note that a fee for test administration may be assessed.

**A. COLLEGE LEVEL EXAMINATION PROGRAM – CLEP**

In accordance with the recommendations of the American Council on Education, UA Cossatot accepts the results of the College Level Examination Program (CLEP) as follows:

1. CLEP credits will be recorded on academic transcripts.
2. CLEP credits will not be granted if they duplicate credits for courses already taken.
3. Credit hours granted will be the same amount granted for the completion of a similar course at UA Cossatot.
4. A maximum of fifteen (15) semester hours will be allowed for CLEP Subject Exams.
5. For the CLEP Subject Exams, the college will follow the College Board recommendations.

**B. INSTITUTIONAL TRANSFER**

Courses considered for transfer must have a grade of “C” or better. Credits accepted in transfer from other regional accredited institutions will be applied on the same basis as those earned at UA Cossatot.

**C. CREDIT FOR MILITARY EXPERIENCE**

UA Cossatot may grant credit for military experience in the following instances:

- Credit in physical education for a year or more of active duty.
- DANTES or USAFI courses with acceptable scores or grades.
- Service school courses.
- Military specialties (MOS, NER, etc.)

Recommendations of the American Council on Education are one of the methods used in determining possible credit for military experience.

D. ~~COURSE CREDIT BY EXAMINATION (CHALLENGE EXAMS)~~

~~Credit for some courses may be granted upon successful completion of a comprehensive examination over the content of the course. College credit cannot be given for courses taken in high school unless they are approved college level courses. Tests used to determine whether credit may be given must be approved by appropriate college faculty and administration.~~

E. EXPERIENTIAL LEARNING

UA Cossatot credit may be granted for experiential learning gained through work experience or personal study which can be validated through an assessment procedure developed by the college. Students must enroll in the college's Portfolio Development course and pay tuition and fees associated with that course.

The college's credit hour policy must be followed when awarding credit. The student's portfolio work must be documented for credit to be awarded.

A maximum of fifteen (15) semester credit hours may be given for experiential learning. ~~(D) and (E) combined.~~

F. ADVANCED PLACEMENT EXAMS

The college follows the guidelines set forth by the Arkansas Department of Higher Education on granting credit for Advancement Placement Exams.

The college may award course credit to students who score a three (3) or higher on any Advanced Placement Exam. In order to increase transferability, ACTS courses have been assigned to relevant exams. Advanced Placement exams without a corresponding ACTS course will be awarded at the discretion of the institution.

~~The college may award credit for one corresponding ACTS course to students who score a three (3) on the exam. The college may choose to award additional credit for students who score a four (4) or five (5) on an exam.~~ While transfer institutions are encouraged to accept any additional AP credit awarded, the transfer institution will not be obligated to honor additional credit given beyond the requirement. In order to maintain consistency and high academic standards in the state, no course credit will be awarded for an Advanced Placement test score below a three (3). The college is not required to award credit for an AP exam if the institution does not offer the corresponding ACTS course.

G. SPECIAL TOPIC CREDIT

The college ~~will~~ may offer special topics credit to students enrolling in courses offered as continuing education (non-credit courses) upon approval of the appropriate Division Chair.

The Division Chair will review syllabi and assign the appropriate number of special topics credit to be awarded.

~~HLC Criterion: 4A.2~~

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**Policy History:**

July 9, 2018                      July 29, 2013  
March 2, 2015                  January 1, 2011

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## FALL 2026 ACADEMIC CALENDAR

Term Dates		
<b>Fall 16 Week Term</b>		
Monday	August 17	Courses Begin
Thursday	August 20	Registration Ends
Friday	August 28	Students Last Day to Withdraw and Receive a Refund Faculty Submit Roster Certifications
Friday	October 9	Mid-Term Grades Posted
Monday	November 9	Last Day to Withdraw
Monday-Thursday	December 7-10	Final Exams
Thursday	December 10	Courses End
Monday	December 14	All Grades Due
<b>August—September Flex 8 (Flex I)</b>		
Monday	August 17	Courses Begin
Thursday	August 20	Last Day to Register
Monday	August 24	Students Last Day to Withdraw and Receive a Refund Faculty Submit Roster Certification
Friday	September 11	Mid-Term Grades Due
Friday	September 18	Last Day to Withdraw
Monday-Wednesday	October 5-7	Final Exams
Thursday	October 8	Grades Due
<b>October—December Flex 8 (Flex II)</b>		
Monday	October 12	Course Begin/Last Day to Register
Friday	October 16	Students Last Day to Withdraw and Receive a Refund Faculty Submit Roster Certification
Friday	November 6	Mid-Term Grades Due
Monday	November 9	Last Day to Withdraw
Monday-Thursday	December 7-10	Final Exams
Thursday	December 10	Courses End
Monday	December 14	All Grades Due

# FALL 2026 ACADEMIC CALENDAR

August		
Monday	August 3	Faculty Return to Work
Monday	August 17	First Day of Classes
Monday	August 24	Submit Roster Certification for FLEX I courses
Friday	August 28	10 <sup>th</sup> Class Day/Submit Roster 16 week courses
Monday	August 31	11 <sup>th</sup> Class Day/ADHE Census Date

September		
Friday	September 4	Last Day to Change "I" Grades from Summer Term
Monday	September 7	<i>College Closed: Labor Day Holiday</i>
Friday	September 11	Mid-Term Grades due for FLEX I courses
Monday	September 14	Fall Pell Disbursement
Friday	September 18	Last Day to Withdraw FLEX I courses
Wednesday	September 30	Application to Graduate Deadline

October		
Friday	October 9	Mid-Term Grades due for 16 week courses
Monday	October 12	First Day of FLEX II courses
Friday	October 16	Roster Certifications due for FLEX II courses
Friday	October 30	Priority Deadline for Spring Pell And SEOG

November		
Friday	November 6	Mid-Term Grades for FLEX II Courses Due
Monday	November 9	Last day to withdraw 16 week courses/FLEX II courses
Monday-Friday	November 23-27	No Classes. Faculty Thanksgiving Break
Thursday-Friday	November 26-27	<i>Campuses Closed: Thanksgiving</i>

December		
Monday-Thursday	December 7-10	Finals: Follow Special Test Schedule
Friday	December 11	Graduation @ Lockesburg gymnasium
Monday	December 14	All Grades Due
Wednesday	December 16	Employee Christmas party
Wednesday	December 16	Faculty Last Work Day for Fall
December 21—January 1		<i>Campuses Closed: Winter Holiday</i>

# SPRING 2027 ACADEMIC CALENDAR

Term Dates		
<b>Spring 16 Week Term</b>		
Monday	January 11	Courses Begin
Friday	January 15	Registration Ends
Friday	January 22	Students Last Day to Withdraw and Receive a Refund Faculty Submit Roster Certification
Friday	March 5	Mid-Term Grades Due
Monday	April 12	Last Day to Withdraw
Monday-Thursday	May 3-6	Final Exams
Thursday	May 6	Courses End
Monday	May 10	Grades Due
<b>January-March Flex 8 (Flex I)</b>		
Monday	January 11	Courses Begin
Wednesday	January 13	Registration Ends
Friday	January 15	Students Last Day to Withdraw and Receive a Refund Faculty Submit Roster Certification
Friday	February 5	Mid-Term Grades Due
Monday	February 8	Last Day to Withdraw
Monday-Wednesday	March 1-3	Final Exams
Wednesday	March 3	Courses End
Thursday	March 4	Grades Due
<b>March-May Flex 8 (Flex II)</b>		
Monday	March 8	Courses Begin/Registration Ends
Friday	March 12	Students Last Day to Withdraw and Receive a Refund Faculty Submit Roster Certification
Friday	April 9	Mid-Term Grades Due
Monday	April 12	Last Day to Withdraw
Monday-Thursday	May 3-6	Final Exams
Thursday	May 6	Courses End
Monday	May 10	Grades Due

# SPRING 2027 ACADEMIC CALENDAR

<b>January</b>		
Friday	January 1	<i>College Closed: Observance of New Years Day</i>
Monday	January 4	All Employees Return to Campus
Monday	January 11	Courses Begin
Friday	January 15	Roster Certifications for FLEX I courses Due
Monday	January 18	<i>College Closed: Martin Luther King Day</i>
Monday	January 25	Roster Certifications for 16 week Due
Tuesday	January 26	11 <sup>th</sup> Class Day (ADHE Census Date)

<b>February</b>		
Monday	February 1	Last Day to Change Fall "I" Grades
Friday	February 5	Flex I Mid-Term Grades Due
Tuesday	February 9	Spring Pell Disbursement
Friday	February 12	Last Day to Drop Flex I Course
Friday	February 26	Last Day to submit "Application To Graduate"

<b>March</b>		
Monday	March 1	Scholarship Deadline for Upcoming Year
Monday-Wednesday	March 1-3	Finals for FLEX I term
Friday	March 5	16 Week Mid-Term Grades Due
Monday	March 8	FLEX II Courses Begin
Friday	March 12	FLEX II Roster Certifications Due
<i>Monday-Friday</i>	<i>March 22-26</i>	<i>No Classes; Faculty off for Spring Break</i>

<b>April</b>		
Friday	April 9	Flex II Mid-Term Grades Due
Monday	April 12	Last Day to Drop 16 Week or FLEX II Course
Thursday	April 15	Deadline for Summer Pell

<b>May</b>		
Saturday	May 1	Priority Deadline for Fall Pell and SEOG
Monday-Thursday	May 3-6	Finals for 16 week term and FLEX II courses
Friday	May 7	Graduation @ De Queen amphitheater
Monday	May 10	All Grades Due
Thursday	May 13	Faculty Last Day for Academic Year
Monday	May 31	<i>College Closed: Memorial Day Holiday</i>

# SUMMER 2027 ACADEMIC CALENDAR

June 4 Week Summer Term		
<b>Monday</b>	June 7	Courses begin
<b>Thursday</b>	June 10	Students Last Day to Drop and Receive 100% Refund Faculty Submit Roster Certifications
<b>Friday</b>	June 11	Census Day
<b>Monday</b>	June 21	Last Day to Drop with a "W"
<b>Wed-Thur</b>	June 30-July 1	Finals
<b>Tuesday</b>	July 6	Grades Due
July 4 Week Summer Term		
<b>Monday</b>	July 5	Courses begin
<b>Thursday</b>	July 8	Students Last Day to Drop and Receive 100% Refund Faculty Submit Roster Certifications
<b>Monday</b>	July 19	Last Day to Drop with a "W"
<b>Wed-Thur</b>	July 28-29	Finals
<b>Thursday</b>	July 30	Grades Due
Full Summer Term (8 weeks)		
<b>Monday</b>	June 8	Courses begin
<b>Thursday</b>	June 11	Students Last Day to Drop and Receive 100% Refund Faculty Submit Roster Certifications
<b>Friday</b>	June 12	Census Date
<b>Thursday</b>	July 2	Last Day to Drop with a "W"
<b>Mon-Wed</b>	July 27-29	Finals
<b>Monday</b>	August 2	Grades Due

June		
<b>Friday</b>	June 25	Summer Pell Disbursement

July		
<b>Thursday</b>	July 1	Last day to change "I" grades from Spring semester
<b>Monday</b>	July 5	<i>Campus Closed: Independence Day</i>

COSSATOT COMMUNITY COLLEGE OF  
THE UNIVERSITY OF ARKANSAS

BOARD OF VISITORS

INFORMATION ITEMS

January 5, 2026



# UA Cossatot

## First Friday Meeting

**MODERATOR:** Chantal Alonso

**RECORDER:** Ashley Aylett

**DATE:** December 5, 2025

**TIME:** 9am

**LOCATION:** Ring Central

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### Item 1: Chancellor Comments, Dr. Cole

- Reminder of Important Dates:
  - Graduation, Friday December 12
  - Budget Meeting, December 16
  - Campuses Close for Holiday, December 19
- Budget templates for the upcoming year have been sent. Please get your requests to Charlotte ASAP. We will plan for flat enrollment when budgeting.
- Updated on how he is always exploring ways to leverage what we do such as more grants, partnerships, etc. Encouraged everyone to do this. Met with Performance Services earlier this week about ways we can potentially partner on projects. Met with UA Ft Smith and UA Rich Mountain last month about ways we can partner on cost sharing.

### Item 2: First Gen Week, Misti Eudy

- Misti discussed plans for **First Gen Week**, including recognition of **first-generation faculty and staff**.
- She also highlighted the **student hygiene drive**, encouraging donations of needed items.

### Item 3: Cossatot Compliments

- November: Thom Copeland and Noelle Couch

### Item 4: Campus Events/ Employee Birthdays/Anniversaries

- December Birthdays

Adjourn: 9:18 am

AA