



# Board of Visitors

March 2, 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  
March 2, 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 .....7-8
  - C. Academic Services Report by Ashley Aylett .....9-11
  - D. Public Services & Workforce Development Report by Tammy Coleman.....12-16
  - E. College Relations Report by Madelyn Jones.....17-21
  
- IV. Action Items
  - No. 1 Approve Minutes of January 5, 2026, Board Meeting.....23-25
  
- 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 .....27-28

COSSATOT COMMUNITY COLLEGE  
OF THE UNIVERSITY OF ARKANSAS

REPORT TO THE BOARD OF VISITORS

March 2, 2026

SUBJECT: Chancellor's Report

DR. STEVE COLE

## The Challenging Budget Year

As we move forward into the 2025-2026 fiscal year, I want to share with you the ongoing fiscal realities we face at UA Cossatot. Like so many community colleges, we continue to operate in an environment of relatively flat state appropriations, modest changes in enrollment, and revenue streams that have not kept pace with rising costs in salaries, benefits, healthcare, and campus operations. Our recent budgets reflect small decreases or holds in key areas such as state funding and local sales tax collections, making it increasingly difficult to find meaningful additional cuts without affecting the core services and programs that define our mission of improving lives in Southwest Arkansas.

We have worked diligently in recent years to manage our resources wisely—streamlining processes, controlling expenditures, and maintaining a strong fund balance through careful oversight. Yet we are approaching the practical limits of these efforts. Further reductions could begin to impact essential academic offerings, student support initiatives, facility upkeep, and the enhancements needed to support our growing programs in healthcare, workforce development, and technical education.

In alignment with our Strategic Plan and Master Facilities Plan, we must focus on smarter, more efficient ways to operate while actively pursuing new revenue opportunities to help bridge any gaps. We remain committed to greater streamlining through enhanced data-driven planning, stronger inter-departmental coordination to reduce duplication, and continued investment in our people to build capacity and efficiency across the college.

At the same time, we are doubling down on grant pursuits and auxiliary revenue sources as vital components of our financial strategy. Our aggressive grant-writing efforts have already positioned us fairly well, with millions secured in recent years for student success, program expansion, and infrastructure. We aim to build on this momentum by targeting additional federal, state, and private opportunities in workforce training, student support, and facility improvements. On the auxiliary side, we continue to grow revenues from enterprises such as our giftshop, cafeteria operations, athletics, and event hosting. These sources provide flexible funding that helps offset pressures on our unrestricted budget and supports our goal of increasing our fund balance.

I remain confident in our path forward. By staying true to our mission, leaning into collaboration, and capitalizing on these diversified revenue strategies, we will continue to serve our students and communities effectively. I appreciate your partnership and guidance as we navigate these challenges together, and I look forward to our ongoing discussions.

**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 name.

Dr. Steve Cole

Chancellor

COSSATOT COMMUNITY COLLEGE  
OF THE UNIVERSITY OF ARKANSAS

REPORT TO THE BOARD OF VISITORS

March 2, 2026

SUBJECT: Financial Report

CHARLOTTE JOHNSON

A copy of the Financial Report will be provided on the day of the meeting.

COSSATOT COMMUNITY COLLEGE OF THE  
UNIVERSITY OF ARKANSAS

REPORT TO THE BOARD OF VISITORS

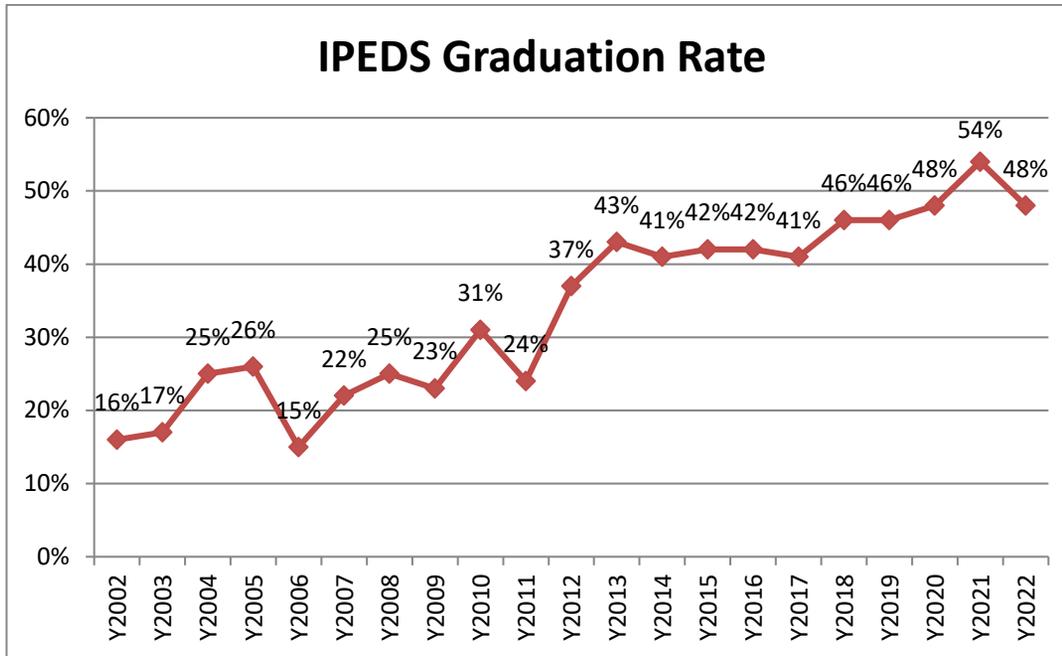
March 2, 2026

SUBJECT: Academic Services Report

DR. ASHLEY AYLETT

## Academic Services Report—March 2026

Registration for Summer and Fall will open March 16



*This is based on the student's highest earned degree. We had an increase of completions within 200% which brought our 150% graduation down.*

### **ENROLLMENT DATA**

Total Spring 2026 Enrollment: 1252 (*Spring 2025=1220; Spring 2024=1196*)

Concurrent: 600 (*last spring 552*)

FTE: 788.6 (*last spring 739.5*)

Ethnicity Breakdown:

- American Indian—53 (*increase from 41*)
- Asian—12
- Black—152
- Hispanic—285 (*decrease from 346*)
- White—1009 (*increase from 897*)

County Breakdown:

- Howard--150
- Little River—64 (*decrease from 80*)
- Sevier--186
- Pike—75 (*increase from 52*)

### **RECRUITING**

- Juniors--During the month of February we hosted area juniors on all campuses for our annual Come Fall in Love recruiting event.

- Seniors—Enrollment visits for seniors.
  - March 16—De Queen
  - March 18—Kirby will bring students to Nashville campus
  - April 1—Nashville
  - April 2---Dierks
  - April 6—Ashdown
  - April 16--Horatio
- Hosting the Colts Classic in De Queen March 13

COSSATOT COMMUNITY COLLEGE  
OF THE UNIVERSITY OF ARKANSAS

REPORT TO THE BOARD OF VISITORS

March 2, 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. A newly developed Motor Grader Operator Program was launched in December. The program initially consisted of two courses: Motor Grader Operator: Principles of Operation and Motor Grader Operator: Practical Operation and Techniques. Based on employer feedback, we have since added a third course: Motor Grader Operator: Applied Skills Reinforcement and Coaching. These courses are offered as contracted training and are a good fit for employers with as few as one motor grader operator or a team of operators. They equip participants with the skills and judgment necessary to evaluate environmental factors, road conditions, and operational experience to ensure long-lasting and efficient road performance.

### Motor Grader Operator: Principles of Operation

(2 clock hours; 0.2 Continuing Education Units)

This classroom-based course provides instruction on the core concepts and foundational knowledge required for motor grader operation. Participants may take this course on its own or pair it with Motor Grader Operator: Practical Operation & Techniques for a more comprehensive learning experience.

### Motor Grader Operator: Practical Operation & Techniques

(6 clock hours; 0.6 Continuing Education Units)

This hands-on training is designed for participants who have completed Motor Grader Operator: Principles of Operation. The course provides individualized, instructor-led guidance and includes a skills assessment to evaluate each student's ability to perform required tasks and demonstrate essential knowledge. Learners benefit from personalized support such as real-time feedback, clarification of key concepts, and additional practice opportunities to strengthen areas of difficulty.

### Motor Grader Operator: Applied Skills Reinforcement & Coaching

(4 clock hours; (2) 2-hour sessions provided two weeks apart; 0.4 Continuing Education Units)

This applied skills course provides targeted, hands-on reinforcement for motor grader operators who have previously completed Motor Grader Operator: Principles of Operation and Motor Grader Operator: Practical Operation & Techniques. The session focuses on strengthening essential operating skills, correcting unproductive habits, and addressing real-world challenges encountered in the field. Rather than repeating previous training, these sessions are a targeted tune-up that improves safety, efficiency, and operator confidence.

2. A new Fiber Restoration Essentials course has also been developed based on feedback received from electrical cooperatives. Once the final instructional supplies are received, contracted

training will be launched. This 10-hour consisting of lecture, demonstration, and hands-on exercises will equip participants with skills and judgement necessary to repair damaged infrastructure, damage assessment, determine materials, tools, and equipment required to replace, reattach, or transfer aerial fiber optic cable.

- Public Services and Workforce Development and the Division of Professional Programs have partnered with the New Growth Group to write an application to the USDA’s Agriculture and Food Research Initiative Competitive Grants Program within the Agricultural Workforce Training at Community Colleges program area. USDA makes these planning grants available to help those awarded to prepare competitive full proposals, build partnerships, and develop project frameworks.

Guided by the vision provided by Dr. Cole, the proposal focuses on designing a workforce training model that helps small and beginning farmers adopt precision agriculture, AI tools, and farm-scale automation. This planning effort will engage producers and partners to identify skill gaps, define technology needs, and develop a hybrid curriculum supported by stackable micro-credentials.

- Continuing Education and Workforce Development:

<b>CONTINUING EDUCATION &amp; WORKFORCE DEVELOPMENT</b>	<b>December 2025</b>	<b>January 2026</b>
<b>Hours of Classroom Instruction Offered</b>	34	741.75
<b>Registrations Processed</b>	<b>12</b>	<b>21</b>

Courses offered:

- Aerial Lineman: Communications
- Basic Life Support Renewal
- Broadband Essentials
- Commercial Truck Driving
- Fiber Network Engineer
- HeartCode Basic Life Support
- Motor Grader Operator: Principles of Operation
- Motor Grader Operator: Practical Operation and Techniques
- Hundreds of non-credit courses made available online monthly in partnership with Cengage Learning

- Career Pathways enrollment and credential attainments are as follows for the grant cycle through January 2026.

<b>CAREER PATHWAYS</b>	
<b>Enrollment</b>	88
<b>Credentials Earned</b>	16
Certificate of Completion - 4	
Technical Certificate - 3	
Associate Degree - 7	
Certificate of Completion/Industrial Certificate - 2	

6. YouthBuild enrollment and credential attainments are as follows for the grant cycle through January 2026.

<b>YOUTHBUILD</b>	
<b>Enrollment</b>	62
<b>Credentials Earned</b>	304
29 – 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	

The YouthBuild program, funded by a grant administered by the U.S. Department of Labor, remains in the “Follow-Up Phase” of the grant. Staff are:

- Continuing Support: Helping graduates maintain employment or continue education
- Tracking Outcomes: Monitoring job placement, retention, and educational progress
- Supporting Long-Term Success: Re-engaging participants to offer additional services if needed

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

7. Career Readiness Certification Services:

<b>CAREER READINESS CERTIFICATION SERVICES</b>	<b>December 2025</b>	<b>January 2026</b>
<b>WorkKeys Curriculum</b>	0	4
<b>WorkKeys</b>	1	1

<b>Total Participants</b>	<b>1</b>	<b>5</b>
<b>AR NATIONAL CAREER READINESS CERTIFICATIONS EARNED</b>	<b>December 2025</b>	<b>January 2026</b>
<b>Platinum</b> - Has core employability skills for approximately 99% of jobs profiled by WorkKeys	0	0
<b>Gold</b> - Has core employability skills for approximately 90% of jobs profiled by WorkKeys	0	0
<b>Silver</b> - Has core employability skills for approximately 65% of jobs profiled by WorkKeys	0	0
<b>Bronze</b> - Has Core employability skills for approximately 30% of jobs profiled by WorkKeys	1	0
<b>Total Earned</b>	<b>1</b>	<b>0</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

REPORT TO THE BOARD OF VISITORS

March 2, 2026

SUBJECT: College Relations

MADELYN JONES

**College Relations Report**  
**Board of Visitors Meeting – March 2<sup>nd</sup>, 2026**

**Comprehensive Social Media Performance Report (Nov 19 – Dec 16)**

Since November, UA Cossatot’s social media platforms have focused heavily on celebrating student achievement and promoting key institutional milestones. We proudly highlighted our PTA, OTA, and RN graduates, sharing individual recognition posts as well as photo galleries from Fall 2025 Graduation. These posts not only celebrated our students’ accomplishments but also reinforced the strength of our allied health programs to prospective students and community members. We also announced our Fall 2025 Graduation ceremony and followed up with event coverage to showcase the excitement and success of the day.

In addition to graduation content, we promoted meaningful campus and community events. We announced and shared photos from our Veterans Day Breakfast, honoring those who have served, and hosted our annual Christmas Caroling event in Nashville, where the Nashville Primary School Choir serenaded attendees. These posts highlighted UA Cossatot’s commitment to community engagement and campus culture. As we transitioned into the new year, we announced the spring semester start date and encouraged enrollment across all campuses, helping maintain recruitment momentum during the winter break.

Academically and operationally, we continued reinforcing excellence and opportunity. We published the Chancellor’s and Vice Chancellor’s Honor Student Lists to recognize high-achieving students, advertised open job positions to attract quality candidates, and promoted important program deadlines for RN, OTA, and PTA applications. Overall, our social media efforts since November have balanced celebration, recruitment, academic recognition, and community connection while keeping students and the public informed and engaged.

**Colts Athletics**

Cossatot athletics have taken a step forward this year, most notably with our women’s soccer program. Head coach Justin Hinman and assistant Franklin Bahena guided the Colts to UAC's first ever conference title after a 4-1 win away to National Park in Hot Springs before a 7-1 clincher at home on Oct. 25. Two Weeks later, Angeline Gustave's double overtime free kick from Cossatot's half gave the Colts a 4-3 Central District Final win despite a red card reducing them to 10 players against No. 9 St. Charles, sending UAC to the NJCAA National Championships in Wichita, where Hinman was honored as Central District Coach of the Year.

Shooting Sports also sees success, competing at shoots alongside schools such as LSU, Texas A&M, Baylor and TCU, often outperforming them. Head Coach Brett Blackburn was also selected to the 2026 Arkansas State Trapshooting Team. Basketball is competing in its final regular season matchup over the weekend at ASU Mid-South, and awaits its Region 2 Conference Tournament Seeding. Last season, women's basketball center Coriana Fulbright finished top three nationally in points per game, rebounds per game and shooting percentage.



Current UA Cossatot Foundation assests: \$904,046.57 (as of 2/20//2026)

Previous Board Report - UA Cossatot Foundation assests: \$893,854.04 (as of 1/5/2026)

### **Community Engagement and Student Outreach Highlights – Winter/Spring 2026**

UA Cossatot continues to strengthen its ties with local schools, youth, industry partners, and the broader community through a variety of impactful events and initiatives. These activities not only promote educational opportunities but also foster economic growth and student success in southwest Arkansas.

**Agricultural Education and Career Promotion** - The 15th Annual Colt Classic, hosted by the UA Cossatot Collegiate FFA, is scheduled for March 13, 2026. This signature event anticipates welcoming more than 1,000 high school FFA students from across the state to compete in career development events. Contests will cover key agricultural areas such as poultry judging, forestry, land evaluation, horse judging, and more. By providing hands-on learning and exposure to agriculture-related careers, the Colt Classic plays a vital role in inspiring the next generation of leaders in this critical industry.

**High School Recruitment and Campus Experience** - Each year, Student Services organizes the popular "Come Fall in Love" event, inviting local high school juniors to experience life as a UA Cossatot student. This year's participants included juniors from Foreman, Dierks, Horatio, Kirby, and De Queen high schools, who visited our campuses for guided tours, a complimentary lunch, and a commemorative T-shirt. These events showcase the college's welcoming environment, academic programs, and student support services, helping prospective students envision their future success at UA Cossatot.

**Family-Friendly Community Festival** - Fiesta Fest returns on May 2, 2026, in Downtown De Queen. Organized in partnership with community stakeholders, the festival celebrates local culture and brings families together. Applications are currently being accepted for the Spring King and Queen pageant, open to 3rd, 4th, and 5th graders. This event reinforces UA Cossatot's commitment to community vitality and family engagement.

**Economic Development Milestone** - Sevier County recently celebrated a significant boost to local industry with a ribbon-cutting ceremony for Bell Lumber & Pole's new manufacturing facility in De Queen. The event, held during the annual meeting of the Sevier County FRIENDS organization, welcomed community leaders and highlighted the company's expansion, which promises new jobs and long-term investment in the region. UA Cossatot applauds this growth, as it aligns with our mission to support workforce-ready training and economic partnerships.

**Instructional Equipment Enhancement** - The Automotive Technology program has acquired a state-of-the-art Hunter Engineering Company HawkEye Elite® wheel alignment machine for the shop. This advanced system—one of the most precise and efficient available—positions UA Cossatot's facility as a leader in automotive training in Arkansas. It is the only machine of its caliber in the state outside of the Automotive School in Springdale (where similar models are used for demonstrations). This investment equips students with cutting-edge skills directly transferable to industry demands.

**Youth Involvement in Campus Activities** - Earlier this month, elementary students from Ashdown joined UA Cossatot for exciting basketball game experiences. 3rd and 4th graders attended one game, while 5th and 6th graders attended another, each enjoying a hot dog snack pack courtesy of the college. These outings build positive associations with higher education and strengthen community-school relationships.

**Leadership Visit from UA System** - President On February 10, 2026, Lt. Gen. Jay B. Silveria, President of the University of Arkansas System, toured all four UA Cossatot campuses (De Queen, Ashdown, Nashville, and the Cossatot River Career Center in Nashville). The visit provided an opportunity to showcase our facilities, programs, and dedicated students and staff.

As shared by Dr. Cole:

*"Thank you to everyone who made General Silveria's visit today wonderful! He really enjoyed seeing our campuses and enjoyed even more visiting with students and staff! The only regret is he didn't have time to meet everyone!"*

President Silveria noted the strong sense of care and commitment: "I could really see that we all care about each other and what we do each day!"

This visit underscored the collaborative spirit across the UA System and highlighted UA Cossatot's contributions to accessible, high-quality education.

These initiatives demonstrate UA Cossatot's ongoing dedication to student recruitment, program excellence, community partnerships, and regional impact.

COSSATOT COMMUNITY COLLEGE  
OF THE UNIVERSITY OF ARKANSAS

BOARD OF VISITORS

ACTION ITEMS

March 2, 2026



MINUTES OF MEETING  
COSSATOT COMMUNITY COLLEGE OF THE UNIVERSITY OF ARKANSAS  
BOARD OF VISITORS  
January 5, 2026

Chair Mike Cranford convened the regular meeting of the Board of Visitors at 12:17 p.m. in the UA Cossatot Lockesburg Middle School Community Room, following a meal and an invocation.

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

Absent:        Barbara Horn  
                  Angie Walker

**Staff Reports**

Dr. Steve Cole presented the Chancellor’s Report, emphasizing the importance of remaining in “exploration mode” as the College enters 2026. He highlighted the need for proactive pursuit of grants, partnerships, and collaborations to leverage limited resources. Dr. Cole reported recent meetings with the University of Arkansas Division of Agriculture, Performance Services, and the University of Arkansas at Fort Smith to explore partnerships, shared services, and facility improvements. He announced receipt of a \$49,000 Weyerhaeuser grant supporting the Industrial Maintenance program and noted continued success in cybersecurity training, workforce partnerships, and grant activity. Chancellor Cole also reported on meetings with Performance Services representatives to explore public-private partnership (P3) opportunities for future campus improvements and infrastructure needs. Discussions included creative approaches to capital projects that would minimize borrowing and maximize available resources. Dr. Cole reported the College’s current Charlotte Meter rating at 7.0.

Vice Chancellor Charlotte Johnson presented the Financial Report. In the summary of Unrestricted & Auxiliary revenues at the end of November are at 5.6 million. The Expenditures are up from this time last year and stand at 5.9 million. Student accounts receivable balances have shown improvement compared to the prior year. The financial report also included updates on grants and investments. The College has been awarded approximately 6.3 million in grants, with over 1.6 million earned year-to-date, including multi-year awards. Cash balances currently total approximately \$3.4 million, showing improvement from the previous year. Certificates of Deposits total approximately 1.1 million, pooled investments through the University of Arkansas system total approximately \$567,000, and endowment funds have grown to approximately \$256,000.

Dr. Ashley Aylett presented the Academic Services Report. She reported a total of 344 credit awards, including certificates, associate degrees, GEDs, and graduates from health programs. Dr. Aylett reviewed concurrent enrollment growth supported by Access 2 Acceleration (A2A) funds and provided Fall 2025 enrollment data by school district. She also presented proposed curriculum additions related to Artificial Intelligence, including a Certificate of Proficiency and a Technical Certificate as part of the CyberLearn Network. Student success initiatives were highlighted, noting a significant improvement in probation and suspension outcomes. Of students placed on probation during the previous term, only one progressed to suspension. This improvement is attributed to increased academic intervention and individualized support from the Student Success Coach.

Tammy Coleman presented the Public Services and Workforce Development Report. Ms. Coleman reported that Career Pathways staff returned to work in November following a temporary furlough, and back pay was restored. During the furlough period, eligible students were temporarily supported through other funding sources. The YouthBuild program is currently in its follow-up phase, and a new grant proposal is being prepared. Two YouthBuild students recently participated in YouthBuild Global Youth Voice Day in Washington, D.C., reporting enhanced leadership and public speaking skills. Workforce initiatives continue to expand, including development of non-credit pathways aligned with cybersecurity and artificial intelligence programming.

**Action Items:**

**No. 1 Approve Minutes of November 3, 2025, Board Meeting.** Tim Pinkerton motioned for passage and Brenda Tate seconded the motion. The motion passed with a vote of 7-0.

**No. 2 Review College Policy 415: Instructional Staff.** Barbara Dixon motioned for review and Tim Pinkerton seconded the motion. The motion passed by a vote of 7-0.

**No. 3 Review College Policy 447: Educational Assistance.** Tim Pinkerton motioned for passage and Brenda Tate seconded the motion. The motion passed by a vote of 7-0.

**No. 4 Review College Policy 640: Non-Traditional College Credit.** Brenda Tate motioned for review. Joe Martinez seconded the motion. The motion passed by a vote of 7-0.

**No. 5 Review Academic Calendars for 2026-2027 Academic Year.** Tim Pinkerton motioned for review and Dori Gutierrez seconded the motion. The motion passed by a vote of 7-0.

With no further business, Chair Mike Cranford asked for a motion to adjourn the meeting. Tim Pinkerton made the motion and with a second from Brenda Tate, Chair Mike Cranford adjourned the meeting at 1:23 p.m.

Respectfully submitted,

Angie Walker, Secretary

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COSSATOT COMMUNITY COLLEGE OF  
THE UNIVERSITY OF ARKANSAS

BOARD OF VISITORS

INFORMATION ITEMS

March 2, 2026



# UA Cossatot

## First Friday Meeting

**MODERATOR:** Lauren Wishard

**RECORDER:** Ashley Aylett

**DATE:** February 2, 2026

**TIME:** 9am

**LOCATION:** Ring Central

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

- General Silvera, the UA System President, will be doing a campus visit Tuesday 2/10 beginning in Ashdown. Will likely spend about 20 minutes on each campus so please make sure your area is presentable.
- Did you know---the UA System is one of the largest employers in the entire state of Arkansas
- Ricky Thompkins has been named the new Chancellor for our neighbor, UA Hope/Texarkana. Ricky's mother, Judy, worked for our college for many years.
- East Ark has joined the UA System and is entering a Chancellor search
- BOT has named a new chair, Randy Lawson, who was a linebacker for the Razorbacks
- UA System has been discussing shared services across the system such as grant writing, central banking, treasury, and procurement.
- Charlotte and Steve will meet Monday to go through the upcoming budget.
- In April, our college will present our budget to the System, looking at many things including risks, raises, merit, other assumptions and defend how everything ties to our strategic plan.
- Chuck Jones with Microsoft provided a presentation to the Chancellors on Microsoft Co-Pilot, which is a very neat AI tool embedded directly in Word. He can do a campus presentation if we are interested.

### Item 2: Evaluations, HR

- Over the next couple weeks, evaluations will be sent to all employees. Workday will have a self-evaluation component this year, unlike last year. Division Chairs will send faculty evaluations directly to their faculty members.
- Only employees who have been employed for a full year complete an evaluation
- March 27 is the deadline to have completed evaluation to HR
- Overload payments for spring—February 28 start with 6 payments for 16 week courses, FLEX I will be a single payment March 15, FLEX II will be a single payment May 15

### Item 3: Cossatot Compliments

- November: Crystal Hunter

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

- February Birthdays
- Dennis Guzman, 5 years
- Kimi Buss, 5 years

AA