



Board of Visitors

November 3, 2025

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
November 3, 2025**

UA Cossatot De Queen Campus

- I. Light Meal Served: 11:30a

- II. Opening Prayer:

Open Meeting:

Introduce Guests:

- III. Staff Reports
 - A. Chancellor’s Report by Steve Cole4-6
 - B. Financial Report by Charlotte Johnson7-8
 - C. Academic Services Report by Ashley Aylett9-10
 - D. Public Services & Workforce Development by Tammy Coleman.11-14

- IV. Action Items
 - No. 1 Approve Minutes of September 8, 2025, Board Meeting 16-18

- 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 Minutes	20
2. Thank you from Litter River County Premium Sales Committee.....	21

COSSATOT COMMUNITY COLLEGE
OF THE UNIVERSITY OF ARKANSAS

REPORT TO THE BOARD OF VISITORS

November 3, 2025

SUBJECT: Chancellor's Report

DR. STEVE COLE

UA AI OK

UA Cossatot needs to ensure that we are preparing our graduates for an AI-driven workforce. Drawing from the Stanford SALT Lab's "Future of Work with AI Agents" report (July 2025), which audits AI automation and augmentation across 104 U.S. occupations using data from 1,500 workers and 52 AI experts, we can align our programs to prioritize jobs and skills resistant to full AI replacement. The report highlights that while AI may automate 10-50% of tasks for many workers, human preferences emphasize collaboration over full automation, with a shift toward interpersonal and organizational competencies.

Key insights from the WORKBank database reveal critical mismatches: 46.1% of tasks garner positive worker attitudes toward AI automation, primarily for repetitive or stressful work, freeing time for high-value activities. However, workers resist automation in 53.9% of cases due to concerns like lack of trust (45%), job displacement (23%), and loss of human touch (16.3%). Notably, sectors like Arts, Design, and Media show only 17.1% positive ratings for automation. The Human Agency Scale (HAS) classifies tasks from H1 (full automation) to H5 (human essential), with workers preferring H3 (equal partnership) in 47 occupations and higher agency overall (47.5% of tasks).

The report predicts shrinking demand for information-processing skills (e.g., data analysis, knowledge updating), which dominate high-wage jobs today, in favor of interpersonal skills (e.g., coordination, negotiation) and organizational abilities (e.g., resource monitoring, decision-making). Top high-agency skills include guiding subordinates, solving problems, and quality judgment, spanning diverse fields.

To ensure our graduates' jobs remain secure, here are some ideas UA Cossatot could implement:

1. **Enhance Core Curriculum with High-Agency Skills:** Integrate interpersonal and organizational training across all programs, such as communication workshops, team-based projects, and leadership simulations. For example, expand our Allied Health programs (e.g., Nursing, EMT) where human touch is irreplaceable, aligning with low-automation-desire zones.
2. **Develop AI-Augmentation-Focused Pathways:** Launch certificates in Human-AI Collaboration, teaching students to use AI tools for augmentation (e.g., in Business Administration or Computer Programming) while emphasizing HAS H3-H5 levels. This prepares graduates for "Green Light" zones (high desire and capability) without ceding control.
3. **Target Resilient Occupations:** Prioritize programs in education, management, and creative fields. Partner with local industries for apprenticeships in high-agency roles, using WORKBank data to map curricula to tasks in "Red Light" zones (high capability, low desire) that demand human oversight.

4. **Foster Continuous Learning:** Establish an AI Readiness Center offering workshops on evolving worker preferences, ensuring adaptability as capabilities advance.

If these initiatives were put in place, I think it would position UA Cossatot as a leader in worker-centric education, mitigating AI risks for our students while capitalizing on opportunities. We must focus on HUMAN strengths!

HAS H1	HAS H2	HAS H3	HAS H4	HAS H5
AI Agent Drives Task Completion The AI agent takes primary responsibility for task execution with no or minimal human oversight.		Equal Partnership The human and the AI agent collaborate closely throughout the task.	Human Drives Task Completion The human takes primary responsibility for task execution with varying levels of AI assistance.	
AI agent handles the task entirely on its own without your involvement.	AI agent needs your input at a few key points to achieve better task performance.	AI agent and you work together to outperform either alone.	AI agent needs your input to successfully complete the task.	Task completion fully relies on your involvement.
Automation AI replaces human capabilities		Augmentation AI enhances human capabilities		
<ul style="list-style-type: none"> Transcribe data to worksheets and enter data into computer. Run monthly network reports. 	<ul style="list-style-type: none"> Devise trading, option, or hedge strategies. Accept payment on accounts. 	<ul style="list-style-type: none"> Create core game features, including storylines, roleplay mechanics, etc. Compile and analyze experimental data and adjust experimental designs as necessary. 	<ul style="list-style-type: none"> Coordinate and direct the financial planning, budgeting, procurement, or investment activities. Design, plan, organize, or direct orientation and training programs. 	<ul style="list-style-type: none"> Participate in online forums or conferences to stay abreast of online retailing trends, techniques, or security threats.

And by the way:

Our Current Charlotte Meter: 8.5

Respectfully submitted,



Dr. Steve Cole

Chancellor

COSSATOT COMMUNITY COLLEGE
OF THE UNIVERSITY OF ARKANSAS

REPORT TO THE BOARD OF VISITORS

November 3, 2025

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

November 3, 2025

SUBJECT: Academic Services Report

DR. ASHLEY AYLETT

Academic Services Report—November 2025

Spring 2026 Registration—Spring registration opened October 17th.

Disabled Youth Hunt

Several from the college volunteered to feed lunch to the youth participating in the disabled hunt at Jones Ranch on October 24.

Fall Graduation Ceremony—Friday, December 12

- Medical Ceremony 2:00pm
- General Ceremony 5:00pm

Adult Education

- 1st Quarter #'s
- Participants: 130 (students with 12+ hours)
- Graduates: 9
- IET Enrollment: 4 (Paraprofessional)
- WAGE Certificates: 14
- Financial Audit
- Sept. 29-30 - - No financial findings for our program

Medical

- Submitted final report to Arkansas State Board of Nursing for full approval of the TRN program. Will receive a site visit in November.
- 100% pass rate for our most recent LPN class.

COSSATOT COMMUNITY COLLEGE OF THE
UNIVERSITY OF ARKANSAS

REPORT TO THE BOARD OF VISITORS

November 3, 2025

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. Melisha Conatser Stiles joined the Public Services and Workforce Development team in October as the new Workforce Development Coordinator. She coordinates contracted training services and provides job placement support to individuals who have completed the college’s non-credit career training programs. Her work ensures employers have access to training solutions that meet their specific needs and graduates are connected with employment opportunities that align with their newly acquired skills.

In the coming months, Melisha will also take on leadership of the college’s Career Readiness team. She will guide staff who deliver Career Readiness Certification (CRC) services, making sure they continue to have the resources and direction needed to help job seekers succeed. CRC services play a vital role in helping individuals qualify for jobs with employers who require or prefer this credential. Additionally, these services support the ACT Work Ready Communities initiative in our region, helping maintain certification that signals to employers we have a skilled and capable workforce.

Melisha brings a wealth of experience in reemployment services and has a deep understanding of how workforce training supports economic development. She has facilitated training programs and provided hands-on support in areas such as job search strategies, resume development, interview preparation, and more. Her academic background includes a degree in environmental and safety studies, complemented by multiple safety and health credentials that are highly valued by employers. This combination of practical experience and specialized knowledge enables her to deliver workforce solutions that are both relevant and impactful for individuals and employers.

2. The Career Pathways program has experienced a 32% growth since the start of the FY26 grant cycle in July. Most participants are enthusiastically pursuing credit-bearing certificates of proficiency, technical certificates, or associate degrees, demonstrating a strong commitment to long-term career advancement. Participation in non-credit career training is also expected to rise as the fiscal year progresses, continuing the program’s upward momentum.

CAREER PATHWAYS	
Enrollment	85
Credentials Earned Certificate of Completion = 1 Commercial Truck Driving	1

3. The YouthBuild program, funded by a grant administered by the U.S. Department of Labor, transitioned from the program participation phase into the Follow-Up phase in late September. This phase focuses 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.

YOUTHBUILD	
Enrollment	62
Credentials Earned	302
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	

4. Continuing Education and Workforce Development:

CONTINUING EDUCATION & WORKFORCE DEVELOPMENT	August 2025	September 2025
Hours of Classroom Instruction Offered	869.37	295.75
Registrations Processed	88	23

Courses offered:

- Aerial Lineman: Communications
- Basic Cardiology
- Basic Life Support
- Basic Life Support Renewal
- Broadband Essentials
- Commercial Truck Driving
- Emergency Medical Responder Ethics and Professionalism
- Emergency Medical Responder Stroke Care
- Fiber Network Engineer
- HeartCode Basic Life Support
- K-12 First Aid CPR AED (with additional topics)
- National Registry of EMTs National Continued Competency Program
- Pediatric Emergencies
- Phlebotomy Technician
- Hundreds of non-credit courses made available online monthly in partnership with Cengage Learning

5. Career Readiness Certification Services:

CAREER READINESS CERTIFICATION SERVICES	August 2025	September 2025
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WorkKeys Curriculum	36	37
WorkKeys	26	38
Total Participants	62	75
AR NATIONAL CAREER READINESS CERTIFICATIONS EARNED	August 2025	September 2025
Platinum - Has core employability skills for approximately 99% of jobs profiled by WorkKeys	10	8
Gold - Has core employability skills for approximately 90% of jobs profiled by WorkKeys	6	8
Silver - Has core employability skills for approximately 65% of jobs profiled by WorkKeys	5	16
Bronze - Has Core employability skills for approximately 30% of jobs profiled by WorkKeys	4	5
Total Earned	25	37

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

November 3, 2025

MINUTES OF MEETING
COSSATOT COMMUNITY COLLEGE OF THE UNIVERSITY OF
ARKANSAS BOARD OF VISITORS
September 8, 2025

Vice Chair Tim Pinkerton convened the regular meeting of the Board of Visitors at 12:15 p.m. in the UA Cossatot Lockesburg Community Room, following a light meal and an invocation.

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

Staff Reports

Dr. Steve Cole presented the Chancellor’s Report, providing an overview of fiscal challenges and strategies for the 2025–2026 fiscal year. He reported a \$512,000 decrease in net assets and a \$1 million reduction in cash reserves, attributed to increased salaries, facility upgrades, and the purchase of the Colts Soccer Complex. To address these challenges, the college will focus on cost-saving measures such as cross-training staff, limiting non-essential travel, deferring nonessential maintenance, and improving operational efficiency. Enrollment increased by approximately eight percent, which may help offset revenue losses. Dr. Cole concluded by sharing that the institution remains financially stable, currently rated at 7.5 out of 10 on the “Charlotte Meter,” a new measure of financial health named after CFO Charlotte Johnson. Dr. Cole also expressed a great outcome for the 50th year festivities that took place last week.

Charlotte Johnson then presented the Financial Report. The college ended the fiscal year June 2025 with a total revenue for the fiscal year standing at \$12.15 million. The Account receivables were down 223,000 compared to this time last year. The college continues to maintain a solid grant portfolio with more than \$9 million in total grants and \$4.9 million earned to date. In Scheduled of Investments the college is up 47,000 from last year. In the endowments fund we are totaling \$210,537. Johnson emphasized conservative spending and vigilant monitoring of auxiliary operations to ensure ongoing financial stability.

Dr. Ashley Aylett delivered the Academic Services Report, noting that 52 students graduated during the summer term, earning a total of 61 credentials. Fall 2025 enrollment remains steady, with 136 students participating in Adult Education and five GED graduates as of late August. She highlighted strong partnerships with area high schools, including record enrollment in the Industrial Maintenance program, which now serves 67 students across multiple districts. Dr. Aylett also announced that the college’s Registered Nursing program will undergo a site visit in November for full program approval.

Tammy Coleman followed with the Public Services and Workforce Development Report. She reported that since launching in 2023, the Arkansas Fiber Academy has trained 387 participants, including 189 UA Cossatot students. The Career Pathways program enrolled 97 participants and supported 50 credential completions in the previous grant cycle. Coleman also described successful outcomes from the YouthBuild program and Career Readiness Certification Services, which continue to provide valuable workforce credentials. She added that the Fiber Network Engineer Program was formally celebrated with a grand opening event on August 28, 2025, with state and local partners in attendance.

Action Items:

No. 1 Approve Minutes of July 7, 2025, Board Meeting. Brenda Tate motioned for passage and Barbara Dixon seconded the motion. The motion passed with a vote of 6-0.

No. 2 Review College Policy 469: Information Technology Incident Response. Joe Martinez motioned for review. Dori Gutierrez seconded the motion. The motion passed by a vote of 6-0.

Additional Action Items:

No. 3 Review College Policy 503: Entrance Requirements. Brenda Tate motioned for review and Barbara Dixon seconded the motion. The motion passed by a vote of 6-0.

No. 4 Review College Policy 514: Transfer Credit. Joe Martinez motioned for passage and Dori Gutierrez seconded the motion. The motion passed by a vote of 6-0.

These two additional action items were added to the minutes prior to board approval on November 3, 2025.

With no further business, Vice Chair Tim Pinkerton asked for a motion to adjourn the meeting. Barbara Dixon made the motion and with a second from Brenda Tate, Vice Chair Tim Pinkerton adjourned the meeting at 1:20 p.m.

Respectfully submitted,

Angie Walker, Secretary

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COSSATOT COMMUNITY COLLEGE
OF THE UNIVERSITY OF
ARKANSAS

BOARD OF VISITORS

INFORMATION ITEMS

November 3, 2025



UA Cossatot

First Friday Meeting

MODERATOR: Barry Reed
RECORDER: Ashley Aylett

DATE: October 3, 2025
TIME: 9am
LOCATION: Ring Central

Item 1: Chancellor Update, Dr. Steve Cole

- Discussed the future of education, jobs, and AI
 - Reduction of 4 million jobs since the introduction of Chat GPT, but companies are seeing more profit due to reduced labor costs. We must be prepared to teach our students how to enter this new workforce.
 - Reminder that the next years budgeting process will begin in November.
 - We did see a 6% increase in enrollment this fall, but was primarily in secondary so we don't receive a large increase in revenue.
 - Encouraged everyone to send any ideas of things we want to do at the college so we can seek grants to match the ideas. We plan to try this new approach moving forward to see how it works. Grant funding is something we rely heavily on at the college to help accomplish many of the great things we do.

Item 2: IT Updates, Tony Hargrove

- October is National Cybersecurity Month
- Phishing emails are very good now so please pay extra attention to emails and links
- If you don't know the person—don't open.
- October 14 Windows 10 reaches end of life so any devices we have will not longer be compatible with our network. We don't have many of these devices left.
- Docubase is moving to cloud based and getting close to completion
- We will be moving to authentication to cloud—with a goal of completing for employees before the break. Students will be more difficult so will take longer. Password requirements will be required to meet the system requirements with a 16 character minimum, but will never expire! Will only need to change in the case of a potential or stolen password.

Item 3: Cossatot Compliments

- September: Rod Dancer, Madelyn Jones, DISS Team (Ryan, Cole and Tony)

Item 4: Campus Events/ Employee Birthdays/Anniversaries

- Birthdays
- 5 Year Anniversary: Noelle Couch
- 10 Year Anniversary: Jennifer Sanderson

Adjourn: 9:28 am

AA



Thank You!



September 23, 2025

On behalf of the Little River County Premium Sale committee and the Little River County 4-H and FFA livestock exhibitors, we want to express our deepest gratitude for your donation to the 2025 Little River County Livestock Show & Premium Sale. We are sincerely thankful for your support in making this year's event an amazing success. Your contribution is a direct investment in these young exhibitors and the future leaders of our great community. Once again, we want to express our heartfelt gratitude for your commitment to the success of the sale and the future of our youth.

Sincerely,

Little River County Premium Sale Committee and Little River County 4-H and FFA Livestock Exhibitors

