

Office of the President

1100 Henderson Street
HSU Box 7532
Arkadelphia, AR 71999
(870) 230-5091 *phone*
(870) 230-5147 *fax*
president@hsu.edu

May 31, 2018

Dr. Stephen Adkison
917 N 15th Street
Arkadelphia, AR 71923

Dear Dr. Adkison,

I am pleased to notify you that the Board of Trustees, at its meeting held on May 18, 2018, approved your reappointment to Provost/Vice President for Academic Affairs at Henderson State University for the 2018-2019 fiscal year. This renewal notice carries forward the employment agreement documented in your last 2016-17 contract. You will receive a new contract if your appointed position/employment agreement changes.

Your salary for the 2018-2019 fiscal year will be \$170,873.00. It is the gross salary for the indicated budget period only and is subject to deductions required by state and federal law and, if permitted by law, other deductions that you authorize. Renewal of your appointment is contingent upon your performance and the availability of funds from state appropriations and tuition/fee revenue. This appointment and the compensation set out herein are subject to the rules, regulations, and policies found in the governing documents of the university, as well as applicable Arkansas and federal laws.

If you accept this assignment, please indicate your acceptance, sign on the designated line and return a signed copy to Human Resources, HSU Box 7884, no later than June 22, 2018.

Sincerely,

Glen Jones
President

Please check one:

_____ I accept the reappointment offered _____ I reject the reappointment offered

Signed: _____ Date: _____ Payroll ID: 168008316



May 31, 2018

Ms. Jennifer Boyett
5 Ivy Circle
Arkadelphia, AR 71923

Dear Ms. Boyett,

I am pleased to notify you that the Board of Trustees, at its meeting held on May 18, 2018, approved your reappointment to Vice President for University Advancement at Henderson State University for the 2018-2019 fiscal year. This renewal notice carries forward the employment agreement documented in your last 2016-17 contract. You will receive a new contract if your appointed position/employment agreement changes.

Your salary for the 2018-2019 fiscal year will be \$119,340.00. It is the gross salary for the indicated budget period only and is subject to deductions required by state and federal law and, if permitted by law, other deductions that you authorize. Renewal of your appointment is contingent upon your performance and the availability of funds from state appropriations and tuition/fee revenue. This appointment and the compensation set out herein are subject to the rules, regulations, and policies found in the governing documents of the university, as well as applicable Arkansas and federal laws.

If you accept this assignment, please indicate your acceptance, sign on the designated line and return a signed copy to Human Resources, HSU Box 7884, no later than June 22, 2018.

Sincerely,

Glen Jones
President

Please check one:

_____ I accept the reappointment offered _____ I reject the reappointment offered

Signed: _____ Date: _____ Payroll ID: 195008094



1100 Henderson Street
HSU Box 7532
Arkadelphia, AR 71999
(870) 230-5091 *phone*
(870) 230-5147 *fax*
president@hsu.edu

May 31, 2018

Dr. Brett Powell
6 Timber Ridge Circle
Arkadelphia, AR 71923

Dear Dr. Powell,

I am pleased to notify you that the Board of Trustees, at its meeting held on May 18, 2018, approved your reappointment to Vice President for Finance and Administration at Henderson State University for the 2018-2019 fiscal year. This renewal notice carries forward the employment agreement documented in your last 2016-17 contract. You will receive a new contract if your appointed position/employment agreement changes.

Your salary for the 2018-2019 fiscal year will be \$175,000.00. It is the gross salary for the indicated budget period only and is subject to deductions required by state and federal law and, if permitted by law, other deductions that you authorize. Renewal of your appointment is contingent upon your performance and the availability of funds from state appropriations and tuition/fee revenue. This appointment and the compensation set out herein are subject to the rules, regulations, and policies found in the governing documents of the university, as well as applicable Arkansas and federal laws.

If you accept this assignment, please indicate your acceptance, sign on the designated line and return a signed copy to Human Resources, HSU Box 7884, no later than June 22, 2018.

Sincerely,

Glen Jones
President

Please check one:

I accept the reappointment offered I reject the reappointment offered

Signed: Date: 6/22/18 Payroll ID: 201000923



RESOLUTION

WHEREAS, on March 6, 2012, the Board of Trustees of Henderson State University, by unanimous agreement, appointed Glendell Jones, Jr. as the 17th president of the University, and;

WHEREAS, Glendell Jones will assume the responsibilities of the President of Henderson State University on July 1, 2012, and


WHEREAS, the terms and conditions of his employment must be agreed upon in writing by the Board and Glendell Jones prior to that date,

BE IT, THEREFORE, RESOLVED, by the Board of Trustees of Henderson State University, as follows:

1. The appointment of Glendell Jones is effective July 1, 2012, for an initial term of five years concluding on June 30, 2017, renewable on an annual basis thereafter.
2. The University will provide cash compensation pursuant to this appointment in the amount of \$222,397.50 per state fiscal year beginning with the 2012-2013 fiscal year with subsequent annual adjustments at the Board's discretion.
3. Mr. Jones is further appointed as Professor of Accounting with tenure.
4. As a condition of employment, the University requires Mr. Jones and his family to live in Newberry House. The University shall provide all utilities, maintenance, housekeeping, and landscaping for Newberry House.
5. The University will provide Mr. Jones with the use of a suitable automobile for official university business. The University will pay the cost of insurance, fuel, taxes, registration and maintenance of the vehicle used by Mr. Jones.
6. The parties agree that Mr. Jones shall not make any contribution of money, services, or in kind donations to a partisan political campaign involving the nomination, retention, or election of any person to a public office.
7. Mr. Jones is granted 240 hours of annual leave as of July 1, 2012. Mr. Jones shall accrue additional annual leave at the rate of 15 hours per month.
8. Mr. Jones will provide consulting services to the University prior to the beginning of his appointment as President and will be compensated in the sum of \$13,500.00. Mr. Jones shall be reimbursed for his expenses incurred during travel on behalf of the University during the interim.

9. During the term of this appointment the University will provide insurance and other benefits under plans generally available to the twelve-month faculty of the University.
10. The University shall provide Mr. Jones with a mobile telephone with internet and e-mail access capabilities.
11. The University shall pay the cost of Mr. Jones' memberships in any civic organizations he may choose to join. Private funds may be used for this purpose, if appropriate funds are available.
12. Mr. Jones shall be reimbursed for his entertaining on behalf of the University inside and outside of Newberry House. Public funds may be used for this purpose, to the extent allowed by state law. Private funds may also be used for this purpose, if appropriate funds are available.
13. Mr. Jones shall be reimbursed for his actual moving costs (including packing and transport) incurred while relocating to Arkadelphia.

Adopted and signed this 28th day of March, 2012.



William G. Wright, Chairman

Charles Michael "Mike" Myers, Secretary

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement ("Agreement") made between the Board of Trustees ("Board") of Henderson State University ("University") and Dr. Glendell Jones, Jr. ("President").

1. The Board agrees that certain outside activities undertaken by the President advance and enhance the image of the University. Among these are memberships on corporate boards, memberships on boards and committees of national bodies and community organizations and holding of office in such national bodies or community organizations. Further, the President may accept invitations for speaking engagements so long as such engagements do not unreasonably interfere with the performance of his other duties. The President may accept honoraria for speaking engagements as long as doing so does not violate Arkansas law.

2. The Board acknowledges and approves of the President's current involvement of the following boards and organizations:

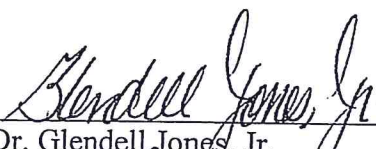
- Arkansas Science and Technology Authority
- Economics Arkansas
- National Association of Diversity Officers in Higher Education (Past President)
- Southern Bancorp

3. Before accepting any additional appointments to any board, association or other body (with the exception of local civic and church organizations) the President shall first inform and obtain the approval of the Board.

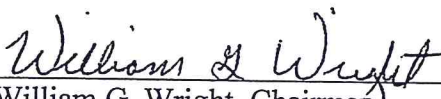
Signed by the parties on the dates set forth below.

DR. GLENDELL JONES, JR.

BOARD OF TRUSTEES
HENDERSON STATE UNIVERSITY



Dr. Glendell Jones, Jr.
Date: May 2, 2012



William G. Wright, Chairman
Date: 5/2/12, 2012



**EMPLOYMENT AGREEMENT
for
PRESIDENT**

Dr. Glendell Jones, Jr.

This Employment Agreement (“Agreement”) made between the Board of Trustees (“Board”) of Henderson State University (“University”) and Dr. Glendell Jones, Jr. (“President”).

1. Term of Appointment. The Board hereby appoints and employs Dr. Glendell Jones, Jr. as the 17th president of the University effective July 1, 2012 for an initial term of five years concluding on June 30, 2017. The contract is renewable on an annual basis and is subject to the terms and provision set out herein.

2. Duties and Responsibilities. The President shall devote his best efforts to carry out the responsibilities of President as required by State and Federal law, by this Agreement, and by custom and practice performed by a university president of a public institution of higher education, including without limitation, the performance of all duties and responsibilities of President as set forth in the position description, current policies of the Board as well as policies hereafter adopted, and such other duties and responsibilities as may now or hereafter assigned to the President by the Board.

The President agrees to faithfully devote his full-time attention and energies to the duties of President of the University. In the performance of his duties, it is expected that the President will participate in professional growth and development opportunities on a continuing basis.

3. Salary. For all services rendered under this Agreement the University will provide cash compensation pursuant to this appointment in the amount of \$222,397.50 per state fiscal year beginning with the 2012-2013 fiscal year with subsequent annual adjustments at the Board’s discretion.

4. Taxes. The President shall be responsible for any and all taxes on all compensation received pursuant to this Agreement. The University shall also be responsible for the employer’s share of any and all taxes on all compensation paid as an employer pursuant to this Agreement.

5. Benefits. During the term of this appointment the University will provide the president with insurance and other benefits under plans generally available to the twelve-month faculty of the University. The President is granted 240 hours of annual leave as of July 1, 2012. The President shall accrue additional annual leave at the rate of 15 hours per month. The President shall also accrue sick leave during his term of employment. All such benefits shall be

provided in accordance with Board policies, state and applicable federal laws, and are subject to change from time to time by the Arkansas General Assembly, the Board and/or the University.

6. Housing. As a condition of employment, the University requires the President and his family to live in Newberry House. In recognition of the official use of the Newberry House as the President's home, the University shall provide all utilities, maintenance, housekeeping, and landscaping for Newberry House. Furnishings will be provided by the University; however, the President may choose to furnish portions of the President's home with their personal property. Any personal property belonging to the President shall be insured separately by him against risk of loss. In the event of their resignation from the position or their non-reappointment as President, the President shall have forty-five days to vacate Newberry House unless a longer time period is approved by the Board.

7. Automobile. The University will provide the President with the use of a suitable automobile for official university business. The University will pay the cost of insurance, fuel, taxes, registration and maintenance of the vehicle used by the President.

8. Reimbursement. The President shall be reimbursed for his entertaining on behalf of the University inside and outside of Newberry House. Public funds may be used for this purpose, to the extent allowed by state law. Private funds may also be used for this purpose, if appropriate funds are available.

9. Grant of Tenure. The Board appoints Dr. Jones as Professor of Accounting with tenure.

10. Moving Expenses. Dr. Jones shall be reimbursed for his actual moving costs (including packing and transport) incurred while relocating to Arkadelphia.

11. Consultation compensation. Dr. Jones will provide consulting services to the University prior to the beginning of his appointment as President and will be compensated in the sum of \$13,500.00, to be paid in one lump sum during the month of June. Dr. Jones shall be reimbursed for his expenses incurred during travel on behalf of the University during the interim.

12. Civic organization membership. The University shall pay the cost of Dr. Jones' memberships in any civic organizations he may choose to join. Private funds may be used for this purpose, if appropriate funds are available.

13. Partisan contributions prohibited. The parties agree that Dr. Jones shall not make any contribution of money, services, or in-kind donations to a partisan political campaign involving the nomination, retention, or election of any person to a public office.

14. Mobile telephone. The University shall provide Dr. Jones with a mobile telephone with internet and e-mail access capabilities.

15. Outside Employment. The President shall not, in the absence of prior written permission from the Board, engage in any employment or paid consultation outside of the university without the approval of the Board, and shall not engage in any activity that may be competitive with or adverse to the best interest of the University. However, it is expected and

understood that the President may serve on external boards of directors at the local, state, regional, or national levels.

16. Professional Development. The Board agrees that the President will attend educational and professional development conferences, conventions, courses, and seminars in order to enhance his ability to perform his official duties. The Board and President agree that attendance at such event shall not require the President to be absent from the campus for an unreasonable length of time. University shall reimburse the President for reasonable expenses related to his attendance.


17. Severability. If any of the provisions of this Agreement is declared invalid or unenforceable, such provision shall be deemed modified to the extent necessary and possible to render it valid and enforceable. Notwithstanding, the unenforceability or invalidity of any provision shall not affect any other provision of this Agreement, and this Agreement shall continue in full force and effect, and be construed and enforced as if such provision had not been included or modified as above provided.

18. Applicable Law and Interpretation. This Agreement is made under and shall be interpreted according to the laws of the State of Arkansas. Nothing in this agreement shall be construed to waive the sovereign immunity of the University.

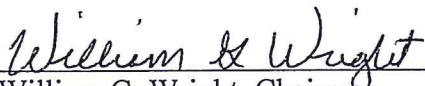
EXECUTED by the parties on the dates set forth below.

DR. GLENDELL JONES, JR.

BOARD OF TRUSTEES
HENDERSON STATE UNIVERSITY



Dr. Glendell Jones, Jr.
Date: May 2, 2012



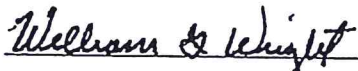
William G. Wright, Chairman
Date: 5/12/12, 2012

RESOLUTION

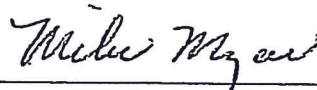
RESOLVED, that the Board of Trustees of Henderson State University approves the appointment of Glendell Jones, Jr. as President of the university through June 30, 2018. This contract is renewable on an annual basis thereafter. The Board approves cash compensation of \$227,958.00 for President Jones for fiscal year 2013-2014, and

RESOLVED FURTHER, that all other conditions stated in the initial employment contract and Memorandum of Agreement dated May 2, 2012, remain in force through June 30, 2018.

Adopted and signed this 10th day of July, 2013.



William Wright, Chairman




Charles Michael "Mike" Myers, Secretary

RESOLUTION

RESOLVED, that the Board of Trustees of Henderson State University approves the appointment of Glendell Jones, Jr. as President of the university through June 30, 2020. This contract is renewable on an annual basis thereafter. The Board approves cash compensation of \$230,500 for President Jones for fiscal year 2015-2016, and

RESOLVED FURTHER, that all other conditions stated in the initial employment contract and Memorandum of Agreement dated May 2, 2012, remain in force through June 30, 2020.

Adopted and signed this 21st day of May, 2015.



Charles Michael "Mike" Myers, Chairman



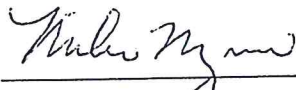
Bruce Moore, Secretary

RESOLUTION

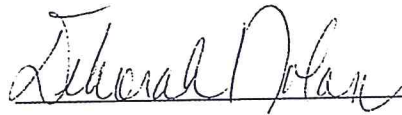
RESOLVED, that the Board of Trustees of Henderson State University approves the appointment of Glendell Jones, Jr. as President of the university through June 30, 2021. This contract is renewable on an annual basis thereafter. The Board approves cash compensation of \$230,500 for President Jones for fiscal year 2016-2017, and

RESOLVED FURTHER, that all other conditions stated in the initial employment contract and Memorandum of Agreement dated May 2, 2012, remain in force through June 30, 2021.

Adopted and signed this 19th day of May, 2016.



Charles Michael "Mike" Myers, Chairman



Deborah Nolan, Secretary

RESOLUTION

RESOLVED, that the Board of Trustees of Henderson State University approves the appointment of Glendell Jones, Jr. as President of the university through June 30, 2022. This contract is renewable on an annual basis thereafter. The Board approves cash compensation of \$230,500 for President Jones for fiscal year 2017-2018, and

RESOLVED FURTHER, that all other conditions stated in the initial employment contract and Memorandum of Agreement dated May 2, 2012, remain in force through June 30, 2022.

Adopted and signed this 19th day of May, 2017.

Bruce T. Moore, Chairman

Johnny K. Hudson, Secretary